



Acceleration in action

From potential to unlimited possibility

UniCredit Bank Czech Republic and Slovakia, a.s.

A joint stock company

Registered office: Želetavská 1525/1, 140 92 Prague 4, Czech Republic

Companies register: recorded in the Companies Register maintained
by the Municipal Court in Prague, Section B, file 3608

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This version of the Annual Report is an English translation of the Czech version of the Annual Report. UniCredit Bank took all the possible care to ensure that this version is an accurate representation of the version in XHTML format, except for the machine-readable XBRL tags that are embedded only in the XHTML version. An English translation of the Annual Report in the XHTML format is available here: www.unicreditbank.cz/en/o-bance/vysledky/vyrocní-zpravy.html. In case of any differences in the information contained, the Czech version of the Annual Report in the XHTML format, which is the version of the Annual Report published in accordance with the Capital Market Undertaking Act No. 256/2004 Coll. in the XHTML format, shall prevail over this version. The Czech version of the Annual Report in XHTML format is available here: www.unicreditbank.cz/cs/o-bance/vysledky/vyrocní-zpravy.html

UniCredit Unlocked to UniCredit Unlimited

UniCredit is a pan-European leader and commercial bank providing best-in-class solutions and services across **Italy, Germany, Austria, and Central and Eastern Europe.**

With our structural advantages and network of empowered banks, leveraged at scale, we set a new benchmark for banking with our winning operating model, keeping our clients at the centre and unlocking the potential of our people.

UniCredit Unlocked transformed our Bank – proving what disciplined execution, empowered and motivated people and a unified operating model can achieve. **We now shift decisively from Unlocked to Unlimited** – a new phase defined by greater ambition and a fundamental rethinking of how a European bank should operate.

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Our unique winning proposition. Group scale, local reach.

One core belief: an unmatched potential inherent within our bank that needed to be unlocked by leveraging our structural advantages.



>20m

Clients¹ with >60% revenue from SMEs, Private and Affluent

#1 rated

Bank in Europe and across our geographies each year since 2022²

Leading market share

In Group Trade & Correspondent Banking with top 3 positions in every UniCredit country

Attractive geographic mix

We are the only truly pan-European bank: with 13 banks + 1 embedded across Europe, with top three positions in 90% of our markets.

This gives us scale, diversification, stability, limited Foreign Exchange (FX) dispersion and lower geopolitical concentration compared with other cross border models, and it provides strategic optionality across 13+1 markets.

High-quality client mix

We have more than 20 million primary, longstanding client relationships, skewed towards Private, Affluent and Small and Medium Enterprises (SMEs), where returns are structurally more attractive driven by a higher Return on Allocated Capital (RoAC), cross-selling and cross-over ratio.

Targeted product mix

Our Group factories combined with our granular local reach provide a breadth and depth of offering that local competitors cannot match. We harness scale only where it genuinely creates advantage – product factories, technology, data & AI, procurement – unlocking synergies and raising effectiveness across the Group.

A unique proposition rooted in Group scale and local reach



Clients truly at the centre, unifying the organisation around one common Vision, Purpose, Strategy and Culture.



Empowered banks and people within a clear Group framework, ensuring they are as independent as possible within one clear Group Strategy and framework.



Focused the centre on what truly adds value and benefits from scale.



A bottom-up, execution-driven culture that is delivering exceptional results.

This federal model enhances the entire system: the Group provides platforms, capabilities and direction, while empowered local banks deliver for clients and drive superior performance.

1. UniCredit clients c.17.5m (o/w 15m active) and Alpha clients 3.7m.

2. Awarded Bank of the Year in 2025 by The Banker in Italy, Austria, Bosnia and Herzegovina, Bulgaria, Croatia and Romania; Best Bank in Europe by Euromoney in 2025; Global Best Bank by The Banker in 2023 and 2024; Global Bank of the Year by International Financing Review in 2024.

An unmatched federation of leading banks

13+1

Leading banks, including partnership with Alpha Bank

75,000

Talented colleagues¹

>20m

Clients with primary relationship connected across Europe

4

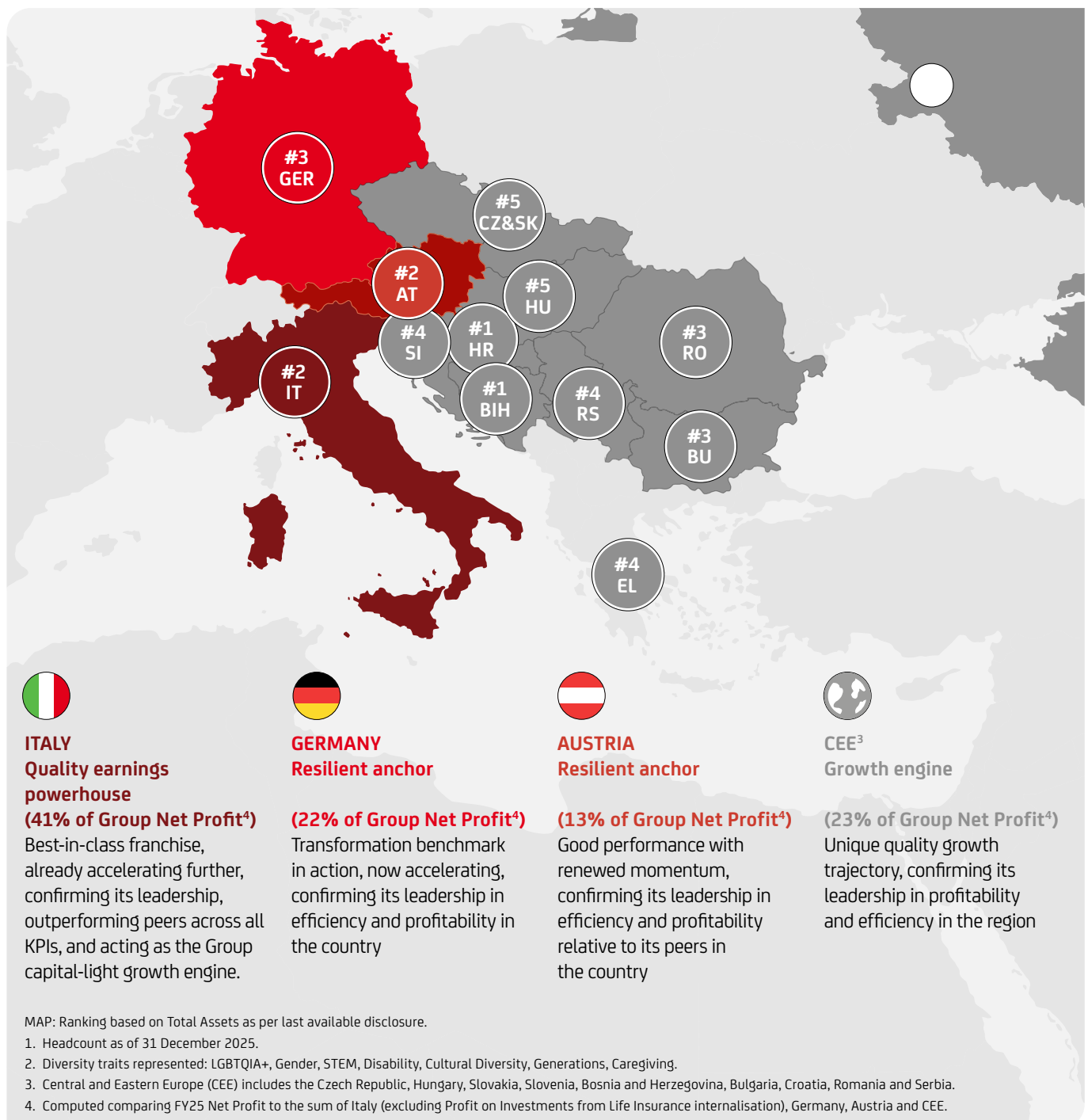
Coverage regions

3

Product factories

1,000+

Employee Networks active members²



Record FY25, crowning five years of excellence

We have delivered a record full year and 20 consecutive quarters of quality profitable growth, reflecting five years of disciplined execution. This strong momentum is broad-based across all KPIs – delivering today while building for tomorrow.

Financial highlights

TOP-LINE GROWTH

€24.5bn

Gross Revenue
Flat¹ (FY/FY)

BOTTOM-LINE GROWTH

€10.6bn²

Net Profit
+14% (FY/FY)

RoTE

19.2%

+1.5 p.p. (FY/FY)

TOP LINE QUALITY

36%

Fees & Net Insurance/Net Revenue
+2 p.p. (FY/FY)

OPERATIONAL EFFICIENCY

38.5%

Best-in-class Cost/Income ratio
Flat costs (FY/FY), down -2%
excluding new perimeter

ASSET QUALITY

15bps

CoR
+1bp (FY/FY)

PER SHARE GROWTH

+20% EPS

+31% DPS³

+19% TBVPS⁴

TOTAL DISTRIBUTIONS⁵

€9.5bn

+6% (FY/FY)

SOUND NPE RATIO

1.6%

1. Gross revenues are flat FY/FY when adjusted for circa negative €240 million trading impact related to the hedging of our strategic portfolio, booked in 4Q25, to protect and optimise its return, or circa -1% FY/FY otherwise.

2. Stated net profit adjusted for impacts from DTAs tax loss carry forward ("TLCF").

3. FY25 DPS calculated as €1.4282 interim DPS paid in November 2025, plus €1.7205 preliminary final DPS, calculated as of 6 February 2026, based on the best estimate of the expected number of shares eligible for dividend payment. The definitive final DPS will be communicated according to the ordinary procedure.

4. FY25 interim dividend paid in November 2025 of €1.4282, or +11% FY/FY without it.

5. Subject to supervisory, board of directors and shareholders' approval. FY25 total distribution at €9.5 billion, of which €4.75 billion is a cash dividend (of this, €2.2 billion has already been paid as interim dividend in November 2025 and the remaining €2.58 billion corresponds to a preliminary final DPS of €1.7205).

Leading by example

Thanks to our strong foundations, in 2025 we continued to make progress on our Environmental, Social and Governance (ESG) KPIs.

Sustainability highlights



Environment

ESG lending, sustainable bonds and Net Zero commitments.

We grew our ESG lending and sustainable bonds, reaching a total of €11.3 billion in environmental lending and €5.9 billion in sustainable bond issuance since January 2025.

€11.3bn

Environmental lending

€5.9bn

Sustainable bonds issued



Social

Social financing and contribution to support our communities.

Our social financing reached €5.5 billion in 2025, enabling micro-credit, impact financing and loans to disadvantaged areas. We also provided c.€71 million in social contribution through dedicated initiatives.

c. €71m

Social contribution

c.15,600

Hours dedicated to volunteering by our colleagues



Governance

ESG-aligned remuneration, solid risk and policy framework.

We built a solid ESG governance through top management remuneration, ESG representation within the Group Executive Committee, and robust credit and policy frameworks. Enabled by our strong commitment to diversity, equity and cultivating an inclusive culture across the bank.

53%

Women represented on the Board of Directors

c.1%

Gender Pay Gap in comparable roles

A new path for a new era of European banking

“

It is time for UniCredit to become truly unlimited. A bold new chapter defined by ambition, innovation, and a fundamental rethinking of what a European bank can and should be.

Andrea Orcel

Chief Executive Officer UniCredit S.p.A.



UniCredit honoured with multiple achievements across Europe



UniCredit enters single-A territory as Fitch upgrades issuer rating to A-



UniCredit receives its second single-A rating



UniCredit obtains its third single-A rating as Moody's upgrades the issuer rating to A3



Named Bank of the Year in six countries

Dear Stakeholders,

In recent years, UniCredit has established a track record of excellent performance across a range of economic conditions. In an environment shaped by volatility and structural change, we have delivered high-quality earnings, robust capital generation and disciplined growth; all underscored by the Group's outstanding efficiency and RoTE. These outcomes reflect deliberate choices about how we allocate capital and manage risk, demonstrating an ingrained resilience and sustainability within our strategy.

When I arrived at UniCredit in 2021, the Group faced significant challenges and required a decisive change in direction. Through our UniCredit Unlocked Strategy, we fundamentally reshaped the Bank, establishing the foundations needed to unlock its untapped potential by unifying our people around a single Vision, Strategy and Culture. This was accompanied by a fundamental overhaul of our operating model – transforming our efficiency while simultaneously investing in our people, digital capabilities, product platforms and distribution. This transformation enabled us to create an environment rooted in empowerment, allowing our teams to deliver exceptional results with clarity and purpose.

Together, we have moved the Group from laggard to leader in our sector, enabling us to deliver like never before for our clients, and empower communities to progress across the continent. Now, it is time to go even further by launching UniCredit Unlimited, an ambitious new chapter that will transcend traditional boundaries and rewrite what is possible within the financial sector – built on the same foundation of trust and empowerment that has guided our progress so far.

Another year of record-breaking results

Our 2025 results again mark the strongest performance in UniCredit's history, and our 20th consecutive quarter of profitable growth.

Net Profit reached €10.6 billion, up 14% year-on-year, while RoTE increased to 19.2%, underscoring the strength of our disciplined, capital-generative model.

These results were delivered notwithstanding €1.4 billion of extraordinary charges, deliberately frontloaded to further strengthen our medium-term trajectory. We closed the year with a robust CET1 ratio of 14.7% and announced a leading shareholder distribution of €9.5 billion, including €4.75 billion in cash dividends.

Operational efficiency remained best-in-class, with a cost-income ratio of 38.5%, reflecting continued discipline in execution.

Looking ahead, our ambition is to deliver approximately €13 billion of Net Profit and a RoTE above 23% in 2028, with further improvement through 2030. We remain focused on consistent outperformance through the cycle and confident in our ability to sustain profitable, capital-generative growth and superior distributions over the coming years.

A changing financial industry

Despite another year of excellent performance, we cannot afford to stand still. The world around us continues to change at remarkable pace, and the second quarter of this century will likely represent the greatest transformation our sector has experienced for a generation. Advances in artificial intelligence, data and digital infrastructure are not simply enhancing existing models, but redefining how financial services are produced, distributed and consumed. In this context, banks cannot rely on legacy advantages or incremental improvement. Remaining competitive will instead require a willingness to constantly evolve to keep pace with a rapidly changing financial ecosystem.

As a result, client expectations are already shifting. Our businesses and communities increasingly expect financial services to mirror the speed, simplicity and personalisation they experience in other parts of their lives.



AI is transforming interactions from onboarding and credit assessment to advice and servicing, while digital adoption and enhanced data integration enable faster, better-informed decisions. Simultaneously, fintech entrants and platform-based providers continue to raise expectations around user experience and digital responsiveness.

UniCredit Unlimited

Against this backdrop, it is time for UniCredit to become truly unlimited. This bold new chapter will be defined by ambition, innovation, and a fundamental rethinking of what a European bank can and should be. Our goal remains to build the Bank for Europe's future. To achieve this, we must anticipate how people will live, work and interact with financial services, and act before these changes become expectations.

This means reimagining how capital, expertise, and technology can work together to create value for clients, communities, and our people. By combining the strength of a traditional bank, the agility of a fintech and the dynamism of a technology company, we will deliver solutions that are faster and more intuitive than ever before. In doing so, we will create a personalised offer that truly puts the client of today and tomorrow at the centre of all that we do – strengthening the trust that underpins every interaction.

UniCredit Unlimited reflects our unwavering belief in the potential of our people, our clients and our communities. I am inspired every day by the talent and dedication of colleagues across the Group, and I know they will embrace the next step of our journey with the energy and creativity required. Together, we'll elevate empowerment to an even higher level and set new standards for European banking, enabling each of us to deliver growth, service and impact without limits.

UniCredit Unlocked was a remarkable transformation for the Bank.

The plan we are launching now is even more ambitious, but we are moving forward with a proven track record of delivery and a powerful confidence in our abilities. I am convinced that this time we can go even further, taking UniCredit to new heights and delivering on our ambition to build the Bank for Europe's Future.

Yours,

Andrea Orcel

Chief Executive Officer UniCredit S.p.A.

Evolving and accelerating our winning Strategy

Four years on from UniCredit Unlocked – a proven, winning strategy – we have continued to evolve. 2025 was marked by acceleration and proved we can translate potential into results. Now we are positioned to enter a bold new phase.



1

United by one Vision, one Purpose, one Culture and one Strategy.

➔ Read more on **pages 10 – 12**

2

Leveraging our scale while empowering our banks and our people.

➔ Read more on **pages 13 – 15**

3

Transcending the benchmark by daring to disrupt, innovate and rethink.

➔ Read more on **pages 16 – 19**



Executing our Strategy across all ESG dimensions.

➔ Read more on **page 20**

1 One unifying direction

Unified and empowered to deliver for all our stakeholders:

One inspiring Purpose

Our Purpose is to Empower Communities to Progress, while ensuring long-term, sustainable growth and delivering value to all our stakeholders.

By operating with the right Principles and Purpose, we have the power to deliver outstanding value for our clients and communities, our people, our stakeholders and investors.

We are a principles-driven organisation, and we actively engage with and extensively listen to all our stakeholders equally.

At UniCredit, we are committed to maintaining high standards of integrity, transparency, professionalism and cooperation in managing our relations with regulators and EU authorities, and in performing advocacy activities.

We engage with national, European and international regulators to improve the EU sustainable finance framework and facilitate the transition to a low-carbon economy. Contributing to discussions held by EU institutions and participating in the development of a sustainable financial framework is central to fostering long-term economic growth for all our stakeholders.



Our stakeholders

Our shareholders



As a unique pan-European champion, we leverage Group synergies to provide superior capital generation and shareholder distributions.

Our UniCredit Unlocked Strategy has been consistently delivering unmatched value, quality lending and investing to secure sustainable, quality growth and remuneration.

We maintain open and transparent communication with our investors through regular updates, financial disclosures and proactive engagement. Through annual general meetings, investor calls and roadshows, we provide platforms for dialogue, addressing queries and fostering mutual understanding.

We also engage with investors on Environmental, Social and Governance (ESG) topics, highlighting our sustainability initiatives and aligning our practices with investor interests in responsible growth.

1. Subject to supervisory, board of directors and shareholders' approval.

Our clients



Our clients are at the heart of everything we do.

We build our business around their needs, providing choice through best-in-class products and innovative solutions.

Our teams deliver exceptional service and personalised support, forging strong relationships and consistently exceeding expectations. Through our service model, we leverage a range of distribution channels – physical and remote branches, call centres, internet and mobile – accessible to our clients anytime, anywhere.

We continuously invest in technology and data to anticipate emerging needs and deliver increasingly seamless experiences. By listening closely to our clients, we refine our approach and evolve our services to ensure we remain their trusted financial partner over time.

Our people



Our people are our greatest asset.

We listen to them and are committed to fostering an environment where they feel valued, trusted, empowered and accountable, so they can focus on bringing value to client-facing activities and achieving excellence.

With our shared Vision and clear Culture, our teams are united and inspired to drive our business forward, aligning individual aspirations with organisational goals. We invest in professional growth through training, and clear career paths that recognise and reward performance.

With a shared belief in our Purpose, we take pride in who we are and in the collective impact we can make.

One winning Culture

At UniCredit we have created a new benchmark for banking, keeping our clients truly at the centre and unlocking the potential of our people.

Our Culture is key to our success in unifying and inspiring our people to work as a team and achieve excellence

in the right way. Our Culture is fuelled by passion and enthusiasm, spreading positive behavioural change throughout our bank.

Collectively, we are working to achieve our Vision to be the Bank for Europe's Future as one team of people in true

partnership with our clients. A better bank, creating better outcomes; strongly grounded in our Principles and Values; and delivering sustainable, quality growth and value.

Values

Integrity

- > We act in the best interests of our customers.
- > We are honest, straightforward and transparent.
- > We do the right thing – even when no one is watching.



Our Values are the foundation of our identity – what we pass down to our people and what our people share and deliver through their actions.

Our people are at the heart of our decision-making, ensuring we deliver for our clients in a straightforward and transparent way. We are committed to helping our customers, communities and each other by treating everyone with respect and valuing our differences.

Our Employer Value Proposition brings our Values to life and ensures everyone at UniCredit is motivated to actively contribute to Unlocking a Better Tomorrow.

Through a single voice, we are building a shared narrative across the Group and increasing the awareness and attractiveness of our brand.

Ownership

- > We deliver on our promises and take accountability for our actions and commitments.
- > We are empowered to make decisions and learn from failure.
- > We speak up – to express an idea, an opinion or when we see something wrong.



Caring

- > We care about our customers, communities and each other.
- > We are eager to help one another and for our people to thrive.
- > We treat each other with respect and value our differences.



Nurturing our diverse talent base

We have long recognised that an equitable, inclusive and diverse workforce is vital to the success of our business and creates a fair and positive working environment. We believe that when Diversity, Equity and Inclusion (DE&I) work in harmony, great things happen.

International mindset

40%

International presence
in the Board of Directors

38%

International presence¹
in the Leadership team²

Female representation

53%

Board of Directors

58%

Across the Group

62%

International presence in the
Group Executive Committee

46%

Across the Group
Executive Committee

32%

In the Leadership team²

1. International presence refers to people originating from countries outside of Italy.

2. Leadership team refers to Group Executive Committee and its first reporting line.

2 An empowered pan-European business model

Sustainable growth and competitive advantage built on strong foundations – our 13+1 leading and empowered banks, supported by the scale of the Group.

Decision-making moving us closer to clients and communities, within the Group strategic framework.

Enhancing our product offering: three global product factories



Corporate Solutions

Empowering corporates to progress.



Individual Solutions

Advising clients to achieve their investment and insurance objectives.

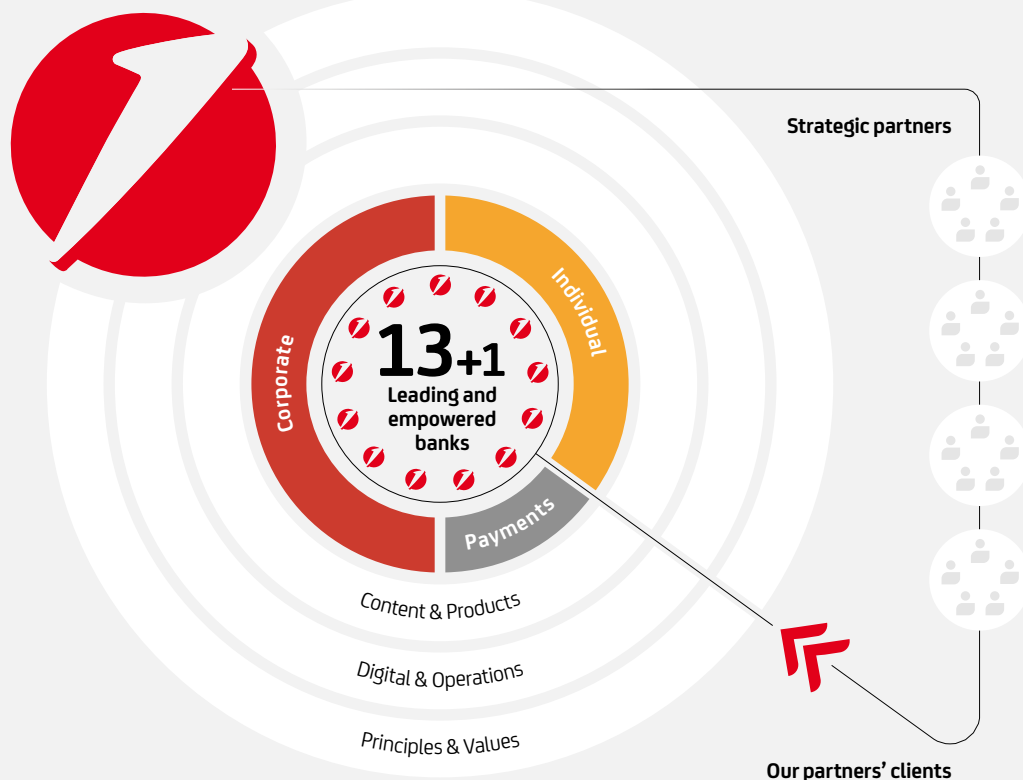


Payments Solutions

Every European client's first choice for payments.

HOW WE CREATE VALUE

Unified Group



Best-in-class product factories reaching clients global players don't

Our banks are close to their clients and leverage common strengths: three high-quality product platforms supported by an ecosystem of strategic partners, a centralised and efficient Group Procurement function – all streamlined and simplified by our Digital and Operations team.

Our clients access our services through local banks and the offering from our three global product factories – Corporate, Individual and Payments Solutions – comprehensively meeting their needs. Each of these platforms delivers best-in-class solutions, developed in-house or through our dynamic ecosystem of trusted partners.

Group scale



Local reach

- ✓ Best-in-class products
- ✓ Ecosystem of strategic partners
- ✓ Diversified product portfolio

Corporate



Advisory & Financing Solutions

Highly specialised advice and access to capital markets; a market leader offering tailor-made financing solutions.

Group Trade & Correspondent Banking

Wide range of Trade Finance and Working Capital Solutions as well as Securities in CEE.

Client Risk Management

Providing top-tier solutions across multiple asset classes and channels.

Individual



Group Insurance

Best-in-class Insurance Products and Services offered across all countries through constant dialogue with partners and other factories.

Group Investment Product Solutions

State-of-the-art investment solutions built in-house or jointly with external asset managers for all Group clients.

Group Investment Strategy

Long-standing macroeconomic research and unified Group investment strategy, bringing expert investment insight to our networks and to our clients.

Payments



Group Payments Solutions

Leading Cash Management, Payments, Acquiring and Issuing Solutions.

Empowered to execute and deliver for all our stakeholders

We have empowered our people and banks within a clear Group framework, underpinned by a culture of trust, ownership and excellence.

The result is a truly united pan-European commercial bank, with local coverage close to our 20m+ clients.

We have leveraged this reach to achieve targeted acceleration across geographies, clients and products, while further enhancing our operational and capital excellence.



Digital and Operations

Strengthening our operating machine and becoming more efficient and resilient above benchmark.

1

Leaner corporate centre,
converging Digital & Data

+17%

FTEs on Change – as
Run becomes leaner

Zero

Major Cyber Security, Fraud
and Asset & Personnel
Protection incidents

One Procurement

Taking back control and safeguarding our long-term interest.

1

Procurement office

>100

Vendors discontinued

-30%

Average cost avoidance
of contracts negotiated

A trusted ecosystem of partners

helping us meet every client need with precision and innovation.



Google



ALPHA BANK

Allianz

BlackRock



3 A bold new strategic phase

2025, the culmination of five years of excellence, has positioned us to enter the next phase of growth.

A bold new era for our bank – defined by unlimited possibility, bold ambition, and a fundamental rethinking of what a pan-European bank should be.



UniCredit Unlocked

Set the benchmark
2021-2025

Winning proposition

Structural advantages combined with relentless execution have delivered 20 consecutive quarters of quality profitable growth, leading across all KPIs.

Strong momentum

Strong operating performance allowing absorption of one-off costs to prepare for the future, accelerating further into 2026.

UniCredit Unlimited

**Transcending
our benchmark**
2026-2030

Winning strategy

A strategy to deliver quality growth beyond peers while re-setting the efficiency frontier, elevating our long-term targets.

Superior equity story

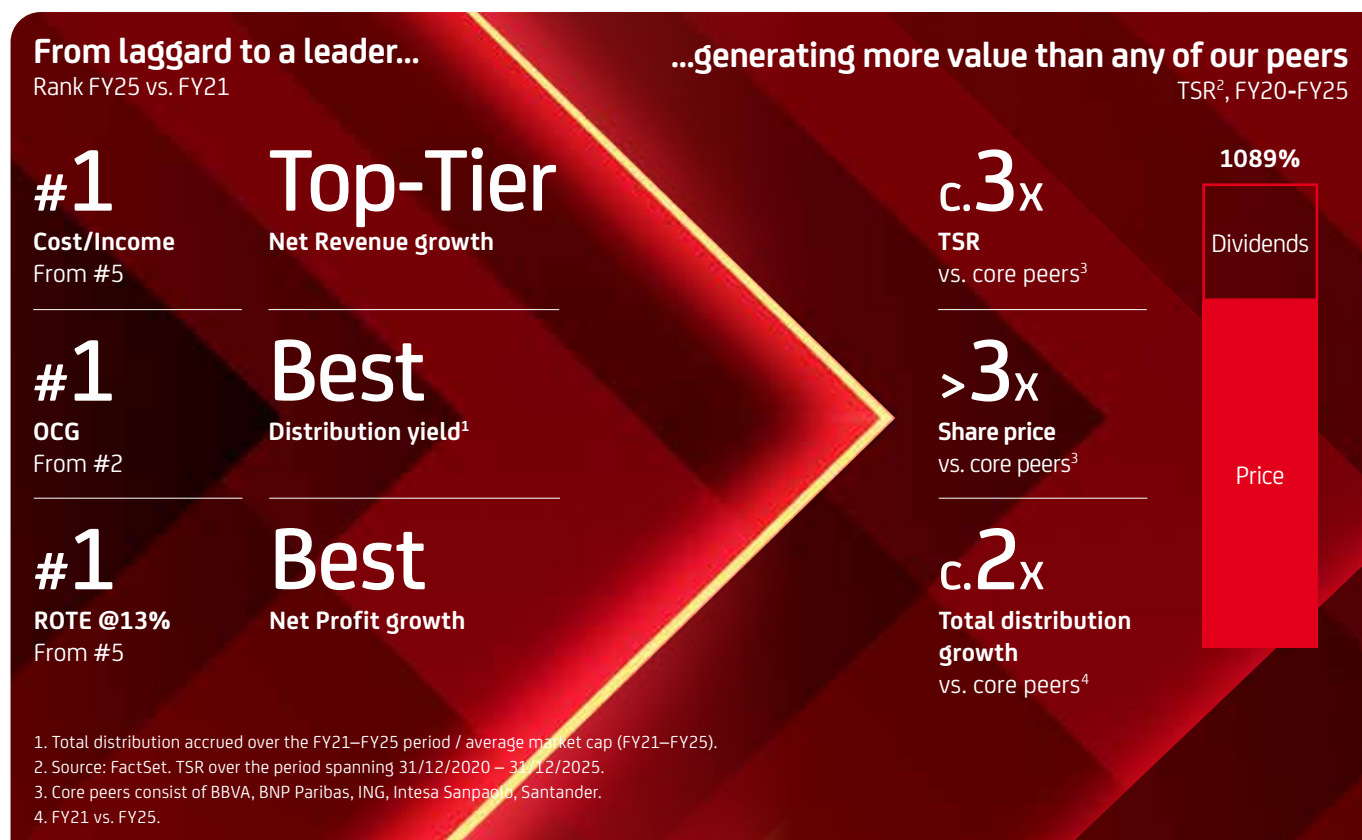
Unmatched trajectory offering the best combination of profitable growth and distributions in the sector.

Accelerating towards
a decade of excellence



UniCredit Unlocked (2021-2025)

UniCredit Unlocked released our potential, transforming us from laggard to a leader and **setting a new benchmark for banking**. With unmatched momentum, we are now leading the way in all metrics, including profitable growth and distributions.



UniCredit Unlimited (2026-2030)

If UniCredit Unlocked freed up our bank's potential and set the benchmark, UniCredit Unlimited is about transcending it – enabling us to lead in a new competitive environment and push beyond the boundaries constraining legacy banks.

UniCredit Unlimited will provide a new blueprint that blends the strength of a traditional bank, the agility of a fintech and the dynamism of a technology company, to create a personalised offer that truly puts the client of today and tomorrow at the centre of all that we do.

Our people remain the linchpin across the two phases; they are dynamic, driven by excellence, and are continuously upskilling. They are able to adapt to the changing needs of our clients and the environment – delivering faster decisions, better service and more creative solutions.

We have the momentum, the strength and the Strategy. We are doubling down on our transformation and challenging every assumed limit of what UniCredit can be.

This is the start of a bold new era for our bank.

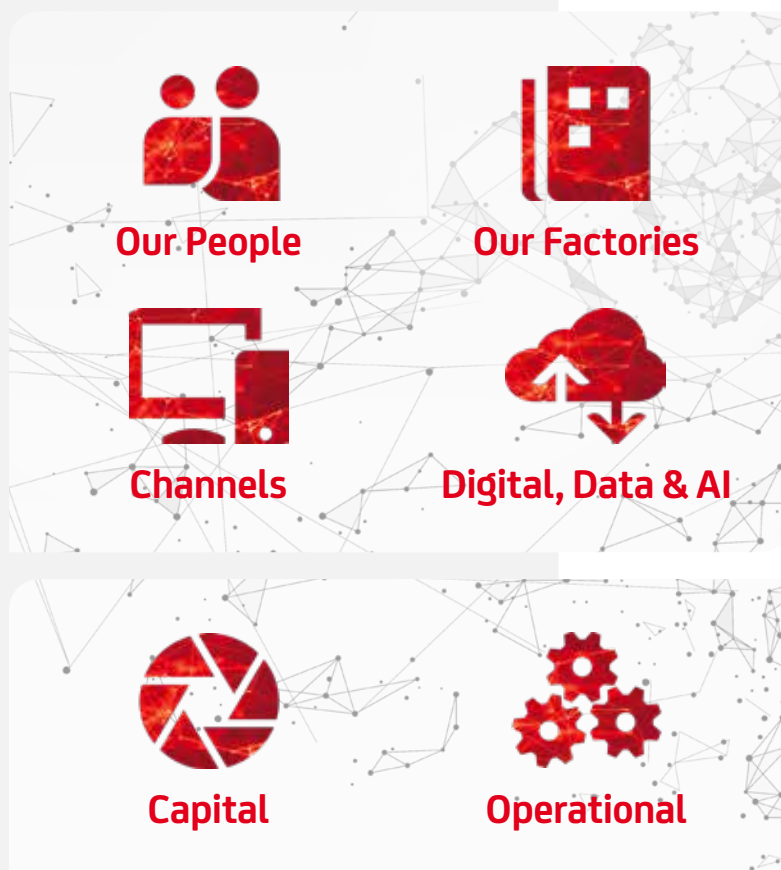
Winning Strategy

Unlimited Acceleration

Gaining quality profitable revenue and market share.

Unlimited Transformation

Re-setting the efficiency frontier.





Unlimited Acceleration



Our People

They remain the engine of our success, delivering impact through a shared vision and winning culture, combined with relentless execution.



Our Factories

We continue to strengthen the connectivity between our product factories and our distribution that closely interprets our clients' needs.



Our Channels

We leverage a superior omnichannel model: physical, remote and digital – with AI elevating speed, accuracy and personalisation.



Digital, Data & AI

We are accelerating AI adoption across Client Service and Advisory, Technology and Operations – using it to deepen relationships, improve efficiency, increase speed and unlock new value.

Unlimited Transformation



Capital

- > Deploying capital only where returns justify it, redirecting it to the right geographies, the right clients and the right products.
 - > Maximise our lending profitability;
 - > Increase capital-light revenue.
- > Delivering the best combination of capital-light revenue growth and profitable NII.



Operational

- > 2021 – 2025: Simplification and streamlining within traditional boundaries:
 - > Simplified and streamlined our bank;
 - > Fixed what was inherited and built a model capable of outperforming peers.
- > 2026 – 2030: Reinventing and automating, testing new boundaries:
 - > We are automating at scale, embedding AI into every critical workflow – accelerating execution across Risk, Compliance, Finance, Operations, HR – removing friction and eliminating repetitive tasks.

Our ESG Strategy

At UniCredit we are committed to embedding sustainability in everything we do. We lead by example, which is why ESG (Environmental, Social and Governance) is at the heart of our strategic framework.

Our Purpose is to Empower Communities to Progress, guided by three Principles:



Holding ourselves to the highest possible standards to do the right thing for clients and communities.



Being fully committed to playing our part in supporting our clients in a just and fair transition.



Respecting and balancing the perspectives and priorities of all our stakeholders throughout our business and decision-making.

The context in which we operate is rapidly changing, influencing the regulatory agenda and the global sustainable finance market. However, despite shifts against ESG, Europe has reaffirmed its climate commitments and at the same time has become more flexible and business oriented.

We remain committed to our ESG Principles and are evolving our strategy to ensure we are delivering targeted, tangible impact, with an even sharper focus on customers and communities.

We are focusing on ESG where it matters by:



Environment

Driving value for our clients in the transition

We are matching our clients' evolving demands on transition with a dedicated business approach, while continuing to develop our environmental framework beyond decarbonisation.



Social

Championing Social: backing our communities, our people and our society

We are backing our communities with social financing and dedicated social projects combining volunteering and philanthropy, while supporting our people with focus on well-being and training.



Governance

Evidencing accountability and transparency, along with a robust ESG framework

We are providing transparency on our disclosure progress while strengthening our ESG governance and risk framework.

ESG Day 2025

Our ESG Strategy is more than a framework; it is a commitment to active engagement. Our flagship event, ESG Day, serves as a key platform where our strategy meets action, and we bring key stakeholders to discuss concrete solutions.



Our third ESG Day entitled “A New World: Shaping the future of ESG” brought together colleagues, clients, partners and leading experts to confront the challenges and complexities of the green transition amid shifting global dynamics.

Against the backdrop of COP30, it focused on moving from rhetoric to action, exploring how banks can drive the sustainable transition, manage trade-offs and rebuild ESG on stronger, more credible foundations. The forum consisted of six distinct high-impact sessions, featuring a diverse mix of formats to engage our audience and featured renowned expert speakers from academia, business and policy, who shared insights on regulation, innovation and practical solutions for businesses.

Collaboration between banks and businesses was a key theme, highlighted by a panel on UniCredit's new partnership with Ivy Decarb to accelerate decarbonisation in the textile industry.

Social impact also featured prominently, with discussions on the role of banks in driving progress and investing in education. We also showcased the achievements of the Skills for Transition Programme, and the Foundation's flagship social projects.

10

Countries participated

>10,000

Participants (online and in-person), including over 6,000 UniCredit employees

67%

Of attendees at the live event were key clients and strategic partners



Acceleration in 2025

Together, every change we make, every month of the year, across all our businesses and geographies, drives our acceleration and transforms potential into unlimited possibility.

-  Clients
-  Geographies
-  People & Culture
-  Organisation & Processes
-  Digital & Data
-  Finance
-  ESG
-  UniCredit Foundation

Our 2023 achievements

See how we unlocked transformation in our 2023 Annual Reports and Accounts.



2023

2024

2025

JANUARY

Our 2024 achievements

See how we set the benchmark for excellence in banking in our 2024 Annual Reports and Accounts.



Revamped Culture and Strategy Roadshow

2025 edition of the roadshow kicks off, engaging more than 27,000 colleagues across 18 visits in 11 countries.

UniCredit named Top Employer

For the ninth consecutive year, UniCredit has been recognised as a Top Employer in Europe.



Launch of UniCredit for CEE 2025

Expanding our support for micro and small enterprises across CEE.

UniCredit Bulbank goes digital

Bulbank Mobile launches fully digital investment services for clients.



- Clients
- Digital & Data
- Geographies
- Finance
- People & Culture
- ESG
- Organisation & Processes
- UniCredit Foundation

FEBRUARY



New partnership with Quant>ICO

Unlocking new investment opportunities in high-potential Italian businesses.

Shaping the future of payments in Austria

Bank Austria elevates payments with new technology for customers and clients.



UniCredit leads Slovakia's largest ever corporate refinancing

Landmark financing package worth €3.6 billion.

Setting a new benchmark for corporate credit approvals in Slovenia

Further streamlining our processes to deliver a faster, simpler and more efficient services to our clients.

MARCH



Completed the acquisition of Aion Bank and Vodeno

UniCredit takes a bold step in digital banking.

A year of partnership with Scuderia Ferrari HP

Bound by Passion. United in Excellence.



APRIL

Next-generation call centre launched in Hungary

Improving service and efficiency for customers.



- Clients
- Digital & Data
- Geographies
- Finance
- People & Culture
- ESG
- Organisation & Processes
- UniCredit Foundation

MAY



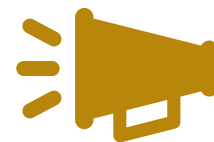
UniCredit's inaugural Longevity Forum
Leading Europe's conversation on longevity.

Landmark €2.4 billion FlixTrain transaction

UniCredit supports transformative growth in European mobility and technology.



UniCredit launches partnership with Google Cloud
Accelerating digital transformation across our core markets



1Q25 Group Results

Best quarter in our history.
Execution of our winning strategy, underpinning record results.

JUNE



Fast-tracking credit decisions in Serbia

Streamlined processes drive improved customer satisfaction.

Embedding innovation with Banxware

Partnership combines banking expertise with fintech innovation to transform SME financing.



Successfully launched U Share
Employee Share Ownership Plan empowers employees.



Completing the internalisation of our life insurance business in Italy
Creating a leader in the market and driving efficiency, product innovation and quality of service.

- Clients
- Digital & Data
- Geographies
- Finance
- People & Culture
- ESG
- Organisation & Processes
- UniCredit Foundation

JULY



New housing loan for non-residents in Bosnia and Herzegovina
Empowering citizens abroad to invest.



UniCredit partners with Wise
Delivering faster, smarter international payments.



Major hiring initiative in Italy launched
Building the workforce of tomorrow with the "Follow Your Talent" campaign.



Supporting historic green bond issuance in Romania
Largest issuance of green, corporate and non-financial bonds for Electrica Group, totalling €500 million.



DealSync: Our AI-powered M&A platform
Using AI to democratise M&A for SMEs.



2Q25 and 1H25 Group Results
Record 2Q completes our best 1H ever. Another milestone in our acceleration.



Innovative student banking solution in the Czech Republic
UniCredit launches new student account to support the next generation.



Merger with Alpha Bank Romania completed
UniCredit's market position and corporate and retail segments strengthened with over 300 branches strategically located for customer convenience.



- Clients
- Digital & Data
- Geographies
- Finance
- People & Culture
- ESG
- Organisation & Processes
- UniCredit Foundation

SEPTEMBER



Stablecoin initiative launched

UniCredit unites with European banks to launch a MiCAR-compliant Euro Stablecoin.



20 years of UniCredit and HypoVereinsbank

More than 5,000 colleagues celebrate historic milestone together.

OCTOBER

A transformative chapter for the UniCredit Foundation

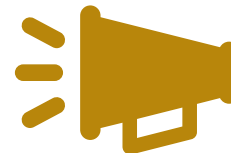
From shared vision to systemic impact, the UniCredit Foundation continues its journey of transformation.



€550m

Leading largest corporate financing deal in Croatia

UniCredit and Zagrebačka banka finalise a refinancing agreement for Fortenova Group, securing €550 million in debt refinancing.



3Q25 and 9M25 Group Results

Record 3Q completes our best 9M ever, reinforcing our unique equity story.



Increased stake in Alpha Bank Greece

Strengthened our strategic partnership with Alpha Bank, increasing stake to c.29.5%.

BancoSmart 2.0 introduced

Advancing our digital transformation with a faster, simpler and more sustainable ATM experience.



- Clients
- Digital & Data
- Geographies
- Finance
- People & Culture
- ESG
- Organisation & Processes
- UniCredit Foundation



UniCredit hosts ESG Day 2025

Over 10,000 participants came together for insightful panels and speeches about the future of social and environmental strategy.

NOVEMBER

Security Days

Strengthening security awareness across the Group with two days of interactive sessions.



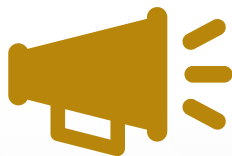
20 years of the Carta Etica Fund
€47 million allocated for social initiatives since 2005.

DECEMBER



onemarkets Funds surpasses €30bn in AUM

A significant milestone that reflects the strength of our product factories and the trust of our clients.



4Q25 and FY25 Group Results
From UniCredit Unlocked to UniCredit Unlimited. Accelerating towards a decade of excellence.

CULTUREDAY
Full Speed Ahead

UniCredit hosts Culture Day 2025

Fourth edition brings together colleagues to celebrate shared Values and UniCredit's Culture evolution.

UniCredit Unlimited

Transcending our benchmark

- > A winning strategy to deliver quality growth beyond peers while re-setting the efficiency frontier and elevating our long-term targets.
- > Unmatched trajectory offering the best combination of profitable growth and distributions in the sector.

2026 – 2030



“

UniCredit Bank Czech Republic and Slovakia achieved a consolidated net profit of CZK 11.9 billion, representing a year-on-year increase of 11.1%.

Jakub Dusílek

Chairman of the Board of Directors
and Chief Executive Officer
UniCredit Bank Czech Republic and Slovakia, a.s.



Dear shareholder,
business partners,
ladies and gentlemen,

The year 2025 was a period of significant change and transformation for UniCredit Bank. Despite a dynamic environment bringing new challenges, we continued to fulfil our vision of being a reliable partner for clients, a leader in digital services and a responsible player in the financial market.

Results and achievements of the past year

In 2025, UniCredit Bank Czech Republic and Slovakia achieved a consolidated net profit of CZK 11.9 billion, representing a year-on-year increase of 11.1%. Consolidated profit before tax grew by 8.8% year-on-year. This strong performance was supported by growth in client business volumes, higher fee and commission income, and effective cost management. Client loan* volumes increased by 4.1% year-on-year, while client deposits grew by 3%.

In corporate banking, we continued to support the Czech and Slovak economies and strengthened our market position. We recorded notable growth in corporate deposits and a healthy expansion of the loan portfolio. We reaffirmed our strong position in large corporate financing as well as acquisition and structured finance, where we remain

among the market leaders. We also strengthened our presence in the SME segment, one of the priorities of our long-term strategy.

In retail banking, positive trends continued. We achieved substantial year-on-year growth in new loan volumes—33% in mortgages, 20% in consumer loans and 51% in loans for entrepreneurs and small businesses. Investment services also expanded, providing clients with new opportunities through the onemarkets Fund platform. Fee income grew as well, confirming that our strategy of diversification and focus on high-quality advisory services is delivering results.

Banking sector: strong performance in the Czech Republic, slower growth in Slovakia

In 2025, the Czech Republic experienced stronger economic growth driven by higher household consumption and renewed fixed capital investment. The early end of the CNB rate-cutting cycle contributed to stabilisation of banking sector interest income. Fee and commission income also continued to rise, fuelled by growing interest in higher-risk, potentially higher-return investment and savings products.

Operating costs remained under control, supported by moderate wage growth and a further notable reduction in contributions to the Resolution Fund. The share of non-performing loans fell to new historical lows, resulting in virtually zero provisioning during the first three quarters.

In Slovakia, economic growth slowed significantly due to government consolidation measures, which led to increased provisioning across the banking sector. However, sector net profit after tax benefited from lower bank levies and rising interest income.

Loan activity accelerated in both countries, particularly in housing loans, while consumer loans maintained strong year-on-year growth—especially in the Czech Republic. Loans to non-financial corporations in the Czech Republic grew at low single-digit rates without a clear trend, whereas in Slovakia loan growth accelerated over the year before moderating slightly at the start of the final quarter.

Progress in digitalisation

In 2025, UniCredit Bank continued to expand the penetration of active digital service users. We introduced several new features, including instant CZK and EUR SEPA payments, payment recipient

* loan receivables excluding debt securities

verification and the Click to Pay service for quick, convenient and secure online payments.

Awards and recognition

The year 2025 was again marked by significant achievements. Euromoney once more recognised us among the region's leaders for excellence in FX trading and cash management. UniCredit Bank also retained the title in the Mastercard Bank of the Year 2025 competition. In Slovakia, we won first and second place in the Zlatá minca awards, and the Finparáda portal recognised our business account offering.

Helping where it matters

UniCredit Bank has long been a key partner of numerous cultural and sporting initiatives in both the Czech Republic and Slovakia. At the international level, we successfully completed our first year as an official partner of the F1 Scuderia Ferrari team. As a major European bank, we share a passion for top-tier performance, excellence and strong values, and we reinvest

in the communities in which we operate.

We also remained committed to sustainability and supporting non-profit organisations. We focus on education for children and youth, employee volunteering and offering clients favourable financing for environmentally responsible projects. Our colleagues—including board members—actively participated in educational programmes for children and youth and supported a number of charitable initiatives, including mental health support for children through cooperation with the Markíza Foundation. Across Prague and regional centres, we continued to organise Health Days focused on prevention, nutrition and overall physical and mental well-being.

Our sustainability efforts were recognised internationally. The Financial Times named UniCredit Group one of Europe's climate leaders for 2025, and Newsweek included UniCredit among the world's most environmentally responsible financial institutions. This new global ranking highlights banks

leading in sustainability efforts worldwide. Newsweek praised our commitment to reducing our own emissions through renewable energy sourcing, improving the energy efficiency of premises and data centres, and our ambition to reach net-zero financed emissions.

Looking ahead

The year 2026 will bring significant change and further transformation for UniCredit. We will continue to focus on digitalisation and optimisation to provide clients with even better and faster service. Although the coming period will be demanding, thanks to the professionalism of our colleagues, the support of our partners and the trust of our clients, we are confident that together we will achieve our ambitious goals and move the bank forward.

Thank you for being part of our journey, and we look forward to the success we will achieve together in 2026.

Sincerely,



Jakub Dušilek

Chairman of the Board of Directors
and Chief Executive Officer
UniCredit Bank Czech Republic and Slovakia, a.s.



Financial Highlights – Consolidated

(IFRS audited)

UniCredit Bank Czech Republic and Slovakia, a.s.	31 Dec 2025 MCZK	31 Dec 2024 MCZK
Operating results		
Net interest income	15 877	15 632
Net fee and commission income	5 083	4 295
Administrative expenses	(8 066)	(7 984)
Profit before income tax	14 770	13 572
Net profit after tax	11 887	10 700
Statement of financial position figures		
Total assets	988 040	979 288
Receivables from clients – net value	677 670	629 338
Deposits from clients (without repo operation)	660 560	641 499
Issued capital	8 755	8 755
Alternative performance indicators*		
Return on average assets (ROAA)	1,2 %	1,1 %
Return on average equity (ROAE)	16,4 %	13,9 %
Assets per employee	325,5	316,9
Administrative expenses per employee	2,7	2,6
Net profit per employee	3,9	3,5
Information about capital and capital adequacy		
Tier 1	69 262	74 282
Tier 2	1 305	1 384
Capital	70 567	75 666
Capital requirement for credit risk under the standardised approach:	4 101	4 068
Capital requirements for exposure to central government or central banks	194	181
Capital requirements for exposure to regional government or local authorities	88	78
Capital requirements for exposure to institutions	10	14
Capital requirements for exposure to businesses	2 059	2 057
Capital requirements for retail exposures	1 445	1 398
Capital requirements for exposures secured by real estate	44	37
Capital requirements for exposures at default	71	91
Capital requirements for high risk exposures	–	18
Capital requirements for equity exposures	120	125
Capital requirements for other items	70	69
Capital requirement for credit risk under the IRB approach:	17 406	18 948
Capital requirements for exposure to central government or central banks	830	578
Capital requirements for exposure to institutions	299	438
Capital requirements for exposure to businesses	12 695	13 913
Capital requirements for retail exposures	3 184	3 521
Capital requirements for other non credit-obligation assets	398	498
Capital requirements for position risk	243	276
Capital requirements for currency risk	–	–
Capital requirements for settlement risk	–	2
Capital requirements for commodity risk	2	2
Capital requirements for operational risk	2 961	2 271
Capital requirements for credit valuation adjustment	22	46
Capital requirement for other risk exposures	–	3
CET1 capital ratio	22,15 %	22,94 %
Tier 1 capital ratio	22,15 %	22,94 %
Total capital ratio	22,57 %	23,37 %
Average number of employees	3 035	3 090
Number of bank branches	104	104

Reconciliation of equity to regulatory capital (consolidated)

UniCredit Bank Czech Republic and Slovakia, a.s.	31 Dec 2025 MCZK	31 Dec 2024 MCZK
Data from the Statement of Financial Position:		
Share capital	8 755	8 755
Share premium	3 495	3 495
Valuation reserves	(3 994)	(4 166)
Retained earnings, reserve funds and other capital funds	59 696	64 498
Profit for the year	11 887	10 700
Total equity	79 839	83 282
CET1 capital adjustments:		
Profit for the year	(11 887)	(10 700)
Reserve from revaluation of hedging instruments	3 075	3 602
Intangible assets	(2 002)	(2 402)
Credit risk adjustments for non-defaulted exposures	3 452	3 961
Anticipated losses for non-defaulted exposures	(2 143)	(2 099)
Effect of companies not included in the prudential consolidation group	(317)	(358)
Other adjustments	(755)	(1 004)
Total CET 1	69 262	74 282
Total Tier 1 (T1)	69 262	74 282
Credit risk adjustments for exposures at default	5 179	5 951
Anticipated losses for exposures at default	(2 144)	(2 771)
Non-deductible surplus above the risk-weighted assets limit	(3 039)	(3 658)
Other adjustments	1 309	1 862
Total Tier 2 (T2)	1 305	1 384
Capital	70 567	75 666

* Definition of used alternative performance indicators

UniCredit Bank Czech Republic and Slovakia, a.s. publishes Alternative performance indicators in Annual Report according to the Annex 14 to the Decree No 163/2014 Coll.

ROAA (Rentability of average assets) stands for an effective assets base utilisation rate

ROAE (Rentability of average Tier 1 Capital) stands for an effective equity utilisation rate

Assets per employee

Administrative Expenses per employee

Net profit per employee

The Bank states these Alternative performance indicators to compare with other banks on the market, which have the same obligation to publish these indicators.

Average total assets:

(Total assets at the end of the year X + Total assets at the end of the year X-1) divided by 2

Average tier 1 equity:

(Tier 1 equity in the year X + Tier 1 equity in the year X-1) divided by 2

Average number of employees:

The sum of employees at the end of each month in the year X divided by 12

Return on average assets (ROAA):

Net profit in the year X divided by the average total assets

Return on average tier 1 equity (ROAE):

Net profit in the year X divided by the average tier 1 equity

Assets per employee:

Total assets at the end of the year X divided by the average number of the employees

Administrative Expenses per employee

Total administrative expenses at the end of the year X divided by the average number of the employees

Net profit per employee:

Net profit at the end of the year X divided by the average number of the employees

Where X = 2025 and X-1 = 2024

Financial Highlights – Separate

(IFRS audited)

UniCredit Bank Czech Republic and Slovakia, a.s.	31 Dec 2025 MCZK	31 Dec 2024 MCZK
Operating results		
Net interest income	14 558	14 403
Net fee and commission income	4 647	3 901
Administrative expenses	(7 499)	(7 394)
Profit before income tax	14 107	13 049
Net profit after tax	11 569	10 509
Statement of financial position figures		
Total assets	979 275	970 448
Receivables from clients – net value	670 348	621 523
Deposits from clients (without repo operation)	660 249	641 139
Issued capital	8 755	8 755
Alternative performance indicators*		
Rentability of average assets (ROAA)	1,2 %	1,1 %
Rentability of average Tier 1 Capital (ROAE)	17,1 %	14,4 %
Assets per employee	357,3	347,6
General Administrative Expenses per employee	2,7	2,6
Net profit per employee	4,2	3,8
Information about capital and capital adequacy		
Tier 1	65 140	70 390
Tier 2	1 357	1 475
Capital	66 497	71 865
Capital requirement for credit risk under the standardised approach:	669	670
Capital requirements for exposure to central government or central banks	174	162
Capital requirements for exposure to regional government or local authorities	87	77
Capital requirements for exposure to institutions	–	–
Capital requirements for exposure to businesses	55	68
Capital requirements for retail exposures	–	–
Capital requirements for exposures secured by real estate	29	17
Capital requirements for exposures at default	–	–
Capital requirements for high risk exposures	–	18
Capital requirements for equity exposures	324	328
Capital requirements for other items	–	–
Capital requirement for credit risk under the IRB approach:	18 091	20 157
Capital requirements for exposure to central government or central banks	830	578
Capital requirements for exposure to institutions	301	438
Capital requirements for exposure to businesses	13 378	15 128
Capital requirements for retail exposures	3 184	3 521
Capital requirements for other non credit-obligation assets	398	492
Capital requirements for position risk	242	276
Capital requirements for currency risk	–	–
Capital requirements for settlement risk	–	2
Capital requirements for commodity risk	2	2
Capital requirements for operational risk	2 842	2 021
Capital requirements for credit valuation adjustment	22	46
Capital requirement for other risk exposures	–	3
CET1 capital ratio	23,53 %	24,00 %
Tier 1 capital ratio	23,53 %	24,00 %
Total capital ratio	24,02 %	24,50 %
Average number of employees	2 741	2 792
Number of bank branches	104	104

Reconciliation of equity to regulatory capital (separate)

UniCredit Bank Czech Republic and Slovakia, a.s.	31 Dec 2025 MCZK	31 Dec 2024 MCZK
Data from the Statement of Financial Position:		
Share capital	8 755	8 755
Share premium	3 495	3 495
Valuation reserves	(3 785)	(4 008)
Retained earnings, reserve funds and other capital funds	55 146	60 138
Profit for the year	11 569	10 509
Total equity	75 180	78 889
CET1 capital adjustments:		
Profit for the year	(11 569)	(10 509)
Reserve from revaluation of hedging instruments	3 061	3 564
Intangible assets	(1 872)	(2 240)
Credit risk adjustments for non-defaulted exposures	3 460	3 981
Anticipated losses for non-defaulted exposures	(2 161)	(2 122)
Other adjustments	(959)	(1 173)
Total CET 1	65 140	70 390
Total Tier 1 (T1)	65 140	70 390
Tier 2 capital adjustments:		
Credit risk adjustments for exposures at default	5 179	5 950
Anticipated losses for exposures at default	(2 144)	(2 771)
Non-deductible surplus above the risk-weighted assets limit	(2 977)	(3 563)
Other adjustments	1 299	1 859
Total Tier 2 (T2)	1 357	1 475
Capital	66 497	71 865

* Definition of used alternative performance indicators

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ROAA (Rentability of average assets) stands for an effective assets base utilisation rate

ROAE (Rentability of average Tier 1 Capital) stands for an effective equity utilisation rate

Assets per employee

Administrative Expenses per employee

Net profit per employee

The Bank states these Alternative performance indicators to compare with other banks on the market, which have the same obligation to publish these indicators.

Average total assets:

(Total assets at the end of the year X + Total assets at the end of the year X-1) divided by 2

Average tier 1 equity:

(Tier 1 equity in the year X + Tier 1 equity in the year X-1) divided by 2

Average number of employees:

The sum of employees at the end of each month in the year X divided by 12

Return on average assets (ROAA):

Net profit in the year X divided by the average total assets

Return on average tier 1 equity (ROAE):

Net profit in the year X divided by the average tier 1 equity

Assets per employee:

Total assets at the end of the year X divided by the average number of the employees

Administrative Expenses per employee

Total administrative expenses at the end of the year X divided by the average number of the employees

Net profit per employee:

Net profit at the end of the year X divided by the average number of the employees

Where X = 2025 and X-1 = 2024

Vision, mission, and corporate values

UniCredit Bank Czech Republic and Slovakia, a.s. is a successful universal commercial bank covering all the financial needs of its clients. We offer our clients a high level of expertise backed by a long tradition and leading position in corporate and private banking, as well as an innovative approach to retail banking.

We are the bank of choice for clients in both our traditional and new strategic segments. We have been one of the leading banks in terms of client satisfaction on the Czech and Slovak markets for many years, and we are also an attractive employer.

We are part of the international UniCredit Group. Within this group, UniCredit Bank Czech Republic and Slovakia, a.s. is one of the key banks in the Central European region. The group sees our bank as an example of successful dynamic growth in the corporate client segment and, above all, in the individual client segment. At the same time, within the UniCredit group, we are the bank in which significant investments are being made, digital technologies and services are being developed, and which has significant potential for further growth.

We have successfully completed the three-year UniCredit Unlocked strategy and set new goals in the new UniCredit Unlimited group strategic plan, which aims to further strengthen UniCredit's position as the bank for the future of Europe.

At the same time, we keep the sustainability of our business in mind in every situation. Complete information on the ESG strategy and the Bank's results and activities in this area are described in a separate Sustainability Report, which is an integral part of this Annual Report.

Macroeconomic situation

Czech Republic

The fading of external shocks from previous years and the absence of significant new shocks in 2025 contributed to a recovery in the Czech economy, which recorded its fastest growth in three years at 2.5%. On the demand side, economic growth was driven mainly by household consumption, supported by continued rapid growth in real wages. A certain recovery occurred during the year in fixed capital formation, thanks to investments by both the public and private sectors. Exports were also higher year on year. On the production side, growth was supported by all major sectors, even industry, whose output had declined in the previous two years. The labor market was characterized by simultaneous growth in the number of employed and unemployed persons, due to the higher involvement of foreign labor. Productivity per worker also resumed growth. Average inflation was almost unchanged from the previous year at 2.5%, with prices of services rising significantly faster than prices of goods.

In the first half of the year, the CNB delivered two quarter-point cuts in the repo rate, bringing it to 3.50%. The financial market's outlook that rates would continue to fall from this level gradually changed to expectations of stability. Longer-term rates, however, tended to rise slightly during the year, reflecting not only the same trend in the euro area, but also the apparent risk of a reduction in the Czech government's fiscal prudence in the coming years. Mortgage rates fell less during the year than had been expected at the beginning of the year, but this did not significantly reduce demand for housing loans. The volume of new mortgage loans granted in 2025 was the second highest ever. The banking sector in Czechia benefited from the solid financial situation of its clients and further strengthened its stability, profitability, and resilience to risks.

On the political scene, the October elections to the Chamber of Deputies saw a reversal of roles between the opposition and the governing coalition. The parties of the new governing coalition ran their election campaign on promises to remove a number of previously adopted public finance consolidation measures, including the revocation of the pension reform. The new government's policy statement is formulated in the same spirit. It also decided to revise the draft state budget prepared by the outgoing government, as a result of which 2026 began with a provisional budget.

Slovakia

Slovakia's economic growth slowed to below 1% in 2025 as a result of domestic fiscal consolidation and a weakening of the automotive industry's export strength due to higher US tariffs. Higher indirect taxes and a new financial transaction tax accelerated inflation to 4%. Nevertheless, real wages maintained growth of around 2%, supported by a 9% increase in the minimum wage and a persistently strained labour market. The economic slowdown brought a slight decline in employment and an increase in unemployment, which had already reached its lowest point in the spring. However, long-term imbalances in the labor market persisted, with job vacancies and the influx of foreign workers continuing to break records. Deteriorating consumer confidence gradually weakened household consumption, while domestic demand was supported by investment, particularly public investment financed from EU sources and new projects in the automotive industry.

The ECB continued its cycle of monetary easing in the first half of the year. By the end of June, it had lowered its key deposit rate by 100 basis points to 2.0%. Despite lower interest rates, the banking sector's interest income, supported by a recovery in lending, continued to grow at close to 6-7%. In 2025, corporate loan growth accelerated, mainly due to increased demand for investment financing, while demand for operating financing weakened. The real estate market and demand for mortgages continued the recovery seen at the end of the previous year, with the volume of new loans also supported by double-digit growth in apartment prices. The banking sector

remained stable and resilient to risks. The level of non-performing loans remained close to historical lows, but banks have already taken account of the deteriorating conditions and higher risks by renewing their provisioning.

Although the government coalition is facing repeated turbulence halfway through its term, it maintains a stable majority and is pushing its priorities through parliament without any problems. The inevitable fiscal consolidation will continue in the coming years. In 2026, the measures will shift more from the corporate sphere to households – up to half of them will affect households and their incomes, slowing further consumption growth. From the Banks' perspective, the measures transfer the costs of higher mortgage interest rate compensation to banks on a voluntary basis, while the planned reduction in the Special Bank Levy rate remains in place.

Assessment of UniCredit Bank Czech Republic and Slovakia's results

The Group achieved a year-on-year increase in its financial results, mainly due to growth in operating income. Significant growth in fees, increasing volumes of client loans and deposits, together with net release of loan provisions and a high-quality loan portfolio, contributed to exceeding the planned financial results for 2025. Loan and deposit volumes grew in both the corporate and retail banking segments.

Operating expenses, adjusted for the effect of the release/creation of provisions, increased year-on-year, mainly in the area of personnel expenses, reflecting wage increases. Thanks to long-term highly efficient management of operating expenses and growth in operating income, the group reports a stable cost-to-income ratio year-on-year. The Bank's capital adequacy and liquidity ratios are traditionally well above regulatory requirements.

Expected economic and financial situation of UniCredit Bank Czech Republic and Slovakia in 2026

The plan for 2026 is based on the assumption of improving macroeconomic developments in an environment of stabilizing interest rates and a similar pace of inflation as in 2025. These macroeconomic expectations will be reflected in the Bank's operating income, where we continue to expect an increase in fees and net interest income thanks to growth in the volume of client loans and deposits. The Bank will continue to invest in digitization and optimization of internal processes, which will reduce operating costs despite inflation expectations. Thanks to the high level of provisioning in previous years, caused by the uncertain macroeconomic environment, the high quality of the loan portfolio, and the improvement in the macroeconomic

environment, the plan assumes low net provisioning for 2026. The Bank's capital adequacy and liquidity ratios will traditionally be well above regulatory requirements.

Corporate Banking

In 2025, despite the challenging macroeconomic environment, the Corporate division successfully consolidated its strong position in the Czech and Slovak corporate client markets. We continued to pursue our strategic goals and, among other things, achieved significant growth in corporate deposits, exceeding last year's volume of client deposits by more than 7%, or CZK 29 billion.

In the area of lending, we focused primarily on cultivating and developing a healthy portfolio. Even so, we managed to grow our average loan volume by more than CZK 11 billion, helped in part by our traditionally very strong real estate portfolio, which grew by more than 8% year-on-year.

Our ability to provide comprehensive services and our high level of flexibility for clients has not only brought us growth in our client base, but has also enabled us to play a key role in a number of corporate financing projects, including structured financing.

Another strategic decision for 2025 was to maintain our focus on fees, which helped stabilize revenues from services provided to corporate clients during a period of falling interest rates. Fee income increased by more than 10% compared to the previous year, with loan fees contributing significantly, exceeding last year's level by more than 45%.

In 2025, we continued to implement our long-term strategy of becoming one of the main banking partners for companies in the small and medium-sized enterprise segment. In addition to our individual approach and the preparation of solutions tailored to the specific needs of our clients, we were very active in providing preferential operating and investment loans under local and European guarantee programs.

We successfully continued to provide loans with preferential financing secured through the InvestEU long-term guarantee scheme provided by the European Investment Fund (EIF). This program supports projects focused on innovation, digitization, and clients operating in the cultural sector. At the end of 2025, we succeeded in extending the EIF InvestEU program until 2027.

Another significant milestone was the conclusion of an agreement with the European Investment Bank to launch a new guarantee program, G4M (Growth for MidCap), which is focused on supporting the growth of small and medium-sized companies with medium market capitalization in the Czech Republic and Slovakia.

We also expanded our cooperation with Slovak Investment Holding in Slovakia by launching a program supporting small, medium-sized and large enterprises. The program provides financial assistance for investments focused on digitization, automation, science and research, the circular economy, increasing competitiveness and innovation, and the transition to climate neutrality.

For 2026, we plan to launch additional guarantee programs in the Czech Republic in cooperation with the National Development Bank, including the National Guarantee 2025 program, which builds on the successful historical M-guarantee program. We are also negotiating other financial instruments that will expand our offering.

At the pan-European level, we will continue to develop our cooperation with the European Investment Fund and the European Investment Bank in order to provide our clients with the widest possible portfolio of financial instruments.

We are investing significantly in the automation and simplification of credit processes, which allows us to serve our clients faster and draw down approved loans with reduced administrative burden. In 2026, we will continue these activities with the aim of further increasing our clients' satisfaction.

Advisory & Financing Solutions

In 2025, the Structured Finance Czech Republic team continued its strategy of actively helping our clients meet their financial needs – not just as a provider of money, but as a structuring bank that designs optimal structures for financing our clients' diverse financial requirements. The past year was very successful in this regard, as evidenced by a number of arranging mandates and the conclusion of structurally interesting transactions.

In 2024, we began a trend of accompanying clients in their foreign acquisitions, which continued in the past year. We settled the acquisition financing for the FTMO group for the purchase of the online trading group OANDA. We coordinated this transaction and assumed the role of Facility & Security Agent. We also oversaw the complete refinancing of the Allwyn group in the amount of EUR 2 150 million (UniCredit Bank Czech Republic and Slovakia in the role of Global Coordinator, Bookrunner, and Mandated Lead Arranger). Another noteworthy transaction was the complete refinancing of BigBoard Praha.

The Structured Finance Slovakia team, which acts as a transaction team for structured finance and also as a department focusing on strategically important sectors of the Slovak economy, supported clients in their organic and inorganic growth through several significant transactions. One of the most important was the coordination of club financing for UCED in connection with the acquisition of one of the largest electricity and heat producers in

Slovakia. We are helping a heat producer in Trenčín with a new loan to implement its long-term investment plan.

Following last year's historically largest bank financing for Slovenské elektrárne, our Bank, as one of the global coordinators, successfully participated in the first bond issue, which represented a significant step in the diversification of their financing. Another successful deal was the financing of the acquisition of the largest portfolio of photovoltaic power plants in Slovakia, which became the new owner of ENERY.

Debt Capital Markets

In 2025, the Debt Capital Markets team participated in the arrangement and distribution of several significant corporate bond issues on the local capital market with a total volume of nearly CZK 20 billion, for example for the Czechoslovak Group, COLT CZ, Dr.Max, AKESO, and HB Reavis. Another new development was the team's participation in the first two issues by the Ministry of Finance of the Slovak Republic, which were intended exclusively for citizens.

At the same time, the team focused on the Bank's own issuance activity in the form of structured and plain vanilla investment products intended primarily for retail investors. In 2025, the team also participated in the preparation and issuance of covered bonds in the amount of EUR 500 million as part of the Bank's Eurobond program.

Real Estate

In the area of real estate financing, 2025 was a very successful year. Real estate financing again contributed significantly to the growth of loans in the corporate segment. UniCredit Bank continues to hold a significant position in the field of commercial real estate financing in Czechia and Slovakia in all major segments of the real estate market – retail, office and industrial real estate as well as residential projects.

In Czechia, we concluded real estate project financing in 2025 with a total volume of nearly EUR 1 billion. Loans for the construction of residential projects and in the shopping center and retail park segment accounted for the largest share of this volume. The most significant transaction of 2025 was club financing of EUR 400 million for the acquisition of the Palladium shopping center in Prague for the REICO fund, and the second largest loan was club refinancing of the retail portfolio for Monkstone in the amount of EUR 160 million. In the residential construction segment, we managed to conclude the largest number and volume of transactions in history for existing and new clients from among developers and investment groups. Given the recovery of the residential market in 2025, the development of these properties picked up significantly and with it the demand for their financing. The historically highest volume of residential development loans certainly contributed to UniCredit Bank successfully defending its title of the Developer Bank of the Year in the Mastercard Bank of the Year competition in 2025, thus reaffirming its leading role in real estate project financing.

In Slovakia, we managed to close new transactions in the real estate sector in the residential development segment, as well as in the retail and industrial real estate segment. The largest share in terms of the number and volume of loans was in the new residential projects segment, which was due to a revival of interest in new housing projects. The most significant transaction at the beginning of the year was the acquisition loan for Adventum Group, under which we financed the acquisition of shopping centers with Tesco as the main tenant. During the year, we also secured additional financing for the Nivy shopping center in Bratislava as the coordinating bank in the banking club.

Industry Expertise Center

The Industry Expertise Center, together with the Bank's sales network and specialized departments, succeeded in supporting the growth of market position in strategic sectors. These are primarily agriculture, the public and municipal sectors, and healthcare.

In the healthcare sector, we focused in 2025 on supporting healthcare facilities by financing their investment and operating needs and, where appropriate, purchasing receivables (forfeiting). We provided financial services with regard to the specific characteristics of the healthcare sector, applicable legislation, and the different needs of public and private healthcare providers.

We remained very active in the public and municipal sectors, both in terms of direct financing (infrastructure and social projects) and in terms of managing and evaluating the deposits of regions, cities, and municipalities.

UniCredit Bank also has a long-term presence in the agricultural sector. In the Czech Republic, it continues to support the growth of its market share by creating simple and fast credit products and financing land. At the same time, it has built a leading position in the market in acquisition and structured transactions in connection with generational change in agricultural enterprises. In Slovakia, we maintain a leading position in financing the agricultural sector with a high market share in terms of the number of clients served and the size of total exposure.

Treasury

The whole of 2025 was strongly influenced by geopolitical events, which significantly affected the Czech economy, including interest rates and the Czech koruna. With the dollar weakening, the koruna strengthened significantly, gaining almost one koruna against the euro in 2025 to reach 24.20. At the beginning of the year, the CNB further lowered interest rates to 3.50%. The long-term yield curve was volatile, but despite the decline in base rates, it rose and remained positive. We observed the same development in government bond yields, which rose across the entire yield curve, partly due to strong issuance activity by the Ministry of Finance. The Bank further increased the share of government bonds in its portfolio, where yields

often exceeding 4% represented an attractive return. The financial market was stable throughout the year without any significant turbulence, and liquidity remained good across all products.

For most of the 2025 calendar year, the Czech koruna was characterized by relatively low volatility with a tendency toward gradual but continuous strengthening. It opened the calendar year at 25.20 against the euro and closed it exactly one figure stronger at 24.20. The strengthening of the local currency naturally does not help exporters who collect their revenues in euros. In view of this exchange rate development, the currency hedging that exporters had concluded in the past proved helpful. When concluding currency hedging for the next period, clients took advantage of more structured derivative products such as TARF, which can offer attractive levels of exchange rate hedging for the future even at the current strong levels of the koruna.

In the area of interest rate hedging, the majority of clients opt for a systematic approach to protection against market risks, and the share of interest rate-hedged loans in the corporate segment remains high in both the Czech and Slovak parts of the Bank, thereby contributing significantly to the de-risking of our clients. The volume of FX flow for corporate clients remains stable with a slight increase, and clients make extensive use of the UC Trader electronic platform for regular currency conversions. In the area of de-risking clients who have commodities at the input or output, the Bank carried out commodity price hedging transactions, particularly in emission allowances and metals (lead, zinc, aluminum).

Trade & Working Capital

The Trade & Working Capital Sales department traditionally supported a number of domestic and foreign deliveries by our clients, both through targeted financing of the production phase and by providing export buyer credits to foreign buyers. We continued to use the hedging products of Export Guarantee and Insurance Corporation, a.s. (EGAP) and, newly, also the bank guarantee framework insurance product, which simplifies and speeds up the process of issuing them. We are also the first bank in Slovakia to provide an export buyer credit with a subsidy from the Ministry of Finance of the Slovak Republic in accordance with Act No. 392/2015 Coll. on development cooperation.

Trade Finance & Correspondent Banking

In the area of Trade Finance, we were the first to deploy the new Trade Finance Gate (TFG) e-banking application in a production environment as part of the Corporate Digital Platform project. In cooperation with selected clients, we launched a pilot phase with the aim of fine-tuning TFG's functionalities before the platform's full commercialization, which is planned for the end of 2026. We implemented a robotic solution for processing debt purchases, which significantly streamlined the entire process. The quality of services provided in this area is evidenced by the increase in the volume of bank guarantees and documentary letters of credit issued during the period under review.

The Correspondent Banking department confirmed its position among the market leaders. For the second year in a row, the total volume of correspondent bank transactions processed exceeded CZK 30 trillion, with a year-on-year increase in the number of transactions of 20%.

As part of our unique Virtual Bank service, we opened two new virtual branches for a globally systemically important bank, thereby enabling multinational companies to better access our local markets.

With an emphasis on digitization and security, we are constantly developing the Virtual Bank service – for example, by adding the Verification of Payee function. As part of our innovation efforts, we ensured a smooth transition to XML messages for all our clients as part of the global CBPR+ project, further strengthening our ability to provide modern and effective solutions.

Global Securities Services

The GSS team maintains its leading position in depository services and ranks among the top providers of custody services on the market. During the year, we effectively implemented changes resulting from market developments and regulatory requirements, ensuring the smooth operation of our services without any impact on clients. At the same time, we switched to SWIFT communication in accordance with the ISO 20022 standard in markets where this functionality is already supported, and we streamlined settlement and post-settlement services processes.

We actively monitor new trends in communication and changing market requirements so that we are always in line with our clients' expectations and provide them with maximum value. We are also an active member of the National T+1 Group, established by the Central Securities Depository, where we coordinate market steps in preparation for the shortening of the T+1 settlement cycle in the European Union.

In the area of depository services, we successfully completed the full implementation of a modern depository system during the year, which brings greater efficiency and reliability. Our goal for the future is to further develop digital solutions and innovations that will strengthen our position as a market leader.

Introduction of new products

In the area of Acquiring and Issuing, UniCredit Bank received the *Responsible Innovation – Touchcard, Sustainability Award* for its approach to migration and campaigning, and the *Unique Acquiring Project Award* for its technical solution for 24/7 stores.

In the area of payment card acceptance, we introduced new types of payment terminals on the Android platform and at the same time prepared a unique technical solution for charitable purposes, where payment card holders can choose from up to five options for the

amount of their contribution via a touchscreen display on the payment terminal. As part of our efforts to improve our services and with regard to digital security, we launched a pilot operation of the Merchant Portal in the Czech Republic, through which our contractual partners can download payment card statements, request minor changes to payment terminal settings, and limit the printing of payment card receipts.

In 2025, we also successfully completed the migration of payment cards to Mastercard and launched Click to Pay, a new way to make fast, convenient, and secure payments on the internet. Clients can activate the service directly in Smart Banking.

In 2024, we began a gradual overall modernization of the payment infrastructure to ensure the smooth flow of all transactions and full use of modern ISO XML standards in the future, at a time when instant payments and a high degree of automation in transaction data processing are becoming the market standard. As a result, at the turn of 2024 and 2025, we launched SEPA instant payments in Slovakia and Czechia, followed shortly thereafter by instant CZK payments in Czechia.

During 2025, we laid the groundwork for the launch of improved processing of regular SEPA payments in 2026 and subsequently also foreign payments.

We strengthened the security of SEPA payments by implementing the VOP (Verification of Payee) service. We expanded the use of new ISO XML standards for entering all types of payments and processing transaction statements. Clients using SWIFT services in the area of cash management can now start using the new data formats, long before the planned mass change on the part of SWIFT. As part of many regulatory changes, we have successfully ensured the regular calculation, settlement, and payment of tax on financial transactions in Slovakia.

In 2025, we continued to intensively develop the **Corporate Digital Platform**, which will give clients of the entire corporate division and a significant part of the Micro business retail segment access to new internet and mobile banking services that will enable them to use a whole range of functionalities without the Bank's intervention. As part of this project, which is one of the largest within the entire UniCredit Group, a pilot module and several other commercial components were successfully delivered in 2025 and are now being tested by selected clients in a live environment. We should complete the entire project in the first half of 2026 and then begin the full migration of clients to the new platform in the second half of the year. The delivery of additional commercial functionalities is planned for the end of 2026, which will bring greater user comfort to clients and help streamline a number of internal processes on the Bank's side. Another interesting project that was implemented in 2025 and sets our Bank apart from the

competition is Pay FX – Exotic currencies, which allows payments in exotic currencies not listed on the Bank's standard exchange rate list to be made through selected corporate and retail channels without the need to maintain an account in the currency of the payment. Conversions are mediated through our fintech partner StoneX, with whom the group has a long-term cooperation in the payment area.

In 2025, we continued to develop the DDE (Digital Document Exchange) application, which enables the secure exchange of digital documentation between the Bank and its clients, including the option of electronic signing. We are now able to handle most of our contractual documentation with our clients digitally, without the need for printed documentation or manual signing. The application can also issue qualified electronic signatures to all our clients, enabling electronic signing even for clients who do not yet have an electronic signature.

Our efforts and high-quality work have been recognized with a number of awards:

Euromoney

- Best Foreign Exchange Bank (CZ)
- Best Bank in Cash Management (SK)

Mastercard Awards

- Responsible Innovation (CZ / SK)
- Sustainability Award (CZ / SK)
- Payment Leader (CZ)
- Unique Acquiring Solution – COOP Jednota (SK)
- Developer Bank of the Year

UniCredit Factoring

In 2025, we confirmed that factoring is a modern tool for supporting business stability and growth. We increased the volume of purchased receivables to CZK 36.6 billion and net profit to CZK 70.8 million, all with an average financing volume of CZK 3.97 billion. Our strategy was clear: to acquire dynamic and promising companies that use factoring to ensure liquidity and reduce risks, while deepening relationships with our existing clients.

The key pillars of 2025 were cooperation across the UniCredit Bank corporate division and the UniCredit Group, portfolio diversification, and consistent risk management. Process changes focused on efficiency, innovation, ongoing digitization, and system security with the aim of further improving the quality of services provided in the areas of financing and reporting, which was reflected, among other things, in positive ratings in the client survey. This has strengthened our market position and created a solid foundation for the future, which we will build on in 2026 by developing reverse factoring as a key product and acquiring creditworthy, stable companies seeking flexible and secure financing in a dynamic, ever-changing environment.

UniCredit Leasing

The UniCredit Leasing Group, operating in the Czech Republic and Slovakia, confirmed its stable position among the leading providers of non-bank financing in 2025. Based on consolidated results, UniCredit Leasing CZ, a.s., including its subsidiaries in both markets, financed movable and immovable assets totaling CZK 22.2 billion. The number of newly concluded contracts reached 23 254, with 11 864 new clients, representing a year-on-year increase of 19.6%.

Business strategy and key segments

In the Czech and Slovak markets, we successfully adapted our business strategy to current market conditions and confirmed our position as a strong player in the financing of passenger and commercial vehicles up to 3.5 tons, as well as machinery and equipment. We continued to develop our strategic partnership with UniCredit Bank Czech Republic and Slovakia, a.s., particularly in providing lease and loan financing to joint clients. In the segment of financing new passenger and commercial vehicles, we optimized our business strategy with the aim of achieving planned financial penetration. We focused on improving products, financial services, and sales support for our business partners. We expanded our cooperation within the GEELY Group and became the official partner of the Lynk & Co brand on the Czech market. We have established a new exclusive partnership with GB Distribution, the importer of the BAIC brand for the Czech and Slovak markets. As part of strengthening our long-term cooperation with AGROTEC, which has become the importer of the DR and EVO brands, we have concluded an agreement to provide financial services to their end customers. Another significant step was the establishment of an exclusive partnership with BMW in the area of financing new motorcycles, under which we became a provider of financial services for end customers of this premium brand for the Slovak market. In the Czech Republic, we also entered into a strategic partnership with AUTO ESA, the second-largest seller of used vehicles, at the end of the year.

Financing of machinery and equipment

The financing of machinery and equipment, carried out in cooperation with vendor partners, UniCredit Bank, and through our own acquisitions, remains a key pillar of our strategy. We mainly financed equipment for agriculture and construction, and we also achieved significant volumes in the areas of metalworking machines, medical equipment, and handling and municipal equipment. By concluding a new cooperation agreement, we became a provider of financial services for end customers of the Steyr, Case, and New Holland brands on the Czech market.

Digitalization, innovation, and ESG

We worked intensively on modernizing and digitalizing our products and services, which resulted in faster and more efficient processes. We improved customer relationship management and our internal CRM system, focusing on retention activities, lead management,

and sales campaigns in cooperation with partners and UniCredit Bank. We continued to digitize internal and client processes and expanded the use of the online calculator with selected partners. As usual, we enabled our clients to take advantage of preferential international financial resources, for example from the EIB and CEB. We continuously innovated products and services to meet client expectations across segments and implemented all legislative changes requiring product and system adjustments. At the same time, we focused on implementing ESG principles and continued to offer financing for photovoltaic equipment up to the full amount of investment costs.

Strategic partnership with UniCredit Bank

We continued our long-term successful and strategically important cooperation with UniCredit Bank, which spanned the Bank's key business segments – both in corporate and investment banking and in the retail division. Through joint activities, we further strengthened the interconnection between the two companies, expanded our shared client base, and provided comprehensive financial services for corporate and individual customers. This close cooperation enabled us to effectively combine leasing and credit products, optimize business processes, and provide clients with integrated solutions with high added value.

Retail banking

2025 was a successful year for the Retail division. We brought our clients a number of new products, both in the field of savings and investments and in the area of loans. Together with our partners, we continued the successful trend of selling insurance products, all while increasing the use of digital channels for sales and the provision of standard client services.

In 2025, we continued our strategy of consolidating our client portfolio and focusing intensively on premium segments, with an emphasis on developing services for small businesses, small companies, and affluent private clients. We offer these clients a comprehensive premium range of products and services, particularly in the area of transaction, deposit, and investment products under the Private Premium and Private&Wealth brands. The total number of active clients at the end of the year reached more than 630 000.

In our branches and digital channels, we focused on providing our clients with not only first-class products and expert services, but also a pleasant environment and a professional approach. This approach was also reflected in the public rating of our branches, which achieved an average score of 4.51 points on a five-point scale in 2025.

In addition to growth in premium segments, we consider the increase in the volume of loans by more than 8% and the volume of client deposits by 3% to be key business successes of the year. We also

increased our market share in all loan categories, both in the Czech Republic and Slovakia. In the area of digital banking, we managed to reach the milestone of 70% of new accounts and consumer loans, our key digital products, being arranged digitally. Up to 85% of our primary clients use our digital services on a monthly basis.

The Bank provides a full range of banking products in the retail sector – current accounts, saving and investment products, payment cards, housing finance, and consumer loans. In cooperation with our strategic partners, we are increasingly focusing on investment products and bancassurance. For all these products, the Bank's goal is to provide innovative products and make maximum use of electronic channels for distribution.

Our goal in retail and private banking remains to strengthen our market share in credit, deposit, and investment products. We achieve this by focusing on selected segments of the retail market and through continuous innovation in our product and distribution offerings. We continue to rely on the successfully implemented model of services for separate client segments: Retail, Private Premium, and Private & Wealth. Through this model, we want to better serve our customers.

Digital

In 2025, UniCredit Bank once again significantly improved its digital services for clients. The Bank made almost 30% of all sales to retail clients through digital channels or its call center. Ninety percent of the Bank's primary clients use digital channels every month, with over 80% actively using mobile banking every month.

The key priorities for digital development in 2025 were transactions, digital investments, cyber security, and accessibility. In the spring, we launched instant payments in CZK at no additional charge and were among the first to offer clients instant SEPA payments in EUR in Slovakia and Czechia. We expanded the option for clients to pay in foreign currencies, saving them one conversion in up to 80 countries around the world. Since the fall, clients have been able to fill out or update the digital MIFID questionnaire themselves and start investing in the mobile app. Similarly, we made term deposits available to clients in Smart Banking.

In mid-2025, there was a significant increase in fraud attempts in both markets, Slovakia and Czechia. The Bank regularly inform its clients about current threats and safe behavior in the digital space through information campaigns. In the second half of the year, the Bank stepped up the pace of implementing new measures against cyber fraud, significantly reducing the number and volume of fraudulent transactions.

Our Contact Center has been growing at a double-digit pace in terms of commercial results for the fourth consecutive year. Direct sales to clients grew by 25% compared to the previous year, while the

volume of loans drawn and the number of sales meetings arranged for branches grew by 16%. We also launched a pilot operation for our clients called Pobočka Plus (Branch Plus), which offers sales and service for all of the Bank's products over the phone, similar to all of the Bank's brick-and-mortar branches.

Consumer loans

In both countries, we offer four standard categories of loans: refinancing or loan transfers, simple and quick non-purpose loans for our existing clients, non-purpose loans, and purpose loans for housing.

In 2025, we continued to see client interest in this product at PRESTO Loans thanks to the long-term offer of very attractive product parameters, such as a favorable interest rate for the first loan or the option to defer payments up to five times over the entire term of the loan. Clients with existing loans at other financial institutions could secure a highly competitive interest rate on the full loan amount, including both transferred balances and new financing, when refinancing their liabilities with us. In addition to these attractive product parameters, we motivated clients to sign up by offering them a bonus, which we paid directly into their account with us after the loan was arranged.

We continue to offer the option of taking out a loan without having to visit a branch, as clients can obtain a loan via their mobile or internet banking. At the same time, we have improved the options for providing pre-approved overdrafts within Smartbanking. In 2025, clients were motivated by a reward if they arranged an overdraft from the comfort of their own home. Through the Open digital platform, the process of providing a PRESTO Loan and overdraft is very simple and convenient, and clients are happy to use it.

In 2025, we continued our involvement in the Oprav dům po babičce (Renovate Grandma's House) program, which is co-financed by the EU Emissions Trading System through the Modernization Fund. In addition to the PRESTO Loan with the Oprav dům po babičce subsidy program, we continue to provide the PRESTO Loan for a Better Home, which clients can use to finance purposes such as Green Energy projects – the modernization of residential buildings with energy-efficient solutions (heat pumps, solar water heating, home photovoltaics, etc.). In Slovakia, we continue to participate in the PRESTO RENOVATE YOUR HOME program with our PRESTO Loan for a Better Home (as part of a call by the Slovak Environmental Agency, SAŽP).

Last year, we again ranked very well in the annual assessment by People in Need – Responsible Lending Index.

Mortgages

In 2025, there was a significant recovery in the mortgage market, driven primarily by falling interest rates in both countries and the start of deferred real estate investments.

In the Czech Republic, we recorded the best business results in the history of mortgage lending, surpassing even the record-breaking year of 2021. We achieved this excellent result despite the fact that the assumption of a faster decline in market interest rates, which fluctuated significantly during the year, did not materialize. We are managing to maintain our market share.

In the Slovak mortgage market, interest rates fell during the year, supported by significant competition between banks. Lower market interest rates led to a higher proportion of early repayments of loans outside the fixed interest rate period. In order to retain mortgages, we introduced retention activities even at the cost of reducing loan yields. We have achieved a similar market share as in the Czech Republic.

When refixing mortgage loans, we have long been successful in approaching our clients with attractive offers, which is reflected in the fact that the vast majority of our clients whose fixed interest rate period has ended continue to repay their mortgages with our Bank. As part of individual retention, we are able to work with the client's overall profitability, which allows us to better target retention offers to clients who want to repay their loan early. We have recently introduced a reward for account activity, where we support active clients with an interest rate discount. We continue to support responsible clients who insure their ability to repay their loans, for whom we have obtained a lower insurance premium for the most popular package.

We are also active in the area of ESG, with almost one in five mortgages receiving some type of benefit from us. Whether it is benefits for clients who invest in low-energy housing or support for young clients, to whom we offer a favorable rate on a higher volume than standard clients who already have savings.

Current accounts

In 2025, we continued to offer our standard START, OPEN, and TOP accounts and our premium PRIVATE and WEALTH accounts. The START account offers our clients all key transaction banking services: accounts, electronic payments, payment cards, and mobile and internet banking free of charge and with no conditions. The OPEN account then adds unlimited ATM withdrawals and high-quality travel insurance, payment card insurance, and personal property insurance. The TOP account offers all of the above services at a higher standard. All standard new accounts can be opened via digital channels. PRIVATE and WEALTH accounts are intended for premium clients and also include specialized and additional banking services.

Investment products

Following the launch of UniCredit's new onemarkets Fund platform across all retail banking segments in July 2024, we continued to develop the distribution of this group solution across all segments of our retail and private banking in 2025.

With onemarkets Fund, we expanded our investment solutions to include our own actively managed funds for our clients. Our expert teams are constantly creating new investment solutions, drawing not only on their own asset management skills, but also on partnerships with prestigious external fund managers. In both cases, UniCredit actively participates in determining the investment strategy and closely monitors the quality of the funds and the associated risk/return ratio.

The onemarkets brand combines our expertise in investment products, such as onemarkets certificates, with access to financial markets around the world. Compared to the existing investment offering for UniCredit clients, it also includes a unique set of actively managed investment funds for clients with varying risk appetites and opportunities, including bond, equity, and mixed funds. Our goal is to offer best-in-class investment products.

In the fall of 2025, we launched the onemarkets selection+ model portfolio concept. This is an innovative combination of funds assessed by the UniCredit Fund Selection team with the aim of providing clients with a global portfolio for every risk profile. Clients can choose from five portfolios (Bond, Defensive, Conservative, Mixed, Dynamic) for regular or one-time investments.

In 2025, we saw high demand both in actively managed funds and in structured investment products, where we are traditionally a major player. UniCredit Bank also played a significant role in the distribution of primary issues of selected corporate bonds in 2025.

We are gradually expanding our investment products to include sustainability themes. In Slovakia, we were involved in the distribution of Slovak government bonds to citizens.

We are continuing to expand the investment functionalities of our mobile banking. In 2025, we launched the option of digital onboarding, allowing clients to fill out a questionnaire and conclude framework agreements for securities trading from the comfort of their own homes without having to visit a branch. Existing investors can update their investment questionnaire remotely at any time. We will continue to expand the functionality of mobile banking in 2026.

Micro Business

In the Micro Business and Liberal Professions segments, we continued to focus on providing comprehensive services to our clients in 2025, including financing their needs. Here, we emphasize understanding the individual needs of each client group, providing support in all areas of business needs, and, in particular, increasing the professionalism and expertise of our bankers. This year, we further developed this approach through a new service model that emphasizes regional specifics and ensures that clients always have access to the appropriate expert.

For entrepreneurs and small businesses, we have expanded the benefits of business accounts by adding additional bonuses and extended travel

services. At the same time, we have offered attractive loan products for existing and new clients with a fixed interest rate, which is among the most competitive on the market thanks to increased credit limits and no requirement to provide financial statements. Year-on-year, we increased the volume of loans provided by 50%.

For the liberal professions (such as lawyers, doctors, notaries), we strengthened the financing of key professional needs, including loans for practice acquisitions or investments in equipment. This has allowed us to consolidate our strong position, particularly in the legal professions, while also expanding our presence in the healthcare segment, where we help finance medical practices and equipment—comprehensively, quickly, and tailored to the needs of our clients.

Payment cards

In the area of Acquiring and Issuing, UniCredit Bank received the Responsible Innovation – Touchcard, Sustainability Award for its approach to migration and campaigning, and the Unique Acquiring Project Award for its technical solution for 24/7 stores.

In the area of payment card acceptance, we introduced new types of payment terminals on the Android platform and, at the same time, we prepared a unique technical solution for charitable purposes, where payment card holders can choose from up to five options for the amount of their contribution via a touchscreen display on the payment terminal. As part of improving our services and with regard to digital security, we launched a pilot operation of the Merchant Portal in the Czech Republic, through which our contractual partners can download payment card statements, request minor changes to payment terminal settings, and limit the printing of receipts from payment terminals.

In 2025, we successfully completed the migration of payment cards to Mastercard and launched Click to Pay, a new way to make fast, convenient, and secure payments on the internet. Clients can activate the service directly in Smart Banking.

Bank insurance

The year 2025 was another important milestone in our strategic partnership with Allianz and Generali ČP. Term life insurance remains at the forefront of our clients' interests, and we have recently introduced the option of long-term care insurance in the Czech Republic in cooperation with Allianz. With the growing interest in mortgage loans, the number of clients who prefer property insurance arranged through our distribution has also grown.

In the field of credit insurance, our clients continue to prefer to have security for unexpected situations, including clients who arrange insurance themselves through digital channels. In Slovakia, we have prepared two tranches of single-premium investment life insurance for our clients, with an interesting investment component called "European Leaders" and "Global Dividend."

Branch distribution network

In 2025, the number of the Bank's core branches remained the same as in the previous year. The Strakonice branch was closed, while the franchise in Litoměřice was converted into a standard branch.

During the year, the number of franchise outlets decreased, specifically with the closure of franchises in Vrchlabí, Lovosice, Dvůr Králové nad Labem, Dobříš, Svitavy, Lysá nad Labem, and Bohumín.

During the year, minor adjustments were made to the opening hours of selected branches and franchises in order to better accommodate the requirements and needs of our clients.

In Slovakia, the Nitra branch was relocated to a new address and we renovated the Dunajská Streda, Martin, and Prievidza branches.

The number of cashless branches doubled in 2025, bringing the total to 54 cashless branches in Czechia and Slovakia.

Support services

Risk management

In the area of risk management, emphasis is placed on the consistent separation of incompatible functions within the Bank's organizational structure. The Bank's risk strategies, tools, and processes are selected to best match its business strategy and the best available knowledge regarding risk management. As part of its risk management, the Bank has set limits for a set of indicators that make up its Risk Appetite Framework, the development of which it closely monitors and evaluates.

The Bank manages its credit risk both at the level of individual business transactions and at the level of the entire portfolio, in accordance with the basic principles defined in the Bank's credit policy and in order to comply with the risk parameters set out in the credit strategy for the relevant year. In 2025, attention was focused, among other things, on managing and minimizing the impact of fluctuations in US economic policy and the war in Ukraine.

For the purposes of calculating the capital requirement for credit risk, the Bank uses (based on the approval granted by the CNB) an advanced approach based on its own estimates of risk parameters (Advanced IRB) for most of its portfolio. The Bank regularly monitors and evaluates the expected loss of its credit portfolio and the expected loss of newly concluded transactions, as well as actual losses resulting from asset impairment.

In terms of operational risk management in 2025, the most significant activities included establishing measures and procedures in connection with the growing number of attacks using social engineering techniques, as well as the global security situation and the ongoing energy crisis.

In the area of market risk management, the Bank manages risks associated with trading activities at the level of individual risk types and individual types of financial instruments. All limits are monitored in the trading portfolio (Regulatory Trading Book) and the banking book (IRBB). The basic management tools are limits on the volumes of individual transactions, limits on portfolio sensitivity (BPV, CPV), stop loss limits (maximum loss limits LWL), and limits for Value at Risk (VaR). In 2025, the Bank did not record any significant events that would lead to a reassessment of its strategy or a significant readjustment of the applicable limits.

Asset and liability management

The Bank maintains a long-term surplus of CZK passive liquidity from internal and client sources over CZK financial assets. The Bank allocated this surplus mainly in the form of reverse repo transactions with the Czech National Bank, the purchase of government bonds, the coverage of client euro liquidity gaps (through cross-currency swaps), and partly to finance its subsidiaries. The strong liquidity position in Czech korunas enabled the Bank to maintain low costs of koruna liquidity. The Bank refinances financial and client assets denominated in euros through client and internal funds, cross-currency swaps, and its own issues, in particular covered bonds and iMREs denominated in euros.

Subsidiaries also use financing from supranational development banks such as the European Investment Bank. In addition to internal liquidity management indicators, the bank regularly monitors and reports both regulatory liquidity indicators, LCR and NSFR. The sufficient distance of these indicators from the minimum threshold demonstrates the Bank's strong and sustainable liquidity position.

Services

The Bank's operations in the Czech Republic and Slovakia remained stable throughout 2025. All banking operations departments provided high-quality services and improved customer experience and satisfaction. Thanks to ongoing automation and process optimization, we increased the efficiency of operational processes in both countries.

In 2025, the Bank continued its previous activities in the area of digitization and modernization of IT services and focused on increasing availability, stability, and comfort for clients. The functionality of mobile and internet banking was expanded, instant CZK and EUR SEPA payments were fully implemented, and further steps were taken in process automation.

System reliability remained a priority, enabling stable service delivery. Harmonization and optimization of architecture across the group continued, including the modernization of payment systems and corporate banking. The Bank complied with all regulatory requirements and security standards and continued to support the development of solutions in line with ESG principles.

People & Culture

At UniCredit, we know that the real strength of our organization lies

in our people. They are our driving force, our source of innovation, and the key to our long-term success. That is why we create an environment that inspires, supports development, and gives talent room to fully express itself.

Our culture is based on the values of Integrity, Ownership and Care, which complement the principles of Diversity, Equality and Inclusion. These pillars help us build an open, respectful and motivating environment where everyone can feel valued and have the opportunity to grow – both professionally and personally.

People & Culture means more to us than just HR processes. It is a commitment to creating a work environment that promotes collaboration, trust, and flexibility. Together, we are building an organization that is ready for the future and strong thanks to the people who make it up. We focus on development and education, open communication, fair remuneration, and support for diversity.

In the area of employee development and education, we continue our efforts to build a culture of a learning organization, in which continuous development and knowledge sharing are a natural part of everyday work. The transfer of knowledge and skills allows us to make the most of the company's know-how and contributes to the achievement of company goals and results. We therefore continue to pay close attention to learning from others: we actively support and develop an internal mentoring program, and a new coaching club has been established, bringing together employees with coaching certification.

Employee development also continues through the internal lecturer club: in 2025, more than 100 internal lecturers taught nearly 1,400 hours, sharing internal know-how. We also place great emphasis on internal career growth – more than 50% of open positions are filled internally. A significant event in 2025 was the first series of Career Days, which gave employees the opportunity to get to know the Bank's individual departments better, be inspired by external webinars, and meet new members of the Board of Directors.

Digital and data skills are a key area of development.

This year, we reopened the Data Academy, where employees can expand their knowledge in areas such as SQL and Power BI. We also launched a series of training courses focused on artificial intelligence, which will continue in 2026. As part of our management training, we launched the Change2Succeed Leadership Program, focused on supporting the Bank's transformation initiatives and effective change management.

Training courses for new employees in the form of adaptation plans tailored to individual divisions, an extensive range of soft skills training courses from leading providers, from which each employee can choose according to their needs as part of their annual development

plan, and the provision of the necessary certifications and professional training in accordance with regulatory requirements are a natural part of our development program. On average, our employees spent more than 40 hours on mandatory and optional training last year. In addition to these activities, we also offer specialized development programs for selected groups of employees, whether for young talents (the Younique program), identified successors to management positions, or tailored to the needs of individual divisions (e.g., the sales skills program for corporate bankers).

Another strategic goal is to support intergenerational cooperation and strengthen the representation of Gen Z. We cooperate with universities, actively help students combine their studies with practical experience, and regularly open a trainee program for the most motivated young talents. For juniors who have been with the Bank for several years, we offer the Younique development program, which helps them take their careers to the next level.

We have long emphasized open communication with our employees, which is the basis for a stable and motivating work environment. Transparent and constructive social dialogue between the Bank's management and representatives of trade unions in the Czech Republic and Slovakia is conducted with the priority of acting in the interests of all employees, strengthening the stability of working conditions, and improving the work environment.

Cooperation with trade unions is set up effectively – the collective agreement and its amendments are the result of mutual negotiation and compromise. The collective agreements concluded are binding on all contracting parties and apply to all employees working under an employment contract, regardless of whether they are unionized or not. Collective bargaining is conducted in accordance with the Collective Bargaining Act and takes place regularly every year. In 2025, the Bank had valid collective agreements with Czech and Slovak trade unions and negotiated amendments to these agreements with social partners. Collective bargaining focused primarily on adjusting employee salary and benefit conditions and setting rules for salary increases in 2026. The results of collective bargaining between the employer and trade unions are communicated to all employees, including the full text of the collective agreement and its amendments.

In the area of remuneration, the Bank's ongoing priority is constructive social dialogue leading to fair rules for setting wages and distributing variable components of remuneration. All processes in this area are closely monitored for gender equality.

In 2025, the Bank focused on increasing the transparency of remuneration and published a catalog of job positions at the Bank for its employees, including information on the Bank's wage policy ranges (minimum and maximum wages) for most job positions. With this step, along with other procedural steps, the bank is preparing for the introduction of European regulations in the area of equal pay.

Statement by those responsible for the annual report

To the best of our knowledge, this Annual Report gives a true and fair view of the financial position, business activities, and results of operations of the Bank and its Consolidated Group for the year ended 31 December 2025 and of the prospects for the future development of the financial position, business activities, and results of operations of the Bank and its Consolidated Group.

March 23th 2026



Jakub Dušilek
Chairman of the Board
of Directors



Dimitar Todorov
Member of the Board
of Directors

Report of the Supervisory Board

The Supervisory Board oversaw the implementation of the Bank's business policy and the exercise of the Board of Directors' powers in accordance with Czech law, CNB regulations, and the Bank's Articles of Association. The Supervisory Board held seven meetings in 2025 and always requested information from all areas of the Bank's activities that had a significant impact on the Bank's financial situation and financial management.

The Supervisory Board reviewed the individual and consolidated financial statements and the financial statements for the Bank's Slovak branch prepared as at 31 December 2025, and the proposal for the distribution of profit, and did not raise any comments.

The Supervisory Board worked closely with the bank's Audit Committee on all major matters falling within the remit of both bodies.

Furthermore, based on the financial statements and other documents provided to the Supervisory Board during 2025, the Supervisory Board did not identify any material deficiencies or errors that could lead to the conclusion that the Bank's accounts was not maintained in accordance with the relevant regulations or that they did not reflect the situation of UniCredit Bank.

Basis for calculating the contribution to the Guarantee Fund

in line with Section 129 of Act No. 256/2004 Coll. on Capital Market Undertakings

The basis for calculating the contribution to the Guarantee Fund pursuant to Section 129 of Act No. 256/2004 Coll., on Capital Market Undertakings, consists of fees and commissions received for investment services provided.

As at December 31, 2025, the basis for calculating the contribution to the Guarantee Fund was CZK 1,171,179,674.61. The contribution to the Guarantee Fund amounts to 2% of this amount, i.e. CZK 23,423,593.49.



Consolidated financial statements

Consolidated Statement of Comprehensive Income for the year ended 31 Dec 2025

	Note	2025 MCZK	2024 MCZK
Interest income, <i>of which:</i>		32 367	36 186
interest income calculated using the effective interest method		36 839	41 473
Interest expense		(16 490)	(20 554)
Net interest income	(1)	15 877	15 632
Fee and commission income		7 312	6 515
Fee and commission expenses		(2 229)	(2 220)
Net fee and commission income	(2)	5 083	4 295
Dividend income	(3)	25	5
Net income/(loss) from trading	(4)	2 421	2 802
Net income/(loss) from hedging against risk of changes in fair value	(5)	(1)	(1)
Net income/(loss) from the sale or repurchase of:	(6)	122	36
Financial assets at amortised cost		69	66
Financial assets at fair value through other comprehensive income		52	(35)
Financial liabilities		1	5
Net income/(loss) from financial assets/liabilities at fair value through profit or loss, <i>of which:</i>	(7)	(2)	38
Mandatorily at fair value		(2)	38
Other operating income	(10)	1 569	1 653
Operating Income		25 094	24 460
Impairment losses on:	(8)	242	(802)
Financial assets at amortised cost		241	(803)
Financial assets at fair value through other comprehensive income		1	1
Modification gains/(losses)		(198)	–
Administrative expenses	(9)	(8 066)	(7 984)
Net provisions for risks and charges:	(27)	150	257
Loan commitments and financial guarantees given		133	525
Other net provisions		17	(268)
Depreciation and impairment of property, equipment and right of use assets	(18)	(971)	(1 000)
Amortisation and impairment of intangible assets	(19)	(782)	(749)
Other operating expenses	(10)	(720)	(647)
Operating expenses		(10 389)	(10 123)
Net income/(loss) on property measured at fair value	(18)	3	3
Share of profit of equity-accounted investees, net of tax	(19)	41	37
Profit/(loss) from the sale of non-financial assets	(20)	(23)	(3)
Profit before income tax		14 770	13 572
Income tax	(28)	(2 883)	(2 872)
Profit after tax		11 887	10 700
Net profit attributable to the Group's shareholder		11 887	10 700

The notes on pages 54–137 form an integral part of these financial statements.

Consolidated Statement of Comprehensive Income for the year ended 31 Dec 2025

	2025 MCZK	2024 MCZK
Items that cannot be subsequently reclassified to profit or loss		
Reserve from revaluation of financial assets at fair value through other comprehensive income, <i>of which:</i>	1	(1)
Change in fair value	1	(1)
Reserve from revaluation of property used in business measured at fair value, <i>of which:</i>	(3)	14
Change in fair value	7	32
Transfers to other net equity items	(11)	(7)
Deferred tax	1	(11)
Items that can be subsequently reclassified to profit or loss		
Reserve from revaluation of hedging instruments in cash flow hedges, <i>of which:</i>	527	1 013
Change in fair value	1 064	2 590
Revaluation reclassified to profit or loss	(126)	(1 420)
Deferred tax	(240)	(157)
Other changes with no impact on Other Comprehensive Income	(171)	–
Reserve from revaluation of costs of hedging, <i>of which:</i>	100	–
Change in fair value	(44)	–
Deferred tax	(27)	–
Other changes with no impact on Other Comprehensive Income	171	–
Reserve from revaluation of financial assets at fair value through other comprehensive income, <i>of which:</i>	75	14
Change in fair value	146	13
Revaluation reclassified to profit or loss	(47)	5
Deferred tax	(24)	(4)
Foreign exchange rate differences from the consolidation of a foreign branch	(450)	211
Other comprehensive income, net of tax	250	1 251
Other comprehensive income, net of tax, attributable to the Group's shareholder	250	1 251
Total comprehensive income, net of tax	12 137	11 951
Total comprehensive income, net of tax, attributable to the Group's shareholder	12 137	11 951

The notes on pages 54–137 form an integral part of these financial statements.

Consolidated Statement of Financial Position as of 31 December 2025

	Note	2025 MCZK	2024 MCZK
Assets			
Cash and cash balances	(11)	13 871	10 113
Financial assets at fair value through profit or loss, <i>of which:</i>	(12)	19 649	25 530
Held for trading		19 614	25 427
Mandatorily at fair value		35	103
Financial assets at fair value through other comprehensive income, <i>of which:</i>	(13)	71 583	55 369
Provided as collateral		5 134	3 543
Financial assets at amortised cost, <i>of which:</i>		859 466	860 003
Loans and advances to banks	(14)	181 796	230 665
Loans and advances to customers, <i>of which:</i>	(15)	677 670	629 338
Provided as collateral		2 285	799
Positive fair value of hedging derivatives	(16)	8 011	10 836
Changes in fair value of the portfolio of hedged instruments	(35ii)	1 107	1 879
Equity-accounted investees	(17)	347	341
Property, equipment and right of use assets	(18)	7 642	7 426
Intangible assets	(19)	2 002	2 402
Tax receivables, <i>of which:</i>	(28)	1 910	2 119
Current income tax		149	4
Deferred tax		1 761	2 115
Non-current Assets Held for Sale		41	–
Other assets	(20)	2 411	3 270
Total Assets		988 040	979 288
Liabilities			
Financial liabilities at fair value through profit or loss, <i>of which:</i>		18 790	23 840
Held for trading	(21)	18 790	23 840
Financial liabilities at amortised cost, <i>of which:</i>		865 881	843 090
Deposits from banks	(22)	33 683	26 847
Deposits from customers and Lease liabilities	(23)	700 970	702 475
Debt securities issued	(24)	131 228	113 768
Negative fair value of hedging derivatives	(25)	18 074	23 695
Changes in fair value of the portfolio of hedged instruments	(35)	(4 465)	(4 632)
Tax liabilities, <i>of which:</i>	(28)	824	689
Current income tax		285	111
Deferred tax		539	578
Other liabilities	(26)	8 186	8 151
Provisions for risks and charges	(27)	911	1 173
Total liabilities		908 201	896 006
Equity			
Issued capital	(29)	8 755	8 755
Share premium	(29)	3 495	3 495
Reserve funds from revaluation		(3 994)	(4 166)
Retained earnings and reserve funds	(31)	59 696	64 498
Profit for the period		11 887	10 700
Total shareholder's equity		79 839	83 282
Total liabilities and shareholder's equity		988 040	979 288

The notes on pages 54–137 form an integral part of these financial statements.

Consolidated Statement of Cash Flows for the year ended 31 December 2025

	Note	2025 MCZK	2024 MCZK
Profit after tax		11 887	10 700
Adjustments for non-monetary items:			
Impairment losses of:	(8)	(44)	840
Financial assets at amortised costs		(43)	841
Financial assets at fair value through other comprehensive income		(1)	(1)
Revaluation of financial instruments		780	(1 985)
Net provisions for risks and charges:	(27)	(150)	(260)
Loan commitments and financial guarantees given		(133)	(528)
Other net provisions		(17)	268
Depreciation and impairment of property, equipment and right of use assets	(28)	971	997
Amortisation and impairment of intangible assets	(29)	782	749
Net income/(loss) from the sale or repurchase of:	(6)	(52)	35
Financial assets at fair value through other comprehensive income		(52)	35
Profit/(loss) from equity investments		(6)	8
Profit/(loss) from the sale of non-financial assets		23	3
Taxes	(28)	2 883	2 872
Unrealised foreign currency gains/(losses)		(454)	169
Net interest income	(1)	(15 877)	(15 632)
Other non-monetary adjustments (FX revaluation, Accruals and Others)		(7 859)	(4 752)
Operating profit before changes in operating assets and liabilities		(7 116)	(6 256)
Financial assets at fair value through profit or loss, of which:	(12)	4 997	10 540
Held for trading		4 998	10 540
Mandatorily at fair value		(1)	–
Financial assets at amortised cost, of which:		6 158	(99 572)
Loans and advances to banks	(14)	48 787	(72 357)
Loans and advances to customers	(15)	(42 629)	(27 215)
Other financial instruments		(868)	(74)
Other assets		834	(1 647)
Financial liabilities at fair value through profit or loss, of which:		(5 221)	(9 690)
Held for Trading	(21)	(5 221)	(9 690)
Financial liabilities at amortised cost, of which:		5 624	78 851
Deposits from banks	(22)	6 914	(6 346)
Deposits from customers	(23)	(1 290)	85 197
Other liabilities		282	(836)
Interests received		32 365	36 226
Interests paid		(16 380)	(20 466)
Income tax paid		(2 865)	(3 052)
Net cash flows from operating activities		17 810	(15 976)
(Purchase) of financial assets at fair value through other comprehensive income	(13)	(30 566)	(9 294)
Sale and maturity of financial assets at fair value through other comprehensive income	(13)	15 899	8 093
Cash proceeds from the sale of property and equipment and intangible assets		757	744
(Acquisition) of property and equipment and intangible assets		(2 197)	(1 878)
Dividends received		25	5
Net cash flows from investment activities		(16 082)	(2 330)
Dividends paid		(15 509)	(15 256)
Financial liabilities at amortised cost – issue of debt securities	(24)	26 870	35 788
Financial liabilities at amortised cost – repayment of issued debt securities	(24)	(8 936)	(539)
(Payment) of Lease liabilities	(23)	(395)	(392)
Net cash flows from financial activities		2 030	19 601
Cash and cash balances at the beginning of the period	(11)	10 113	8 818
Cash and cash balances at the end of the period	(11)	13 871	10 113

The notes on pages 54–137 form an integral part of these financial statements.

Consolidated Statement of Changes in Equity for the year ended 31 December 2025

				Reserve from revaluation of					Retained earnings and reserve funds					
	Issued capital	Share premium	hedging instruments	costs of hedging	financial assets at fair value through other compr. income	property measured at fair value	exchange rate gains/(losses) of a foreign branch	FX differences from consolidation	Reserve fund and other capital funds	Special-purpose reserve fund	Retained earnings	Profit for the period	Equity	
MCZK														
Balance as of 1 January 2024	8 755	3 495	(4 615)	–	(275)	173	(538)	(156)	5 243	11 609	52 399	10 455	86 545	
Transactions with owners, contributions from and distributions to owners														
	–	–	–	–	–	–	–	–	–	–	10 455	(10 455)	–	
	–	–	–	–	–	–	–	–	–	–	(15 256)	–	(15 256)	
	–	–	–	–	–	–	(42)	36	–	–	48	–	42	
Total comprehensive income for the current period														
	–	–	–	–	–	–	–	–	–	–	–	10 700	10 700	
	–	–	1 013	–	13	14	211	–	–	–	–	–	1 251	
Balance as of 31 December 2024	8 755	3 495	(3 602)	–	(262)	187	(369)	(120)	5 243	11 609	47 646	10 700	83 282	
Balance as of 1 January 2025	8 755	3 495	(3 602)	–	(262)	187	(369)	(120)	5 243	11 609	47 646	10 700	83 282	
Transactions with owners, contributions from and distributions to owners														
	–	–	–	–	–	–	–	–	–	–	10 700	(10 700)	–	
	–	–	–	–	–	–	–	–	–	–	(15 509)	–	(15 509)	
	–	–	–	–	–	–	(4)	(74)	(26)	–	33	–	(71)	
Total comprehensive income for the current period														
	–	–	–	–	–	–	–	–	–	–	–	11 887	11 887	
	–	–	527	100	76	(3)	(450)	–	–	–	–	–	250	
Balance as of 31 December 2025	8 755	3 495	(3 075)	100	(186)	184	(823)	(194)	5 217	11 609	42 870	11 887	79 839	

The notes on pages 54–137 form an integral part of these financial statements.

Notes to the financial statements (consolidated)

I. Introduction

General Information

The UniCredit Bank Czech Republic and Slovakia, a.s. group (hereinafter the "Group") consists of the parent company UniCredit Bank Czech Republic and Slovakia, a.s., a joint stock company (hereinafter the "Bank" or the "Parent Company") with its registered office Želetavská 1525/1, 140 92, Praha 4 – Michle, 7 subsidiaries and 1 associate. The Bank was established through the cross-border merger of UniCredit Bank Czech Republic, a.s. and UniCredit Bank Slovakia a.s. with UniCredit Bank Czech Republic, a.s. being the successor company. The effective merger date was 1 July 2013. Changes in the business name and other facts related to the cross-border merger were recorded in the Commercial Register in Prague, Section B, Insert 3608 on 1 December 2013. The identification number of the Bank is 64948242.

As part of restructuring in UniCredit Group, the Bank's shareholder changed on 1 October 2016 from UniCredit Bank Austria AG to UniCredit S.p.A which is the ultimate parent company of the entire UniCredit Group holding 100% of the Bank's shares. The "UniCredit Group" refers to the group of companies controlled by the UniCredit Bank's parent company UniCredit S.p.A.

Following the completion of the cross-border merger, the Bank has been continuing to perform activities previously undertaken by UniCredit Bank Slovakia a.s. on the territory of the Slovak Republic through its organisational branch UniCredit Bank Czech Republic and Slovakia, a.s., pobočka zahraničnej banky (branch of a foreign bank).

Scope of Activities

The Bank is a universal bank providing services of retail, commercial and investment banking services in Czech crowns and foreign currencies for domestic and foreign clients, mainly in the Czech Republic and also in other states of the European Union.

The Bank's principal activities include:

- Receiving deposits from the public;
- Providing loans;
- Investing in securities on its own behalf;
- Operating a system of payments and clearing;
- Issuing and administration of payment products;
- Providing guarantees;
- Opening letters of credit;
- Administering cash collection;
- Trading on its own behalf or on behalf of clients:
 - In foreign-exchange currency products;
 - In forward and option contracts, including foreign currency and interest rate contracts; and
 - With transferable securities;
- Participating in share subscriptions and providing related services;

- Issuing mortgage bonds;
- Conducting financial brokerage;
- Managing securities, including portfolio management, on behalf of clients;
- Providing depository services and administration of securities;
- Providing depository services for investment funds;
- Conducting foreign currency exchange activities;
- Providing banking information;
- Renting safe-deposit boxes; and
- Conducting activities directly connected with the activities stated above.

Through its subsidiaries and an associate, the Bank additionally provides the following types of services:

- Lease and instalment sale of machinery and equipment;
- Lease to own (lease purchase);
- Lease of cars and instalment sale of cars;
- Consumer and commercial loans granted for the purchase of cars, machinery and equipment;
- Mediation of services and sales;
- Mediation of insurance policies conclusion;
- Purchase, sale and lease of real estate;
- Real estate activities;
- Real estate administration and maintenance; and
- Operational financing by way of factoring local and foreign receivables.

II. Basis for the preparation of the financial statements

1. Statement of compliance

The Consolidated financial statements of the Group (hereinafter also "Financial Statements") for 2025 and comparatives for 2024 have been prepared in accordance with International Financial Reporting Standards ("IFRS") as adopted by the European Union ("EU") in Commission Regulation (EC) no. 1126/2008 as amended including valid interpretations of the International Financial Reporting Interpretations Committee ("IFRIC"), further "IFRS".

Purpose of preparation

The purpose of preparing these financial statements in the Czech Republic is to comply with Act on Accounting No. 563/1991 Coll. The Group prepares its financial statements and annual report under special regulation 1606/2002 of the European Parliament and of the Council on the Application of International Accounting Standards (IFRS).

Basis of preparation

These financial statements were authorised for issue by the board of directors and are subject to approval at the General Meeting of Shareholders.

These consolidated financial statements were prepared based on the going concern assumption that the Bank will continue to operate in the foreseeable future.

The annual separate and consolidated financial statements for 2024 and the profit distribution for 2024 were approved by the Shareholder of the Bank on 26 March 2025.

The bank's sole shareholder was paid a dividend of CZK 10.5 billion in June 2025 and an extraordinary dividend of CZK 5.0 billion in November 2025.

The consolidated financial statements are prepared on the accrual basis of accounting whereby the effects of transactions and other events are recognised when they occur and reported in the consolidated financial statements of the periods to which they relate and on the going concern assumption.

All presented amounts are in millions of Czech crowns (millions of CZK) unless stated otherwise.

The consolidated financial statements were prepared on a historical cost basis, except for financial assets at fair value through other comprehensive income, derivative contracts, other financial assets and liabilities held for trading, financial assets and liabilities at fair value through profit or loss, and properties used in business and properties held for investment, all of which have been measured

at fair value. The methods for determining fair value are presented in section III. Material Accounting Policies, point 3. Fair Value Measurement Principles. Recognised assets and liabilities that are hedged against the risk of changes in fair value and would not otherwise be measured at fair value are remeasured at fair value to the extent of the hedged risk.

Regulatory requirements

The Group is subject to the regulatory requirements of the Czech National Bank, which include limits and other restrictions pertaining to minimum capital adequacy requirements, provisioning to cover credit risk, liquidity, interest rates and foreign exchange position of the Group.

2. Consolidation

These financial statements are consolidated financial statements and include the Parent company and its subsidiaries (the "Group").

The Bank's ultimate owner is UniCredit S.p.A, Milan, which consolidates the entire UniCredit group in accordance with International Financial Reporting Standards as adopted by the European Union.

Certain subsidiaries maintain their accounts under Czech or Slovak Accounting Standards and the Group makes reclassifications and adjustments to figures under IFRS.

As of 31 December 2025, the consolidation group includes the Parent Company and the following entities (hereinafter „consolidation entities“):

Name of the entity	Business activities	Registered office	Owner	Ownership percentage	Consolidation method
UniCredit Factoring Czech Republic and Slovakia, a.s.	Factoring	Prague	UniCredit Bank Czech Republic and Slovakia, a.s.	100%	Full
UniCredit Leasing CZ, a.s.	Leases	Prague	UniCredit Bank Czech Republic and Slovakia, a.s.	100%	Full
UniCredit Fleet Management s.r.o.	Lease of motor vehicles	Prague	UniCredit Leasing CZ, a.s.	100%	Full
UniCredit pojišťovací makléřská spol. s r.o.	Mediation of services	Prague	UniCredit Leasing CZ, a.s.	100%	Full
RCI Financial Services, s.r.o.*	Financing of motor vehicles	Prague	UniCredit Leasing CZ, a.s.	50%	Equity
UniCredit Leasing Slovakia, a.s.	Leases	Bratislava	UniCredit Leasing CZ, a.s.	100%	Full
UniCredit Fleet Management s.r.o.	Lease of motor vehicles	Bratislava	UniCredit Leasing Slovakia, a.s.	100%	Full
UniCredit Broker, s.r.o.	Mediation of services	Bratislava	UniCredit Leasing Slovakia, a.s.	100%	Full

* RCI Financial Services, s.r.o. is an associate that is consolidated using the equity method of accounting. The Group holds 50% minus 1 voting right in this entity and does not exercise control over this entity.

Changes in the Group during year 2025

UniCredit Leasing Insurance Services, s.r.o. was excluded from the structure of the consolidated group with effect from 1 January 2025 due to the immateriality of the balance sheet amounts entering into consolidation for the said company;

ALLIB Leasing s.r.o. was excluded from the structure of the consolidated group with effect from 1 April 2025 due to the immateriality of the balance sheet amounts entering into consolidation for the said company;

CA-Leasing OVUS s.r.o. was excluded from the structure of the consolidated group with effect from 1 April 2025 due to the immateriality of the balance sheet amounts entering into consolidation for the said company.

Principles of Consolidation

Control is achieved when the Bank is exposed to, or has rights to, variable returns from its involvement with subsidiary (the investee) and has the ability to affect those returns through its power to govern the relevant activities of the subsidiary. Relevant activities of the subsidiary are those which most significantly affect its variable returns.

Non-controlling interests represent those portions of total comprehensive income and net assets that are not attributable to the owners of the Bank. The Bank has no non-controlling interests.

Subsidiaries

Subsidiaries are entities controlled by the Group. The financial statements of subsidiaries are included in the consolidated financial statements from the date of on which control originates to the date on which control ceases to exist. The financial statements of the Bank's subsidiaries are prepared for the same reporting year as that of the Bank and using consistent accounting policies. All intra-group balances, transactions, income and expenses as well as unrealised gains and losses and dividends are eliminated during consolidation.

Associates

Associates are entities over which the Group has significant (but not controlling) influence on the management or operations of the entity (ie the Group's power to participate in the financial and operating policy decisions of the investee but not control over those policies). The consolidated statement of comprehensive income includes the Group's share in total reported profits or losses of associates using the equity method of accounting, from the date of on which significant influence originates to the date on which significant influence ceases to exist. The consolidated statement of financial position reflects the value of the investment in an associate determined using the equity method of accounting.

Transactions under Common Control

A business combination between entities or companies under common control is a business combination where all combining entities or companies are ultimately controlled by the same party or parties as prior to and post the business combination and this control is not temporary. For business combinations under common control the Group has adopted the pooling of interest method, i.e. taking over the carrying amounts of the acquired business and concurrently reporting these transactions prospectively, ie without adjustments in comparative periods, with the difference of the consideration transferred and the carrying amount of net assets acquired being recognised directly in equity.

Disclosure of interests in other entities

IFRS 12 requires disclosure about significant judgments and assumptions used to define the character of an investment in a company or in an agreement, investments in subsidiaries, joint agreements and affiliates and in non-consolidated structured entities. Based on the analysis performed by management, the Group does not have any interest in consolidated structured entities, nor in unconsolidated structured entities.

3. Foreign Currency and Foreign Currency Translation

The Czech crown is the functional currency of the Bank and the entities based in the Czech Republic. Euro is the functional currency of the Slovak branch and the entities based in the Slovak Republic (hereinafter also "foreign operations"). The presentation currency of these financial statements is the Czech crown. Assets and liabilities of the foreign operations are translated into the presentation currency using the foreign exchange rate applicable as of the financial statements date. The income statements of the foreign operations are translated using the average exchange rate. The resulting difference arising from the use of various foreign exchange rates is recognised in equity as "Foreign exchange rate gains or losses from the branch" and "FX differences from consolidation". Figures in brackets represent negative amounts.

Transactions in foreign currencies (ie other than the functional currency) are translated to the functional currency using the foreign exchange rate promulgated by the central bank at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated to the functional currency at the closing foreign exchange rate at the balance sheet date. Non-monetary assets and liabilities denominated in foreign currencies that are stated at historical cost are translated to the functional currency at the foreign exchange rate at the date of the transaction. Non-monetary items that are measured at fair value in a foreign currency are translated to the functional currency using the exchange rates at the date when the fair value was measured. Foreign exchange

differences arising on translation are recognised in the income statement as "*Net income/(loss) from trading*".

III. Material accounting policies

The following accounting policies have been applied consistently throughout all periods presented in these financial statements, except for hedge accounting. Starting from 1 July 2025, the Bank adopted the provisions of Chapter 6 of IFRS 9 Financial Instruments, which replace the requirements of IAS 39 (with the exception of fair value macro hedges related to interest rate risk of a portfolio of financial assets or financial liabilities, for which the Group continues to apply IAS 39). Further information is provided in Section III. Material Accounting Policies, point 4. Hedging Derivatives.

1. Financial Instruments

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity of another entity.

The Group classifies financial instruments in the following categories:

- Financial assets measured at amortised cost ("AC"),
- Financial assets measured at fair value through other comprehensive income ("FVTOCI"),
- Financial assets mandatorily measured at fair value through profit or loss ("FVTPL"),
- Financial assets held for trading ("FVTPL"),
- Financial liabilities measured at amortised cost ("AC") and
- Financial liabilities measured at fair value through profit or loss ("FVTPL").

The Group has applied IFRS 9 approach to the classification and measurement of financial assets that takes into account:

- The business model for managing financial assets and
- Characteristics of contractual cash flows from a specific financial asset.

A financial asset is valued at *amortised cost* if both the following conditions are met:

- The asset is held as part of a business model whose aim is to hold financial assets in order to obtain contractual cash flows; and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

A business model's objective may be to hold financial assets to collect contractual cash flows even when some sales of financial assets have occurred or are expected to occur.

A financial asset is measured at *fair value through other comprehensive income* if both the following conditions are met:

- The asset is held as part of a business model whose aim is achieved by collection of contractual cash flows as well as by sale of financial assets; and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at fair value through other comprehensive income can also include investments in equity instrument if they are not held for trading and are designated so on initial recognition.

A financial asset is measured at *fair value through profit or loss* if it is not measured at amortised cost or at fair value through other comprehensive income, or if it is designated at FVTPL on initial recognition.

All financial liabilities of the Group, except for financial liabilities held for trading, financial liabilities designated at FVTPL on initial recognition and hedging derivatives, are measured at amortised cost.

a) Business Model Assessment

Business model ("BM") refers to the way the Group manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling financial assets or both.

The following is considered as evidence when assessing which business model is relevant:

- How the performance of the business model (and the financial assets held within that business model) is evaluated and reported to the entity's key management personnel;
- The risks that affect the performance of the business model (and the financial assets held within that business model) and the way those risks are managed;
- How managers of the Group are compensated (eg whether compensation is based on the fair value of the assets managed or the contractual cash flows collected);
- The frequency, value and timing of sales in prior periods, the reasons for such sales and expectations about future sales activity; and
- Whether sales activity and the collection of contractual cash flows are integral or incidental to the business model.

The business model is determined at a level that reflects the way groups of financial assets are managed together to achieve a particular business objective. The Group's business model does not depend on management's intentions for an individual instrument but is determined at a higher level of aggregation.

The business model assessment resulted in the following business models of the Group:

Business model "Held to collect" comprises the banking book and was assigned mainly to the lending portfolio and the portfolio of debt securities that are held with the intention to collect contractual cash flows.

Although the objective of the business model is to hold financial assets in order to collect contractual cash flows, the entity need not hold all of those instruments until maturity. Thus this business model can be to hold loans and bonds to collect contractual cash flows even where limited sales of financial assets occur or are expected to occur in the future.

Sales are consistent with the held-to-collect business model in the following situations:

- The sales are due to an increase in the credit risk of a financial asset;
- The sales take place close to the maturity of the financial asset and the proceeds from the sales approximate the collection of the remaining contractual cash flows;
- The sales are infrequent (even if significant), or are insignificant individually and in aggregate (even if frequent).

The *business model "Held to collect and sell"* comprises the banking book and was assigned mainly to:

- The portfolio of debt securities whose objective is achieved by both collecting contractual cash flows and selling financial assets; these are used primarily for liquidity, interest and duration management, and
- Equity instruments irrevocably designated at FVTOCI on initial recognition.

The *"Other" business model* was assigned to financial instruments (debt securities, derivatives and equity instruments) that are not allocated to any of the above business models and the main strategy is:

- Trading:
 - To realise cash flows through sale of the assets or
 - To manage the instruments actively on fair value basis in order to realise fair value changes arising from market factor changes like yield curves, credit spreads etc.
- Managing Risk Weighted Assets, or
- Liquidity and interest rate management up to one year.

b) Analysis of Contractual Cash Flow Characteristics

For the classification of financial assets based on the new IFRS 9 categories, the analysis of the business model is complemented by the analysis of the contractual cash flows – assessment whether the contractual terms of the financial asset give rise on specific dates to cash flows that are solely payments of principal and interest ("SPPI Test"). This analysis is only performed at initial recognition of the instrument.

For this purpose, interest is defined as a consideration for the time value of money, the credit risk associated with the principal during a particular period of time and for other basic lending risks and costs, as well as a profit margin.

This analysis is performed for loan products either at "contract template" level for standardised products, or at contract by contract level for tailored corporate loan contracts. For securities, the analysis is performed at ISIN level using mainly an external data provider.

Modified Time Value of Money

The time value of money is the element of interest that provides consideration for the passage of time. It does not take into account other risks (credit, liquidity, etc) or costs (administrative, etc) associated with holding a financial asset.

In some cases, the time value of the money element may be modified (imperfect). This is the case, for example, if a financial asset's interest rate is periodically reset but the frequency of that reset does not match the tenor of the interest rate. In this case, the Group must assess the modification to determine whether the contractual cash flows still represent solely payments of principal and interest, ie the modification term does not significantly alter the cash flows from a perfect benchmark instrument. For this assessment, the Group uses a Benchmark tool developed at UniCredit Group level.

c) Recognition and Measurement of Financial Assets

Financial assets at amortised cost

"Financial assets at amortised cost" are recognised in the Group's accounting books from the moment of settlement. Foreign exchange gains and losses and impairment losses are recognised in the Group's income statement from the trade date.

Financial assets at amortised cost are measured initially at fair value, including transaction costs. Subsequent to initial recognition, these financial assets are measured at amortised cost using the effective interest rate method.

The effective interest rate (EIR) is the rate that exactly discounts estimated future cash receipts during the expected life of the financial asset or liability to the gross carrying amount of the financial asset or amortised cost of the liability. The EIR (and therefore, the amortised cost of the financial asset) is calculated by taking into account transaction costs and any discount or premium on the acquisition of the financial asset, as well as fees and costs that are an integral part of the EIR. The Group recognises interest income using an effective interest rate over the expected life of the financial asset at amortised cost. For floating-rate financial instruments, periodic re-estimation of cash flows to reflect the movements in the market rates of interest alters the effective interest rate.

Financial assets at amortised cost represent cash and cash equivalents, loans and advances to banks, loans and advances to customers and debt securities.

“Purchased or originated credit-impaired financial assets” (POCI) are financial assets that are credit-impaired on initial recognition. The Group recognises POCI when additional significant financing, net additional of collaterals, is granted to a credit-impaired borrower. The Group identified no POCI assets during 2025, or in 2024.

POCI is measured at amortised cost using credit-adjusted EIR. On initial recognition, POCI assets do not carry an impairment allowance. Instead, lifetime expected credit losses are incorporated into the calculation of the credit-adjusted EIR. The credit-adjusted EIR is calculated using the expected cash flows inclusive of future lifetime expected credit losses – ie the estimated contractual cash flows are reduced by lifetime expected credit losses. For subsequent measurement, the expected credit losses for POCI assets are measured as lifetime expected credit losses. However, only the cumulative changes in lifetime expected credit losses since initial recognition are recognised as a loss allowance, and not the total amount of expected credit losses.

Interest income on POCI, is calculated using the credit adjusted EIR applied to the amortised cost of financial asset.

Gains and losses arising from financial assets carried at amortised cost are recognised in the income statement when the financial asset is derecognised (in the item *“Net income/(loss) from the sale or repurchase of: Financial assets at amortised cost”*) or impaired (in the item *“Impairment losses on: Financial assets at amortised cost”*), and through the amortisation process in the item *“Interest income”* using the effective interest rate method.

Financial assets at fair value through other comprehensive income

“Financial assets at fair value through other comprehensive income” are recognised in the Group’s accounting books from the moment of settlement. Any gains or losses arising from changes in the fair value of the assets are recognised in the Group’s other comprehensive income since the trade date; impairment losses are recognised since the trade date.

Financial assets at FVTOCI are measured initially at fair value, including transaction costs. Subsequent to initial recognition, these financial assets are measured at fair value.

Gains and losses arising from a change in the fair value of debt instrument assets at fair value through other comprehensive income are recognised in other comprehensive income and become the equity item *“Reserve funds from revaluation”*, with the exception

of expected credit losses that are reported in the income statement as *“Impairment losses on: Financial assets at fair value through other comprehensive income”*. When financial assets are sold, transferred or otherwise disposed of, the cumulative gain or loss recognised in equity is transferred to the income statement as *“Net income/(loss) from the sale or repurchase of: Financial assets at fair value through other comprehensive income”*. Interest income from fair value through OCI debt securities is recognised in the income statement as *“Interest income”* using the effective interest rate method.

Financial assets at FVTOCI include debt instruments and equity instruments (designated at FVTOCI on initial recognition).

“Equity instruments designated at FVTOCI on initial recognition” – on initial recognition of an equity instrument that is not held for trading, the Group may irrevocably elect to present subsequent changes in fair value in other comprehensive income. This decision is made on an investment-by-investment basis for each investment and covers strategic interests. Subsequent changes in fair value from revaluation are recognised during the life of the equity instrument in the item *“Reserve funds from revaluation”* and, on its derecognition, the subsequent changes are not recognised in the income statement. After derecognition of the investment, the final cumulative changes in fair value are transferred to retained earnings.

Dividend income from equity instruments is recognised in the income statement in *“Dividend income”* on the date the dividend is declared.

Financial assets at fair value through profit and loss

“Financial assets at fair value through profit or loss” are recognised in the Group’s accounting books from the moment of settlement. Any gains or losses arising from changes in the fair value of the assets are recognised in the Group’s income statement since the trade date.

Initial and subsequent measurement of the financial assets at fair value through profit or loss is at fair value.

Financial assets at FVTPL include financial assets:

- Held for trading (debt instruments or derivatives)
- Mandatorily at fair value
- Designated at FVTPL on initial recognition.

“Financial assets at fair value through profit or loss: Held for trading” include instruments held by the Group principally for the purpose of short-term profit taking. These instruments include investments in debt and equity instruments, certain purchased receivables and derivative contracts that are not designated as hedging instruments.

A gain or loss arising from sale or redemption, or a change in the fair value of a held for trading financial asset is recognised in the income statement in the item *“Net income/(loss) from trading”*,

including gains or losses related to derivative contracts that are linked to assets and/or liabilities designated at fair value. Interest income from financial assets held for trading is recognised in the income statement in the item *"Interest income"*. If the fair value of a financial instrument falls below zero, which may happen in the case of derivative contracts, it is recognised in the item *"Financial liabilities at fair value through profit or loss: Held for trading"*.

All purchases and sales that require delivery within the time frame established by regulation or market convention (*"regular way"*) are recognised as *spot transactions*. Regular way transactions / spot transactions are recognised at the settlement date, which is the date when a financial instrument is delivered. Transactions that do not meet the regular way settlement criteria are treated as derivatives.

A *derivative* is a financial instrument or other contract that has all three of the following characteristics:

- Its value changes in response to the change in a specified interest rate, financial instrument price, commodity price, foreign exchange rate, index of prices or rates, credit rating or credit index, or other variable (usually called the *"underlying"*), provided for a non-financial variable that the variable is not specific to a party to the contract;
- It requires no initial net investment or an initial net investment that is smaller than would be required for other types of contracts that would be expected to have a similar response to changes in market factors;
- It is settled at a future date (except for regular way transactions).

Sometimes, a derivative may be a component of a combined financial instrument that includes a host contract and a derivative (the embedded derivative) effecting cash flows or otherwise modifying the characteristics of the host instrument. An embedded derivative must be separated from the host instrument and accounted for as a separate derivative if, and only if:

- The host instrument is not a financial asset pursuant to IFRS 9;
- The economic characteristics and risks of the embedded derivative are not closely related to the economic characteristics and risks of the host contract;
- A separate financial instrument with the same terms as the embedded derivative would meet the definition of a derivative as a stand-alone instrument; and
- The host instrument is either not measured at fair value or it is measured at fair value but changes in fair value are recognised in other comprehensive income.

When an embedded derivative is separated, the host contract is accounted for according to its accounting classification.

Derivatives are recognised in the Group's accounting books from the trade date. Derivatives are recorded at fair value and carried as

assets when the fair value is positive and as liabilities when the fair value is negative. Any gains or losses arising from changes in the fair value of the assets are recognised in the Group's the income statement in the item *"Net income/(loss) from trading"* since the trade date.

Derivatives are classified as trading derivatives unless they qualify as hedging instruments in effective hedging. For hedging derivatives policy, see section III. Material Accounting Policies, point 4. Hedging Derivatives.

Financial assets are classified as *"Financial assets at fair value through profit or loss: Mandatorily at fair value"* if they do not meet the conditions, in terms of business model or cash flow characteristics, for being measured at amortised cost or at fair value through other comprehensive income.

The following assets are classified in this portfolio:

- Debt instruments, securities and loans for which the business model is neither held to collect nor held to collect and sell but which are not part of the trading book;
- Debt instruments, securities and loans with cash flows that are not solely payment of principal and interest;
- Units in investment funds;
- Equity instruments not held for trading for which the Group does not apply the option granted by the standard of valuing these instruments at fair value through other comprehensive income.

Gains and losses from *"Financial assets at fair value through profit or loss: Mandatorily at fair value"*, whether realised or unrealised, are recognised in the item *"Net income/(loss) from financial assets/liabilities at fair value through profit or loss: Mandatorily at fair value"*. Interest income from financial assets mandatorily at fair value is recognised in the income statement as *"Interest income"*.

"Financial assets at fair value through profit or loss: Designated at FVTPL" - the Group has the option at initial recognition to irrevocably designate a non-derivative financial asset as at FVTPL if doing so eliminates or significantly reduces a measurement or recognition inconsistency, ie an accounting mismatch that would otherwise arise from measuring assets or liabilities, or recognising the gains and losses on them on a different basis. In 2025 and in 2024 the Group held no such assets.

These assets are accounted as for financial assets held for trading however gains and losses, whether realised or unrealised, are recognised in the item *"Net income/(loss) from financial assets/liabilities at fair value through profit or loss"*.

Interest income from financial assets designated at FVTPL is recognised in the income statement as *"Interest income"*.

d) Modification and Derecognition of Financial Asset

A financial asset is derecognised when the rights to contractual cash flows from an asset expire or the Group transfers the financial asset and the transfer qualifies for derecognition. This occurs when the rights are realised, expired or surrendered.

Assets measured at fair value through other comprehensive income and assets at fair value through profit or loss that are sold are generally derecognised and the corresponding receivables from the buyer are recognised at the settlement date.

The Group also derecognises a financial asset (derecognition accounting) if its contractual conditions have been modified to such an extent that the related cash flows have been materially changed. The new financial asset is classified in stage 1 for the purposes of ECL calculation unless it is credit impaired, in which case it is classified as POCI.

When assessing whether the change is a material change in contractual cash flows, the Group considers the following factors:

- Change in the currency of the loan;
- Change of the debtor;
- Change causing failure to meet the SPPI test; and
- Change for business reasons (eg maturity extension, change in interest rate).

If the change of contractual conditions does not materially affect the related cash flows, the financial asset is not derecognised. In such case, the Group recognises gains or losses from modification (modification accounting), representing the difference between:

- The present value of modified expected cash flows (disregarding the credit losses) discounted using the original EIR and
- The current gross carrying amount.

This difference is recognised in the income statement under the item "Modification gains/ (losses)". In subsequent accounting periods, the modification gains/losses are amortized till the maturity date of the financial asset. This amortization is recognised in the income statement under the item "Interest income".

Changes in contractual cash flows due to the forbearance measure (aside from a change of debtor, change of loan currency or change causing a failure to meet the SPPI test as if performed at the modification date) are considered to be changes that do not significantly affect the related cash flows.

e) Write-offs

The Group writes off a financial asset or a part thereof when it has no reasonable expectations of recovering the respective cash flows (from the receivable itself or the collateral received). When performing a write-off, the gross carrying amount of the asset is

reduced together with the related loss provision. Direct write-offs and recoveries on written-off loans are reported in the line "*Impairment losses on: Financial assets at amortised cost*".

The receivable is written-off when:

- The expected costs of recovery of the receivable are higher than its expected recovery;
- All collaterals have been realized and no further performance can be expected;
- Defaulted unsecured receivable for which no performance has been accepted in the last 36 months and no legal action has been initiated during this period;
- Termination of bankruptcy against the debtor due to lack of assets or after meeting the schedule resolution;
- Dissolution of a legal entity without a legal successor (eg liquidation) or death of a natural person, when partial satisfaction has already occurred or cannot be satisfied at all.

Financial assets written off which are subject to further enforcement are recorded in the off-balance sheet. If the Group, after writing off a financial asset, collects additional amounts from the client, the additional recovery is recognised in the income statement under the item "*Impairment losses on: Financial assets at amortised cost*".

f) Recognition, Measurement and Derecognition of Financial Liabilities

"*Financial liabilities at amortised cost*" comprise financial instruments (other than liabilities held for trading or those designated at fair value) representing the various forms of third-party funding. Financial liabilities at amortised cost include deposits from banks, deposits from customers and debt securities issued.

These financial liabilities are recognised at the settlement date initially at fair value, which is normally the consideration received less transaction costs directly attributable to the financial liability. Subsequently these instruments are measured at amortised cost using the effective interest rate method. Such interest is recognised in the item "*Interest expense*".

"*Debt securities issued*" are recognised net of repurchased amounts; the difference between the carrying value of a liability and the amount paid to buy it is recognised in the income statement in the line "*Net income/(loss) from the sale or repurchase of: Financial liabilities*". Subsequent disposal by the issuer is considered as a new issue which does not produce gains or losses.

The item "*Financial liabilities at fair value through profit or loss*" includes financial liabilities held for trading and financial liabilities designated at FVTPL on initial recognition. Related interest is recognised in the item "*Interest expense*".

"Financial liabilities at fair value through profit or loss: Held for trading" include financial instruments held by the Group principally for the purpose of short-term profit taking. These instruments include short sales (obligations to deliver financial assets borrowed by a short seller (ie an entity that sells financial assets it does not yet own)) and derivatives that are not designated as hedging instruments.

"Financial liabilities at fair value through profit or loss: Held for trading", including derivatives contracts, are measured at fair value on initial recognition, as well as on each reporting date subsequent to the initial recognition of the transaction.

A gain or loss arising from sale or redemption or a change in the fair value of a held for trading financial liability is recognised in the income statement in the item *"Net income/(loss) from trading"*.

"Financial liabilities at fair value through profit or loss: Designated at FVTPL" – financial liabilities, like financial assets, may also be designated, according to IFRS 9, on initial recognition as measured at fair value, provided that:

- This decision provides more relevant information as:
 - It excludes or significantly reduces the measurement or accounting mismatch that could otherwise arise during the measurement of assets or liabilities or recognition of the respective profits or losses on a different basis; or
 - The group of financial liabilities or financial assets and financial liabilities is controlled and its performance assessed based on fair value and in line with a documented risk management strategy or investment strategy and information on this group is internally transferred to key managers of the Group on this basis; or
- The contract contains one or more embedded derivatives and the host contract is not an asset subject to IFRS 9, the Group can include the entire hybrid contract in this category, with the exception of cases where:
 - The embedded derivative does not significantly change the cash flows that would otherwise be required by the contract; or
 - It is clear from the first assessment of a similar hybrid instrument that the exclusion of the embedded derivative is not permitted;
- The financial liability that arises when a transfer of a financial asset does not qualify for derecognition or when the continuing involvement approach applies.

This category may also include financial liabilities represented by hybrid (combined) instruments containing embedded derivatives that otherwise should have been separated from the host contract.

Financial liabilities presented in this category are measured at fair value at initial recognition as well as during the life of the transaction. The changes in fair value are recognised in the income statement

in the item *"Net income/(loss) from financial assets/liabilities at fair value through profit or loss"*, except for those changes in fair value related to changes in credit risk of these financial liabilities (so-called own credit risk). In this scenario, the changes in fair value are recognised in the item *"Reserve funds from revaluation"* related to other comprehensive income. If such accounting treatment results in an inconsistency that arises from the application of different methods of measuring assets and liabilities, and related gains or losses, then the changes in fair value deriving from changes in credit risk are also recorded in the income statement in the item *"Net income/(loss) from financial assets/liabilities at fair value through profit or loss"*.

In 2025 and in 2024 the Group held no such liabilities.

The Group derecognizes a financial liability (or a part of a financial liability) from its statement of financial position when, and only when, it is extinguished — i.e. when the obligation specified in the contract is discharged or cancelled or expires.

g) Reclassification of Financial Instruments

Financial instruments are not reclassified subsequent to their initial recognition aside from reclassification in the reporting period after a change in the respective business model.

Reclassifications are expected to be very infrequent. Such changes must be determined by the Group's key management personnel as a result of external or internal changes and must be significant to the Group's operations and demonstrable to external parties.

The following external or internal changes may result in a business model change:

- Changes in laws and regulations concerning certain assets that obliges the entity to review its business model;
- Changes in strategy concerning certain asset's class, asset's geography, product type;
- Business combinations that induce the entity to review its business model concerning certain financial assets;
- The Group begins or ceases to perform an activity that is significant to its operations.

The following are not considered to be changes to a business model:

- A change in intention related to specific financial assets (even in circumstances of significant changes in market conditions);
- A temporary disappearance of a particular market for financial assets; or
- A transfer of financial assets between parts of the entity with different business models.

Any reclassification is applied by the Group prospectively, so the Group does not adjust any previously recognised gains, losses (including impairment gains or losses) or interest.

Investments in equity instruments that are designated as at FVTOCI at initial recognition and financial assets at fair value through profit or loss that are designated as at FVTPL may not be reclassified, as a decision to designation is irrevocable.

h) Day 1 Profit/Loss

If the transaction price differs from the fair value of a financial asset or financial liability measured at fair value, the difference between these values (profit or loss) is reported in the income statement, except for Level 3 fair value measurement. The Group typically does not conduct this type of transactions with Day 1 Profit/Loss.

2. Impairment of Financial Instruments

The Group recognises impairment losses on its debt financial instruments, other than those measured at FVTPL, its lease receivables and its off-balance credit risk exposures arising from financial guarantees and loan commitments. The impairment is based on expected credit losses whose measurement reflects:

- An unbiased and probability-weighted amount that is determined by evaluating a range of possible outcomes;
- The time value of money; and
- Reasonable and supporting information that is available without undue cost or effort at the reporting date about past events, current conditions and forecasts of future economic conditions.

For reporting and provisioning purposes, the Group uses a three-stage model in line with IFRS 9 that takes into account changes in credit risk since initial recognition ("staging"):

- Stage 1 includes financial assets with a credit risk which has not increased significantly since initial recognition, as well as assets with low credit risk at the balance sheet date. The 12-month expected credit losses (or shorter depending on the maturity of the instrument) are recognised for these assets. Interest income is calculated on the basis of the gross carrying amount of assets.
- Stage 2 includes credit exposures that, although performing, have seen their credit risk significantly deteriorating since initial recognition. Full lifetime expected credit losses are recognised for these assets. Interest income is calculated on the basis of the gross carrying amount of assets.
- Stage 3 includes impaired credit exposures. Full lifetime expected credit losses are recognised for these assets. Interest income is calculated on the basis of the net carrying amount of assets. This category includes non-performing receivables.

Impairment models are adapted to comply with the accounting requirements stated in IFRS 9, and also follow the "Guidelines on credit institutions' credit risk management practices and accounting for expected credit losses" issued by EBA.

Subject to expected losses calculation are financial assets at amortised cost and the applicable off balance sheet exposures

(such as loan commitments and financial guarantee contracts), all credit exposures assets classified at Fair Value through Other Comprehensive Income and Lease receivables.

Furthermore, specific adjustments are developed to the Probability of Default (PD), Loss Given Default (LGD) and Exposure At Default (EAD) parameters used for regulatory reporting purposes (Basel) to compound the Expected Credit Loss (ECL), and a model is developed to assess the Stage Allocation on unimpaired assets, at transaction level, between Stage 1 and Stage 2.

The main difference between the two stages is the time horizon which the ECL is expected to be calculated on.

On LGD and EAD specific adjustments are applied to parameters already calculated for "regulatory" purposes, in order to ensure full consistency, net of different regulatory requirements, between regulatory and accounting treatment. The main adjustments are to:

- Remove the conservatism only required for regulatory purposes;
- Introduce a "point in time" adjustment, instead of the "through the cycle" adjustment embedded in the regulatory parameters;
- Include forward-looking information; and
- Extend the credit risk parameters in a multiyear perspective

As for PDs, dedicated lifetime PD curves are developed for each main client segment based on cumulated default rates, and are calibrated to reflect a point in time and forward-looking expectation regarding portfolio default rates.

The Expected Credit Loss derived from such adjusted parameters is also compounded taking into consideration macroeconomic forecasts.

A key aspect deriving from the model when compounding the final Expected Credit Loss is the stage allocation model, which allocates credit transactions between Stage 1 and Stage 2 (Stage 3 being equivalent to Impaired assets). Stage 1 mainly includes (i) newly originated exposures, (ii) exposures with "no significant increase in credit risk since initial recognition" or (iii) "low credit risk" exposures at the reporting date.

Stage 2 allocation assessment includes a combination of relative and absolute triggers. Relative triggers are:

- The relative comparison, at transaction level, between the PD at origination and the PD at each reporting date, both calculated through internal models, with thresholds set to each tower, segment, rating class at the initial recognition and remaining maturity. This procedure assesses whether there has been a material deterioration in credit quality since initial recognition with the life-time PD values (so called AP7/9 approach);

- additional relative trigger was introduced in May 2022 which assigns stage 2 to exposures having current PD higher than triple of the PD at origination.

Low credit risk exemption (LCRE) – specific condition allowing to keep stage 1 to exposures even if exceeding one of the two of relative triggers but only if the actual PD is lower than 0.306%.

Absolute triggers for stage 2 assignment are following:

- Exposures being overdue more than 30 days;
- new classifications to Forborne;
- transfer to Watchlist 2 process;
- having internal rating 8+ or 8;
- exposures with Watchlist 1 classification being in scope of following industries: Machinery, Automotive, Metallurgy, Mining, Industrial products, Food and beverage, Constructions, Electric and electronic, Textile, Agriculture, Air transport, Logistic, Utility, Tourism, Professional Services, Real estates, Wholesale trade.

Additionally, to the above mentioned stage 2 triggers, there is a rule of 3-months Minimum Time Permanence (MTP) in place in place which assures the assignment of stage 2 for at least 3 continuous months. Such forced stage 2 assignment is performed in case none of stage 2 trigger is active anymore and the exposure was categorized in stage 2 for less than 3 continuous months. Such rule is not valid for Forbearance trigger where the stage 2 assignment is fully symmetrical with the Forbearance classification.

The Group uses the “client default” definition in line with Regulation No. 575/2013 of the European Parliament and of the Council and with Final Report Guidelines on the application of the definition of default (EBA/GL/2016/07); specifically, a debtor’s default involves situations where:

- a) The debtor is in default with at least one repayment of the principal or related interest on any of its payables to the Group for a period greater than 90 days; and/or
- b) It is likely that the debtor will be unable to settle its payables on a timely basis and in full without the Group resorting to realising collateral.

Standard cases where the debtor will be unable to settle its payables:

- Changes in contractual cash flows due to granting relief to the debtor (the “forbearance measure” from which the bank takes a loss);
- The loan has been restructured or deferred for a long period;
- The debtor has committed credit fraud or has violated the financial commitments of the loan;
- The debtor is dead or insolvent;
- It is probable that the debtor will enter into bankruptcy or legal restructuring of its debts, etc.

In this evaluation, expected disposal scenarios are also considered as far as UniCredit Group Non-Performing Assets Strategy foresees the recovery of defaulted assets via their transfer.

When defining the perimeter of impaired assets, the Definition of Default currently applied by UniCredit Group has been adopted, which incorporates some of the key principles embedded in the Definition of Default guidelines issued by EBA, such as the assessment of impairment or default by considering the overall exposure to a given debtor (so-called “debtor approach”).

Financial assets at amortised cost

Financial assets at amortised cost predominantly include loans and advances to banks, loans and advances to customers and trade receivables and are reported net, ie reflecting impairment losses.

Individual impairment losses adjust the carrying amount of individually assessed financial assets at amortised cost to their recoverable amount. The recoverable amount of financial assets at amortised cost is set as the present value of expected future cash flows discounted with the original effective interest rate of the financial instrument.

Expected cash flows from the individual asset portfolios with the same characteristics (based on the segment/rating model) are set based on historical losses while taking into account the anticipated macroeconomic development. Based on this information, the expected loss is calculated as of the balance sheet date.

Financial assets at fair value through other comprehensive income

Impairment of debt financial assets at fair value through other comprehensive income in the amount of the expected credit loss is reported in the income statement under “*Impairment losses on financial assets*”. Impairment losses on equity securities classified as financial assets at fair value through other comprehensive income are not reported.

Trade receivables

Trade receivables impairment is calculated using a simplified approach based on days past due.

For additional information on Credit Risk Management, please refer to section V. Other Notes, point 35 b).

Loan commitments and financial guarantees

Under IFRS 9, the impairment requirements also apply to loan commitments and financial guarantees off the statement of financial position. The Group assesses on a forward-looking basis the expected credit losses associated with exposures from loan commitments and financial guarantee contracts.

When estimating life-time Expected Credit Loss for undrawn loan commitments, the Group estimates the expected portion of the loan commitment that will be drawn down over its expected life. The Expected Credit Loss is then based on the present value of the expected shortfalls in cash flows if the loan is drawn down, based on a probability-weighting of scenarios.

For financial guarantees, the Group estimates Expected Credit Losses based on the present value of the expected payments to reimburse the holder for a credit loss that it incurs any amounts the Group expects to recover. The calculation is made using a probability-weighting of scenarios.

The Expected Credit Losses related to loan commitments and financial guarantee contracts are recognised under the item *“Provisions for risks and charges”* in the statement of financial position and under the item *“Net provisions for risks and charges: Loan commitments and financial guarantees given”* in the income statement.

3. Fair Value Measurement Principles

The fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

The fair value of financial assets and financial liabilities is based on their quoted market price on an active market at the balance sheet date without deduction for transaction costs. If a quoted market price is not available, the fair value of the instrument is estimated using pricing models or discounted cash flow techniques that maximises market observable inputs and minimizing those unobservable.

Where discounted cash flow techniques are used, estimated future cash flows are based on Group management's best estimates and the discount rate is based on the market rate at the balance sheet date for an instrument with similar terms and conditions. Where pricing models are used, inputs are based on market rates at the balance sheet date.

The fair value of derivatives that are not exchange-traded is estimated as the amount that the Group would receive or pay to terminate the contract at the balance sheet date, taking into account current market conditions and the current creditworthiness of the counterparties and of the Group.

Bonds in the Group's portfolio are valued on a daily basis using available market rates quoted by market participants using Bloomberg services. A group of contributors who provide reliable and regular bond valuations is selected for each of the bonds. The credit spread of the bond is calculated from particular contributions and discount curves.

If there are sufficient current market prices of contributions available, the valuation is calculated as an average value. To prevent possible errors of particular contributions, a comparison of daily changes is made at the same time.

If no market price is available as a source of valuation or the number of actual contributions is not sufficient, the Group will carry out the valuation on the basis of a risk-free swap rate, to which the credit spread known as of reporting date is applied. The Group continues to apply this method until:

- Market quotations are again available;
- The credit spread of a particular bond is adjusted based on a comparison of credit spreads of similar bonds;
- The Group receives other information about a change of the spread applied;
- The issuer's credit rating changes (change of internal and/or external rating, evidence from the market that creditworthiness is worsening); and
- The liquidity of the specific securities has deteriorated significantly.

Subsequently, the Group will carry out the valuation comprising new aspects of the market price, including an assessment of possible impairment losses (see section III. Material Accounting Policies, point 2. Impairment, namely impairment of financial assets at fair value through other comprehensive income).

Group management believes that the fair value of the assets and liabilities presented in these financial statements can be measured reliably.

Financial assets and financial liabilities are classified into fair value levels depending on the quality of the input used in the valuation. Individual levels are defined as follows:

- Level 1 input – quoted (unadjusted) prices on active markets for identical assets or liabilities available to the Group as of the date of valuation;
- Level 2 input – input data other than the quoted prices contained in level 1 that are observable for an asset or liability either directly or indirectly. This category includes the instruments valued at: quoted prices of similar assets or liabilities on active markets; quoted prices of identical or similar assets or liabilities on markets that are not active; valuation techniques for which a significant input is observable on the market directly or indirectly; and
- Level 3 input – unobservable input data for an asset or liability. This category includes instruments under which valuation techniques contain an input not based on observable data and the unobservable input may have a significant impact on the instrument's valuation.

The Group evaluates the levels at each reporting period on an instrument-by-instrument basis and reclassifies instruments, when necessary, based on the facts at the end of the reporting period.

Fair Value Adjustments (FVA)

Fair value adjustment is defined as the amount to be added to the market observed mid-price or to the theoretical price generated by a valuation model to obtain a fair value of the position. Therefore FVA are aimed at ensuring that the fair value reflects the exit price of a certain position.

Adjustments used are as follows:

- Credit/debit valuation adjustment (CVA/DVA);
- Funding Cost and Funding Benefit Adjustment (FCA/FBA)
- Model Risk;
- Close-out Costs;
- Other Adjustments.

Credit/Debit valuation adjustment (CVA/DVA)

Credit valuation adjustments (CVAs) and debit valuation adjustments (DVAs) are incorporated into derivative valuations to reflect the impact on fair value of counterparty credit risk and UniCredit own credit quality respectively.

Group CVA/DVA methodology is based on the following inputs/assumptions – simulation approach:

- New products that can be valued are automatically included for CVA,
- Two sided bilateral CVA is used,
- EAD derived by simulation techniques – the whole portfolio of trades as well as risk mitigation techniques such as netting and margining with this counterpart is taken into account,
- PD – precise computation of counterparty exposure
 - Implied by current market default rates, obtained from Credit Default Swaps,
 - Use single name CDS where available, use sector curve approximations (based on internal rating and sector).

Funding Cost and Funding Benefit Adjustment (FCA/FBA)

Funding Valuation Adjustment (FundVA) is the sum of a Funding Cost Adjustment (FCA) and of a Funding Benefit Adjustment (FBA) that accounts for the expected future funding costs/benefits for derivatives that are not fully collateralised. Most material contributors are in-the-money trades with uncollateralised counterparties.

UniCredit FVA methodology is based on the following inputs:

- Positive and Negative exposure profiles derived from leveraging on a risk-neutral spin-off of the Counterparty Credit Risk internal model;
- PD term structure implied by current market default rates obtained from credit default swaps;
- A funding spread curve that is representative of the average funding spread of peer financial groups.

Model Risk

Financial models are used for the valuation of the financial

instruments if direct market quotes are not readily available. In general, model risk is represented by the possibility that a financial instrument's evaluation is sensitive to the choice of model. It is possible to value the same financial instrument by using alternative models which could provide different results in term of pricing. The model risk adjustment refers to the risk that the actual fair value of the instrument differs from the value produced by the model.

Close-out Costs

This measures the implicit costs of closing an (aggregated) trading position. The short position could be closed by a long position and vice versa, or by entering into a new transaction (or several transactions) that offsets (hedges) the open position. Close-out costs are typically derived from the bid/ask spreads observed on the market. It accounts for the fact that a position is valued at mid but can only be closed at bid or ask. This adjustment is not needed when the position is marked at bid or ask and already represents an exit price. In addition a close-out adjustment of the NAV is applied when there are penalties relating to a redemption of investment funds.

Other Adjustments

Other fair value adjustments not included in the previous categories may be taken into consideration to align the evaluation to the current exit price, according to the level of liquidity of the market and valuation parameters, e.g. adjustment of equity prices whose quotation on the market are not representative of the effective exit price.

For Fair Value disclosures see section V. Other Notes, point 37. Fair Value of Financial Assets and Financial Liabilities.

4. Hedging Derivatives

Hedging derivatives are carried at fair value. Positive fair value is presented in the item *“Positive fair value of hedging derivatives”*, negative fair value is presented in the item *“Negative fair value of hedging derivatives”*. The method of recognising fair value depends on the model of hedge accounting applied.

Hedge accounting can be applied if:

- The hedge is in line with the Group's risk management strategy;
- The hedge relationship is formally documented at the inception of the hedge;
- It is expected that the hedge relationship will be highly effective throughout its life;
- The effectiveness of the hedge relationship can be objectively measured;
- The hedge relationship is highly effective throughout the accounting period; and
- For hedging future forecast transactions, it is highly probable that the transaction will occur.

If a derivative hedges an exposure to changes in the fair value of recorded assets and liabilities or of legally-enforceable firm commitments, the hedged item is revaluated to change in fair value due to the hedged risk. Gains (losses) on the re-measurement of an interest-bearing hedged item and hedging derivative are recognised in the income statement in *"Net income from hedging against risk of changes in fair value"*. Realised interest income and expenses are reported on a net basis in *"Interest income"* or *"Interest expense"*.

If a derivative hedges an exposure to the variability of cash flows related to recognised assets and liabilities or expected transactions, the effective part of the hedge (change in fair value of the hedging derivative) is recognised in other comprehensive income in equity item *"Reserve funds from revaluation"*. The ineffective part of the hedge is recognised in the income statement.

If the hedging of expected transactions results in the recording of an asset or liability, the cumulative gains or losses from the revaluation of the hedging derivative previously recognised in other comprehensive income are transferred to the income statement at the same time as the hedged item affects the net profit or loss.

When a hedging instrument or hedge relationship is terminated but the hedged transaction is still expected to occur, the cumulative gain or loss recognised in other comprehensive income remains in equity and is recognised in accordance with the above policy. If the hedged transaction is no longer expected to occur, the cumulative gain or loss previously recognised in other comprehensive income is immediately recognised in the income statement.

"Macro hedging of fair values related to the interest rate risk of a portfolio of financial assets or financial liabilities" – IAS 39 allows financial assets and liabilities hedge against interest rate fluctuations to be not only a single asset or liability but also a monetary position contained in a number of financial assets or liabilities (or parts of them). Accordingly, a group of derivatives can be used to offset fair-value fluctuations in hedged items due to changes in market rates.

The Group applies macro hedging to some financial assets and some financial liabilities. Net changes, gains or losses, in the fair value of the macro-hedged assets or liabilities attributable to the hedged risk are recognised in the asset or liability item respectively *"Changes in fair value of the portfolio of hedged instruments"* and offset the income statement item *"Net income/(loss) from hedging against risk of changes in fair value"*.

In the area of hedge accounting, until 30 June 2025 the Group made use of the option under IFRS 9 Financial Instruments to continue applying the existing hedge accounting requirements of IAS 39 Financial Instruments: Recognition and Measurement. As of 1 July 2025, the Group implemented the hedge accounting requirements of

IFRS 9 Financial Instruments (with the exception of fair value macro hedges related to interest rate risk of a portfolio of financial assets or financial liabilities, for which the Group continues to apply IAS 39). Further information is provided in section V. Other notes, point 35 Financial risk management.

In implementing the above approach to hedge accounting, the Group assessed all hedge relationships established under IAS 39 that were affected by this change, and all hedging relationships were confirmed as eligible under IFRS 9 without the need for retrospective adjustment. The general approach to hedge accounting remains unchanged, with the exception of the 'cash flow hedge of a portfolio', where the 'currency basis' component of the hedging instrument is separated into the line item 'Cost of hedging reserve' within Other Comprehensive Income. In accordance with paragraph 7.2.26 of IFRS 9, the Group elected not to apply this separation retrospectively prior to 1 July 2025.

Under IFRS 9, the criteria for a hedging relationship are as follows:

- the hedging relationship consists only of eligible hedging instruments and eligible hedged items;
- at the inception of the hedging relationship there is formal designation and documentation of the hedging relationship, the entity's risk management objectives, and its strategy for undertaking the hedge. This documentation must include identification of the hedging instrument, the hedged item, the nature of the risk being hedged, and how the entity will assess whether the hedging relationship meets the hedge effectiveness requirements (including an analysis of the sources of hedge ineffectiveness and how the entity determines the hedge ratio);
- the hedging relationship meets all of the following hedge effectiveness requirements:
 - I. there is an economic relationship between the hedged item and the hedging instrument;
 - II. the effect of credit risk does not dominate the value changes resulting from this economic relationship; and
 - III. the hedge ratio of the hedging relationship is the same as that resulting from the quantity of the hedged item that the entity actually hedges and the quantity of the hedging instrument that the entity actually uses to hedge that quantity of the hedged item. However, this designation must not reflect an imbalance in the weighting of the hedged item and the hedging instrument that would create hedge ineffectiveness (regardless of whether it is recognised) that would be inconsistent with the purpose of hedge accounting.

5. Repurchase and reverse repurchase transactions

Securities sold under an agreement to repurchase them at a specified future date are also known as *"repo transactions"* or *"sale and repurchase agreements"*. Securities sold in such

transactions are not derecognised from the statement of financial position, as the Group retains substantially all the risks and rewards of ownership, as the securities are repurchased at a fixed price when the repo transaction ends. Financial assets transferred to another counterparty under a repo transaction are measured in accordance with the appropriate accounting policy for such financial asset.

Securities sold under a repo transaction are recorded as assets in the line *"Financial assets at fair value through other comprehensive income"* or in the line *"Financial assets at fair value through profit or loss: Held for trading"*, and received loan, including accrued interest, is included in the line *"Financial liabilities at amortised cost: Deposits from banks"* or in the line *"Financial liabilities at amortised cost: Deposits from customers"*.

Debt securities purchased under agreements to purchase and resell at a specified future date, also known as *"reverse repos"* are not recorded in the Group's statement of financial position but are presented in the off-balance sheet. The consideration paid (provided loan), including accrued interest, is recorded in the line *"Financial assets at amortised cost: Loans and advances to banks"* or in the line *"Financial assets at amortised cost: Loans and advances to customers"*.

The difference between the sale and repurchase considerations for both repo and reverse repo transactions are recognised on an accrual basis over the period of the transaction using the EIR and are recognised in the income statement in *"Interest income"* or *"Interest expense"*.

For sale of a security acquired from a reverse repo, the Group derecognises the securities acquired from off-balance sheet and records a payable from a *"short sale"*, which is revalued to fair value, in the statement of financial position. This payable is reported under *"Financial liabilities at fair value through profit or loss: Held for trading"* with any gains and losses recorded in the item *"Net income/(loss) from trading"*.

"Sell-buy" and "Buy-Sell" transactions are accounted for in the same way as *"repo transactions"* and *"reverse repos"*.

6. Borrowing and Lending of Securities

Financial assets lent under securities lending arrangements continue to be recognised in the statement of financial position if the risks and rewards of ownership are retained by the Group and are measured in accordance with the appropriate accounting policy for such financial assets.

Financial assets borrowed under securities borrowing agreements are not recognised in the Group's statement of financial position but are presented in off-balance sheet.

For sale of a security acquired on the basis of securities borrowing arrangements, the Group derecognises the securities acquired from off-balance sheet and records a payable from a short-term sale, which is revalued to fair value, in the statement of financial position. This payable is reported under *"Financial liabilities at fair value through profit or loss: Held for trading"*, with any gains and losses recorded in the item *"Net income/(loss) from trading"*.

Income and expenses arising from the borrowing and lending of securities are recognised on an accrual basis over the period of the transactions in the item *"Fee and commission income"* or *"Fee and commission expenses"*.

7. Offsetting

Financial assets and liabilities may be offset against each other, and the net amount is reported in the statement of financial position when the Group has a legally enforceable right to set off the recognised amounts and the transactions are intended to be settled on a net basis. In the current and comparative period, the Group does not offset any financial assets and financial liabilities.

8. Cash and cash balances

Cash comprises cash in hand and cash in transit. Cash equivalents are short-term (with maturity of three months or less), highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value. Cash equivalents are held for the purpose of meeting short-term cash commitments rather than for investment purposes.

"Cash and cash balances" are carried at cost in the statement of financial position.

"Cash and cash balances" includes cash balances, cash advances and other on-demand deposits and the compulsory minimum reserve with the Czech National Bank, National Bank of Slovakia and commercial banks.

The compulsory minimum reserve held at the Czech National Bank and at the National Bank of Slovakia is a required deposit which must be held by all commercial banks licensed in the Czech Republic and in Slovakia respectively. This deposit can be disposed freely, provided that the average amount of reserves calculated by the CNB or the NBS in a given maintenance period is respected.

9. Property and Equipment

Property and equipment are assets which may be used for a period longer than one year. The Group has property and equipment to conduct its activities.

Property and equipment are initially recognised at cost including all costs directly attributable to bringing an asset into use.

After being recognised as an asset:

- Buildings and land used in the business (ruled by IAS 16 “Property, plant and equipment”) are measured according to the fair value model for the measurement subsequent to initial recognition;
- Tangible assets used in the business, other than buildings and land, are measured according to cost model.

Buildings and land used in the business

The fair value model allows the Group to represent the changes in value of the properties at the moment they arise, in compliance with the objectives of the adopted active management of the real estate portfolio. In this way, the recognition of capital gains and losses is not deferred at the time of sale of the real estate assets and is not influenced by the difference between market value (embedded in the sale price) and cost which, as stated, may no longer be meaningful if the acquisition of real estate assets did not take place recently.

In addition, the adoption of a fair value model allows a more accurate representation of the financial position of the Group, as it represents the value of the real estate properties at a single reference date – the date of preparation of the financial statements. This avoids heterogeneity in valuation inherent in the cost model which reflects market conditions at different times, ie the purchase dates.

The differences between current fair value and the previous fair value are recognised:

- If negative,
 - in the other comprehensive income statement, and accumulated in equity under the item “Reserve funds from revaluation” to the extent it reverses a previous positive revaluation, or otherwise
 - in the income statement in the item “Net income/(loss) on property and investment property measured at fair value”,
- If positive,
 - in the income statement in the item “Net income/(loss) on property and investment property measured at fair value” to the extent it reverses a previous negative revaluation, or otherwise
 - in the other comprehensive income statement, and accumulated in equity under the item “Reserve funds from revaluation”.

The “Reserve funds from revaluation” is linearly transferred to the item “Retained earnings and reserve funds” over the residual life of the particular property used in business. In the event of the sale of the asset, the reserve not yet reversed will be reclassified to the item “Retained earnings and reserve funds”.

The pay out of the revaluation surplus to shareholders is restricted and is eligible only in the event of the disposal of property. The fair value was determined on the basis of independent external valuations on a half-yearly basis (as at 30 June and 31 December).

Properties used in business, measured according to the IAS 16 revaluation model, continue to be depreciated using the straight-line method over their useful life from the higher revalued amount.

The useful life of properties used in business is reviewed at least at each financial year-end (i.e. 31 December) on the basis of an external independent opinion.

Tangible assets used in the business

In the cost model, assets are stated at historical cost less accumulated depreciation and impairment.

Depreciation, Impairment and Gains and losses on disposal

Depreciation is calculated using the straight-line method over the assets’ estimated useful lives. The depreciation periods (over the respective estimated useful lives) for individual categories of property and equipment are as follows:

• Buildings	20–50 years
• Technical improvement of buildings protected as cultural heritage	15 years
• Technical improvement of rented premises	10 years or in accordance with a contract
• Air-conditioning equipment	5 years
• Machinery and equipment	3–10 years
• Bank vaults	20 years
• Fixtures and fittings	5–10 years
• Motor vehicles	4–5 years
• IT equipment	4 years
• Low value tangible assets	2–3 years

Tangible assets (including right of use assets) are assessed for potential impairment or a reduction in useful life. If events or changes in the conditions occur that could result in the carrying amount not being recoverable, the carrying amount is written down to the recoverable amount if the carrying amount is higher than the estimated recoverable value. The recoverable amount is the higher of fair value less costs of disposal and the value in use.

The gains and losses on disposal are determined based on the net book value and are included in the item “Profit/(loss) from the sale of non-financial assets”. The insignificant costs of repair, maintenance and technical improvement are expensed as they are incurred. Vice versa, major repairs and technical improvements are capitalised.

Property and equipment which the Group intends to sell within 12 months, is classified as “Non-current assets held for sale”. Such property and equipment is reclassified at the lower of its carrying amount or its sales value less disposal costs. Profit or loss from the sale is presented in the item “Profit/(loss) from the sale of non-financial assets”.

10. Intangible Assets

Intangible assets are assets which may be used for a period longer than one year.

Intangible assets are stated at historical cost less accumulated depreciation and impairment.

Depreciation is calculated using the straight-line method over the assets' estimated useful lives. The depreciation period (over respective estimated useful lives) for intangible assets is as follows:

- Software and intangible assets 2–7 years or in accordance with a contract

Intangible assets are assessed for potential impairment or a reduction in useful life. If events or changes in the conditions occur that could result in the carrying amount not being recoverable, the carrying amount is written down to the recoverable amount if the carrying amount is higher than the estimated recoverable value. The recoverable amount is the higher of fair value less costs of disposal and the value in use.

11. Leases

Leases accounting policies are based on the standard IFRS 16 "Leases".

a) Provided Finance Lease

A lease is classified as a finance lease if it transfers to the lessee substantially all the risks and rewards of ownership.

Receivables from finance leases are reported as equal to the net investment in the lease upon receipt of the leased asset by the customer. The sum of future minimum lease instalments and initial fees for the provision of the lease equal to the gross investment in the lease (as finance lease contracts include a clause on purchase at the end of the lease period, there is no unsecured net book value). The difference between the gross and net investment in the lease represents deferred financial income reported as interest income over the lease period with the constant periodic profitability of the net investment in the finance lease. The amounts received from the lessee reduce the net investment.

Group receivables from finance leases include the cost of assets leased under finance leases in contracts where the asset has been already acquired, but the finance lease contract was not capitalised at the balance sheet date.

Significant contractual conditions for finance leases are as follows:

- The subject of the lease is specified in the text of the lease contract or in the acceptance certificate (part of the lease contract);
- The duration of the lease begins on the day of the acceptance of the subject of the lease by the lessee and ends upon the expiration of the agreed lease term;

- The lessee is authorised to purchase the subject of the lease from the lessor;
- The subject of the lease remains in the exclusive ownership of the lessor throughout the duration of the lease. The ownership is transferred to the lessee/buyer on the day the purchase price as per the purchase agreement is credited to the lessor's account;
- The purchase price and all amounts in the lease contract are net of VAT. The VAT rate is set by law and is indicated separately in invoices;
- The consideration for the lease includes an extraordinary lease payment, contractual flat fee (e.g. the processing and administration of the lease contract) and the number of lease payments indicated by the contract and calculated from the acquisition cost (in CZK or a foreign currency);
- The subject of the lease must be insured throughout the lease term; and
- The lessor may prematurely terminate the lease contract at any time without a notice period by withdrawal or by a notice with immediate effect if the lessee significantly breaches or fails to meet the obligations and commitments arising from the lease contract. In such a case, the lessee is obliged to make all the remaining lease payments to the lessor in line with the payment calendar. Payments are due upon the premature termination of the lease contract.

The finance lease receivables are presented in the item "*Financial assets at amortised cost: Loans and advances to customers*".

b) Provided Operating Leases

Other leases are classified as operating leases. The leased asset continues to be owned by the lease company after the termination of the lease contract.

Income from operating leases is reported in "*Other operating income*".

c) Received Leases

IFRS 16 requires that a lessee recognises an asset, representing the right of use of the underlying asset, and at the same time, a liability reflecting future payments of the lease contract for all of the leasing types.

At initial recognition, such an asset is measured on the basis of the lease contract cash flows which include, in addition to the present value of lease payments, any initial direct cost attributable to the lease, lease payments paid before the commencement date and any other costs required to dismantle/remove the underlying asset at the end of the contract and is decreased by incentives received. Right of use assets are reported in the item "*Property, equipment and right of use assets*".

After initial recognition, the right-of-use is measured on the basis of the provisions set for tangible assets applying the cost model less

any accumulated depreciation and any accumulated impairment losses. The depreciation period is equal to the determined lease term.

Accumulated depreciation and any accumulated impairment losses are reported in the item "*Depreciation and impairment of property, equipment and right of use assets*".

The Group elected to use the transition practical expedient to not reassess whether a contract is, or contains, a lease at 1 January 2019. Instead, the Group applied the standard only to contracts previously identified as leases applying IAS 17 and IFRIC 4 at the date of initial application.

In line with the standard, the Group decided not to apply IFRS 16 for leases of intangible assets, short-term leases shorter than 12 months and leases with low-value underlying assets. Related expenses are presented on an accrual basis in the item "*Administrative expenses*".

To calculate the lease liability and related assets based on the right of use, the Group discounts future lease payments using an appropriate discount rate. Lease payments are set for discounting in this respect based on contractual arrangements and net of VAT, as the obligation to pay this tax originates at the moment an invoice issued by the lessor and not as of the date of commencement of the lease contract.

To perform these calculations, payments must be discounted using the implicit interest rate based on the lease contract or, if this is not available, the incremental borrowing rate. This is determined based on the costs of financing a liability of similar duration and similar security to what is contained in the lease contract.

Details related to determining of lease term see part Determining lease term in the section IV. Critical Accounting Judgements, Estimates and Assumptions.

Lease liabilities are reported in the item "*Financial liabilities at amortised cost: Deposits from customers and lease liabilities*" based on the counterparty. After initial recognition, lease liabilities are increased by the interest expense calculated using the same interest rate used for the discounting of the relevant lease payments and decreased by the lease payments. The interest expense is reported in the item "*Interest expense*".

The vast majority of right of use assets / lease liabilities is related to the Group's headquarter and its branches.

A summary of amounts in relation to leases received under IFRS 16 as of 31 December 2025 and 31 December 2024 is presented in the following tables:

Consolidated Statement of Comprehensive Income	Point in section V. Other Notes	2025	2024
Depreciation of Right of use assets	18. Property, equipment and right of use assets	(322)	(351)
Interest expense	1. Net interest income	(59)	(66)

Consolidated Statement of Financial Position	Point in section V. Other Notes	2025	2024
Right of use assets	18. Property, equipment and right of use assets	1 805	1 935
Lease liabilities	23. Financial liabilities at amortised cost: Deposits from customers and lease liabilities	1 971	2 111

Lease modifications are changes in the term or condition of a lease contract that change the scope of the lease contract (e.g. by adding or decreasing assets under lease); the consideration to be paid; or the contractual lease term.

Lease modifications are accounted for as a separate lease contract which is additional to the original lease contract being modified if both of the following conditions are satisfied:

- the modification increases the scope of the lease by adding additional asset, and
- the lease payments are also increased so to reflect the market value of such increase in scope (possibly adjusted to take into account the specific feature of the specific lease contract).

On the contrary if the modification doesn't fulfill the condition above, modifications are accounted for by re-measuring the liability through discounting the revised lease payments for the revised lease term and applying the revised discount rate. The resulting adjustment to the lease liability is recognized by increasing/decreasing the right of use.

12. Factoring

Factoring represents the purchase of short-term receivables at nominal values that originated on the basis of supplies of goods or services made by a supplier to a customer and that are not past due.

The factoring company pays part of the purchase price "pre-financing" to the supplier. Receivables from purchased receivables are reported in "*Financial assets at amortised cost: Loans and advances to customers*" net of the payable arising from the purchased receivables. Once the customer makes the payment, the remaining part of the purchase price is paid to the supplier.

In return for its services, the Group collects a fee for the provided pre-financing. The fee is recognised in revenues at the point in time when the transaction takes place and reported in the item "*Fee and commission income*". In addition to the fee, the Group charges interest, the absolute amount of which depends on the amount of pre-financing made and the length of the time period between the provision of part of the purchase price and collection of the payment from the customer. This interest is reported in the item "*Interest income*".

13. Provisions for Risks and Charges

Provisions for risks and charges relate to a probable outflow of an uncertain amount over an uncertain period of time. Provisions for risks and charges are recognised when:

- There is an obligation (legal or constructive) as a result of a past event;
- It is probable that an outflow of resources will be required to settle the obligation (probable means the probability exceeds 50%); and
- The amount of the obligation can be reliably estimated.

A restructuring provision is recognised when the following criteria are met:

- The Group has prepared a detailed and formal restructuring plan;
- Those affected by the restructuring have a realistic expectation that the restructuring will take place as the implementation of the plan has commenced or its main features have been announced.

When creating provisions for off-balance sheet items, the Group proceeds analogically as for the impairment losses on financial assets at amortised cost or financial assets at fair value through other comprehensive income, in line with IFRS 9 requirements.

The provisions for off-balance sheet items are recorded in the statement of financial position in the item "*Provisions for risks and charges*".

14. Deferred Incentives

The Group accounts for deferred incentives on an accrual basis. Related liability is recognised in the item "*Other liabilities*" against the income statement item "*Administrative expenses*".

The Group Incentive System and the Local Incentive System are applied to the identified positions. Payment of the bonus for the given period is spread out over a multiple-year period.

Based on the Group Incentive System, the bonus payment is spread over 6 years (senior management) or 4 years (other identified staff). In each year, the bonus payment is conditional upon completion of the Compliance Assessment, Continuous Employment Condition and Clawback application, which confirm, reduce or entirely cancel the entitlement to a bonus payment. The incentives are paid partially in cash and partially in non-monetary instruments or shares.

Based on the Local Incentive System, the bonus payment is spread over 4 years. In each year, the bonus payment is conditional upon completion of the Compliance Assessment, Continuous Employment Condition and Clawback application, which confirm, reduce or entirely cancel the entitlement to bonus payment. The incentives are paid partially in cash and partially in non-monetary instruments.

15. Contingent Assets and Liabilities

A contingent liability is a possible obligation depending on whether some uncertain future event occurs, or a present obligation but payment is not probable or the amount cannot be measured reliably.

A contingent asset is a possible asset that arises from past events, and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity.

The Group does not recognise contingent assets/liabilities in the statement of financial position, but regularly reviews their

development to specify whether an inflow/outflow of resources embodying economic benefits has become probable. Where the likelihood of an outflow of economic benefits is higher than 50% (more likely than not), the Group recognises a provision. Where the likelihood of an inflow of economic benefits is almost 100% (virtually certain), the Group recognises an asset and revenue.

16. Interest Income and Interest Expense

Interest income and interest expense are recognised in the income statement in the period to which they relate, using the effective interest rate method. Interest income is recognised using the effective interest rate on financial assets measured at amortised cost, financial assets measured at FVTOCI. Interest expense is also calculated using the effective interest rate method for all financial liabilities at amortised cost.

Interest from loans and deposits is accrued on a daily basis. Interest income and expenses include relevant transaction costs and the amortisation of any discount or premium between the initial carrying amount of an instrument and its amount at maturity calculated on an effective interest rate basis.

Interest income on financial assets at amortised cost or at FVTOCI classified in stage 1 and 2 (ie performing assets) is calculated from the gross carrying amount (ie before allowances). Interest income on financial assets at amortised cost or at FVTOCI classified in stage 3 (ie credit impaired assets) is calculated from the net carrying amount (ie after allowances) using “*unwinding*”.

In the environment of negative interest rates, negative interest income is presented in interest expense and negative interest expense is presented in interest income.

Net interest income comprises interest income and interest expense calculated using the effective interest method and other methods. Interest income calculated using the effective interest method is disclosed separately in the income statement to provide symmetrical and comparable information.

17. Fee and Commission Income and Expenses

Fee and commission income and expenses consist of fees and commissions received/paid by the Group for providing financial services, other than those related to the origination of a financial asset or liability, which form a part of the effective interest income/expenses.

Fees and commissions from financial services provided by the Group, including payment services, brokerage services, investment advice and financial planning, investment banking services and asset management services.

Fees and commission income are accounted for in the income statement as the Group satisfies the performance obligation embedded in the contract, according to “IFRS15 Revenue from Contracts with Customers” rules.

In particular:

- If the performance obligation is satisfied at a specific moment (“point in time”), the related revenue is recognised in the income statement when the service is provided;
- If the performance obligation is satisfied over-time, the related revenue is recognised in the income statement in order to reflect the progress of satisfaction of such obligation.

Transaction fees coming from securities transactions and payment services are typically booked at the point in time when the service is provided and immediately withdrawn from customer account.

Fees related to management, administration, deposit and custody services, account administration and payment cards are normally recognised over time during the term of the contract. The revenue is measured on straight-line basis and is evenly distributed during the term of the contract as this method best depicts the Group’s commitment to stand ready for fulfilment of customer requests. These services are mostly invoiced on regular basis (typically monthly), selected services are invoiced in advance.

Fees related to loans provided, other than those related to the origination, which form a part of the effective interest income, are either booked at the point in time when the service is provided or recognised over time during the term of the contract based on the type of services provided.

The amount of revenues linked to fee and commission income is determined based on contractual conditions. Variability that would have impact on amount that the Group expects to receive is not usually foreseen for services provided by the Group.

If a contract regards different goods/services which are not priced and charged on the stand-alone price level, the revenue is allocated among the different obligation proportionally to the stand-alone price of the single item delivered. These amounts will therefore be accounted for in the income statement on the basis of the timing of satisfaction of each obligation.

This circumstance, which is not significant, might happen in case of customer loyalty programs that require to provide goods or services for free, or by cashing-in a price not at market condition, if the client reaches a specific volume of fees, or in case of programs to acquire new customers that assign a bonus to the target (in the form of a product or a service) when it becomes a new client. The stand-alone selling prices for free-of-charge customer options

are determined using the adjusted market assessment method. Contract liability given by the customer options is not material.

The Group has decided, as practical expedient permitted under IFRS 15, not to disclose the amount of transaction price allocated to unsatisfied performance obligations related to fees and commissions from financial services. This is because the Group does not typically contract respective services for period that would be enforceable longer than 12 months. The only significant contract with deferred revenue for longer period than 12 months (contract with non-refundable up-front fees not related to specific services transferred to customer and thus linearly amortised to the item “*Fee and Commission Income*” during live of the contract – 5 and 15 years respectively) is included in the item “*Other liabilities*” in amount of MCZK 381 as of 31 December 2025 (as of 31 December 2024 MCZK 461).

18. Dividend income

Dividend income is recognised in the income statement in “*Dividend income*” on the date the dividend is declared.

19. Taxation

Tax non-deductible expenses are added to and non-taxable income is deducted from the profit for the period pursuant to Czech Accounting Standards to arrive at the taxable income base in the Czech Republic, which is further adjusted by tax allowances and relevant credits. The tax payable (item “*Tax liabilities: Income tax*”) or receivable (item “*Tax receivables: Income tax*”) is calculated using the tax rate valid at the year-end and reported in the expected amount of the settlement with the tax authorities.

The income tax of entities based in Slovakia is calculated in line with the regulations applicable in the Slovak Republic.

Deferred tax is provided on all temporary differences between the carrying amounts of assets and liabilities for financial statement purposes and the amounts used for taxation purposes multiplied by the expected income tax rate for the period of the asset recovery or liability settlement, based on tax rates that have been enacted or substantially enacted. A deferred tax asset (item “*Tax receivables: Deferred tax*”) is only recognised to the extent that there are no doubts that there will be future taxable profits available against which this asset can be utilised. A deferred tax liability (item “*Tax liabilities: Deferred tax*”) is recognised for all taxable temporary differences.

Current and deferred taxes are recognised as income tax benefits or expenses in the income statement except for tax related to the fair value remeasurement of debt instruments at fair value through OCI, foreign exchange differences and the net movement on cash flow hedges, which are charged or credited to OCI.

These exceptions are subsequently reclassified from OCI to the income statement, together with the respective deferred loss or gain. The Group also recognises the tax consequences of payments and issuing costs, related to financial instruments that are classified as equity, directly in equity.

The Group only offsets its deferred tax assets against liabilities when there is both a legal right to offset its current tax assets and liabilities and it is the Group's intention to settle on a net basis.

20. Segment Reporting

IFRS 8 Operating segments states that presentation and reporting of operating segments shall be in accordance with performance criteria monitored by the chief operating decision-maker who is responsible for operational decisions. At the Group, that decision-maker is the Board of Directors of the Bank.

The Group's primary segment reporting is broken down by types of customers, which correspond to the Group's various operations: retail and private banking, corporate and investment banking and other.

The performance of all the segments is monitored monthly by the Board of Directors and other members of the Group's management. The reporting segments generate income primarily from the provision of loans and other banking products.

Retail and private banking encompasses in particular providing loans, mortgages, bank account maintenance, payment services (including payment cards), term and saving deposits, investment advisory services.

Corporate and investment banking, leases include especially the following products and services: providing banking services to companies and public institutions, including loans, leasing, factoring, bank guarantees, account maintenance, payment services, opening documentary letters of credit, term deposits, derivative and foreign currency operations, and capital market activities inclusive of securities underwriting for customers, investment advisory, and consulting on mergers and acquisitions.

Other reporting segment includes banking services that are not included within the aforementioned segments.

21. Standards and Interpretations Effective in the Current Period

The following new standards, amendments to the existing standards and new interpretation issued by the International Accounting Standards Board (IASB) and adopted by the EU are effective for the current reporting period:

- **Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates: Lack of exchangeability** – Under IAS 21

The Effects of Changes in Foreign Exchange Rates, a company uses a spot exchange rate when translating a foreign currency transaction. In some jurisdictions, no spot rate is available because a currency cannot be exchanged into another currency.

IAS 21 was amended to clarify:

- when a currency is exchangeable into another currency; and
- how a company estimates a spot rate when a currency lacks exchangeability.

The amendments also include additional disclosure requirements to help users to assess the impact of using an estimated exchange rate on the financial statements. (Effective for annual reporting periods beginning on or after 1 January 2025. Earlier application is permitted.)

The adoption of this amendment to the existing standards has not led to any material changes in the Group's financial statements.

22. Standards and Interpretations Published by the IASB, but not yet Effective

At the date of authorisation of these financial statements, there are following amendments to the existing standards issued by IASB and adopted by the EU but not yet effective:

• Amendments to IFRS 9 and IFRS 7 Amendments to the Classification and Measurement of Financial Instruments

Settlement of liabilities through electronic payment systems

There has been diversity in practice over the timing of the recognition and derecognition of financial assets and financial liabilities, particularly when they are settled using electronic payment system. The amendments to IFRS 9 clarify when a financial asset or a financial liability is recognised and derecognised.

Under the amendments, a company generally derecognises its trade payable on the settlement date. Normally this is the date, on which payment is completed.

The amendments also provide an optional exception, which allows the company to derecognise its trade payable earlier than the settlement date, potentially on the date when payment is initiated and cannot be cancelled.

The exception is available when the company uses an electronic payment system that meets all of the following criteria:

- no practical ability to withdraw, stop or cancel the payment instruction;
- no practical ability to access the cash to be used for settlement as a result of the payment instruction; and
- the settlement risk associated with the electronic payment system is insignificant.

Companies can choose to apply the exception for electronic payments on a system-by-system basis.

Classification of financial assets with ESG-linked features

Under IFRS 9, it was unclear whether the contractual cash flows

of some financial assets with ESG-linked features represented SPPI, which is a condition for measurement at amortised cost. This could have resulted in financial assets with ESG-linked features being measured at fair value through profit or loss.

The amendments introduce an additional SPPI test for financial assets with contingent features that are not related directly to a change in basic lending risks or costs – e.g. where the cash flows change depending on whether the borrower meets an ESG target specified in the loan contract.

Under the amendments, certain financial assets including those with ESG-linked features could now meet the SPPI criterion, provided that their cash flows are not significantly different from an identical financial asset without such a feature.

The amendments also include additional disclosures for all financial assets and financial liabilities that have certain contingent features that are:

- not related directly to a change in basic lending risks or costs; and
- are not measured at fair value through profit or loss.

Contractually linked instruments (CLIs) and non-recourse features

The amendments clarify the key characteristics of CLIs and how they differ from financial assets with non-recourse features. The amendments also include factors that a company needs to consider when assessing the cash flows underlying a financial asset with non-recourse features (the 'look through' test).

Disclosures on investments in equity instruments

The amendments require additional disclosures for investments in equity instruments that are measured at fair value with gains or losses presented in other comprehensive income (FVOCI). (Effective for annual reporting periods beginning on or after 1 January 2026. Earlier application is permitted.)

• Amendments to IFRS 9 and IFRS 7 Contracts Referencing Nature-dependent Electricity

The amendments enable nature-dependent electricity contracts, which are sometimes referred to as renewable power purchase agreements (PPAs), to be better reflected in the financial statements. The amendments:

- Clarify the application of the own use exemption to these contracts.
- Amend the hedge accounting requirements to allow contracts for electricity from nature-dependent renewable energy sources to be used as a hedging instrument if certain conditions are met.
- Introduce additional disclosure requirements to enable investors to understand the impact of these contracts on a company's financial performance and future cash flow.

(Effective for annual reporting periods beginning on or after 1 January 2026. Earlier application is permitted.)

- **Annual Improvements to IFRS Standards – Volume 11** – In this volume of improvements, the IASB makes minor amendments to IFRS 9 Financial Instruments and to a further four accounting standards (IFRS 1 First-time Adoption of International Financial Reporting Standards; IFRS 7 Financial Instruments: Disclosures; IFRS 10 Consolidated Financial Statements and IAS 7 Statement of Cash Flows). The amendments to IFRS 9 address:

- a conflict between IFRS 9 and IFRS 15 Revenue from Contracts with Customers over the initial measurement of trade receivables; and
- how a lessee accounts for the derecognition of a lease liability under paragraph 23 of IFRS 9.

The amendments to IFRS 9 require companies to initially measure a trade receivable without a significant financing component at the amount determined by applying IFRS 15. They also clarify that when lease liabilities are derecognised under IFRS 9, the difference between the carrying amount and the consideration paid is recognised in profit or loss.

(Effective for annual reporting periods on or after 1 January 2026. Earlier application is permitted. The amendment on derecognition of lease liabilities applies only to lease liabilities extinguished on or after the beginning of the annual reporting period in which the amendment is first applied).

The adoption of these amendments to existing standards will have no material impact to the Group's financial statements.

23. New and amended IFRS standards issued by IASB but not yet adopted by the EU

At present, IFRS as adopted by the EU do not significantly differ from regulations adopted by IASB, except for the following new standards and amendments to the existing standards, which were not endorsed for use in the EU as at the date of publication of these financial statements (the effective dates stated below are for IFRS as issued by IASB):

- **IFRS 18 Presentation and Disclosure in Financial Statements**

- IFRS 18 replaces IAS 1 Presentation of Financial Statements.

The major changes in the requirements are summarised below.

A more structured statement of profit or loss

IFRS 18 introduces newly defined 'operating profit' and 'profit or loss before financing and income tax' subtotals and a requirement for all income and expenses to be allocated between three new distinct categories based on a company's main business activities: operating, investing and financing.

Under IFRS 18, companies are no longer permitted to disclose operating expenses only in the notes. A company presents operating expenses in a way that provides the 'most useful structured summary' of its expenses by either:

- nature;
- function; or
- using a mixed presentation.

If any operating expenses are presented by function, then new disclosures apply.

MPMs – Disclosed and subject to audit

IFRS 18 also requires some 'non-GAAP' measures to be reported in the financial statements. It introduces a narrow definition for Management Performance Measures ("MPMs"), requiring them to be:

- a subtotal of income and expenses;
- used in public communications outside the financial statements; and
- reflective of management's view of financial performance.

For each MPM presented, companies need to explain in a single note to the financial statements why the measure provides useful information, how it is calculated and reconcile it to an amount determined under IFRS Accounting Standards.

Greater disaggregation of information

The new standard includes enhanced guidance on how companies group information in the financial statements. This includes guidance on whether information is included in the primary financial statements or is further disaggregated in the notes.

Companies are discouraged from labelling items as 'other' and are required to disclose more information if they continue to do so.

Other changes applicable to the primary financial statements

IFRS 18 sets operating profit as a starting point for the indirect method of presenting cash flows from operating activities and eliminates the option for classifying interest and dividend cash flows as operating activities in the cash flow statement (this differs for companies with specified main business activities). It also requires goodwill to be presented as a new line item on the face of the balance sheet.

Transition

In its annual financial statements prepared for the period in which the new standard is first applied, an entity shall disclose, for the comparative period immediately preceding that period, a reconciliation for each line item in the statement of profit or loss between:

- the restated amounts presented applying IFRS 18; and
- the amounts previously presented applying IAS 1.

(Effective for annual reporting periods beginning on or after 1 January 2027. Earlier application is permitted.)

- **IFRS 19 Subsidiaries without Public Accountability:**

Disclosures – IFRS 19 allows eligible subsidiaries to apply IFRS Accounting Standards with the reduced disclosure requirements of IFRS 19.

A subsidiary may choose to apply the new standard in its consolidated, separate or individual financial statements provided that, at the reporting date:

- it does not have public accountability;
- its parent produces consolidated financial statements under IFRS Accounting Standards.

A subsidiary applying IFRS 19 is required to clearly state in its explicit and unreserved statement of compliance with IFRS Accounting Standards that IFRS 19 has been adopted.

(Effective for annual reporting periods beginning on or after 1 January 2027. Earlier application is permitted.)

- **Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates: Translation to a Hyperinflationary Presentation Currency**

The amendments clarify that:

- a company with a non-hyperinflationary functional currency uses the closing rate at the latest reporting date when translating all the financial statement amounts (including comparatives) into its hyperinflationary presentation currency; and
- a company uses the closing rate at the latest reporting date when translating all amounts (excluding comparatives) of a foreign operation with a non-hyperinflationary functional currency into the company's hyperinflationary presentation currency and applies the change in the general price index to restate the comparatives.

- **Amendments to IFRS 10 Consolidated Financial Statements and IAS 28 Investments in Associates and Joint Ventures**

Sale or Contribution of Assets between an Investor and its Associate or Joint Venture and further amendments (effective date deferred indefinitely)

The Group anticipates that the adoption of these new standards and amendments to the existing standards will have no material impact on the Group's financial statements in the period of initial application. In the case of IFRS 18 the Group is in the process of assessment of the potential impact on its financial statements resulting from the application of IFRS 18.

IV. Critical Accounting Judgments, Estimates and Assumptions

These disclosures supplement the commentary on financial risk management (see section V. Other Notes, point 35. Financial Risk Management).

The presentation of the consolidated financial statements in conformity with IFRS requires Group management to make judgments, estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the balance sheet date and the reported amounts of revenues and expenses during the reporting period.

These estimates, which relate to the determination of fair values of financial instruments (where no public market exists), impairment of assets and provisions and other areas, are based on the information available at the balance sheet date.

Impact of the current geopolitical situation

The Group closely monitors developments in international trade, particularly in connection with the increased uncertainty arising from the growing geopolitical tension in the Middle East and from the introduction of tariff measures by the United States and the subsequent reciprocal responses of other countries. The Group has implemented detailed monitoring of current developments and continuously identifies potentially affected clients, for whom it individually assesses the impact of the current situation. Based on the analysis performed, reflecting current macroeconomic conditions, there is no indication that the Group's financial plan is at risk. The Group continues to monitor the situation and is prepared to respond to further developments.

Impact of climate-related matters

Climate change is impacting both society and companies alike. The Group is considering the impact of climate change on its business model, risk strategy, and also the effect on its financial statements.

Climate-related matters may affect the Group's exposure to credit losses due to environmental disasters, regulatory change or a borrower's ability to meet its obligations to the Group. Subsequently, these may have impact on ECL and/or collateral valuation. Management carefully reviews these risks.

Climate-related matters may affect also the classification and measurement of loans as lenders may include terms linking contractual cash flows to an entity's achievement of climate-related targets. In this respect, the Group assesses whether the contractual terms of the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Business model assessment

The classification of financial assets is driven by the business model. Management applies judgment when determining the level of aggregation and portfolios of financial instruments when performing the business model assessment. When assessing sales transactions, the Group considers their historical frequency, timing and value, reasons for the sales and expectations about future sales activity.

Assessment of whether cash flows are solely payments of principal and interest

Judgment is required to determine whether a financial asset's cash flows are solely payments of principal and interest and whether they

are in line with the SPPI test. Judgment is required to assess whether risks and volatility of contractual cash flows are related to the basic lending arrangement. Features that require judgments include the modification of time value of money, assessment of whether prepayment fees applied to loans can be considered as a reasonable compensation for early terminations or prepayments.

Impairment of financial assets

Financial assets accounted for at amortised cost and at fair value recognised through other comprehensive income (except for the FVTOCI option), lease receivables, trade receivables and loan commitments and financial guarantees (not accounted at FVTPL) are subject to impairment under ECL model. Impairment is determined in the amount of the 12-month (or shorter depending on the instrument's maturity) expected credit loss for assets that have not experienced a significant increase in credit risk since initial recognition, and in the amount of lifetime expected losses for assets which have experienced a significant increase in credit risk since initial recognition or which are impaired. When assessing impairment, the return on financial assets is evaluated separately using the best possible estimate of the present value of future cash flows that are expected to be received. When estimating these cash flows, the Group management makes judgments about the debtor's financial situation and the net realisable value of any underlying collateral.

The creation of impairment allowances for expected credit losses and identified financial guarantee contracts and loan commitments involves many uncertainties concerning the outcomes of the risks stated above and requires Group management to make many subjective assessments when estimating the amount of losses. Measurement of impairment allowances for expected credit losses for financial assets of amortised cost and at fair value through other comprehensive income requires the application of models and significant judgments regarding future economic conditions and credit behaviour. Given current economic conditions, the result of estimates may differ from the impairment provisions recognised as at 31 December 2025 that are reported in items "Impairment losses on: Financial assets at amortised cost", "Impairment losses on: Financial assets at fair value through other comprehensive income" and "Net provisions for risks and charges: Loan commitments and financial guarantees given".

Inclusion of Forward-Looking Information (hereinafter "FLI")

1. Macroeconomic Multiscenario Overlay Factor

The IFRS 9 impairment requirements set out that expected credit loss must be assessed based on past, current and forward-looking information. In this regard, the Group usually updates macroeconomic scenarios on a half year basis and account for the related effects in half year and year-end financial reports. In line with this usual

practice, an update has been made also before year-end 2025.

The Group creates various favourable scenarios of future development and assigns probability weights to individual scenarios and result of this activity is the so-called multiscenario overlay factor which includes in the calculation the sensitivity of the Expected Credit Loss ("ECL") development in different scenarios. Specifically, the Group has selected three macroeconomic scenarios to determine the forward-looking component: a baseline, positive and adverse scenario. The baseline scenario is the reference scenario and therefore is the most probable realization. Adverse scenario represents possible alternative realization, worse one compared to the baseline in terms of evolution of the economy. Opposite scenario is the positive one.

Scenarios are created by an independent department in accordance with UniCredit group forecasting rules.

The assigned probabilities of 60% to the baseline scenario, 35% to the negative scenario, and 5% to the positive scenario reflect a macroeconomic outlook still characterized by a high degree of uncertainty.

While the baseline assumes a modest but positive growth supported by stabilizing inflation, resilient labour markets, and moderately accommodative financial conditions, downside risks continue to dominate the balance of risks. These are primarily driven by:

- Persistent uncertainty around U.S. trade policy, with the potential for renewed tariff tensions or protectionist measures that could weigh on global trade and European exports.
- Elevated geopolitical tensions, particularly in Eastern Europe and the Middle East, which could affect energy markets, confidence, and investment decisions.

Given these factors, the negative scenario is assigned a higher probability (35%) than the upside (5%), as the likelihood of adverse shocks — whether geopolitical, policy-driven, or financial — is currently perceived as greater than that of significantly more favourable conditions.

The positive scenario, while plausible, requires a combination of structural improvements in global trade dynamics, sustained political stability in Europe, and stronger-than-expected private sector momentum. These conditions are seen as less probable in the current environment, justifying a lower weight.

This asymmetric weighting ensures that risk assessments and planning remain conservative and aligned with the prevailing macro-financial landscape.

Scenarios are created by an independent department in accordance with UniCredit group forecasting rules.

a) IFRS9 Baseline Scenario

In our baseline scenario, we assume cca 15% baseline average tariff on most US imports from the EU. To keep this level the EU has committed to purchase more energy and military equipment from the US and to boost investments in the US.

Tariffs negatively affect global trade, supply chains, capex and the labour market globally, but we assume that sound balance sheets allow firms and households both in the US and in Europe to cope with tariff-related damage, keeping the two economies on a path of slow but positive growth in 2025.

Uncertainty has eased as trade deals have been announced. This should support hiring and investments. Improvement in growth momentum from 2026. Expansionary fiscal policy in Europe cushions some of the drag from tariffs, but only from 2026 and mainly in Germany, where fiscal stimulus will start lifting GDP growth in 2026, with the spending programs seen accelerating in 2027-28. The EU defence plan will start lifting eurozone GDP in 2026, but moderately due to limited fiscal space outside Germany. Also here, it is plausible that the growth boost will increase in 2027-28. In Eurozone, strong frontloading of exports to the US and boomed activity in Ireland fuelled volatility in 1H25. Growth proved more resilient than expected. The bulk of the tariff-related drag on activity will materialize in 2H25. Expected GDP growth +1.2% in 2025 but only +0.9% in 2026.

Domestic demand has been supportive thanks to the improving purchasing power of households, looser monetary policy and an acceleration of the impulse of Next Generation EU (NGEU) investment. In 2026, higher defence and infrastructure spending in Germany will start lifting activity, albeit gradually. Downside risks mainly originate from weakening employment growth and low consumer confidence.

Headline inflation likely at around 2%, a cooling down of the labour market will likely support a further slowdown in wage growth over the coming quarters. Core inflation below 2% as soon as next spring.

ECB Deposit Facility Rate at 2% in 2026, there is risk for the next 3/6 months towards a final 25 bps rate cut. Growth stabilizing at around potential in 2027-28 creates conditions for a slightly higher policy rate (+25bps, to 2.25% in Oct.27).

In our baseline we see ECB policy rates flat at 2% from Jun25 to Oct27 and at 2.25% subsequently in line with current forward/market level.

Considering the ongoing reduction in ECB asset portfolio and the case for higher government bond supply in the Eurozone, we expect long-dated yields to rise over time. This reflects the expectation that the term premium will be higher compared to the past decade. In the

US on the contrary, we see the Fed gradually reducing policy rates towards neutrality. This should help long-dated yield to stability.

Subdued economic growth and abundant supply keep oil prices at around USD 60/bbl YE25 and similar throughout the forecast horizon. A steady ECB on rates and more rate cuts by the Fed support a Euro/Dollar FX at cca 1.2.

In countries of Central and Eastern Europe downside risks still dominate the outlook. Consumption remains key driver of growth, with downside risks related to labour market loosening. Net exports a less negative drag on GDP growth as industrial exports show first signs of stabilization. In CEE, there are especially political and fiscal risks. A populist shift in Czechia may lead to a looser fiscal stance and more confrontations with the EU.

Elections in Hungary in 2026 may support further risk-premium compression but also flag risks of fiscal populism. The Polish government may avoid major fiscal steps before elections in 2027, keeping the debt ratio on a steep rise.

Geopolitical risks and domestic fiscal risks will likely keep CEE central banks cautious. In Czechia, there are not expected additional cuts from the CNB in 2025, probably further cut in the repo rate to 3.25% in 2026. Tax hikes should boost inflation temporarily in Romania and Slovakia, eliminating room for NBR rate cuts before late-2026.

b) IFRS9 Negative Scenario – “Recession”

In this scenario, we assume that a renewed intensification of trade tensions as US' trading partners fail to comply with the requests of the deals struck with the White House. This leads the US Administration to raise duties to levels that are above those announced on 2nd April, and which remain in place throughout the forecast horizon. US-China tit-for-tat pushes tariffs above 100% for both countries, de facto halting bilateral trade flows. Outside China, retaliation against US tariffs is relatively contained. Tariffs and the associated uncertainty hit global trade, supply chains, capex and the labour market globally. We also assume rising geopolitical tensions in the Middle East and Ukraine, which prevent oil prices from adjusting downwards relative to the levels projected in the baseline scenario, despite the negative growth shock. Inflation in the US accelerates in the short run but the shock is ultimately disinflationary as weaker activity dampens price pressure over the medium term. Cheap Chinese goods previously shipped to the US are diverted towards other countries, adding to disinflationary pressures globally. Risk aversion in markets rises. We assume the USD weakens compared to the baseline as Trump's policies fuel doubts about the international role of the US currency and triggers reorientation of financial flows away from the US. In terms of timing, we assume that the shock starts in 2Q 2026. In the eurozone, activity starts contracting in 2026 (-0.5%) and the recession deepens in 2027 (-1.1%). This is followed

by a slow recovery in 2028 (+0.5%) as the tariff shock gradually fades, rate cuts feed through and fiscal policy provides support. The cumulative hit to GDP growth is -4.8pp.

Eurozone inflation declines below the ECB's 2% goal throughout the forecast horizon, as the effects of demand weakness and a widening of the output gap prevail over supply-side frictions. Overall, inflation settles a cumulative 1pp below the baseline. Inflation expectations drift lower, increasing pressure on the ECB to continue to cut rates.

The ECB cuts the deposit rate to 1% by 2027, hence pushing rates clearly below the level that we regard as neutral. Monetary policy would then remain unchanged in 2028. The Fed looks through the initial inflation shock and cuts the fed funds rate to 2.75% by 2028. Given the negative shock to growth, which leads the ECB to ease more than in the baseline, we expect yields on core curves to be lower compared to the baseline. In particular, 10Y yields in the eurozone move to discount the lower level of ECB policy rates as soon as the shock materializes in 2026. The 10Y Bund yield is assumed to reach 2.30% in 2026. In the US we assume that yields start to fall to 4.10% in 2026 and further to 3.75% in 2027.

The increase in uncertainty surrounding the economic outlook, coupled with significant deterioration in risk appetite, is expected to keep demand for safe assets strong. Given the current institutional context, in the market risk exercise we assume that USTs do not benefit from flight to quality.

Equity markets are expected to post significant losses, of about 15-30%, reflecting the recessionary environment. We project in this scenario that equity returns could be up to 30pp lower than our baseline. We pencil in a modest recovery of equities in the final part of the horizon, as the growth shock fades.

In FX, we expect EUR-USD to rise as we assume the USD will weaken compared to the baseline due to reorientation of financial flows. By contrast, both the CHF and the JPY will continue to work as safe-haven currencies, although the rise in EUR-USD will probably reduce the fall expected in EUR-CHF and EUR-JPY. GBP-USD is expected to rise reflecting the assumed weakness of the USD.

In this scenario, oil price is expected to remain stable as geopolitical tensions offset the impact of lower demand stemming from weaker growth. Gold and precious metals are also expected to rise moderately due to risk aversion and safe haven demand.

From the macroeconomic point of view, countries of Central and Eastern Europe are affected mainly via trade and sentiment channels. The growth shock to CE&EE countries is around -1.8pp (simple average) in 2026, -3.0pp in 2027, and -1.0pp in 2028 compared to the baseline, with a cumulative shock of around -5.8pp on average. Most economies experience a contraction in 2027, or very low

growth, and a recovery in 2028. We assume a higher unemployment rate in particular in 2027 and 2028 compared to the baseline. Similarly to the euro area, we assume the shock to be disinflationary thereafter, with the negative shock smaller in countries which face a larger depreciation of the currency.

From the interest rates point of view in CEE, we assume short-term rates to be lower compared to the baseline in all years as central banks reduce interest rates to counter the impact of the shock on the economy. Risk-off sentiment towards emerging markets means that 10Y bond yields fall less than in advanced economies leading to widening spread vs. Bunds.

Currencies are at more depreciated level compared to the baseline in all years due to the risk-off environment.

c) IFRS9 Positive Scenario

The upside scenario assumes a sequence of favourable global and domestic developments that lift Global growth and euro area activity above baseline projections. Compared to the baseline cumulative GDP growth in Eurozone is 1.5 pp higher over 2026-2028, driven by a de-escalation of geopolitical tensions, improved trade conditions, and stronger consumer and business confidence.

As the key drivers we anticipate, de-escalation of geopolitical tensions in key global regions. A durable peace agreement in the Middle East leads to higher regional stability, while a sustained ceasefire between Russia and Ukraine contributes to reduce uncertainty on energy supply and a rebound in business and consumer confidence. At the global level a decreased uncertainty around US tariff policy contributes to a more predictable international environment. Improved EU-US commercial cooperation along with a gradual normalization of US-China trade relations, support export recovery and global investment flows, particularly benefiting the manufacturing sector.

Stronger business and consumer confidence followed by improved expectations lead to higher private consumption and investment, especially in capital goods and housing. Sustained job creation and wage growth reinforce household income and consumption. Equity valuations and corporate financing conditions improve on the back of stronger earnings prospects and lower risk premia. Stronger domestic demand leads to a moderate inflation overshoot versus baseline, prompting only limited monetary tightening.

A further driver of growth is the accelerated deployment of a multi-year defence investment EU plan, especially in Germany, aimed at modernizing military capabilities, digital infrastructure, and cybersecurity. In this context, the German infrastructure plan contributes to strengthening the fiscal impulse, which materializes more rapidly, is more frontloaded, and comes with a higher multiplier

compared to the baseline, acting as a catalyst for domestic demand, with spillovers into adjacent sectors such as engineering, technology, and construction.

Financial markets reflect this improved environment. The euro appreciates moderately against major currencies, supported by stronger fundamentals and reduced risk premia.

Equity markets, particularly the MSCI Europe index, gain steadily over the period, driven by upward earnings revisions, improved profitability, and strong investor sentiment.

Credit spreads tighten across both sovereign and corporate debt, as improved fiscal outlooks and stronger balance sheets reduce perceived risk. The upside momentum extends to Central and Eastern European countries, which benefit both from stronger euro area demand and improved regional dynamics. GDP growth in CEE economies rises by 2-2.5% percentage points above baseline projections, and potentially more in export-oriented countries such as Czech Republic, Slovakia, Hungary, and Slovenia thanks to revived industrial output and inflows of foreign investment.

Policy interest rates in the region are assumed to remain broadly stable or slightly increase in line with the path of ECB policy rates, amid mildly inflationary pressures. Currencies in the CEE region remain broadly stable against the euro, supported by lower risk premiums, reduced external vulnerabilities, and favourable current account developments.

In case of Stage 1, Stage 2 and Stage 3 – collective final expected credit loss is calculated using weighted average of ECLs under above mentioned scenarios.

See below overview of mentioned scenarios and its cumulative impact.

For “FLI deltas”, which are used to include future projection within PD and LGD parameters, are used models based on macroeconomic factors from the table below. Real GDP, Monthly wage, Unemployment rate, average short term rate (3M Euribor for Slovakia), exchange rates to EUR and USD and yearly change of House Price Index are used within the model.

		Baseline scenario (60 %)		
Country	Macroeconomic scenario	2026	2027	2028
Czech Rep.	Real GDP, year to year change in %	1,8	2,5	2,5
Czech Rep.	Inflation (CPI), at the end of period	2,4	2,5	2,5
Czech Rep.	Inflation (CPI), on average	2,4	2,4	2,5
Czech Rep.	Monthly wage, nominal in EUR	2 107	2 217	2 324
Czech Rep.	Unemployment rate in %	4,3	3,9	3,5
Czech Rep.	Reference rate, at the end of period	3,3	3,5	3,5
Czech Rep.	FX rate to EUR, at the end of period	24,4	24,4	24,4
Czech Rep.	FX rate to EUR, on average	24,5	24,4	24,4
Czech Rep.	FX rate to USD, at the end of period	20,4	20,2	19,9
Czech Rep.	FX rate to USD, on average	20,6	20,3	20
Czech Rep.	Short term interest rate, at the end of period	3,35	3,6	3,6
Czech Rep.	Short term interest rate, on average	3,39	3,47	3,6
Czech Rep.	Long term interest rate (10 years)	4,6	4,7	4,7
Czech Rep.	House Price index, year to year change in %	5	4	4
Slovakia	Real GDP, year to year change in %	1,5	1,6	1,9
Slovakia	Inflation (CPI), at the end of period	3,6	2,2	2,2
Slovakia	Inflation (CPI), on average	3,8	2,3	2,2
Slovakia	Monthly wage, nominal in EUR	1 707	1 795	1 874
Slovakia	Unemployment rate in %	5,6	5,3	5
Slovakia	FX rate EUR to USD, at the end of period	1,2	1,21	1,22
Slovakia	FX rate EUR to USD, on average	1,19	1,2	1,22
Slovakia	Short term interest rate, Euribor 3m, at the end of period	2	2,3	2,3
Slovakia	Short term interest rate, Euribor 3m, on average	2	2,1	2,3
Slovakia	Long term interest rate (10 years)	3,7	3,8	3,9
Slovakia	Long term interest rate (10 years) in Eurozone	2,9	3,1	3,2
Slovakia	House Price index, year to year change in %	4,4	3,5	4,2

		Negative scenario (35 %)		
Country	Macroeconomic scenario	2026	2027	2028
Czech Rep.	Real GDP, year to year change in %	0,2	−0,4	1,4
Czech Rep.	Inflation (CPI), at the end of period	2,2	2,2	2,4
Czech Rep.	Inflation (CPI), on average	2,2	2,2	2,4
Czech Rep.	Monthly wage, nominal in EUR	2 085	2 076	2 138
Czech Rep.	Unemployment rate in %	4,6	4,9	5,1
Czech Rep.	Reference rate, at the end of period	2,5	2,3	2,3
Czech Rep.	FX rate to EUR, at the end of period	24,6	24,8	24,8
Czech Rep.	FX rate to EUR, on average	24,6	24,8	24,8
Czech Rep.	FX rate to USD, at the end of period	19,6	19,4	19
Czech Rep.	FX rate to USD, on average	20,2	19,6	19,2
Czech Rep.	Short term interest rate, at the end of period	2,6	2,4	2,4
Czech Rep.	Short term interest rate, on average	3,1	2,5	2,4
Czech Rep.	Long term interest rate (10 years)	3,8	3,9	4,1
Czech Rep.	House Price index, year to year change in %	4,5	3,5	3,5
Slovakia	Real GDP, year to year change in %	0	−1,2	0,9
Slovakia	Inflation (CPI), at the end of period	3,2	1,6	2,1
Slovakia	Inflation (CPI), on average	3,5	1,8	2
Slovakia	Monthly wage, nominal in EUR	1 676	1 693	1 720
Slovakia	Unemployment rate in %	6	6,7	6,5
Slovakia	FX rate EUR to USD, at the end of period	1,26	1,28	1,3
Slovakia	FX rate EUR to USD, on average	1,22	1,27	1,29
Slovakia	Short term interest rate, Euribor 3m, at the end of period	1,2	1	1
Slovakia	Short term interest rate, Euribor 3m, on average	1,7	1,1	1
Slovakia	Long term interest rate (10 years)	3,2	3,4	3,6
Slovakia	Long term interest rate (10 years) in Eurozone	2,3	2,5	2,8
Slovakia	House Price index, year to year change in %	3,6	0,6	3,4
		Positive scenario (5 %)		
Country	Macroeconomic scenario	2026	2027	2028
Czech Rep.	Real GDP, year to year change in %	2,8	3,3	3
Czech Rep.	Inflation (CPI), at the end of period	2,9	3	2,7
Czech Rep.	Inflation (CPI), on average	2,9	2,9	2,7
Czech Rep.	Monthly wage, nominal in EUR	2 122	2 234	2 331
Czech Rep.	Unemployment rate in %	4,1	3,7	3,4
Czech Rep.	Reference rate, at the end of period	3,3	3,5	3,5
Czech Rep.	FX rate to EUR, at the end of period	24,4	24,4	24,4
Czech Rep.	FX rate to EUR, on average	24,7	24,7	24,7
Czech Rep.	FX rate to USD, at the end of period	19,4	19,5	19,7
Czech Rep.	FX rate to USD, on average	20,2	19,9	19,9
Czech Rep.	Short term interest rate, at the end of period	3,4	3,6	3,6
Czech Rep.	Short term interest rate, on average	3,4	3,5	3,6
Czech Rep.	Long term interest rate (10 years)	4,6	4,7	4,7
Czech Rep.	House Price index, year to year change in %	6	5	5
Slovakia	Real GDP, year to year change in %	2,5	2,4	2,4
Slovakia	Inflation (CPI), at the end of period	4,1	2,7	2,4
Slovakia	Inflation (CPI), on average	4,3	2,8	2,4
Slovakia	Monthly wage, nominal in EUR	1 722	1 811	1 881
Slovakia	Unemployment rate in %	5,4	5,1	4,9
Slovakia	FX rate EUR to USD, at the end of period	1,26	1,25	1,24
Slovakia	FX rate EUR to USD, on average	1,22	1,24	1,24
Slovakia	Short term interest rate, Euribor 3m, at the end of period	2	2,3	2,3
Slovakia	Short term interest rate, Euribor 3m, on average	2	2,1	2,3
Slovakia	Long term interest rate (10 years)	3,7	3,8	3,9
Slovakia	Long term interest rate (10 years) in Eurozone	3,3	3,6	3,6
Slovakia	House Price index, year to year change in %	5,4	4,5	5,2

d) *Sensitivity analysis*

Since GDP forecast stated in the above-mentioned scenarios is assumed not to be linearly correlated to the ECL, it was agreed to provide two sensitivities based on opposite GDP assumptions:

- ECL sensitivity considering an upside scenario (i.e. the positive IFRS9 scenario), and
- ECL sensitivity considering based on a downside scenario (i.e. the negative IFRS9 scenario).

The sensitivity is calculated as ratio between:

- the difference between the ECL estimated under the baseline and alternative scenarios;
- the GDP deviations (on 3 years cumulative basis) between the baseline and alternative scenarios (in % points).

The 3-years cumulated GDP growth (country specific) is calculated similarly as compound interest:

$$((1 + \%GDP_{2026})(1 + \%GDP_{2027})(1 + \%GDP_{2028}) - 1).$$

The Implied assumptions are:

- GDP forecast (over 3 years) is assumed to be the most relevant economic factor as indicator of scenario severity;
- for each Legal Entity the GDP of the reference country is considered for the calculation of the respective sensitivity.

Country	Cumulated 3-year GDP		ECL Amount in MCZK		% ECL Sensitivity vs 3-year cum. GDP	
	Baseline	Negative	GDP Diff Negative – Baseline	Baseline	Negative	% ECL Diff (Negative – Baseline) / Baseline
Czech Rep.	6,95	1,2	(5,76)	1 675	1 793	7,0%
Slovakia	5,11	(0,33)	(5,44)	1 204	1 309	8,7%

Results of comparison between baseline and negative scenarios show that each 1 GDP point drop in 3-year cumulative GDP would cause increase of ECL by 1,2% on Czech Republic, resp. 1,6% increase on Slovak, portfolio.

Country	Cumulated 3-year GDP		ECL Amount in MCZK		% ECL Sensitivity vs 3-year cum. GDP	
	Baseline	Positive	GDP Diff Positive – Baseline	Baseline	Positive	% ECL Diff (Positive – Baseline) / Baseline
Czech Rep.	6,95	9,38	2,42	1 675	1 604	(4,3)%
Slovakia	5,11	7,51	2,4	1 204	1 143	(5,1)%

Results of comparison between baseline and positive scenarios show that each 1 GDP point rise in 3-year cumulative GDP would cause decrease of ECL by 1,8% on Czech Republic, resp. 2,1% decrease on Slovak portfolio.

2. Inclusion of Specific Factors

Considering actual and expected factors with realization date shortly after the beginning of 2026 financial year, the Group decided already for 2025 to reassess its models for impairment losses on receivables and recognize this impact in the income statement of 2025, specifically:

a) In order to factor in the LLP the effect of **geopolitical risks** thus complementing the inclusion of the current and forward-looking macroeconomic conditions as per ordinary framework, specific factor of geo-political uncertainties is used. All other specific factors related to macro-economic contingency (Supply Chain Risk, Interest Rate Risk, tax rates and other limitations on world trade) applied were reconvened into this unique specific factor, to quantify LLP by transiting from the previous context, supply chain bottleneck crises, to the new one based on energy crises and higher inflation/interest rates spilled over from Russia-Ukraine crises outbreak. The provisions increase amounts to MCZK 2 974 on consolidated level (split on MCZK 2 376 on Corporate and MCZK 183 on Retail and MCZK 415 on leasing subsidiaries).

b) For 2026 implementation of newly developed and recently recalibrated EAD and LGD models is planned for LLP (IFRS9) calculation purposes. In order to anticipate the impact of the planned implementation, post model adjustment (PMA) in form of ECL multiplier was quantified. PMA includes estimated impact of updated LGD parameter, dedicated local LGD PIT adjustment and estimated impact of updated EAD parameter. The impact amounts to decrease of LLP by MCZK 329 (of which MCZK 264 relates to corporate portfolio and MCZK 65 relates to retail portfolio). PMA is expected to be switched off within 2026 together with the deployment of the new LGD and EAD models for LLP calculation.

Determining Fair Values

Determining fair value of financial assets and liabilities for which there are no observable market prices requires the use of valuation techniques as described in accounting policy, section III. Significant Accounting Policies, point 3. Fair Value Measurement Principles. For financial instruments that trade infrequently and have low price transparency, fair value is less objective and requires varying degrees of judgement depending on liquidity, concentration, uncertainty of market factors, pricing assumptions and other risks affecting the specific instrument.

Determining lease term

To determine the duration of a lease, it is necessary to take into account the non-cancellable period set in the contract when the lessee is entitled to use the underlying asset, while taking into account the possibility of an extension if the lessee is reasonably certain to use the possibility of extension.

Especially for contracts that allow the extension of the lease contract after the end of the first period without the need to explicitly express the intention to use this extension, the period is determined with respect to factors such as the length of the first period, existence of plans to change the use of/abandon the asset and any other circumstances with an impact on the reasonable certainty of the extension of the lease contract.

After the commencement date, the Group reassesses the lease term if there is a significant event or change in circumstances that is under its control and affects its ability to exercise or not exercise the option to renew or to terminate.

Hedge Accounting

When designating financial instruments as qualifying hedge relationships, the Group has determined that it expects a hedge to be highly effective over the life of the hedging instrument.

When accounting for derivatives as cash flow hedges, the Group has determined that the hedged cash flow exposure relates to highly probable future cash flows.

Provisions for liabilities

The amounts recognised as provisions are based on management's judgment and represent the best estimate of expenses needed to settle a liability of uncertain timing or uncertain amount.

V. Other notes

1. Net interest income

	2025	2024
Interest income		
Financial assets at amortised cost:	34 397	39 466
Loans and advances to central banks	6 264	9 541
Loans and advances to banks	887	1 243
Loans and advances to customers	27 246	28 682
Financial assets at fair value through other comprehensive income	2 442	2 007
Interest income calculated using the effective interest method	36 839	41 473
Hedging derivatives	(5 063)	(5 996)
Effect of hedging derivatives	(5 063)	(5 996)
Financial assets at amortised cost – finance lease	540	669
Financial assets at fair value through profit or loss:	5	–
Held for trading	5	–
Other assets	46	40
Other interest income	591	709
Interest Income	32 367	36 186
Interest expense		
Financial liabilities at amortised cost:	(18 860)	(24 429)
Deposits from central banks	–	(35)
Deposits from banks	(1 423)	(1 683)
Deposits from customers	(13 026)	(18 421)
Debt securities issued	(4 411)	(4 290)
Hedging derivatives	2 429	3 941
Lease liabilities	(59)	(66)
Interest Expense	(16 490)	(20 554)
Net Interest Income	15 877	15 632

2. Net fee and commission income

	2025	2024
Fee and commission income from		
Securities transactions	52	24
Management, administration, deposit and custody services	1 287	1 130
Loans	2 091	1 666
Payment services	779	897
Account administration	265	278
Payment cards	1 847	1 686
Other	231	151
Total fee and commission income from contracts with customers	6 552	5 832
Loan commitments and financial guarantees	760	683
Fee and commission income	7 312	6 515
Fee and commission expense from		
Securities transactions	(20)	(15)
Management, administration, deposit and custody services	(149)	(124)
Loans	(403)	(486)
Payment services	(64)	(67)
Payment cards	(1 445)	(1 349)
Other	(148)	(179)
Fee and commission expense	(2 229)	(2 220)
Net fee and commission income	5 083	4 295

3. Dividend income

	2025	2024
Dividend income		
Equity investments	21	–
Financial assets at fair value through profit or loss not held for trading mandatorily at fair value	1	2
Financial assets at fair value through other comprehensive income	3	3
Total	25	5

4. Net income/(loss) from trading

	2025	2024
Net realised and unrealised gain/(loss) from debt instruments held for trading	–	(7)
Net realised and unrealised gain/(loss) from derivatives held for trading	(3 086)	1 187
Net realised and unrealised gain/(loss) from FX spot transactions and from revaluation of receivables and payables denominated in FX	5 507	1 622
Net income/(loss) from trading	2 421	2 802

5. Net income/(loss) from hedging against risk of changes in fair value

	2025	2024
Hedging instruments	1 686	1 840
Hedged instruments	(1 687)	(1 841)
Net income/(loss) from hedging against risk of changes in fair value	(1)	(1)

More details on hedging are included in section V. Other Notes, point 35. Financial Risk management.

6. Net income/(loss) from the sale or repurchase

	2025	2024
Financial assets at amortised cost: Loans and advances to customers	69	66
Financial assets at fair value through other comprehensive income	52	(35)
Financial liabilities: Debt securities issued	1	5
Net income/(loss) from the sale or repurchase	122	36

7. Net income/(loss) from financial assets/liabilities at fair value through profit or loss

	2025	2024
Shares	(2)	38
Net income/(loss) from financial assets and liabilities at fair value through profit or loss	(2)	38

8. Impairment losses

	2025	2024
Cash and cash balances	–	(1)
Stage 1	–	(1)
Financial assets at amortised cost, of which:	241	(801)
Loans and advances to banks	5	–
Stage 1	5	(4)
Stage 3	–	4
Loans and advances to customers	236	(801)
Corporate Customers	129	(838)
Stage 1	(469)	(712)
Stage 2	630	615
Stage 3	(32)	(741)
Retail Customers	107	37
Stage 1	22	(46)
Stage 2	78	97
Stage 3	7	(14)
Financial assets at fair value through other comprehensive income	1	–
Stage 1	1	(1)
Stage 2	–	1
Total	242	(802)

Impairment Losses to Cash and cash balances are represented by impairment losses to current accounts and sight deposits toward banks that are included in the item “*Other on-demand deposits*” in section V. Other Notes, point 11. “Cash and cash balances”.

9. Administrative expenses

	2025	2024
Personnel expenses		
Wages and salaries paid to employees	(3 148)	(3 029)
Social costs	(1 213)	(1 161)
Other	(289)	(269)
	(4 650)	(4 459)
Other administrative expenses		
Rent and building maintenance	(331)	(323)
Information technologies	(1 767)	(1 612)
Promotion and marketing	(309)	(255)
Consumables used	(79)	(67)
Audit, legal and advisory services	(172)	(182)
Administrative and logistic services	(207)	(268)
Deposits and transactions insurance	(243)	(483)
Other services	(271)	(333)
Other	(37)	(2)
	(3 416)	(3 525)
Total	(8 066)	(7 984)

A summary of remuneration to key managers is presented in the following table:

	2025	2024
Short-term employee benefits	180	173
Other longterm employee benefits	43	32
Total	223	205

Key managers are persons with authority and direct or indirect responsibilities as regards planning, managing and supervising the Group's activities, including all (executive and other) managers. Information on equity-based bonuses is included in section V. Other Notes, point 30. Equity-based bonuses.

The Group's average number of employees was as follows:

	2025		2024	
	Czech Republic	Slovakia	Czech Republic	Slovakia
Employees	2 141	894	2 151	939
Members of the Board of Directors	7	1	7	1
Members of the Supervisory Board	2	1	2	1
Other executives directly reporting to the Board of Directors	39	2	38	2

Employees include all the employees of the Group. Members of the Board of Directors, Members of the Supervisory Board and Other executives directly reporting to the Board of Directors include persons representing the Bank.

Information on fees charged by auditors for the accounting period (excluding VAT):

	2025			2024		
	Bank	Consolidated companies	Total	Bank	Consolidated companies	Total
Audit	15	9	24	15	8	23
Other audit services	8	–	8	10	1	11
Total	23	9	32	25	9	34

10. Other operating income and expenses

	2025	2024
Income from rent	755	728
Other income related to the specific service of finance leasing	28	29
Other income	786	896
Total other operating income	1 569	1 653
Other taxes	(28)	(26)
Fines and penalties	(68)	(11)
Other expenses related to the specific service of finance leasing	(35)	(40)
Other expenses	(589)	(570)
Total other operating expenses	(720)	(647)
Total	849	1 006

"Income from rent" mainly represents income from operating leases of own assets.

Items "Other income" and "Other expenses" are mainly represented by additional income/expenses from/for operating leasing business. e.g. sale of own assets at the end of an operating lease).

"Other income" also includes a significant item in the form of financial support related to the migration to a new card provider.

The following table summarises cash flows to be received from operating leases where the Group is the lessor:

	Due within 1 year	Due in 1–5 years	Due in the following years
2025			
Cash flows to be received from operating leases	667	776	12
2024			
Cash flows to be received from operating leases	618	903	12

11. Cash and cash balances

	31.12.2025	31.12.2024
Cash in hand	3 616	3 646
Other on-demand deposits	2 786	2 992
Compulsory reserves	7 469	3 475
Total	13 871	10 113

For cash flow reporting purposes, cash is defined as cash and cash equivalents.

Item “Other on-demand deposits” includes current accounts and sight deposits toward banks out of which the vast majority (99,9%) as of 31 December 2025 are classified by credit quality at stage 1 with the total allowance of MCZK 0 (as of 31 December 2024: MCZK 2).

12. Financial assets at fair value through profit or loss

(a) Held for Trading

(i) Based on the Type of Financial Instrument

	31.12.2025	31.12.2024
Debt securities	149	24
Derivatives	19 465	25 403
Total	19 614	25 427

From debt securities, no securities are provided as collateral as of 31 December 2024 and as of 31 December 2023.

(ii) Based on the Type of Issuer

	31.12.2025	31.12.2024
Debt securities		
Public administration	149	24
Total	149	24

(b) Mandatorily at fair value

(i) Based on the Type of Financial Instrument

	31.12.2025	31.12.2024
Shares and Other debt securities	35	103
Total	35	103

(ii) Based on the Type of Issuer

	31.12.2025	31.12.2024
Shares and Other debt securities		
Other financial institutions	35	103
Total	35	103

13. Financial assets at fair value through other comprehensive income

(a) Based on the Type of Financial Instrument

	31.12.2025	31.12.2024
Debt securities	71 565	55 352
Shares	18	17
Total	71 583	55 369

From debt securities, MCZK 5 134 are provided as collateral (as of 31 December 2024: MCZK 3 543).

Debt securities are included in financial assets at fair value through other comprehensive income pursuant to paragraph 4.1.2.a) of IFRS 9 – classified based on the business model and meeting the SPPI test.

Shares are included in financial assets at fair value through other comprehensive income pursuant to paragraph 5.7.5. of IFRS 9 – FVTOCI option.

(b) Based on the Type of Issuer

	31.12.2025	31.12.2024
Debt securities		
Government institutions	67 019	51 934
Other – non-financial institutions	4 546	3 418
Shares		
Other	18	17
Total	71 583	55 369

All debt securities included in financial assets at fair value through other comprehensive income as of 31 December 2025 are classified by credit quality in stage 1 with the total allowance of MCZK 1 (as of 31 December 2024: MCZK 2).

Out of total amount of debt securities 97% were included within Internal Rating 1 and 3% within Internal Rating 2 and 3 as of 31 December 2025 (as of 31 December 2024 99,91% within Internal Rating 1 and 0,09% within Internal Rating 2 and 3).

c) Participation Interests

Name	Registered office	Date of acquisition	Acquisition price	Net book value 2025	Net book value 2024	Share of the Group at 31 Dec 2025	Share of the Group at 31 Dec 2024
CBCB – Czech Banking Credit Bureau, a.s. (bank register)	Prague	10 October 2001	0,24	0,24	0,24	20%	20%
Total			0,24	0,24	0,24		

14. Financial assets at amortised cost – loans and advances to banks

(a) Analysis of Receivables from Banks, by Type

	31.12.2025	31.12.2024
Term deposits	28 528	50 062
Reverse repurchase commitments (see section V, point 32)	153 268	180 603
Total	181 796	230 665

The vast majority (99,9%) of financial assets at amortised cost – loans and advances to banks as of 31 December 2025 and as of 31 December 2024 are classified by credit quality at stage 1 with the total allowance of MCZK 3 (as of 31 December 2024: MCZK 7).

Out of total amount financial assets at amortised cost – loans and advances to banks 92 % were included within Internal Rating 1, 8% within Internal Rating 2 and none within Internal Rating 3 as of 31 December 2025 (as of 31 December 2024 88% within Internal Rating 1, 12% within Internal Rating 2 and none within Internal Rating 3).

(b) Analysis of Receivables from Banks, by Geographical Sector (based on Client's domicile)

	31.12.2025	31.12.2024
Czech Republic	159 440	177 167
Slovakia	6 886	26 623
Other EU countries	15 438	26 803
Other	32	72
Total	181 796	230 665

15. Financial assets at amortised cost – loans and advances to customers

(a) Analysis of Receivables from Customers, by Type

Corporate Customers	Stage 1			Stage 2			Stage 3			Total		
	Gross amount incl. modif. impact	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount
31.12.2025												
Current accounts	29 704	(170)	29 534	7 073	(425)	6 648	2 167	(1 875)	292	38 944	(2 470)	36 474
Mortgage loans	151 176	(249)	150 927	16 346	(855)	15 491	1 830	(1 223)	607	169 352	(2 327)	167 025
Credit cards	14	–	14	2	–	2	1	–	1	17	–	17
Leases	7 655	(21)	7 634	936	(100)	836	510	(306)	204	9 101	(427)	8 674
Factoring	6 002	(15)	5 987	219	(3)	216	54	(8)	46	6 275	(26)	6 249
Other loans	161 406	(329)	161 077	12 977	(1 035)	11 942	3 011	(1 966)	1 045	177 394	(3 330)	174 064
Debt securities	60 725	–	60 725	–	–	–	–	–	–	60 725	–	60 725
Total	416 682	(784)	415 898	37 553	(2 418)	35 135	7 573	(5 378)	2 195	461 808	(8 580)	453 228
31.12.2024												
Current accounts	30 011	(219)	29 792	4 552	(396)	4 156	2 532	(2 211)	321	37 095	(2 826)	34 269
Mortgage loans	136 772	(330)	136 442	17 799	(1 194)	16 605	1 778	(982)	796	156 349	(2 506)	153 843
Credit cards	12	–	12	3	–	3	1	–	1	16	–	16
Leases	9 723	(47)	9 676	1 495	(129)	1 366	517	(308)	209	11 735	(484)	11 251
Factoring	4 659	(13)	4 646	211	(6)	205	100	(9)	91	4 970	(28)	4 942
Other loans	162 391	(514)	161 877	14 929	(979)	13 950	4 254	(2 586)	1 668	181 574	(4 079)	177 495
Debt securities	36 461	–	36 461	–	–	–	–	–	–	36 461	–	36 461
Total	380 029	(1 123)	378 906	38 989	(2 704)	36 285	9 182	(6 096)	3 086	428 200	(9 923)	418 277

Retail Customers	Stage 1			Stage 2			Stage 3			Total		
	Gross amount incl. modif. impact	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount
31.12.2025												
Current accounts (overdrafts)	827	(5)	822	471	(19)	452	24	(18)	6	1 322	(42)	1 280
Mortgage loans	190 515	(35)	190 480	5 870	(106)	5 764	462	(153)	309	196 847	(294)	196 553
Credit cards and consumer loans	14 177	(51)	14 126	1 847	(224)	1 623	374	(236)	138	16 398	(511)	15 887
Leases	773	(1)	772	24	(2)	22	42	(26)	16	839	(29)	810
Other loans	9 426	(13)	9 413	444	(36)	408	183	(92)	91	10 053	(141)	9 912
Total	215 718	(105)	215 613	8 656	(387)	8 269	1 085	(525)	560	225 459	(1 017)	224 442

Retail Customers	Stage 1			Stage 2			Stage 3			Total		
	Gross amount incl. modif. impact	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount
31.12.2024												
Current accounts (overdrafts)	652	(9)	643	443	(36)	407	37	(30)	7	1 132	(75)	1 057
Mortgage loans	176 978	(188)	176 790	8 775	(273)	8 502	436	(162)	274	186 189	(623)	185 566
Credit cards and consumer loans	12 493	(113)	12 380	1 897	(247)	1 650	368	(237)	131	14 758	(597)	14 161
Leases	1 276	(3)	1 273	39	(4)	35	50	(28)	22	1 365	(35)	1 330
Other loans	8 465	(23)	8 442	481	(68)	413	184	(92)	92	9 130	(183)	8 947
Total	199 864	(336)	199 528	11 635	(628)	11 007	1 075	(549)	526	212 574	(1 513)	211 061

* The amount also includes a modification loss of CZK 198 million recognized as of 31 December 2025 in view of the planned accession of the Bank's Slovak branch to the payment of mortgage assistance pursuant to Slovak Act No. 312/2025.

From financial assets at amortised cost – Loans and advances to customers MCZK 140 582 are provided as collateral (as of 31 December 2024: MCZK 140 913).

(b) Classification of Gross Receivables from Customers according to Internal Rating incl. Probability of Default (“PD”) for Internal Ratings

	Gross Receivables		PD
	31 Dec 2025	31 Dec 2024	31 Dec 2025 and 31 Dec 2024
Corporate Customers			
Performing receivables – stage 1 and 2			
Internal rating 1	82 456	54 738	0,02% – 0,04%
Internal rating 2	53 218	27 634	0,06% – 0,10%
Internal rating 3	56 021	67 820	0,14% – 0,26%
Internal rating 4	86 486	94 120	0,36% – 0,66%
Internal rating 5	99 313	93 777	0,90% – 1,68%
Internal rating 6	57 785	57 035	2,29% – 4,25%
Other internal rating	18 731	23 438	5,80% – 20,00%
Receivables without internal rating	225	456	37,15%
Total	454 235	419 018	
Non-performing receivables – stage 3	7 573	9 182	100%
Total	461 808	428 200	
Retail Customers			
Performing receivables – stage 1 and 2			
Internal rating 1	9 067	3 192	0,02% – 0,04%
Internal rating 2	16 363	9 105	0,06% – 0,10%
Internal rating 3	71 784	51 582	0,14% – 0,26%
Internal rating 4	87 422	98 712	0,36% – 0,66%
Internal rating 5	24 900	34 958	0,90% – 1,68%
Internal rating 6	9 871	9 679	2,29% – 4,25%
Other internal rating	4 892	4 093	5,80% – 20,00%
Receivables without internal rating	75	178	37,15%
Total	224 374	211 499	
Non-performing receivables – stage 3	1 085	1 075	100%
Total	225 459	212 574	

(c) Analysis of Net Receivables from Customers, by Sector

	31.12.2025	31.12.2024
Financial institutions	54 995	51 809
Non financial institutions	325 487	319 935
Government sector	72 746	46 533
Individuals and others	224 442	211 061
Total	677 670	629 338

d) Analysis of Net Receivables from Customers, by Type of Collateral Provided and Classification

	Carrying amount	Bank and similar guarantee	Mortgage	Corporate guarantee	Other security	Movable assets	Total collateral	Net exposure
31.12.2025								
Stage 1	631 511	816	191 336	11 036	9 769	40 354	253 311	378 200
Stage 2	43 404	162	12 198	1 318	1 218	–	14 896	28 508
Stage 3	2 755	20	1 047	318	122	685	2 192	563
Total	677 670	998	204 581	12 672	11 109	41 039	270 399	407 271
31.12.2024								
Stage 1	578 434	1 037	191 978	13 336	5 100	41 069	252 520	325 914
Stage 2	47 292	627	14 190	2 802	1 751	–	19 370	27 922
Stage 3	3 612	49	1 127	756	107	886	2 925	687
Total	629 338	1 713	207 295	16 894	6 958	41 955	274 815	354 523

The collateral amount stated fulfilling relevant internal conditions for collateral is capped by the maximum exposure of particular exposures.

The item “Net exposure” includes, inter alia, receivables from project funding that are secured by real estate collateral in the nominal value of MCZK 21 088 (as of 31 December 2024: MCZK 19 014). For the project funding of commercial real estate (IPRE), the collateral quality is taken into account when determining the transaction rating; in these cases, the collateral value is strongly correlated with the solvency of the debtor.

In specific segments the loss allowance is set to very low level ($\leq 1\%$) thanks to application of LGD secured concept for materially collateralized part of exposure. For other segments the collateral value is embedded in the calculation of LGD parameter.

(e) Analysis of Net Receivables from Customers, by Geographical Sector (based on Client’s domicile)

	31.12.2025	31.12.2024
Czech Republic	463 131	398 189
Slovakia	188 464	208 843
Other EU countries	15 718	14 155
Other	10 357	8 151
Total	677 670	629 338

f) Analysis of Net Receivables from Customers, by Industry Sector

	31.12.2025	31.12.2024
Real estate services	105 962	98 731
Financial services	30 918	27 836
Wholesale	36 300	36 235
Households (individuals)	219 468	207 021
Retail (entrepreneurs)	8 491	9 542
Leasing and rental	27 984	28 973
Automotive industry	5 406	5 960
Power industry	22 197	19 496
Other, of which:	220 944	195 544
Government bonds	59 298	36 460
Total receivables from customers	677 670	629 338

The division of net Receivables from Customers by Industry Sector does not have to be the same as used for division between Corporate and Retail Clients used in tables a) and b) in this point.

g) Analysis of Forborne receivables

The Group's approach to forbearance reporting is disclosed in section V. Other Notes, point 35. Financial Risk Management.

Analysis of forborne receivables by sectors:

	Gross performing receivables	Gross non-performing receivables	Total gross forborne receivables	Impairment of performing receivables	Impairment of non-performing receivables	Total impairment of forborne receivables	Net balance of forborne receivables
31.12.2025							
Non financial institutions	7 340	3 664	11 004	(785)	(2 647)	(3 432)	7 572
Other financial corp	–	1	1	–	–	–	1
Individuals and others	305	134	439	(16)	(61)	(77)	362
Total	7 645	3 799	11 444	(801)	(2 708)	(3 509)	7 935

All forborne performing receivables are classified as stage 2 receivables, while all forborne non-performing receivables are classified as stage 3 receivables.

	Gross performing receivables	Gross non-performing receivables	Total gross forborne receivables	Impairment of performing receivables	Impairment of non-performing receivables	Total impairment of forborne receivables	Net balance of forborne receivables
31.12.2024							
Non financial institutions	4 967	3 813	8 780	(565)	(2 590)	(3 155)	5 625
Other financial corp	–	–	–	–	–	–	–
Individuals and others	267	97	364	(25)	(50)	(75)	289
Total	5 234	3 910	9 144	(590)	(2 640)	(3 230)	5 914

Net balance of forborne receivables represented 1,17 % of the total net receivables from customers as of 31 December 2025 (as of 31 December 2024: 0,94 %).

The table below provides an analysis of forborne receivables balance based on past due days:

	Gross balance of forborne receivables	Impairment of forborne receivables	Net balance of forborne receivables
31.12.2025			
Performing receivables			
Before due	7 287	(729)	6 558
Past due	358	(72)	286
Total forborne performing receivables	7 645	(801)	6 844
Non-performing receivables			
Up to 90 days past due	2 257	(1 404)	853
91 to 180 days past due	63	(27)	36
181 days to 1 year past due	520	(481)	39
Over 1 year past due	959	(796)	163
Total forborne non-performing receivables	3 799	(2 708)	1 091
Total	11 444	(3 509)	7 935
31.12.2024			
Performing receivables			
Before due	4 846	(522)	4 324
Past due	388	(68)	320
Total forborne performing receivables	5 234	(590)	4 644
Non-performing receivables			
Up to 90 days past due	2 865	(1 828)	1 037
91 to 180 days past due	51	(21)	30
181 days to 1 year past due	342	(172)	170
Over 1 year past due	652	(619)	33
Total forborne non-performing receivables	3 910	(2 640)	1 270
Total	9 144	(3 230)	5 914

The table below shows movements in gross balance of forborne receivables:

Balance as of 1 January 2024	9 522
Transfer to forborne receivables balance	3 259
Additions	1 124
Write-offs	(3)
Settled	(1 616)
Transfer from forborne receivables balance	(3 147)
Other	5
Total gross balance of forborne receivables as of 31 December 2024	9 144
Balance as of 1 January 2025	9 144
Transfer to forborne receivables balance	5 181
Additions	676
Write-offs	(22)
Settled	(1 314)
Transfer from forborne receivables balance	(2 220)
Other	(1)
Total gross balance of forborne receivables as of 31 December 2025	11 444

The table below shows movements in the impairment of forborne receivables:

Balance as of 1 January 2024	(2 532)
Transfer to forborne receivables balance	(1 071)
Charge during the current year	(447)
Release during the current year	588
Receivables written off – use	3
Transfer from forborne receivables balance	278
Other decreases	(49)
Total impairment of forborne receivables as of 31 December 2024	(3 230)
Balance as of 1 January 2025	(3 230)
Transfer to forborne receivables balance	(826)
Charge during the current year	(301)
Release during the current year	551
Receivables written off – use	22
Transfer from forborne receivables balance	302
Other decreases	(27)
Total impairment of forborne receivables as of 31 December 2025	(3 509)

(h) Analysis of Receivables from Customers

Movement in Gross Amount of Receivables from Customers

Corporate Customers	Stage 1	Stage 2	Stage 3	Total
Balance as of 1 January 2024	367 779	43 992	7 899	419 670
Provided during the current year	138 540	6 064	945	145 549
Repaid during the current year	(121 326)	(12 084)	(3 049)	(136 459)
<i>of which sold</i>	–	(5)	(161)	(166)
Receivables written off	–	(8)	(551)	(559)
Transfer between stages	(4 963)	1 025	3 938	–
FX differences and other	(1)	–	–	(1)
Total gross value of receivables from customers as of 31 December 2024	380 029	38 989	9 182	428 200
Balance as of 1 January 2025	380 029	38 989	9 182	428 200
Provided during the current year	160 237	7 857	655	168 749
Repaid during the current year	(115 913)	(15 374)	(2 857)	(134 144)
<i>of which sold</i>	–	–	(316)	(316)
Receivables written off	–	(14)	(982)	(996)
Transfer between stages	(7 672)	6 097	1 575	–
FX differences and other	1	(2)	–	(1)
Total gross value of receivables from customers as of 31 December 2025	416 682	37 553	7 573	461 808

Retail Customers	Stage 1	Stage 2	Stage 3	Total
Balance as of 1 January 2024	147 695	44 072	974	192 741
Provided during the current year	37 338	3 442	70	40 850
Repaid during the current year	(15 887)	(4 742)	(241)	(20 870)
<i>of which sold</i>	(4)	(8)	(305)	(317)
Receivables written off	–	(28)	(119)	(147)
Transfer between stages	30 718	(31 109)	391	–
FX differences and other	–	–	–	–
Total gross value of receivables from customers as of 31 December 2024	199 864	11 635	1 075	212 574
Balance as of 1 January 2025	199 864	11 635	1 075	212 574
Provided during the current year	49 501	2 533	79	52 113
Repaid during the current year	(36 345)	(2 301)	(378)	(39 024)
<i>of which sold</i>	(7)	(2)	(494)	(503)
Receivables written off	(1)	(32)	(172)	(205)
Transfer between stages	2 697	(3 178)	481	–
FX differences and other	2	(1)	–	1
Total gross value of receivables from customers as of 31 December 2025	215 718	8 656	1 085	225 459

Movement in Impairment of Receivables from Customers

Corporate Customers	Stage 1	Stage 2	Stage 3	Total
Balance as of 1 January 2024	(1 094)	(2 963)	(5 409)	(9 466)
Charge during the current year	(3 031)	(2 121)	(2 935)	(8 087)
<i>Of which provided in the respective year</i>	(426)	(503)	(322)	(1 251)
Release during the current year	1 946	3 581	1 583	7 110
<i>Of which repaid in the respective year</i>	261	176	689	1 126
Receivables written off – use	–	8	532	540
Transfer between stages	1 060	(1 204)	144	–
FX differences and other	(4)	(5)	(11)	(20)
Total impairment of receivables from customers as of 31 December 2024	(1 123)	(2 704)	(6 096)	(9 923)
Balance as of 1 January 2025	(1 123)	(2 704)	(6 096)	(9 923)
Charge during the current year	(2 229)	(2 091)	(2 518)	(6 838)
<i>Of which provided in the respective year</i>	(313)	(286)	(448)	(1 047)
Release during the current year	1 837	3 368	1 959	7 164
<i>Of which repaid in the respective year</i>	251	298	641	1 190
Receivables written off – use	–	–	984	984
Transfer between stages	723	(998)	275	–
FX differences and other	8	7	18	33
Total impairment of receivables from customers as of 31 December 2025	(784)	(2 418)	(5 378)	(8 580)

Retail Customer	Stage 1	Stage 2	Stage 3	Total
Balance as of 1 January 2024	(350)	(991)	(502)	(1 843)
Charge during the current year	(1 344)	(514)	(398)	(2 256)
<i>Of which provided in the respective year</i>	(103)	(102)	31	(174)
Release during the current year	771	1 453	213	2 437
<i>Of which repaid in the respective year</i>	72	39	71	182
Receivables written off – use	–	28	124	152
Transfer between stages	588	(604)	16	–
FX differences and other	(1)	–	(2)	(3)
Total impairment of receivables from customers as of 31 December 2024	(336)	(628)	(549)	(1 513)
Balance as of 1 January 2025	(336)	(628)	(549)	(1 513)
Charge during the current year	(551)	(334)	(393)	(1 278)
<i>Of which provided in the respective year</i>	(43)	(45)	(44)	(132)
Release during the current year	552	842	204	1 598
<i>Of which repaid in the respective year</i>	35	47	66	148
Receivables written off – use	–	–	172	172
Transfer between stages	229	(267)	38	–
FX differences and other	1	–	3	4
Total impairment of receivables from customers as of 31 December 2025	(105)	(387)	(525)	(1 017)

i) Receivables Written-Off and Being Subject to Enforcement

The amount of written-off receivables due from customers still subject to enforcement as of 31 December 2025 was MCZK 2 714 (as of 31 December 2024: MCZK 2 477). Income from written-off receivables that have been subject to enforcement to date was immaterial for the years 2025 and 2024.

j) Receivables from Finance Leases

	31.12.2025	31.12.2024
	Cash Flow to be received (gross receivables from finance lease)	
Receivables from finance leases:		
Within 1 year	4 162	5 370
From one year to two years	2 577	3 570
From two years to three years	1 746	2 396
From three years to four years	1 180	1 506
From four years to five years	474	855
More than five years	828	598
Total cash flows to be received from finance leases	10 967	14 295
Unearned finance income	(1 027)	(1 195)
Lease receivables	9 940	13 100

16. Positive fair value of hedging derivatives

Based in hedging purpose

	31.12.2025	31.12.2024
Fair value hedging	4 113	5 006
Cash flow hedging	3 898	5 830
Total	8 011	10 836

More details on hedging are included in section V. Other Notes, point 35. Financial Risk management.

17. Equity-accounted investees

	Assets	Liabilities	Equity	Operating income	Profit/(loss)	Net book value
31 December 2025						
RCI Financial Services, s.r.o. (50%)	3 617	3 020	597	173	82	347
Total						347
31 December 2024						
RCI Financial Services, s.r.o. (50%)	3 024	2 440	584	165	73	341
Total						341

Changes in Investments in Associates

	2025	2024
Balance at 1 January	341	349
Change in the income statement	42	36
Dividend	(36)	(44)
Total at 31 December	347	341

18. Property, equipment and right of use assets

	31.12.2025	31.12.2024
Property and equipment for operations		
Buildings and land	1 023	1 056
Leasehold improvements of rent buildings	249	239
Fixtures and fittings	40	40
IT equipment	74	66
Assets provided under operating leases – transport facilities	4 008	3 637
Other	443	453
Right of use assets		
Buildings and land	1 805	1 935
Total	7 642	7 426

(a) Movements in Property and Equipment Held for Operations

	Buildings and land	Leasehold improvements of rent buildings	Fixtures and fittings	IT equipment	Operating leases transport facilities	Other	Total
Fair Value (Buildings and land) /							
Cost at 1 January 2024	2 678	1 122	131	574	4 436	713	9 654
Accumulated depreciation and impairment at 1 January 2024	(1 737)	(885)	(94)	(514)	(1 217)	(236)	(4 683)
Net Book Value at 1 January 2024	941	237	37	60	3 219	477	4 971
Increases in fair value	44	–	–	–	–	–	44
Reductions in fair value	(14)	–	–	–	–	–	(14)
Additions	96	45	14	29	1 425	37	1 646
Disposals	–	–	–	–	(220)	7	(213)
Depreciation charges	(26)	(46)	(7)	(27)	(509)	(34)	(649)
Transfer to the item "Non-current Assets Held for Sale"	–	–	–	–	–	–	–
Other and FX rate gains or losses	15	3	(4)	4	(278)	(34)	(294)
Net Book Value at 31 December 2024	1 056	239	40	66	3 637	453	5 491
Fair Value (Buildings and land) /							
Cost at 31 December 2024	2 877	1 174	136	606	4 870	699	10 362
Accumulated depreciation and impairment at 31 December 2024	(1 821)	(935)	(96)	(540)	(1 233)	(246)	(4 871)
Fair Value (Buildings and land) /							
Cost at 1 January 2025	2 877	1 174	136	606	4 870	699	10 362
Accumulated depreciation and impairment at 1 January 2025	(1 821)	(935)	(96)	(540)	(1 233)	(246)	(4 871)
Net Book Value at 1 January 2025	1 056	239	40	66	3 637	453	5 491
Increases in fair value	22	–	–	–	–	–	22
Reductions in fair value	(5)	–	–	–	–	–	(5)
Additions	55	54	14	33	1 583	17	1 756
Disposals	–	–	–	–	(195)	37	(158)
Depreciation charges	(27)	(41)	(8)	(29)	(512)	(32)	(649)
Transfer to the item "Non-current Assets Held for Sale"	(41)	–	–	–	–	–	(41)
Other and FX rate gains or losses	(37)	(3)	(6)	4	(505)	(32)	(579)
Net Book Value at 31 December 2025	1 023	249	40	74	4 008	443	5 837
Fair Value (Buildings and land) /							
Cost at 31 December 2025	2 721	1 214	139	587	5 241	722	10 624
Accumulated depreciation and impairment at 31 December 2025	(1 698)	(965)	(99)	(513)	(1 233)	(279)	(4 787)

The carrying amount of Buildings and land that would have been recognised had the assets been carried under the cost model (i.e. not revalued) would be MCZK 808 (as of 31 December 2024: MCZK 813).

(b) Movements in Right of Use Assets

	Buildings and land	Total
Net Book Value at 1 January 2024	2 113	2 113
Additions	295	295
Disposals	(122)	(122)
Depreciation	(351)	(351)
Net Book Value at 31 December 2024	1 935	1 935
Cost at 31 December 2024	4 021	4 021
Accumulated depreciation and impairment at 31 December 2024	(2 086)	(2 086)
Net Book Value at 1 January 2025	1 935	1 935
Additions	255	255
Disposals	(63)	(63)
Depreciation	(322)	(322)
Net Book Value at 31 December 2025	1 805	1 805
Cost at 31 December 2025	4 188	4 188
Accumulated depreciation and impairment at 31 December 2025	(2 383)	(2 383)

19. Intangible assets

Movements in Intangible Assets

	Software	Total
Cost at 1 January 2024	6 551	6 551
Accumulated amortisation and impairment at 1 January 2024	(3 998)	(3 998)
Net Book Value at 1 January 2024	2 553	2 553
Additions	531	531
Amortisation charges	(749)	(749)
Other	67	67
Net Book Value at 31 December 2024	2 402	2 402
Cost at 31 December 2024	7 145	7 145
Accumulated amortisation and impairment at 31 December 2024	(4 743)	(4 743)
Cost at 1 January 2025	7 145	7 145
Accumulated amortisation and impairment at 1 January 2025	(4 743)	(4 743)
Net Book Value at 1 January 2025	2 402	2 402
Additions	302	302
Amortisation charges	(782)	(782)
Other	80	80
Net Book Value at 31 December 2025	2 002	2 002
Cost at 31 December 2025	7 445	7 445
Accumulated amortisation and impairment at 31 December 2025	(5 443)	(5 443)

20. Other assets

	31.12.2025	31.12.2024
Deferred expenses and accrued income	547	744
Trade receivables	274	274
Receivables from securities	5	15
Clearing and settlement accounts	1 414	2 034
Other	185	217
Total	2 425	3 284
Impairment losses on other assets	(14)	(14)
Net other assets	2 411	3 270

21. Financial liabilities held for trading

Based on the Type of Financial Instrument

	31.12.2025	31.12.2024
Derivatives	18 790	23 840
Total	18 790	23 840

22. Financial liabilities at amortised cost – deposits from banks

Analysis of Deposits from Banks by Type

	31.12.2025	31.12.2024
Current accounts	4 100	5 753
Loans	2 977	3 445
Term deposits	15 949	4 479
Sale and repurchase agreements (see section V, point 32)	10 657	13 131
Others	–	39
Total	33 683	26 847

23. Financial liabilities at amortised cost – deposits from customers and Lease liabilities

Analysis of Deposits from Customers by Type

	31.12.2025	31.12.2024
Current accounts	453 565	458 254
Term deposits	202 694	178 666
Lease liabilities	1 971	2 111
Sale and repurchase agreements (see section V, point 32)	40 410	60 976
Other	2 330	2 468
Total	700 970	702 475

Movements in Lease Liabilities

	2025	2024
As at 1 January	2 111	2 123
Additions	192	173
Accretion of interest	59	66
Lease payments	(393)	(393)
Other and FX rate gains or losses	2	142
Total at 31 December	1 971	2 111

The Group had total cash outflows for leases of MCZK 450 in 2025, incl. those leases that are not in-scope of IFRS 16 (in 2024: 446).

24. Financial liabilities at amortised cost – issued debt securities

Analysis of Issued Debt Securities

	31.12.2025	31.12.2024
Mortgage bonds	89 926	80 190
Structured bonds	4 249	4 184
Other issued debt securities	37 053	29 394
Total	131 228	113 768

Movements in Issued Debt Securities

	2 025	2 024
As at 1 January	113 768	78 524
Issue	26 870	35 788
Repayment of principal	(8 936)	(539)
Accretion of interest	4 411	4 290
Repayment of interest	(4 885)	(4 295)
Total at 31 December	131 228	113 768

Structured bonds (included in the line “Structured bonds” and partly in the line “Mortgage bonds”) include embedded options – currency, equity, commodity and interest rate options – in the total nominal value of MCZK 1 205 (at 31 December 2024: MCZK 1 577). The positive fair value of these derivatives of MCZK 24 is reported under “Financial assets held for trading” (at 31 December 2024: MCZK 15); the negative fair value of these derivatives of MCZK (399) is recognised under “Financial liabilities held for trading” (at 31 December 2024: MCZK (386)).

Other issued debt securities includes also MREL instrument (MREL = The Minimum Requirement for Own Funds and Eligible Liabilities) in the form of EUR Senior Non-Preferred Bond issued for purpose of fulfilment of the capital requirements under the EU law (BRRD2 Directive and Czech Recovery and Resolution Crisis Act) as a part of the Single Point of Entry model (“SPE”) applied within UniCredit Group. The MREL instruments were issued as of 23 November 2021 with total nominal value of MCZK 16 002 and maturity date as of 23 November 2027, as of 27 September 2023 with total nominal value of MCZK 10 425 and maturity date as of 23 September 2029 and as of 23 October 2025 with total nominal value of MCZK 7 274 and maturity date as of 23 October 2031. In all three cases with option to call the bond after 5 years. The only investor is UniCredit S.p.A. The total value as of 31 December 2025 is MCZK 33 760 (at 31 December 2024: MCZK 27 527).

Other debt securities issued also include a Credit Linked Note („CLN”) issued on 27 November 2024 with a nominal value of EUR 100 million and a contractual maturity set at 22 August 2053. The expected maturity is approximately 5 years. This CLN is part of the newly created synthetic securitisation programme, which represents an ongoing strategy of capital and risk-weighted asset optimisation. The total value of the CLN at 31 December 2025 is MCZK 2 445 (at 31 December 2024: MCZK 2 536).

The synthetic securitisation covers the underlying loan portfolio totalling EUR 1 670 million. The underlying loan portfolio is represented by Czech and Slovak corporate loans granted by the Bank in the ordinary course of its business. The ratio of Czech and Slovak loans is approximately 60:40. The synthetic securitisation is split into a junior (EUR 12 million), a mezzanine (EUR 100 million) and a senior tranche (EUR 1 558 million). The risk of loss arising from the junior and senior tranches remains with the Bank. The risk of loss arising from the mezzanine tranche is covered by the issued CLN, i.e. held by the investor in the CLN. As of 31 December 2025 (and as of 31 December 2024), the mezzanine tranche has not been reached and the risk of loss arising from the underlying loan portfolio has not been passed through the issued CLN to the investor at all. Below please find overview table of synthetic securitization.

Type of securitisation:		Synthetic
Originator:	UniCredit Bank Czech Republic and Slovakia	
Issuer:	UniCredit Bank Czech Republic and Slovakia	
Arranger:	UniCredit Bank GMBH	
Target transaction:	capital optimization	
Type of asset	MID corporate and SME loans	
Quality of Asset:	performing	
Closing date:	27.11.2024	
Nominal Value of underlying portfolio (EUR million):	1 670	
Rating Agencies:	No rating agency, use of Supervisory SEC-IRBA Approach*	
Amount and Condition of tranching:		
ISIN	–	XS2940446557
Type of security	Senior	Mezzanine
Class	A	B
Issue date	27.11.2024	27.11.2024
Legal maturity	22.08.2053	22.08.2053
Call option	Yes	Yes
Expected duration (years)	4,8	4,8
Rate	–	9,75%
Subordinated level	–	sub A
Reference Position (EUR million)	1 558	100
Risk holder	UniCredit Bank Czech Republic and Slovakia	Synthetic securitisation investor
ISIN	–	
Type of security	Junior	
Class	C	
Issue date	27.11.2024	
Legal maturity	22.08.2053	
Call option	Yes	
Expected duration (years)	4,8	
Rate	–	
Subordinated level	sub A, B	
Reference Position (EUR million)	12	
Risk holder	UniCredit Bank Czech Republic and Slovakia	

* Synthetic securitization carried out using the SEC-IRBA approach as required by Artt.258-259 of Regulation (EU) No.575/2013 of the European Parliament and of the Council on prudential requirements for credit institutions and investment firms.

25. Negative fair value of hedging derivatives

Based on the Hedging Purpose

	31.12.2025	31.12.2024
Fair value hedging	10 788	13 573
Cash flow hedging	7 286	10 122
Total	18 074	23 695

More details on hedging are included in section V. Other Notes, point 35. Financial Risk management.

26. Other liabilities

	31.12.2025	31.12.2024
Deferred income and accrued expenses	1 395	1 580
Trade payables	248	503
Payables to employees	881	734
Unsettled security transactions	112	858
Clearing and settlement accounts	4 956	4 056
Other	594	420
Total	8 186	8 151

27. Provisions for risks and charges

Provisions for risks and charges include the following items:

	31.12.2025	31.12.2024
Provisions for off-balance sheet credit exposures	601	756
Stage 1	113	221
Stage 2	202	131
Stage 3	286	404
Legal disputes	50	66
Provision for restructuring	151	231
Other	109	120
Total	911	1 173

(a) Provisions for Off-Balance Sheet Credit Exposures

	Stage 1	Stage 2	Stage 3	Total
Balance at 1 January 2024	214	323	732	1 269
Charge during the year	116	100	177	393
Release during the year	(203)	(216)	(499)	(918)
Transfer between stages	82	(76)	(6)	–
Other – FX rate gains or losses	12	–	–	12
Total provisions for off-balance sheet credit items at 31 December 2024	221	131	404	756
Balance at 1 January 2025	221	131	404	756
Charge during the year	101	187	129	417
Release during the year	(212)	(173)	(165)	(550)
Transfer between stages	8	64	(72)	–
Other – FX rate gains or losses	(5)	(7)	(10)	(22)
Total provisions for off-balance sheet credit items at 31 December 2025	113	202	286	601

(b) Other Provisions

	Legal disputes	Restructuring provision	Other	Total
Balance at 1 January 2024	41	1	107	149
Charge during the year	24	231	(17)	238
Usage during the year	–	(1)	1	–
Release of redundant provisions and other	1	–	29	30
Total other provisions at 31 December 2024	66	231	120	417
Balance at 1 January 2025	66	231	120	417
Charge during the year	15	1	4	20
Usage during the year	(2)	(72)	(16)	(90)
Release of redundant provisions and other	(29)	(9)	1	(37)
Total other provisions at 31 December 2025	50	151	109	310

28. Income tax

(a) Tax in the Income Statement

	2025	2024
Current year tax expense	(2 900)	(2 920)
Changes in prior year tax expense estimate	3	(90)
Deferred tax	14	138
Total income tax expense	(2 883)	(2 872)

The income tax of the Group differs from the theoretical tax which would arise if the tax rate effective in the Czech Republic were applied as follows:

	2025	2024
Profit for the year before income tax	14 770	13 572
Tax calculated using the tax rate of 21%	(3 102)	(2 851)
Changes in estimates relating to prior years	3	(89)
Non-taxable income	925	728
Tax non-deductible expenses	(213)	(151)
Impact of prior years on the deferred tax	3	4
Impact of a higher Slovak tax rate	(113)	6
Other	(386)	(519)
Total income tax	(2 883)	(2 872)

The effective tax rate of the Group is 19,52 % (2024: 21,16 %).

The Item "Other" includes, as of 31 December 2025, Special Bank Levy in the amount of MCZK 365 (as of 31 December 2024 the item included, among others, an adjustment of deferred tax due to the change in the statutory income tax rate in Slovakia from 21% to 24% in the amount of MCZK 73 in UniCredit Bank Czech Republic and Slovakia, a.s., and further included a Special Bank Levy in the amount of MCZK 626).

(b) Deferred Tax Asset/Liability

Deferred income tax is calculated on all temporary differences using the balance sheet liability method under the application of the appropriate tax rate. When calculating net tax assets and liabilities, the Group offsets deferred tax assets against deferred tax liabilities arising from income tax paid to the same tax institution in the same tax category.

Group Management believes that the Group will be able to fully recover deferred tax assets reported as of 31 December 2025 based on the current and anticipated future level of taxable profits.

(i) Deferred Tax Asset

	31.12.2025	31.12.2024
Tax non-deductible provisions	243	235
Impairment of loans and off-balance sheet items	642	748
Differences arising from the net book values of tangible assets	446	497
Reserve from revaluation of hedging instruments *	831	1 074
Reserve from revaluation of financial assets at fair value through other comprehensive income *	112	106
Other	190	237
Offsetting against deferred tax liability	(703)	(782)
Net deferred tax asset	1 761	2 115

*Change in deferred tax from these items is posted via Other Comprehensive Income.

(ii) Deferred Tax Liability

	31.12.2025	31.12.2024
Impairment of loans and off-balance sheet items	429	504
Differences arising from the net book values of tangible assets	602	619
Differences arising from the net book values of intangible assets	82	137
Reserve from revaluation of hedging instruments *	2	4
Reserve from revaluation of financial assets at fair value through other comprehensive income *	66	36
Reserve from revaluation of property measured at fair value *	56	57
Other	5	3
Offsetting against deferred tax asset	(703)	(782)
Net deferred tax liability	539	578

*Change in deferred tax from these items is posted via Other Comprehensive Income.

The Group additionally carries the following deferred tax assets which are not recognised on the grounds of prudence arising from: non-tax deductible provisions recognised by Unicredit Bank Czech Republic and Slovakia, a.s. of MCZK 11 (2024: MCZK 11) and by UniCredit Leasing Slovakia, a.s. of MCZK 29 (2024: MCZK 29); and from tangible assets by UniCredit Leasing CZ, a.s. of MCZK 7 (2024: MCZK 21).

The Group is subject to top-up taxes in accordance with Act 416/2023 Coll., on top-up taxes for large multinational groups and large domestic groups. The Group expects that the impact on the total tax liability will be insignificant. The top-up taxes tax was not taken into account in the calculation of deferred tax.

29. Issued capital and share premium

The recorded, issued and fully paid capital of the Group amounted to MCZK 8 755 as of 31 December 2025 and 2024.

(a) Shareholder Structure

Entity	Registered office	Nominal value of shares in MCZK	Share premium in MCZK	Ownership percentage
At 31 Dec 2025				
UniCredit S.p.A	Italy	8 755	3 495	100
Total		8 755	3 495	100
At 31 Dec 2024				
UniCredit S.p.A	Italy	8 755	3 495	100
Total		8 755	3 495	100

(b) Capital Breakdown

	31 Dec 2025 Number of shares	31 Dec 2025 MCZK	31 Dec 2024 Number of shares	31 Dec 2024 MCZK
Ordinary shares of CZK 16,320,000	100	1 632	100	1 632
Ordinary shares of CZK 13,375,000	200	2 675	200	2 675
Ordinary shares of CZK 10,000	436 500	4 365	436 500	4 365
Ordinary shares of CZK 7,771,600	10	78	10	78
Ordinary shares of CZK 46	106 563	5	106 563	5
Total issued capital		8 755		8 755

The shares are freely transferrable. Ordinary shares include the entitlement to participate in the Group's governance and the entitlement to a share on profit.

Both at 31 December 2025 and 31 December 2024, the Group held no treasury shares.

30. Equity-based bonuses

The Group has not implemented any employee motivation or stabilisation programme for the purchase of treasury shares or remuneration in the form of treasury share options.

31. Retained earnings and reserve funds

The following table shows the breakdown of the reserve funds:

	31.12.2025	31.12.2024
Reserve funds	5 217	5 243
Special-purpose reserve fund	11 609	11 609
Retained earnings	42 870	47 646
Total	59 696	64 498

As part of the cross-border merger, the share capital of UniCredit Bank Slovakia a.s. of MCZK 6 058, the reserve fund of UniCredit Bank Slovakia a.s. of MCZK 1 166 and retained earnings of UniCredit Bank Slovakia a.s. of MCZK 4 385 were transferred into a Special-purpose reserve fund denominated in EUR. This part of the Special-purpose reserve fund in total amount of MCZK 11 609 from cross-border merger can only be used to settle the loss of the Bank.

32. Repurchase and reverse repurchase transactions

(a) Reverse Repurchase Transactions

	31.12.2025	31.12.2024
Loans and advances to banks	153 268	180 603
Fair value of securities received	150 292	180 288

Securities received as collateral as part of reverse repurchase transactions are further provided as collateral under repurchase transactions as of 31 December 2025 MCZK 7 497 (as of 31 December 2024: MCZK 3 071).

(b) Repurchase Transactions

	31.12.2025	31.12.2024
Deposits from banks	10 657	13 131
Deposits from clients	40 410	60 976
Fair value of securities provided	50 839	73 695

33. Contingent liabilities, contingent assets and financial derivatives

In the ordinary course of business, the Group conducts various financial transactions that are not reported the Group's statement of financial position and that are designated as off-balance sheet financial instruments.

Unless stated otherwise, the information below represents the nominal values of off-balance sheet transactions.

(a) Contingent Liabilities

Legal Disputes

As of 31 December 2025, the Group assessed the legal disputes in which it acted as a defendant. The Group recorded provisions for these legal disputes (see section V, point 27). In addition to these disputes, legal actions arising from ordinary business activities were taken against the Group. The management does not anticipate the result of these legal disputes to have a material impact on the Group's financial position.

Taxation

Czech and Slovak tax legislation has significantly changed in recent years. Many complicated legislation areas remained unresolved, and it may not be possible to determine the interpretation of taxation authorities in specific cases in advance. It is not possible to quantify the consequences of this uncertainty; they may be resolved solely under the condition that the relevant legal regulations are adopted in practice or in the event that official interpretations are available.

Loan Commitments, financial guarantees and other commitments given

Loan commitments issued by the Group include issued credit and guarantee commitments, and undrawn amounts of credits and overdraft loan facilities. Revocable commitments include undrawn loans that may be revoked by the Group at any time without stating the reason. On the contrary, irrevocable commitments represent the Group's liability to provide a credit or issue a guarantee, the performance of which, even though bound on meeting the contractual terms by the client, is to a certain extent independent of the Group's will.

Financial guarantees include irrevocable commitments made by the Group to repay debts in lieu of the debtor owed to the guarantee beneficiary in case the debtor defaults on their obligation to pay subject to terms and conditions of the individual contracts. As such, commitments bear similar risk to loans, the Group creates the relevant provisions using a similar algorithm as for provisions (see section V. Other Notes, point 35. Financial Risk Management).

Documentary letters of credit represent a written irrevocable commitment of the Group issued based on a client's request (orderer), to provide a third party or to its order (recipient, beneficiary), with certain performance, under the condition the terms of the letter of credit are met by a specified deadline. For these financial instruments, the Group creates provisions using a similar algorithm as applied for credits (see section V. Other Notes, point 35. Financial Risk Management).

The Group recorded provisions for off-balance sheet items to cover expected credit losses and arising from the impairment losses on the off-balance sheet items due to credit risk. As of 31 December 2025, the aggregate provisions amounted to MCZK 601 (as of 31 December 2024: MCZK 756), see section V. Other Notes, point 27. Provisions (a).

	Gross amount	Provisions for risks and charges	Net amount
31 December 2025			
Letters of credit and financial guarantees	52 204	(334)	51 870
Stage 1	46 675	(68)	46 607
Stage 2	5 322	(102)	5 220
Stage 3	207	(164)	43
Other contingent liabilities (undrawn credit facilities)	207 451	(267)	207 184
Stage 1	194 891	(45)	194 846
Stage 2	12 244	(100)	12 144
Stage 3	316	(122)	194
Total	259 655	(601)	259 054
31 December 2024			
Letters of credit and financial guarantees	47 843	(391)	47 452
Stage 1	44 053	(145)	43 908
Stage 2	3 568	(95)	3 473
Stage 3	222	(151)	71
Other contingent liabilities (undrawn credit facilities)	188 397	(365)	188 032
Stage 1	179 712	(76)	179 636
Stage 2	7 314	(36)	7 278
Stage 3	1 371	(253)	1 118
Total	236 240	(756)	235 484

Classification of Off-balance sheet items gross amount according to Internal Rating incl. Probability of Default ("PD") for Internal Ratings

	Gross Off-balance sheet items		PD
	31 Dec 2025	31 Dec 2024	31 Dec 2025 and 31 Dec 2024
Performing off-balance sheet items – stage 1 and 2			
Internal rating 1	38 234	25 752	0,02% – 0,04%
Internal rating 2	63 118	63 627	0,06% – 0,10%
Internal rating 3	56 543	42 446	0,14% – 0,26%
Internal rating 4	40 632	48 747	0,36% – 0,66%
Internal rating 5	33 555	34 186	0,90% – 1,68%
Internal rating 6	22 428	16 078	2,29% – 4,25%
Other internal rating	4 613	3 765	5,80% – 20,00%
Off-balance sheet items without internal rating	9	46	37,15%
Total	259 132	234 647	
Non-performing off-balance sheet items – stage 3	523	1 593	100%
Total	259 655	236 240	

(b) Contingent Assets

The Bank has an option to draw a credit line from The Export-Import Bank of The Republic of China of MCZK 516 (MUSD 25) with the maximum maturity of five years from the time of drawing.

(c) Financial Derivatives

(i) Nominal and Fair Values of Financial Derivatives

	Nominal value	Positive fair value	Negative fair value
31 December 2025			
Trading instruments – interbank market (OTC)			
Options (majority for FX)	195 033	1 925	1 915
Interest rate swap contracts	713 953	15 341	14 797
Cross currency swap contracts	15 046	864	646
Foreign exchange forwards and swaps	238 427	1 181	1 290
Other instruments	2 875	154	142
Total trading instruments	1 165 334	19 465	18 790
Hedging instruments			
Interest rate swap contracts	846 346	7 645	17 984
Cross currency swap contracts	76 788	366	90
Total hedging instruments	923 134	8 011	18 074
31 December 2024			
Trading instruments – interbank market (OTC)			
Options (majority for FX)	190 543	2 076	2 071
Interest rate swap contracts	774 527	20 309	19 185
Cross currency swap contracts	223 102	2 303	1 591
Foreign exchange forwards and swaps	35 310	594	882
Other instruments	6 447	121	111
Total trading instruments	1 229 929	25 403	23 840
Hedging instruments			
Interest rate swap contracts	804 731	10 282	23 669
Cross currency swap contracts	68 855	554	26
Total hedging instruments	873 586	10 836	23 695

As of 31 December 2025, compared to the classification applied as of 31 December 2024, a change was made in the allocation of nominal and fair value for “Cross-currency swaps” and “Foreign currency forwards and swaps” in accordance with the UniCredit Group approach.

(ii) Residual Maturity of Financial Derivatives Concluded on the Interbank Market

	Up to 1 year	1 – 5 years	Over 5 years	Total
31.12.2025				
Trading instruments				
Interest rate instruments	135 059	450 829	172 516	758 404
Equity instruments	720	2 017	–	2 737
Currency instruments	294 131	103 854	3 333	401 318
Other	2 196	679	–	2 875
Total	432 106	557 379	175 849	1 165 334
Hedging instruments				
Interest rate instruments	134 184	482 379	229 783	846 346
Currency instruments	1 167	47 861	27 760	76 788
Total	135 351	530 240	257 543	923 134

	Up to 1 year	1 – 5 years	Over 5 years	Total
31.12.2024				
Trading instruments				
Interest rate instruments	145 111	482 618	191 606	819 335
Equity instruments	1 081	2 378	–	3 459
Currency instruments	300 173	100 897	3 395	404 465
Other	1 763	907	–	2 670
Total	448 128	586 800	195 001	1 229 929
Hedging instruments				
Interest rate instruments	158 985	461 852	183 894	804 731
Currency instruments	3 915	36 868	28 072	68 855
Total	162 900	498 720	211 966	873 586

34. Segment reporting

The Group presents the segment information based on performance criteria as disclosed in section III. Material Accounting Policies, point 20. Segment reporting.

(a) Segment Information by Client Category

	Retail and private banking	Corporate and investment banking, leases	Other	Total
31.12.2025				
Net interest and dividend income	4 489	10 538	875	15 902
Net fee and commission income	1 312	3 807	(36)	5 083
Management services	421	4	–	425
Deposit and custody services and Securities transactions	144	324	(40)	428
Financial services (loans, guarantees, factoring etc.)	(32)	1 839	1	1 808
Transactional and Banking Services (current accounts, payments etc.)	777	1 640	3	2 420
Other net income	308	2 780	345	3 433
Depreciation/impairment of property and equipment and intangible assets	–	(143)	(1 610)	(1 753)
Impairment loss	(26)	80	(10)	44
Segment expenses	(4 480)	(4 415)	956	(7 939)
Profit before tax	1 603	12 647	520	14 770
Income tax	–	–	(2 883)	(2 883)
Result of segment	1 603	12 647	(2 363)	11 887
Segment asset	258 540	706 370	23 130	988 040
Segment liabilities	289 835	483 374	134 992	908 201

	Retail and private banking	Corporate and investment banking, leases	Other	Total
31.12.2024				
Net interest and dividend income	4 479	11 338	(180)	15 637
Net fee and commission income	1 078	3 276	(59)	4 295
Management services	404	3	–	407
Deposit and custody services and Securities transactions	88	258	(61)	285
Financial services (loans, guarantees, factoring etc.)	133	1 458	2	1 593
Transactional and Banking Services (current accounts, payments etc.)	453	1 557	–	2 010
Other net income	338	3 302	281	3 921
Depreciation/impairment of property and equipment and intangible assets	–	(164)	(1 585)	(1 749)
Impairment loss	(69)	(942)	209	(802)
Segment expenses	(4 129)	(4 489)	888	(7 730)
Profit before tax	1 697	12 321	(446)	13 572
Income tax	–	–	(2 872)	(2 872)
Result of segment	1 697	12 321	(3 318)	10 700
Segment asset	234 265	724 302	20 721	979 288
Segment liabilities	299 805	479 955	116 246	896 006

The income tax for all segments is presented in the segment “Other”.

The Group does not have a customer or a group of customers that would comprise more than 10 percent of the Group's income.

(b) Information on Geographical Areas

	Czech Republic	Slovakia	Total
31.12.2025			
Net interest and dividend income	10 480	5 422	15 902
Net fee and commission income	3 710	1 373	5 083
Other net income	2 735	698	3 433
Depreciation/impairment of property and equipment and intangible assets	(1 172)	(581)	(1 753)
Impairment loss	424	(380)	44
Segment expenses	(5 708)	(2 231)	(7 939)
Profit before tax	10 469	4 301	14 770
Income tax	(1 918)	(965)	(2 883)
Result of segment	8 551	3 336	11 887
Segment asset	789 713	198 327	988 040
Long-term non-financial assets by segment	6 417	3 227	9 644
Segment liabilities	755 840	152 361	908 201
31.12.2024			
Net interest and dividend income	10 141	5 496	15 637
Net fee and commission income	3 056	1 239	4 295
Other net income	3 067	854	3 921
Depreciation/impairment of property and equipment and intangible assets	(1 160)	(589)	(1 749)
Impairment loss	(700)	(102)	(802)
Segment expenses	(5 613)	(2 117)	(7 730)
Profit before tax	8 791	4 781	13 572
Income tax	(1 762)	(1 110)	(2 872)
Result of segment	7 029	3 671	10 700
Segment asset	791 938	187 350	979 288
Long-term non-financial assets by segment	6 298	3 530	9 828
Segment liabilities	760 928	135 078	896 006

35. Financial risk management

(a) Introduction

The Group is exposed to the following types of risk:

- Credit risk;
- Market risk; and
- Operational risk.

The Board of Directors is responsible for the overall risk management strategy which it approves and assesses on a regular basis. The Board of Directors has established the Financial Risk Committee, the Credit Committee and the Non Financial Risk Committee. These committees are in charge of monitoring and managing individual risks with regard to individual specific fields.

The committees report to the Board of Directors on a regular basis.

The principal part of the Group is the Bank; for this reason, the below description primarily relates to the risk management in the Bank. Risk management in subsidiaries is described in section V. Other Notes, point 35b (vi).

(b) Credit Risk

The Group is exposed to credit risk as a result of its trading, lending, hedging investment and brokerage activities.

Credit risk is managed at the level of individual customers (transactions) and at the portfolio level.

The Credit Operations and Enterprise & Credit Risks units with their subordinate units are directly responsible for credit risk management. These departments are organisationally independent of the business divisions and report directly to a member of the Board of Directors in charge of the Risk management division (Chief Risk Officer).

Under its credit risk management policy, the Group defines the general principles, methods and tools applied when identifying, measuring and managing credit risk. The Group's credit risk management policy is set by the Enterprise & Credit Risk units. This policy is reviewed on a regular basis at least once a year.

In its internal guidelines, the Group defines the underwriting approval competencies, including the definition of responsibilities and competencies of the Credit Committee.

The table below presents the maximum credit risk exposure related to balance sheet assets. Maximum credit risk exposure excludes impact of received collateral:

	31.12.2025	31.12.2024
Cash and cash balances	13 871	10 113
Financial assets at fair value through profit or loss, of which:	19 649	25 530
Held for trading	19 614	25 427
Mandatorily at fair value	35	103
Financial assets at fair value through other comprehensive income	71 583	55 369
Financial assets at amortised cost, of which:	859 466	860 003
Loans and advances to banks	181 796	230 665
Loans and advances to customers	677 670	629 338
Positive fair value of hedging derivatives	8 011	10 836
Changes in fair value of the portfolio of hedged instruments	1 107	1 879
Other assets	2 411	3 270
Total	976 098	967 000

The table below presents the maximum credit risk exposure related to off-balance sheet items. Maximum credit risk exposure excludes impact received collateral:

	31.12.2025	31.12.2024
Letters of credit and financial guarantees	51 870	47 452
Other contingent liabilities (undrawn credit facilities)	207 184	188 032
Total	259 054	235 484

(i) Credit Risk Management at the Level of Individual Customers

The internal rating system comprises 26 rating levels (1 to 10 adding “+” and “-” to certain rating classes, such as: 1+; 1-; 2+; etc). When classifying customers, the Bank assesses (in addition to the number of days past due with regard to overdue receivables, if any) financial indicators related to the client (such as the structure of and proportion between the statement of financial position, the income statement, and the cash flow statement), management quality, ownership structure, individual customers’ market position, reporting quality, production equipment, account-use history, etc. Customers in default are assigned internal ratings of 8–, 9 or 10.

Corporate customers

Credit risk at the level of individual customers is managed by analysing customers’ financial health and determining maximum credit risk exposure (credit limit). Analysis is focused on the customers’ competitive position in the relevant market, a rating of their financial statements, prediction of future liquidity, etc. The result of this analysis is, inter alia, a rating that reflects the probability of client default and takes into account quantitative, qualitative and behavioral factors. Analysing the financial position and setting the limits for credit exposure and rating is undertaken prior to the granting of a loan. Subsequently the rating is reviewed, and creditworthiness is reassessed at least annually.

Retail customers

For receivables from individuals, the ability of the client to fulfil their obligations is determined using a standardised system of credit scoring based on risk-relevant features (credit application scoring). The Bank sets and regularly updates the probability of client default, using the behavioral scoring method. A client’s final rating combines both application and behavioral components.

Credit registries

The Bank uses information provided by credit registries as an additional source of information for assessing a client’s financial standing for both Corporate and Retail Client

Collateral

In accordance with its credit risk management strategy, prior to granting the loans, the Bank may require that the customers post collateral for the loans. The amount and type of collateral depends

on the client’s financial health and the type of the loan. The Bank considers the following to be acceptable types of collateral: cash, investment grade securities, guarantees issued by other reputable entities (including bank guarantees), and pledges in form of mortgage over real estate property. When determining the realisable value of collateral, the Bank principally takes into consideration the financial health of the party providing the collateral for personal collateral (eg guarantees) and the nominal value of the collateral for non-personal collaterals such as pledge of property. The collateral is valued based on expert appraisals made by a special department of the Bank or external valuations. The realisable value of collateral is determined based on this appraised value by applying an adjusting co-efficient that reflects the Bank’s ability to realise the given collateral, as and when needed.

(ii) Credit Risk Management at the Portfolio Level

The Bank regularly analyses and monitors trends in individual credit sub-portfolios.

The Bank monitors its overall credit risk exposure, ie it takes into account all on-balance and off-balance sheet exposures and quantifies the expected losses from its credit exposure on regular basis. The expected loss is determined based on internal estimates of risk parameters, ie the probability of default (PD), exposure at default (EaD) and loss given default (LGD).

The Bank regularly monitors its credit exposure to individual industries, countries, or economically-connected groups of debtors.

The Bank assesses the concentration risk of the loan portfolio on a regular basis and establishes concentration limits as appropriate in relation to specific industries, countries, or economically-connected groups of debtors.

(iii) Classification of Receivables, Impairment Losses and Provisions

The Bank categorises its receivables arising from financial activities on a regular basis, in accordance with IFRS 9 Financial Instruments; in particular, it divides its receivables into non-performing receivables = receivables in default (stage 3) and performing receivables = receivables without default (stages 1 and 2).

Stage 2 receivables are receivables which have experienced significant increase in credit risk between the initial recognition

and balance sheet date. All receivables are regularly monitored for default and significant increase in credit risk.

Impairment Losses on Non-Performing Receivables

Impairment losses related to individual non-performing receivables (ie stage 3 under IFRS 9 Financial Instruments) are recognised if carrying amount of individual receivables is less than recoverable amount and the Bank does not write off such receivables (fully or partially). The Bank assesses recoverable of the amount of all receivables in respect of which the debtors are in default: (i) individually if the amount of the receivable exceeds an equivalent of MEUR 1, (ii) collectively using recovery rate derived from the relevant model which reflects historic recovery experience. The Bank writes off receivables if no income is anticipated on it or on the collateral received with regard to the given receivable.

The impairment loss is (i) for individually assessed receivables equal to the difference between the receivable's gross carrying amount and the present value of estimated future cash flows discounted at the receivable's original effective interest rate; (ii) for collectively assessed receivables equal to the lifetime expected credit loss determined on portfolio basis.

Impairment Losses on Performing Receivables

For performing receivables that have experienced no significant increase in credit risk since origination (ie stage 1), the Bank determines the impairment loss as the portion of lifetime expected credit losses (ECL) that represent the expected credit losses that result from default events on a financial instrument that are possible within the 12 months after the reporting date (1-year expected credit loss). For Performing receivables that have experienced a significant increase in credit risk since origination but are still performing receivables (ie stage 2), the Bank determines the impairment loss as the expected loss until the final maturity of the receivable (lifetime expected credit loss).

Credit exposures included in stage 1 due to low credit risk exemption amounts to MCZK 5 740 as of 31 December 2025 (31 December 2024: MCZK 5 312).

Provisions for Off-Balance Sheet Items

The Bank recognises such provisions using the same methods as are used in determining impairment losses on receivable portfolios while taking into account conversion factors related to the specific type of the off-balance exposure.

Impact of ESG Topics on Impairment Losses

In coordination with the UniCredit Group's activities data collection and delivery for stress testing and regulatory reporting (e.g. regarding physical risks, transitional risks and energy performance certificate) were carried out. The Group identified impact stemming from both

physical and transitional risks and considered this amount as an increase of expected credit loss (ECL) in form of the post model adjustment in amount of MCZK 167 (of which MCZK 95 on Czech corporate loans, MCZK 46 on Slovak corporate loans and MCZK 26 on leasing subsidiary). Granular implementation to each exposure relevant to such kinds of risk has been deployed in July 2025 impacting the ECL with increase of MCZK 123 (of which MCZK 64 on CZ corporate loans, MCZK 33 on SK corporate loans and MCZK 26 on leasing subsidiary) and since then is part of the regular standard calculation of ECL. The relevant post model adjustment in amount of CZK 167 mil. has been fully released in July 2025.

The Group is aware of the importance of ESG topic for the future and makes steps to be prepared to cover the upcoming requirement. A methodology to estimate the potential actual annual deterioration of the fair value (FV) of the collaterals behind the mortgage portfolio has been developed. The Group is active to promote the ESG topic in communication with clients and to support them to provide necessary information using implemented questionnaires. Data collection and assessment from ESG questionnaire process is mandatory part of approval process for high-end exposure part of portfolio with further future extension of the process to different client groups. The Group is a member of the regular ESG committee of the Czech Banking Association, supporting and cooperating on activities targeting future smooth data collection and processing helping clients to reduce data collection burden. A part of this activity is the creation and the implementation of harmonized questionnaire, which will be used by all larger banks on the Czech and Slovak markets to collect data related to ESG. Internal implementation project regarding data storage and processing is in progress.

(iv) Forbearance

The Bank classifies loan receivables as forbore if the originally agreed payment conditions were changed since the loan provision due to customers' financial difficulties (changes predominantly include payment deferral, temporary payment reduction, postponement of the ultimate due date, etc). These items are recognised in the statement of financial position either as nonperforming loan receivables or performing loan receivables.

Loan receivables with a change in the originally-agreed payment conditions are generally classified as non-performing loan receivables. Following a robust assessment, the Bank may categorise individual receivables as performing receivables, despite a change in the conditions. This approach is applied if the reasons for the change of the payment conditions are not serious and the Bank does not anticipate incurring a loss from the future collection of such loan receivables.

Performing receivables also include receivables originally classified as non-performing receivables upon the change of payment

conditions and which were subsequently transferred into the category of Performing loan receivables because the debtor complied with newly-agreed conditions in line with the Bank's internal rules. This group accounts for the majority of loan receivables reported as forborne – performing receivables.

Loan receivables with changed payment conditions are managed by Credit Restructuring & Workout Department and are subject to standard restructuring and workout procedures and monitoring. The exception is receivables that are not assessed as non-performing receivables upon a change of the payment conditions. These loans are only managed by Credit Restructuring & Workout Department after a thorough assessment of the need to use the know-how of this specialised unit. When releasing receivables from the management of this unit, the statuses of individual cases and the need to use the know-how of the Credit Restructuring & Workout staff is also carefully reviewed.

The period for which the client is designated as forborne is referred to as the probation period and lasts a minimum of two years from the client default /forbearance if the forbearance was without client default. In addition, this period can only be terminated if the client fulfils the agreed conditions duly and timely, is not in delay in excess of 30 days. For amortizing loans, the debt must be reduced by at least 10% during probation period.

Due to the size of the forborne portfolio and the above procedures and practices, we have not identified any serious threats for the Bank resulting from this portfolio. This is supported by the fact that a portion of receivables with changed payment conditions in order to overcome the debtor's deteriorated financial position is reclassified once more as non-performing (recognised in the Bank's statement of financial position as non-performing forborne receivable – see above).

(v) Recovery of Receivables

The Bank has established the Credit Workout & Restructuring Department which manages the receivables whose recoverability is at risk (both Non-performing and Performing). The purpose of this unit involves achieving one or a number of the following goals in respect of risk-bearing credit receivables:

- a. "Revitalisation" of the credit arrangement, restructuring and subsequent reclassification into standard receivables;
- b. Full repayment of the credit;
- c. Minimisation of the loss from the credit (realisation of collateral, sale of the receivable with a discount, etc); and/or
- d. Prevention of additional losses from the loan (comparison of future expenses versus income).

(vi) Risk Management in Subsidiaries

The risk management in subsidiaries follows similar principles as the

risk management in the Bank taking into account specific features of products provided by subsidiaries and their portfolios.

These specific features primarily include the following:

- Determination of the fair value of financed assets when deciding on the provision of funding;
- Management of risk of a market value change of financed assets during financing;
- Valuation and selling activities after an extraordinary termination of a contract (or due termination of a contract in respect of operating leases) and management of the risk arising from these operations;
- Control activities to prove the connection of the purpose of financing with the existence of the financed asset before the conclusion of the contract and during the contract period (including the prevention against fraudulent activities); and
- Management of the risk of concentration in relation to types of financed assets (classes of assets).

The organisational structure of risk management, risk decisionmaking committees and system for the allocation of authorities are adjusted to reflect the specific features or products and risks of subsidiaries. This ensures both the independence of risk management from business activities and independence of the persons participating in the valuation of assets and their realisation from the persons having the decision-making authority in the provision of funding.

(c) Market Risk

(i) Trading

The Group holds trading positions in various financial instruments, including financial derivatives. The majority of the Group's business activities are driven by the requirements of the Group's customers. Depending on the predicted demand of its customers, the Group holds a supply of financial instruments and maintains access to the financial markets through quoting of the bid and offer prices and by trading with other market makers. These positions are also held for the purpose of short term profit taking on the expected future development of financial markets and the instruments are classified in line with IFRS 9 Financial instruments as held for trading. The Group's business strategy is thus affected by short term profit taking and market-making and its goal is to maximise net income from trading.

The Group manages risks associated with its trading activities at the level of individual types of risk and types of financial instruments. The basic tools used for market risk management are limits on the volumes applicable to individual transactions, limits for portfolio sensitivity (basis point value, or BPV), stop loss limits, and value at risk (VaR) limits. The descriptive quantitative methods applied in risk management are included in the following section "Market risk management".

The majority of derivatives are negotiated on the OTC market due to the non-existence of a public market for financial derivatives in the Czech Republic.

(ii) Market Risk Management

Below are described selected types of risk to which the Group is exposed through its trading activities as well as managing the positions resulting from these activities and managing these risks. There is also market risk exposure in the Group's banking book which corresponds to portfolios of financial instruments not held for trading. Market Risk is measured for the Trading and Banking book separately and also collectively. The procedures applied by the Group to measure and manage these risks are described in detail in the following paragraphs.

The Group is exposed to market risk arising from its open positions in interest rate, equity and foreign currency instrument transactions that are sensitive to changes in the situation on the financial market.

The Group's risk management focuses on managing the total net exposure to interest rate risk resulting from the Group's structure of assets and liabilities. The Group monitors interest rate risk by measuring the sensitivity of particular assets and liabilities which mature/reprice in specific time interval. This sensitivity is expressed by the change in the values of assets and liabilities if interest rates increase by one basis point (BPV). For hedge accounting purposes, the Group identifies specific assets/liabilities causing this mismatch so that the accounting criteria for the application of hedge accounting are met.

Value at Risk

Value at Risk represents the main method for managing market risks arising from the Group's open positions. Value at Risk represents the potential loss from an unfavourable movement on the market within a certain time period at a certain confidence level. Value at Risk is measured based on a 1-day holding period and a confidence level of 99%. The Group's Value at Risk ("VaR") model calculations have the following limitations:

- The one-day holding period assumes that all positions can be closed during a single day. This assumption does not necessarily apply to markets with lower liquidity.
- The 99% confidence level does not reflect all possible losses that can occur at this confidence level.
- VaR is calculated from the positions at the end of the trading day and does not consider the positions which can be opened on an "intra-day" basis.
- Using historical data as a basis for determining possible future developments does not necessarily cover all possible future scenarios, especially crisis scenarios.

The Group uses VaR to measure interest rate risk, foreign currency risk, equity risk and other types of risk connected with the negative movements in the prices of market factors (spread risk, option risk, etc). The aggregate structure of VaR limits is approved by the Financial Risk Committee. At least once a year, the structure and amount of limits are revised in accordance with the Group's needs and developments on the financial markets. The results of the VaR calculation are published daily for selected users (Board of Directors, selected employees of the Financial Markets Department, the Market Risk Department, the Assets & Liabilities Management Unit, and the selected employees of the UniCredit group).

The VaR calculation divides the calculated risk into interest rate and credit portions. The credit portion of VaR is calculated based on the volatility of the credit spread between securities and the risk free interest rate. For this purpose, the yield curves of particular issuers, industries, or groups of issuers with identical rating are downloaded into the system for market risk management. Specific securities are mapped to these yield curves and the volatility of the credit spread is calculated. The Group regularly reassesses the mapping of debt securities with the relevant yield curves and, if necessary, the debt securities are re-mapped to curves that reliably reflect the credit risk of the specific debt securities

The outputs of the VaR calculation model are back-tested and compared with the results of the changes to interest rates on the financial markets on a daily basis. If the Group identifies any inaccuracies, the model is adjusted to correspond with the current development on the financial markets.

The table below shows the Values at Risk:

	At 31 Dec 2025	Average for 2025	At 31 Dec 2024	Average for 2024
VaR of Financial assets at fair value through profit or loss Held for trading	21,17	21,82	19,48	16,80
VaR of Financial assets at fair value through other comprehensive income	231,98	185,33	119,69	161,07

Value at Risk

In 2025, the Czech economy experienced a mild recovery. Gross domestic product (GDP) increased by 2.4% (according to the latest available forecasts), with the main driver of growth being the renewed household consumption. Inflation stabilized at around 2.5% (CZSO data), which supported the growth of real wages.

The position of UniCredit Bank Czech Republic and Slovakia, a.s. in financial assets measured at fair value through profit or loss and designated for trading remained stable throughout the year, without significant fluctuations. In line with the bank's strategy, investments in government bonds within the category of financial assets measured at fair value through other comprehensive income (FVOCI) were further increased. This step was supported by stabilizing inflation and moderate economic growth, which created favourable conditions for investments with a lower risk profile.

Overall, the bank's exposure to market risks was carefully managed during the year, allowing the Value at Risk (VaR) indicator to be maintained at a stable level.

Interest Rate Risk

The Group is exposed to interest rate risk because of mismatch in interest-bearing assets and liabilities maturities, re-pricing periods and notional in defined time buckets (gap or mismatch risk). In the event of a change in interest rates, the Group is also exposed to interest rate risk as a result of the different mechanism or timing of adjustments to particular types of interest rates (such as PRIBOR), declared interest rates on deposits (basis risk and yield curve risk). Interest risk management is focused on optimising the Group's net interest income in accordance with the strategies approved by the Board of Directors.

The overall interest rate position of the Group is measured primarily by calculating the sensitivity of the change in the fair value of the portfolio to a shift in interest rates by one basis point (BP01). Interest rate sensitivity is measured with a breakdown by time period and individually by currency. Different interest rate risks related to individual currencies are offset within individual time buckets and aggregate short and long positions. The main positions are represented by CZK and EUR.

The utilization of the base point value (BP01) remained generally stable during the period considered.

Interest rate derivatives are generally used to manage the mismatch between the interest sensitivity of assets and liabilities. These transactions are carried out in accordance with the internal Liquidity Management Policy and the internal Funds Transfer Pricing Policy and by the Strategy of Interest Rate Risk Management in the Banking Book approved by the Board of Directors. Part of the Group's income

is generated by the intentional mismatch between the assets and liabilities that are interest rate-sensitive.

The Group applies a "Basis Point Value (BPV)" approach for measuring interest sensitivity of assets and liabilities. BPV represents the change in the present value of cash flows derived from individual instruments if interest rates increase by one basis point (0,01%), ie it represents the sensitivity of instruments to interest rate risks.

The Group has set up interest rate risk limits to restrict oscillation of net interest income resulting from changes of interest rates by 0,01% (the "BPV limit").

Stress Testing of Interest Rate Risk

The Group carries out monthly following stress scenarios:

- Group calculates simulated impact to Economic Value of Equity ("EVE") under stress scenarios of significant movements in financial markets, internally defined low probability scenarios and UniCredit Group macro scenarios.
- Group calculates the impact to Net Interest Income ("NII") under stress scenarios of significant movements in financial markets. Both stress tests are on a monthly basis compared to set of Risk Appetite Framework ("RAF") Triggers.

EVE stress test

EVE, ie the economic value of equity, is calculated as the present value of all cash flows of assets decreased by the present value of all cash flows of liabilities. In other words, it is the net present value ("NPV") of all the Group's future cash flows.

The stress test aims to express the increase / decrease of this net NPV depending on the shock change of market factors and to compare the decrease of NPV with the set limits (internal and regulatory).

Supervisory outlier test ("SOT"): Parallel Up, Parallel Down, Flattening, Steepening, Short Rates Up or Down.

The following table shows the impact of the stress scenarios on the Group's EVE results. The Group uses the euro as the base currency for stress testing results.

	Parallel up	Parallel down	Flattening	Steepening	Rates up	Rates down
SOT test (% impact on Tier 1) 2025						
Maximal impact of the stress test	(4,26)%	8,65%	(2,95)%	8,56%	(4,40)%	2,65%
Minimal impact of the stress test	(8,93)%	4,43%	(4,25)%	5,44%	(5,86)%	1,97%
Average impact of the stress test	(6,83)%	6,75%	(3,62)%	7,34%	(5,24)%	2,39%
RAF Trigger (31.12.2025)	(11,50)%	(11,50)%	(11,50)%	(11,50)%	(11,50)%	(11,50)%
SOT test (% impact on Tier 1) 2024						
Maximal impact of the stress test	(5,44)%	4,48%	(4,01)%	4,65%	(5,18)%	2,71%
Minimal impact of the stress test	(8,72)%	2,78%	(6,62)%	3,27%	(8,03)%	2,14%
Average impact of the stress test	(6,85)%	3,66%	(5,37)%	3,71%	(6,66)%	2,41%
RAF Trigger (31.12.2024)	(15,00)%	(15,00)%	(15,00)%	(15,00)%	(15,00)%	(15,00)%

NII stress test

The two main stress scenarios correspond to a parallel shift in the yield curve SOT_NII_Parallel_up and SOT_NII_Parallel_down by ± 200 basis points.

The following table shows the impact of these two main scenarios on the bank NII as a percentage portion against the Tier 1.

	RAF Parallel Up	RAF Parallel Down
Net interest income (% impact on NII budget) 2025		
Maximal impact of the stress test	0,72%	(0,81)%
Minimal impact of the stress test	(0,30)%	(1,88)%
Average impact of the stress test	0,29%	(1,16)%
RAF Trigger	(4,20)%	(4,20)%
Net interest income (% impact on NII budget) 2024		
Maximal impact of the stress test	0,87%	(0,23)%
Minimal impact of the stress test	(2,18)%	(1,51)%
Average impact of the stress test	(0,87)%	(0,68)%
RAF Trigger	(13,00)%	(13,00)%

Hedge Accounting

As part of its market risk management strategy, the Group hedges against interest rate risk. The Group's hedge strategy uses both fair value hedges and cash flow hedges.

Fair value hedges are used for reducing the price interest rate risk of issued bonds, purchased securities, loans or deposits. Cash flow hedges are used to eliminate uncertainty in future cash flows in order to stabilise Net interest income; in other words to manage reinvestment risk.

Fair Value Hedging

The Group applies two fair value hedge models, which differ in the accounting framework used and in the manner of documentation:

- Micro fair value hedging: relationships at the level of individual items; documentation in accordance with IFRS 9.
- Macro (portfolio) fair value hedging: relationships at the level of portfolios of assets or liabilities; documentation and measurement in accordance with IAS 39.

The hedged instruments may include, separately, financial assets and liabilities measured at amortized cost, as well as financial assets measured at fair value through other comprehensive income (FVOCI). The hedging instruments are derivatives (most commonly interest rate swaps).

In accordance with IFRS 9, the following approach is applied for the relevant hedging relationships:

Principle and Scope of Hedge Application

The Group uses fair value hedging to hedge interest rate risk associated with financial instruments.

Assets or liabilities (or portions thereof) are hedged against changes in fair value attributable to a specific risk that affects the reported net profit or loss.

A hedged item may be:

- An asset or liability that is typically not remeasured at fair value under IFRS 9 (e.g., financial assets measured at amortized cost—

loans and advances to customers, including debt securities; or issued debt securities).

- Financial assets measured at fair value through other comprehensive income (FVOCI).

In fair value hedging, both the hedging instrument and the hedged item are measured at fair value. Changes in the fair value attributable to the hedged risk are recognised in the statement of profit or loss, while the other changes in fair value are recognised in the statement of other comprehensive income.

At the inception of the hedging relationship, the Group determines the so-called Hedge Ratio. The Hedge Ratio at inception is set to reflect the proportion between the nominal amount of the hedging derivative and the hedged item. The Hedge Ratio reflects the relationship between the quantity of the hedged item that the Group actually hedges and the quantity of the hedging instrument that the Group actually uses to hedge that quantity of the hedged item. This value must not exceed 100%.

Furthermore, a monthly hedge effectiveness test is performed based on the actual development of interest rates. This test verifies the continued validity of the economic relationship between the hedged item and the hedging derivative. Monthly testing is carried out to ensure timely detection of any potential ineffectiveness in the hedging relationship.

An economic relationship means that the hedging instrument and the hedged item have values that generally move in opposite directions due to exposure to the same risk—that is, the hedged risk. The economic relationship relates to the hedged risk arising from changes in the relevant market factor (e.g., interest rate curve, exchange rate), corresponding to the risks typical for standard interbank transactions.

The existence of an economic relationship between the hedged item and the hedging instrument is assessed at the inception of the hedging relationship and on an ongoing monthly basis. Prospectively, the Group compares the sensitivity to interest rate movements

between the hedged item and the hedging derivative across time buckets and verifies that the hedged position exceeds the hedging position (the so-called “reverse sensitivity” test). Retrospectively, hedge effectiveness is assessed based on the ratio of the cumulative changes in fair value (dollar-offset method) of the hedged item and the hedging instrument. These tests are performed monthly to ensure timely identification of potential ineffectiveness.

In accordance with IFRS 9, the following approach is applied for the relevant hedging relationships:

The Group performs the fair value hedge effectiveness test at the inception of the hedging relationship, based on the expected future changes in the fair values of both the hedged item and the hedging instrument, as well as on the anticipated future interest rate movements – the prospective test. In addition, the effectiveness test is carried out monthly based on the actual development of interest rates. The Group performs monthly effectiveness testing in order to detect any potential ineffectiveness in the hedging relationship in a timely manner.

For each individual hedging transaction (loans, deposits, securities, interest rate swaps, etc.), the dates and amounts of the respective cash flows are determined for the period from the commencement of the hedging relationship until the maturity of the instrument. Using the discount factors for the relevant currencies, the present values of the individual cash flows are calculated as of the relevant date (the effectiveness measurement date). The fair value of a given transaction at the measurement date is obtained by summing the discounted cash flows. The cumulative change in fair value is then determined by comparing this fair value at the measurement date with the initial revaluation. These cumulative changes are subsequently adjusted for realised cash flows by adding or subtracting them back.

Hedge effectiveness is then measured by comparing the cumulative change in fair value of the hedged item with that of the hedging instrument. If the ratio of these two values falls within the range of 80%–125%, the relationship is assessed as effective.

In the table below, the Group sets out the accumulated fair value adjustments arising from the corresponding continuing hedge relationships, irrespective of whether or not there has been a change in hedge designation during the year.

	Carrying amount of hedged items (excluding the accumulated fair value hedge adjustment)		Accumulated amount of fair value adjustments on the hedged items	
	Assets	Liabilities	Assets	Liabilities
31 Dec 2025				
Fair Value Hedge				
<i>Micro fair value hedges</i>				
Interest rate risk – see “A” below	135 845	61 495	(988)	215
<i>Portfolio fair value hedges</i>				
Interest rate risk – see “B” below	380 143	152 285	1 107	(4 465)

31 Dec 2024				
Fair Value Hedge				
Micro fair value hedges				
Interest rate risk – see “A” below	95 443	51 056	307	670
Portfolio fair value hedges				
Interest rate risk – see “B” below	252 911	143 001	1 879	(4 632)

The corresponding Consolidated Statement of Financial Position line items, where the hedged item and the cumulative fair value changes are recorded, include:

“A” represents hedging of

- Loans presented in the line “*Financial assets at amortised cost, of which: Loans and advances to customers*”,
- Purchased bonds presented in the line “*Financial assets at fair value through other comprehensive income*”,
- Money-markets trades presented in the line “*Financial liabilities at amortised cost, of which: Deposits from banks*” and
- Issued bonds presented in the line “*Financial liabilities at amortised cost, of which: Debt securities issued*”.

“B” represents hedging of

- Loans presented in the line “*Financial assets at amortised cost, of which: Loans and advances to customers*” and
- Current accounts presented in the line “*Financial liabilities at amortised cost, of which: Deposits from customers*”.

Hedging instruments are represented by hedging derivatives presented in the item “*Positive fair value of hedging derivatives*” or “*Negative fair value of hedging derivatives*”.

The table below sets out the outcome of the Group’s hedging strategy, in particular, to changes in the fair value of the hedged items and hedging instruments in the current year and the comparative year, used as the basis for recognising ineffectiveness:

	Gains/(losses) attributable to the hedged risk		Hedge ineffectiveness
	Hedged items	Hedging instruments	
31 Dec 2025			
Fair Value Hedge			
Micro fair value hedges			
Interest rate risk	(1 089)	1 090	1
Portfolio fair value hedges			
Interest rate risk	(586)	584	(2)
31 Dec 2024			
Fair Value Hedge			
Micro fair value hedges			
Interest rate risk	(665)	666	1
Portfolio fair value hedges			
Interest rate risk	(1 176)	1 175	(1)

Cash Flow Hedging

The Group applies cash flow hedge accounting on a portfolio basis (Portfolio Cash Flow Hedge) to hedge uncertain (variable) future cash flows (e.g., interest payments) that may negatively impact future profit or loss.

Principle and Scope of Hedge Application

The hedge relates to the risk of variability in interest cash flows arising from:

- designated floating-rate assets,
- floating-rate liabilities,
- planned, contracted, or expected transactions (or portions thereof),

all of which are exposed to changes in short-term interest rates on a portfolio basis.

Assets or liabilities (or portions thereof) are hedged against changes in future cash flows caused by movements in the relevant interest rate index (e.g., PRIBOR or EURIBOR “roll-over”).

Customer margins over the index are not part of the hedged risk.

The hedging instruments are derivatives (most commonly interest rate swaps and cross-currency swaps).

In cash flow hedging, the hedging instrument is measured at fair value.

At the inception of the hedging relationship, the so-called hedge ratio must be determined, based on:

- the amount of the total hedged item portfolio that the entity actually hedges (partially or fully), and
- the amount of the hedging instrument that the entity actually uses to hedge this quantity of the hedged item.

The hedge ratio corresponds to the proportion between the amount of the hedged item that the group actually hedges and the amount of the hedging instrument that the group actually uses to hedge that amount of the hedged item.

A monthly hedge effectiveness test is performed based on the actual development of interest rates. This test verifies the continued validity of the economic relationship between the hedged item and the hedging derivative. Monthly effectiveness testing is carried out to ensure timely detection of any potential hedge ineffectiveness.

Verifying the existence of an economic relationship between the hedged item and the hedging instrument is a general prerequisite for the effectiveness of the hedging relationship.

An economic relationship means that the future cash flows of the hedged item and the hedging instrument generally move in opposite directions due to exposure to the same risk—that is, the hedged risk.

The existence of an economic relationship is verified through a set of tests:

- prospectively: a test of future cash flows and a sensitivity test, including “reverse sensitivity”, across individual time buckets;
- retrospectively: a dollar-offset method with an assessment of the absolute difference in fair value

The tests are conducted on a monthly basis with the aim of identifying any potential inefficiencies in a timely manner.

With the implementation of Chapter 6 of IFRS 9 *Financial Instruments* on hedge accounting from 1 July 2025, which replaces the hedge accounting requirements of IAS 39, the “currency basis spread” component of the hedging instrument was separated and recognized in the “Cost of Hedging Reserve” within Other Comprehensive Income.

As of 1 July 2025, the value of this component, in net terms (i.e., after tax effects), amounted to MCZK 135.

The table below sets out the Group's financial assets and financial liabilities designated as hedged items in continuing cash flow hedge relationships and the outcome of the Group's hedging strategy:

	Cash flow hedge reserve		Net changes in fair value of hedging instruments used for measuring hedge ineffectiveness		
	Continuing hedges	Discontinued hedges	in total	Effective portion recognised in OCI	Hedge ineffectiveness recognised in the income statement in net trading income
31 Dec 2025					
Cash Flow Hedge					
Portfolio fair value hedges					
Interest rate risk – see “A” below	(3 693)	5	938	938	–
31 Dec 2024					
Cash Flow Hedge					
Portfolio fair value hedges					
Interest rate risk – see “A” below	(4 638)	12	1 170	1 170	–

The corresponding Consolidated Statement of Financial Position line items, where the hedged item and the cumulative fair value changes are recorded, include:

“A” comprises hedging of:

- Loans presented in the line “*Financial assets at amortised cost, of which: Loans and advances to customers*” and line “*Financial assets at amortised cost, of which: Loans and advances to banks*”,
- Purchased float bonds presented in the line “*Financial assets at fair value through other comprehensive income*”,
- Deposits presented in the line “*Financial liabilities at amortised cost, of which: Deposits from customers*” and line “*Financial*

liabilities at amortised cost, of which: Deposits from banks” and

- Issued bonds presented in the line “*Financial liabilities at amortised cost, of which: Debt securities issued*”.

Hedging instruments are represented by hedging derivatives presented in the item “*Positive fair value of hedging derivatives*” or “*Negative fair value of hedging derivatives*”.

The maturity profile of hedging instruments is included in section V. Other Notes, point 33. Contingent liabilities, contingent assets and financial derivatives.

The following table provides a reconciliation by risk category of components of equity and analysis of the other comprehensive income statement items from hedge accounting:

	2025	2024	2025	2024
	Revaluation of hedging instruments		Revaluation of costs of hedging	
Cash Flow Hedging Reserve				
<i>Interest rate risk</i>				
As at 1 January	(3 602)	(4 615)	–	–
Change in fair value	1 064	2 590	(44)	–
Revaluation reclassified to profit and loss	(126)	(1 420)	–	–
Deferred tax	(240)	(157)	(27)	–
Other changes without OCI impact	(171)	–	171	–
Total	(3 075)	(3 602)	100	–

Currency Risk

Assets and liabilities denominated in foreign currencies, including off-balance sheet exposures, comprise the Group's exposure to currency risks. Both realised and unrealised foreign exchange gains and losses are reported directly in the income statement.

The Group has established a system of currency risk limits based on its net currency exposure in individual currencies.

The following table shows the structure of assets and liabilities by currency (not including potential impact of off-balance sheet exposures):

	CZK	EUR	USD	CHF	Other	Total
At 31 Dec 2025						
Cash and cash balances	8 344	4 308	1 024	42	153	13 871
Financial assets at fair value through profit or loss, of which:						
held for trading	19 614	–	35	–	–	19 649
mandatorily at fair value	–	–	35	–	–	35
Financial assets at fair value through other comprehensive income	55 614	15 969	–	–	–	71 583
Financial assets at amortised cost	472 068	384 728	2 004	199	467	859 466
of which:						
Loans and advances to banks	167 376	14 410	10	–	–	181 796
Loans and advances to customers	304 692	370 318	1 994	199	467	677 670
Positive fair value of hedging derivatives	8 011	–	–	–	–	8 011
Changes in fair value of the portfolio of hedged instruments	743	364	–	–	–	1 107
Equity-accounted investees	347	–	–	–	–	347
Non-current Assets Held for Sale		41				41
Other assets	1 257	1 131	19	–	4	2 411
Total exposure – assets	565 998	406 541	3 082	241	624	976 486
Financial liabilities at fair value through profit or loss, of which:						
held for trading	18 795	(5)	–	–	–	18 790
Financial liabilities at amortised cost	452 570	394 668	15 285	1 066	2 292	865 881
of which:						
Deposits from banks	7 612	26 054	17	–	–	33 683
Deposits from customers	435 298	247 046	15 268	1 066	2 292	700 970
Debt securities issued	9 660	121 568	–	–	–	131 228
Negative fair value of hedging derivatives	18 079	(5)	–	–	–	18 074
Changes in fair value of the portfolio of hedged instruments	(4 109)	(356)	–	–	–	(4 465)
Other liabilities	2 757	3 539	901	7	982	8 186
Provisions for risks and charges	464	439	5	–	3	911
Total exposure – liabilities	488 556	398 280	16 191	1 073	3 277	907 377
Gap	77 442	8 261	(13 109)	(832)	(2 653)	69 109

	CZK	EUR	USD	CHF	Other	Total
At 31 Dec 2024						
Cash and cash balances	4 560	4 676	512	56	309	10 113
Financial assets at fair value through profit or loss, <i>of which:</i>	25 426	1	103	–	–	25 530
held for trading	25 426	1	–	–	–	25 427
mandatorily at fair value	–	–	103	–	–	103
Financial assets at fair value through other comprehensive income	44 812	10 557	–	–	–	55 369
Financial assets at amortised cost	460 604	397 677	1 097	143	482	860 003
<i>of which:</i>						
Loans and advances to banks	187 280	43 373	12	–	–	230 665
Loans and advances to customers	273 324	354 304	1 085	143	482	629 338
Positive fair value of hedging derivatives	10 836	–	–	–	–	10 836
Changes in fair value of the portfolio of hedged instruments	976	903	–	–	–	1 879
Equity-accounted investees	341	–	–	–	–	341
Non-current Assets Held for Sale	–	–	–	–	–	–
Other assets	1 998	1 254	13	1	4	3 270
Total exposure – assets	549 553	415 068	1 725	200	795	967 341
Financial liabilities at fair value through profit or loss, <i>of which:</i>	23 840	–	–	–	–	23 840
held for trading	23 840	–	–	–	–	23 840
Financial liabilities at amortised cost	471 314	349 928	17 284	818	3 746	843 090
<i>of which:</i>						
Deposits from banks	6 110	20 710	24	–	3	26 847
Deposits from customers	457 323	223 331	17 260	818	3 743	702 475
Debt securities issued	7 881	105 887	–	–	–	113 768
Negative fair value of hedging derivatives	23 719	(24)	–	–	–	23 695
Changes in fair value of the portfolio of hedged instruments	(4 350)	(282)	–	–	–	(4 632)
Other liabilities	3 738	3 880	409	34	90	8 151
Provisions for risks and charges	636	485	35	10	7	1 173
Total exposure – liabilities	518 897	353 987	17 728	862	3 843	895 317
Gap	30 656	61 081	(16 003)	(662)	(3 048)	72 024

The table below shows the marginal Values at Risk for currency risk representing contribution of currency risk to total VaR of Financial assets at fair value through profit or loss Held for trading and all currency risk as all open FX positions are closed within Financial assets at fair value through profit or loss Held for trading:

	At 31 Dec 2025	Average for 2025	At 31 Dec 2024	Average for 2024
VaR of Financial assets at fair value through profit or loss Held for trading	18,96	18,20	17,25	15,34

Equity Risk

Equity risk is the risk of movement in the prices of equity instruments held in the Group's portfolio and of financial derivatives derived from these instruments. The main source of this risk is trading in equity instruments, although equity risk also arises as a result of the Group's non-trading activities. The risks associated with equity instruments are managed using trading limits. The methods used to manage these risks are described above.

Liquidity Risk

Liquidity risk arises due to the way the Group's finances its activities and manages its positions. It includes the risk the Group would be unable to finance its assets using instruments with appropriate maturity and the risk that the Group would be unable to dispose of its assets for an appropriate price within the necessary time period.

The Group has access to diversified sources of funds, which comprise deposits and other savings, securities issued, loans taken (including subordinated loans) and its own equity capital. This diversification makes the Group flexible and limits its dependency on a single funding source. The Group regularly evaluates the liquidity risk, in particular by monitoring changes in the structure of funding and comparing these changes with the Group's liquidity risk management strategy, which is approved by the Board of Directors. As part of its liquidity risk management strategy, the Group holds a proportion of its assets in highly liquid funds, such as state treasury bills and similar bonds.

Liquidity risk is evaluated regularly by the Group by analysing of differences between the residual maturity of assets and liabilities across time buckets. Two approaches are used: short-term and long-term (structural). In the short-term approach, the Group daily monitors and in detail the difference between liquidity inflows and outflows. Limits are set for cumulative inflows and outflows with an outlook of several weeks. If limits are breached, the Group takes action to reduce the liquidity risk. In the long-term (structural) perspective, the Group monitors the difference between the maturity of assets and liabilities for periods longer than one year. The Group sets limits and appropriate action is taken if they are breached (eg by acquiring long-term sources of refinancing).

The Group has a contingency plan in the event of a liquidity crisis. This plan defines the roles, responsibilities and process of crisis management. It also defines the possible measures which should be considered in the event of an emergency situation.

Stress tests of short-term liquidity are performed by the Group on monthly or weekly basis respectively (based on the development of liquidity indicators or in the case of "liquidity attention phase" activation). The stress tests verify the Group's ability to overcome extreme situations, such as systemic interruption of the inter-bank money market, a decrease in the Group's credit rating, IT system breakdowns, and reputation risk to the Group. The stress scenarios' results are presented to the Financial Risk Committee.

The following table shows undiscounted cash flows of financial assets and financial liabilities, issued guarantees and provided loan facilities:

	Carrying amount	Net cash flow	Up to 3 months	3 months – 1 year	1–5 year	Over 5 years	Unspecified.
At 31 Dec 2025							
Cash and cash balances	13 871	13 872	13 773	–	–	33	66
Financial assets at fair value through profit or loss, <i>of which:</i>	19 649	37 361	2 662	6 208	20 183	8 308	–
held for trading debt and equity instruments	149	180	2	6	127	45	–
held for trading derivatives	19 465	37 146	2 660	6 202	20 056	8 228	–
mandatorily at fair value	35	35	–	–	–	35	–
Financial assets at fair value through other comprehensive income	71 583	86 315	3 459	256	35 709	46 891	–
Financial assets at amortised cost <i>of which:</i>	859 466	994 998	240 006	87 597	318 911	345 419	3 065
Loans and advances to banks	181 796	181 976	181 971	5	–	–	–
Loans and advances to customers	677 670	813 022	58 035	87 592	318 911	345 419	3 065
Positive fair value of hedging derivatives	8 011	21 474	1 787	3 188	12 494	4 005	–
Changes in fair value of the portfolio of hedged instruments	1 107	1 107	–	–	–	1 107	–
Equity-accounted investees	347	347	–	–	–	347	–
Non-current Assets Held for Sale	41	41	–	41	–	–	–
Other assets	2 411	2 411	2 129	282	–	–	–
Total exposure – assets	976 486	1 157 926	263 816	97 572	387 297	406 110	3 131
Financial liabilities at fair value through profit or loss, <i>of which:</i>	18 790	34 729	3 160	5 376	17 629	8 564	–
held for trading derivatives	18 790	34 729	3 160	5 376	17 629	8 564	–
Financial liabilities at amortised cost, <i>of which:</i>	865 881	885 736	718 669	26 154	123 270	17 644	–
Deposits from banks	33 683	33 802	21 526	5 780	6 278	218	–
Deposits from customers	700 970	702 557	683 170	16 706	2 044	638	–
<i>of which:</i>							
Lease liabilities	1 971	2 196	92	275	1 210	620	–
Other than lease liabilities	698 999	700 361	683 078	16 431	834	18	–
Debt securities issued	131 228	149 377	13 973	3 668	114 948	16 788	–
Negative fair value of hedging derivatives	18 074	37 324	2 091	4 853	24 514	5 866	–
Changes in fair value of the portfolio of hedged instruments	(4 465)	(4 465)	(4 465)	–	–	–	–
Other liabilities	8 186	8 186	6 265	1 919	–	2	–
Provisions for risks and charges	911	911	25	102	118	630	36
Total exposure – liabilities	907 377	962 421	725 745	38 404	165 531	32 706	36
Gap	69 109	195 505	(461 929)	59 169	221 766	373 404	3 095
Undrawn loan facilities	52 204	52 204	52 204	–	–	–	–
Bank guarantees	207 451	207 451	207 451	–	–	–	–

Please note that the Net cash flow from Undrawn loan facilities and Bank guarantees are presented in the time bucket “Up to 3 months” as the worst-case scenario.

	Carrying amount	Net cash flow	Up to 3 months	3 months – 1 year	1–5 year	Over 5 years	Unspecified.
At 31 Dec 2024							
Cash and cash balances	10 113	10 113	10 106	–	–	3	4
Financial assets at fair value through profit or loss, <i>of which:</i>	25 530	53 260	4 014	9 080	27 835	12 331	–
held for trading debt and equity instruments	24	30	–	1	14	15	–
held for trading derivatives	25 403	53 127	4 014	9 079	27 821	12 213	–
mandatorily at fair value	103	103	–	–	–	103	–
Financial assets at fair value through other comprehensive income	55 369	66 292	545	3 223	29 631	32 893	–
Financial assets at amortised cost <i>of which:</i>	860 003	973 435	275 069	92 376	304 386	298 400	3 204
Loans and advances to banks	230 665	234 596	224 372	10 223	–	–	1
Loans and advances to customers	629 338	738 839	50 697	82 153	304 386	298 400	3 203
Positive fair value of hedging derivatives	10 836	25 507	1 259	3 429	16 045	4 774	–
Changes in fair value of the portfolio of hedged instruments	1 879	1 879	–	–	–	1 879	–
Equity-accounted investees	341	341	–	–	–	341	–
Non-current Assets Held for Sale	–	–	–	–	–	–	–
Other assets	3 270	3 270	2 955	315	–	–	–
Total exposure – assets	967 341	1 134 097	293 948	108 423	377 897	350 621	3 208
Financial liabilities at fair value through profit or loss, <i>of which:</i>	23 840	23 846	11 266	10 229	600	1 751	–
held for trading derivatives	23 840	23 846	11 266	10 229	600	1 751	–
Financial liabilities at amortised cost, <i>of which:</i>	843 090	867 108	692 631	41 105	117 730	14 642	–
Deposits from banks	26 847	26 863	11 702	10 978	2 416	1 767	–
Deposits from customers	702 475	704 973	679 810	21 805	1 404	1 954	–
<i>of which:</i>							
Lease liabilities	2 111	2 243	92	271	1 131	749	–
Other than lease liabilities	700 364	701 536	679 718	21 534	273	11	–
Debt securities issued	113 768	135 272	1 119	8 322	114 910	10 921	–
Negative fair value of hedging derivatives	23 695	91 801	4 184	12 094	51 672	23 851	–
Changes in fair value of the portfolio of hedged instruments	(4 632)	(4 632)	(4 632)	–	–	–	–
Other liabilities	8 151	8 151	6 368	1 783	–	–	–
Provisions for risks and charges	1 173	1 173	379	120	177	461	36
Total exposure – liabilities	895 317	987 447	710 196	65 331	171 179	40 705	36
Gap	72 024	146 650	(416 248)	43 092	206 718	309 916	3 172
Undrawn loan facilities	47 843	47 843	47 843	–	–	–	–
Bank guarantees	188 397	188 397	188 397	–	–	–	–

(d) Operational Risk

Operational risk is the risk of loss due to deficiencies or failures of internal processes, people and systems or external events. This definition includes legal risk, however, it does not include strategic or reputation risk. Legal risk includes, inter alia, the risk of fines, sanctions or punitive damages resulting from supervision measures and private settlement.

The Bank's organisational structure and its internal rules fully respect the segregation of incompatible duties to prevent conflict of interests. Internal rules unambiguously define the obligations and competencies of employees, including management, and regulate the working processes and control activities. Non-Financial Risks and Control Committee is the main control and decision body regarding operational risk. The Committee is chaired by the Chair of the Board of Directors, with the Vice-Chair being the Board member responsible for risk management. The Non Financial Risks Department is an independent body reporting directly to a member of the Board of Directors in charge of risk management. The Operational Risk Department is authorised to secure unified and coordinated operational risk management in accordance with the applicable regulations and the standards of the parent company.

Operational risk management and monitoring is performed by authorised employees of individual departments. The Internal Audit Department identifies extraordinary trends and breach of or non-compliance with directives and assesses the control and management system's functionality.

The Group has continued developing and setting up its comprehensive system for the identification, monitoring and management of operational risk. In line with the 2025 Operational Risk Management Strategy, the Group defined its priorities with respect to mitigating operational risk exposure that are consistent with the risk profile and risk appetite of the Group and the Bank. The operational risk appetite is the operational risk level acceptable to the Bank and is measured using ELOR (Expected Loss on Revenue), which is the proportion of anticipated losses arising from operational risk (estimate based on historical data) to income (budgeted income on a quarterly basis). Setting the ELOR limit and its monitoring was performed in line with the Group's policies.

To ensure effective collection of operational risk events and data, the Bank uses an on-line information system developed by UniCredit Group. The system complies with the requirements for capital adequacy management. The data acquired through the system is taken into account when managing operational risk. It serves as the basis for designing processes that reduce the number of particular events and mitigate the consequences (eg when preparing process mitigation measures or the Group's strategic insurance plan). The data is also used for reviewing the reliability of proposed measures

for operational risk mitigation. The data is collected on a continuous basis in cooperation with individual departments of the Bank (all significant events are reported and resolved immediately). Based on the collected data, a quarterly consolidated report is prepared, which is presented to Non-Financial Risks and Control Committee and distributed within the Bank. The Board of Directors, the Internal Audit Department and the parent company are informed about the most significant cases of operational risk on a weekly basis, or immediately if necessary. The data is regularly reconciled with the accounting records and other sources in order to ensure data completeness and accuracy.

In 2025, the Group analysed the scenarios and configured and analysed the risk indicators. Another important element of the operational risk management system is managing the continuity of operations (emergency planning, crisis management). The Bank has updated and tested the recovery plans (for crisis situations) in order to ensure their full usefulness and effectiveness under current conditions. In addition, the Non Financial Risks Department enhances overall awareness of operational risk within the Group and trains the Group's staff via training sessions and e-learning courses.

For the calculation of the capital requirement for operational risk, the Group has implemented the Standardised Approach based on the Business Indicator. For the calculation of the economic capital requirement, the Advanced Approach continues to be applied, using the UniCredit Group model, which is based on internal and external data, the results of scenario analyses, and risk indicator data.

(e) Capital Management

Management of the Group monitors the development of the Group's capital adequacy on a consolidated basis and its capital position. The regulator of the banking market, the Czech National Bank, established rules for the calculation of capital requirements and monitors their development. Since 1 January 2014, the Group has met the requirements of Basel III (Regulation (EU) No. 575/2013 of 26 June 2013 on prudential requirements for credit institutions and investment firms) that was implemented by the Czech National Bank through Decree No. 163/2004 Coll. on the performance of the activity of banks, credit unions and investment firms. The Basel III rules were established in response to the financial crisis and introduce requirements for increased capital quality, requirement for an increased coverage of risks, the minimum standard for liquidity management, rules for the leverage ratio and improve risk management and corporate governance.

The Group's regulatory capital consists of the following: Common Equity Tier 1 (CET 1) capital which comprises registered capital, share premium, reserve funds, retained earnings, accumulated other comprehensive income from revaluation of available-for-sale securities, post-tax profit for the period if audited

at the time of reporting; minus intangible assets and gaps in the coverage of anticipated losses through adjustments for credit risk using the internal rating based approach;

- Tier 1 (T1) capital creating CET1; and
- Tier 2 (T2) capital which is the excess in the coverage of anticipated credit losses when using the internal rating based approach.

The Group complies with the defined minimum requirements of Basel III rules for capital adequacy, including capital buffers.

In 2021, the Group has received from the Czech National Bank the decision on intermediate and “fully loaded” target amounts of the Minimum Requirement for Own Funds and Eligible Liabilities (MREL), implemented through Act No. 374/2015 Coll.

- The levels of MREL are expressed based on risk-weighted assets and the leverage ratio (higher levels calculated using the two approaches will represent a limiting factor).

The Group successfully issued its first MREL instruments in 2021 to be compliant with an intermediate target from 1 January 2022 as set by the Czech National Bank. MREL will become a “fully loaded” requirement as of 1 January 2024. Further details are provided in section V. Other Notes, point 24.

Statement of capital for the Group’s capital adequacy calculation on a consolidated basis as reported to the regulator in accordance

with applicable rules as of 31 December 2024 and as of 31 December 2023 is stated in the Annual Report, part “Consolidated financial highlights”.

36. Related party transactions

Entities are deemed to be related parties in the event that one entity is able to control the activities of another or is able to exercise significant influence over the other entity’s financial or operational policies. As part of its ordinary business, the Group enters into transactions with related parties. These transactions principally comprise loans, deposits and other types of transactions and are concluded under arm’s length conditions and at arm’s length prices in order to prevent any detriment to any party. As a rule, these transactions are conducted without collateral, except in situations where the nature of the product customarily requires it (for example, mortgage loans provided to key management personnel, which are secured by liens on the respective borrowers’ real estate).

Related parties principally include the Bank’s parent company, Bank’s fellow subsidiaries and other companies controlled by UniCredit Group or where UniCredit Group exercises significant influence the, the Bank’s subsidiaries and affiliates, members of the Board of Directors and other members of the Bank’s management.

All receivables arising from transactions with related parties are classified as Stage 1 as at 31 December 2025 and 2024, and the related expected credit loss allowances calculated in accordance with IFRS 9 are immaterial.

(a) Transactions with the parent company

	31.12.2025	31.12.2024
Assets		
Cash and cash balances	1 038	1 514
Loans and advances to banks	14 535	26 049
Financial assets held for trading	14 611	16 844
Positive fair value of hedging derivatives	7 705	10 245
Total	37 889	54 652

	31.12.2025	31.12.2024
Liabilities		
Deposits from banks	24 249	17 884
Debt instruments	52 004	46 497
Financial liabilities held for trading	13 130	15 702
Negative fair value of hedging derivatives	17 623	22 556
Total	107 006	102 639

	31.12.2025	31.12.2024
Off-balance sheet items		
Issued guarantees	–	181
Irrevocable credit facilities	1 429	1 490
Total	1 429	1 671

	2025	2024
Interest income	742	817
Interest expense	(4 810)	(4 940)
Fee and commission income	3	1
Fee and commission expenses	(23)	(46)
Net profit/loss from financial assets and liabilities held for trading	1 703	1 727
Net profit/loss from hedging of the risk of change in fair values	(3 729)	549
Administrative expenses	(1 170)	(1 040)
Total	(7 284)	(2 932)

(b) Transactions with key management members

	31.12.2025	31.12.2024
Assets		
Loans and advances to customers	177	157
<i>of which:</i>		
Board of Directors	52	38
Other management members	125	119
Total	177	157

	31.12.2025	31.12.2024
Liabilities		
Payables to customers	105	147
<i>of which:</i>		
Board of Directors	21	13
Other management members	84	134
Total	105	147

The remuneration of key management members is presented in this section under point 9.

	31.12.2025	31.12.2024
Off-balance sheet items		
Irrevocable credit facilities	37	16
<i>of which:</i>		
Board of Directors	35	8
Other management members	2	8
Total	37	16

(c) Transactions with other related parties

	31.12.2025	31.12.2024
Assets		
Cash and cash balances	305	854
<i>of which:</i>		
UniCredit Bank GmbH	206	728
UniCredit Bank Austria AG	70	104
Financial assets held for trading	503	1 488
<i>of which:</i>		
UniCredit Bank GmbH	500	1 487
Loans and advances to banks	25	586
<i>of which:</i>		
UniCredit Bank GmbH	25	576
Loans and advances to customers	1 466	1 235
<i>of which:</i>		
RCI Financial Services, s.r.o	1 466	1 235
Total	2 299	4 163

	31.12.2025	31.12.2024
Liabilities		
Deposits from banks	1 329	2 035
<i>of which:</i>		
UniCredit Bank GmbH	1 033	572
UniCredit Bank Austria AG	250	1 372
UniCredit Bank Hungary Zrt.	22	13
Deposits from customers	9	25
Financial liabilities held for trading	143	1 874
<i>of which:</i>		
UniCredit Bank GmbH	143	1 874
Debt instruments	5 514	5 719
<i>of which:</i>		
UniCredit Bulbank AD	5 149	5 338
UniCredit Bank Austria AG	364	381
Total	6 995	9 653

	31.12.2025	31.12.2024
Off-balance sheet items		
Issued guarantees	796	819
<i>of which:</i>		
UniCredit Bank GmbH	298	145
UniCredit Bank Austria AG	77	251
UniCredit Bank Hungary Zrt.	201	112
Irrevocable credit facilities	5 870	8 911
<i>of which:</i>		
UniCredit Bank GmbH	3 987	4 336
UniCredit Bank Austria AG	1 668	1 510
RCI Financial Services, s.r.o.	175	415
Total	6 666	9 730

	2025	2024
Interest income	88	1 008
<i>of which:</i>		
UniCredit Bank GmbH	18	557
UniCredit Bank Austria AG	6	6
RCI Financial Services, s.r.o	64	73
Interest expense	(212)	(348)
<i>of which:</i>		
UniCredit Bank GmbH	(18)	(35)
UniCredit Bank Austria AG	(26)	(54)
UniCredit Bulbank AD	(158)	(243)
Fee and commission income	161	158
<i>of which:</i>		
UniCredit Bank GmbH	154	145
UniCredit Bank Hungary Zrt.	5	3
UniCredit Bank Austria AG	3	9
Fee and commission expense	(7)	(7)
<i>of which:</i>		
UniCredit Bank Austria AG	(4)	(4)
Net profit/loss from financial assets and liabilities held for trading	10	2 515
<i>of which:</i>		
UniCredit Bank GmbH	(4)	2 514
UniCredit Bank Austria AG	12	1
Net profit/loss from hedging against risk of changes in fair value		(127)
<i>of which:</i>		
UniCredit Bank GmbH	–	(136)
Administrative expenses	(32)	(34)
<i>of which:</i>		
UniCredit Bank GmbH	(14)	(12)
UniCredit Bank Austria AG	(4)	(1)
Total	8	3 165

37. Fair value of financial assets and financial liabilities

Based on the Quality of the Input Data Used for Valuation at Fair Value

Financial assets at fair value through profit or loss

Held for trading

	Level 1	Level 2	Level 3	Total
31.12.2025				
Debt securities	149	–	–	149
Derivatives	–	18 929	536	19 465
Total	149	18 929	536	19 614
31.12.2024				
Debt securities	24	–	–	24
Derivatives	–	24 873	530	25 403
Total	24	24 873	530	25 427

Mandatorily at fair value

	Level 1	Level 2	Level 3	Total
31.12.2025				
Shares and Other debt securities	–	–	35	35
Total	–	–	35	35
31.12.2024				
Shares and Other debt securities	–	–	103	103
Total	–	–	103	103

Financial assets at fair value through other comprehensive income

	Level 1	Level 2	Level 3	Total
31.12.2025				
Debt securities	70 156	751	658	71 565
Shares	–	–	18	18
Total	70 156	751	676	71 583
31.12.2024				
Debt securities	54 606	746	–	55 352
Shares	–	–	17	17
Total	54 606	746	17	55 369

Positive fair value of hedging derivatives

	Level 1	Level 2	Level 3	Total
31.12.2025				
Fair value hedging	–	4 113	–	4 113
Cash flow hedging	–	3 898	–	3 898
Total	–	8 011	–	8 011
31.12.2024				
Fair value hedging	–	5 006	–	5 006
Cash flow hedging	–	5 830	–	5 830
Total	–	10 836	–	10 836

Financial liabilities held for trading

	Level 1	Level 2	Level 3	Total
31.12.2025				
Derivatives	–	18 291	499	18 790
Total	–	18 291	499	18 790
31.12.2024				
Derivatives	–	23 291	549	23 840
Total	–	23 291	549	23 840

Negative fair value of hedging derivatives

	Level 1	Level 2	Level 3	Total
31.12.2025				
Fair value hedging	–	10 788	–	10 788
Cash flow hedging	–	7 286	–	7 286
Total	–	18 074	–	18 074
31.12.2024				
Fair value hedging	–	13 573	–	13 573
Cash flow hedging	–	10 122	–	10 122
Total	–	23 695	–	23 695

Fair values of financial assets and liabilities that are not reported at fair values

The following table shows the carrying amounts and fair values of financial assets and liabilities that are not reported at fair values in the Group's statement of financial position (the fair value is calculated using discounted future cash flows under the application of arm's length market rates to which credit mark-ups derived from internal rating categories of individual customers are added):

	Carrying amount	Fair value	Level 1	Level 2	Level 3
31.12.2025					
Financial assets					
Loans and advances to banks	181 796	189 270	–	145	189 125
Loans and advances to customers	677 670	674 440	60 747	373 392	240 301
Financial liabilities					
Deposits from banks	33 683	33 633	–	18 128	15 505
Deposits from customers	700 970	700 864	–	202 769	498 095
Debt securities issued	131 228	130 374	84 179	46 195	–
31.12.2024					
Financial assets					
Loans and advances to banks	230 665	234 085	–	194 565	39 520
Loans and advances to customers	629 338	602 522	36 224	224 609	341 689
Financial liabilities					
Deposits from banks	26 847	26 797	–	7 446	19 351
Deposits from customers	702 475	702 690	–	70 523	632 167
Debt securities issued	113 768	112 543	75 065	37 478	–

As of 31 December 2025, compared with the classification as of 31 December 2024, there was a change in the allocation of fair value across the individual levels for “Loans and advances to banks” and “Loans and advances to customers” in accordance with the UniCredit Group's approach.

The change consisted primarily of:

- reclassifying reverse repo operations for “Loans and advances to banks” from Level 2 to Level 3;
- reclassifying mortgage loans to corporate clients for “Loans and advances to customers” from Level 3 to Level 2.

This change reflects an update to the classification of fair values based on the availability of significant inputs used in valuation techniques.

Transfers between stages of financial assets and liabilities that are reported at fair values

For the year ended 31 December 2025 and 31 December 2024, no financial assets reported at fair value were transferred between Levels 1 and 2.

For the years ended 31 December 2025 and 31 December 2024, no financial liabilities reported at fair value were transferred between Levels 1 and 2.

The following tables show transfers of assets reported at fair value from and to Level 3.

	Financial assets at fair value through profit or loss		Financial assets at fair value through other comprehensive income	Property measured at fair value	Total
	Held for trading	Other than held for trading mandatorily at fair value			
Opening balance at 1.1.2024	357	171	24	941	1 493
Revaluation gains and losses	–	–	–	–	–
In the income statement	–	(78)	–	3	(75)
In other comprehensive income	–	–	2	27	29
Purchases	312	–	–	111	423
Sales/maturity	(35)	–	–	–	(35)
Transfers from/to other levels	(95)	–	–	–	(95)
Depreciation	–	–	–	(26)	(26)
Other	(9)	10	(9)	–	(8)
Closing balance at 31.12.2024	530	103	17	1 056	1 706
Total revaluation gains and losses included in the income statement for the period:					(75)
<i>Of which: Total revaluation gains and losses included in the income statement for the period arising from financial assets held at the period end</i>					(75)

	Financial assets at fair value through profit or loss		Financial assets at fair value through other comprehensive income	Property measured at fair value	Total
	Held for trading	Other than held for trading mandatorily at fair value			
Opening balance at 1.1.2025	530	103	17	1 056	1 706
Revaluation gains and losses	–	–	–	–	–
In the income statement	–	(69)	(1)	3	(67)
In other comprehensive income	–	–	2	13	15
Purchases	338	–	658	55	1 051
Sales/maturity	(143)	–	–	–	(143)
Transfers from/to other levels	(4)	–	–	–	(4)
Depreciation	–	–	–	(27)	(27)
Other	(185)	1	–	(77)	(261)
Closing balance at 31.12.2025	536	35	676	1 023	2 270
Total revaluation gains and losses included in the income statement for the period:					(67)
<i>Of which: Total revaluation gains and losses included in the income statement for the period arising from financial assets held at the period end</i>					(67)

The following table contains the transfers of financial liabilities at fair value to and from level 3.

	Financial liabilities at fair value through profit or loss held for trading	Hedging derivatives	Total
Opening balance at 1 Jan 2024	360	1	361
Revaluation gains and losses			
In the income statement	–	–	–
In other comprehensive income	–	–	–
Issue	303	9	312
Sales/maturity	(13)	–	(13)
Transfers from/to other levels	(95)	(10)	(105)
Other	(6)	–	(6)
Closing balance at 31 Dec 2024	549	–	549
Total revaluation gains and losses included in the income statement for the period:			–
<i>Of which: Total revaluation gains and losses included in the income statement for the period arising from financial assets held at the period end</i>			–

	Financial liabilities at fair value through profit or loss held for trading	Hedging derivatives	Total
Opening balance at 1 Jan 2025	549	–	549
Revaluation gains and losses			
In the income statement	–	–	–
In other comprehensive income	–	–	–
Issue	311	–	311
Sales/maturity	(347)	–	(347)
Transfers from/to other levels	(45)	–	(45)
Other	31	–	31
Closing balance at 31 Dec 2025	499	–	499
Total revaluation gains and losses included in the income statement for the period:			–
<i>Of which: Total revaluation gains and losses included in the income statement for the period arising from financial assets held at the period end</i>			–

38. Offsetting of financial assets and financial liabilities

The Group does not offset financial assets and financial liabilities.

The below table shows assets which are subject to netting agreements according to Credit risk management arrangements included in the Derivative Framework agreements such as ISDA or similar. The assets are subject to netting on settlement (performance netting) and on position closeout.

	Gross reported financial assets	Gross offset financial liabilities	Net reported financial assets	Potential amounts available for offset Financial instruments	Obtained cash collateral	Net amount
31 Dec 2025						
Derivatives	26 176	–	26 176	24 502	998	713
31 Dec 2024						
Derivatives	34 626	–	34 626	32 693	1 072	862

Financial liabilities that are subject to offset, recoverable framework contracts for offset and similar arrangements:

	Gross reported financial liabilities	Gross offset financial assets	Net reported financial liabilities	Potential amounts available for offset		Net amount
				Financial instruments	Provided cash collateral	
31 Dec 2025						
Derivatives	35 531	–	35 531	14 517	11 697	9 318
31 Dec 2024						
Derivatives	46 566		46 566	20 999	13 627	11 940

39. Subsequent Events

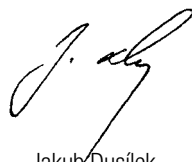
The Group's management is not aware of any post balance sheet events that would require adjustment to the Group's financial statements.

Marco Iannaccone will be appointed Chairman of the Management Board and Chief Executive Officer of the Bank as of 1 April 2026, replacing Jakub Dušílek in this position.

As of 31 March 2026, Slavomír Beňa will resign from the position of Vice-Chairman of the Bank's Management Board.

The financial statements were approved by the Board of Directors of the Bank and authorised for issue on 23 March 2026.

The financial statements were signed on behalf
of the Board of Directors by:

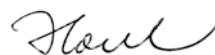


Jakub Dušílek
Chairman of the Board
of Directors



Dimitar Todorov
Member of the Board
of Directors

Individual in charge
of the accounting records



Jiří Houška

Individual in charge
of the financial statements



Radka Michailidis



Separate financial statements

Separate Statement of Comprehensive Income for the year ended 31 Dec 2025

	Note	2025 MCZK	2024 MCZK
Interest income, <i>of which</i> :		30 927	34 927
interest income calculated using the effective interest method		35 908	40 881
Interest expense		(16 369)	(20 524)
Net interest income	(1)	14 558	14 403
Fee and commission income		6 778	6 010
Fee and commission expenses		(2 131)	(2 109)
Net fee and commission income	(2)	4 647	3 901
Dividend income	(3)	679	705
Net income/(loss) from trading	(4)	2 421	2 797
Net income/(loss) from hedging against risk of changes in fair value	(5)	(1)	(1)
Net income/(loss) from the sale or repurchase of:	(6)	119	36
Financial assets at amortised cost		66	66
Financial assets at fair value through other comprehensive income		52	(35)
Financial liabilities		1	5
Net income/(loss) from financial assets/liabilities at fair value through profit or loss, <i>of which</i> :	(7)	(2)	38
Mandatorily at fair value		(2)	38
Other operating income	(10)	359	419
Operating income		22 780	22 298
Impairment losses on:	(8)	247	(840)
Financial assets at amortised cost		246	(841)
Financial assets at fair value through other comprehensive income		1	1
Modification gains/(losses)		(198)	–
Administrative expenses	(9)	(7 499)	(7 394)
Net provisions for risks and charges:	(27)	154	285
Loan commitments and financial guarantees given		134	528
Other net provisions		20	(243)
Depreciation and impairment of property, equipment and right of use assets	(18)	(457)	(483)
Amortisation and impairment of intangible assets	(19)	(736)	(685)
Other operating expenses	(10)	(187)	(134)
Operating expenses		(8 725)	(8 411)
Net income/(loss) on property measured at fair value	(18)	3	3
Profit/(loss) from the sale of non-financial assets		–	(1)
Profit before income tax		14 107	13 049
Income tax	(28)	(2 538)	(2 540)
Profit after tax		11 569	10 509

The notes on pages 144–222 form an integral part of these financial statements.

Separate Statement of Comprehensive Income for the year ended 31 Dec 2025

	2025 MCZK	2024 MCZK
Items that cannot be subsequently reclassified to profit or loss		
Reserve from revaluation of financial assets at fair value through other comprehensive income, <i>of which:</i>	1	(1)
Change in fair value	1	(1)
Reserve from revaluation of property used in business measured at fair value, <i>of which:</i>	(3)	14
Change in fair value	7	32
Transfers to other net equity items	(11)	(7)
Deferred tax	1	(11)
Items that can be subsequently reclassified to profit or loss		
Reserve from revaluation of hedging instruments in cash flow hedges, <i>of which:</i>	504	1 080
Change in fair value	1 034	2 675
Revaluation reclassified to profit or loss	(126)	(1 420)
Deferred tax	(233)	(175)
Other changes with no impact on Other Comprehensive Income	(171)	–
Reserve from revaluation of costs of hedging, <i>of which:</i>	100	–
Change in fair value	(44)	–
Deferred tax	(27)	–
Other changes with no impact on Other Comprehensive Income	171	–
Reserve from revaluation of financial assets at fair value through other comprehensive income, <i>of which:</i>	75	14
Change in fair value	146	13
Revaluation reclassified to profit or loss	(47)	5
Deferred tax	(24)	(4)
Foreign exchange rate differences from the consolidation of a foreign branch	(450)	211
Other comprehensive income, net of tax	227	1 318
Other comprehensive income, net of tax, attributable to the Group's shareholder	227	1 318
Total comprehensive income, net of tax	11 796	11 827

The notes on pages 144–222 form an integral part of these financial statements.

Statement of financial position as of 31 December 2025

	Note	2025 MCZK	2024 MCZK
Assets			
Cash and cash balances	(11)	13 870	10 085
Financial assets at fair value through profit or loss, <i>of which:</i>	(12)	19 658	25 543
Held for trading		19 623	25 440
Mandatorily at fair value		35	103
Financial assets at fair value through other comprehensive income, <i>of which:</i>	(13)	71 583	55 369
Provided as collateral		5 134	–
Financial assets at amortised cost, <i>of which:</i>		852 144	852 188
Loans and advances to banks	(14)	181 796	230 665
Loans and advances to customers, <i>of which:</i>	(15)	670 348	621 523
Provided as collateral		2 285	–
Positive fair value of hedging derivatives	(16)	8 053	10 937
Changes in fair value of the portfolio of hedged instruments	(35)	1 107	1 879
Equity-accounted investees	(17)	3 979	3 979
Property, equipment and right of use assets	(18)	3 266	3 410
Intangible assets	(19)	1 872	2 240
Tax receivables, <i>of which:</i>	(28)	1 794	1 996
Current income tax		135	–
Deferred tax		1 659	1 996
Non-current Assets Held for Sale		41	–
Other assets	(20)	1 908	2 822
Total Assets		979 275	970 448
Liabilities			
Financial liabilities at fair value through profit or loss, <i>of which:</i>		18 798	23 846
Held for trading	(21)	18 798	23 846
Financial liabilities at amortised cost, <i>of which:</i>		862 924	839 729
Deposits from banks	(22)	31 037	23 846
Deposits from customers and Lease liabilities	(23)	700 659	702 115
Debt securities issued	(24)	131 228	113 768
Negative fair value of hedging derivatives	(25)	18 089	23 771
Changes in fair value of the portfolio of hedged instruments	(35)	(4 465)	(4 632)
Tax liabilities, <i>of which:</i>	(28)	211	57
Current income tax		211	57
Other liabilities	(26)	7 663	7 651
Provisions for risks and charges	(27)	875	1 137
Total liabilities		904 095	891 559
Equity			
Issued capital	(29)	8 755	8 755
Share premium	(29)	3 495	3 495
Reserve funds from revaluation		(3 785)	(4 008)
Retained earnings and reserve funds	(31)	55 146	60 138
Profit for the period		11 569	10 509
Total shareholder's equity		75 180	78 889
Total liabilities and shareholder's equity		979 275	970 448

The notes on pages 144–222 form an integral part of these financial statements.

Statement of cash flows for the year ended 31 December 2025

	Note	2025 MCZK	2024 MCZK
Profit after tax		11 569	10 509
Adjustments for non-monetary items:			
Impairment losses of:	(8)	(49)	840
Financial assets at amortised costs		(48)	841
Financial assets at fair value through other comprehensive income		(1)	(1)
Revaluation of financial instruments		780	(1 986)
Net provisions for risks and charges:	(27)	(154)	(471)
Loan commitments and financial guarantees given		(134)	(528)
Other net provisions		(20)	57
Depreciation and impairment of property, equipment and right of use assets	(18)	457	480
Amortisation and impairment of intangible assets	(19)	736	685
Net income/(loss) from the sale or repurchase of:	(6)	(52)	35
Financial assets at fair value through other comprehensive income		(52)	35
Profit/(loss) from the sale of non-financial assets		–	1
Taxes	(28)	2 538	2 540
Unrealised foreign currency gains/(losses)		(454)	169
Net interest income	(1)	(14 559)	(14 404)
Other non-monetary adjustments (FX revaluation, Accruals and Others)		(7 706)	(3 806)
Operating profit before changes in operating assets and liabilities		(6 894)	(5 408)
Financial assets at fair value through profit or loss, <i>of which</i> :	(12)	5 001	10 545
Held for trading		5 002	10 545
Mandatorily at fair value		(1)	–
Financial assets at amortised cost, <i>of which</i> :		5 669	(100 945)
Loans and advances to banks	(14)	48 787	(72 357)
Loans and advances to customers	(15)	(43 118)	(28 588)
Other financial instruments		(899)	(412)
Other assets		235	(2 337)
Financial liabilities at fair value through profit or loss, <i>of which</i> :		(5 219)	(9 684)
Held for Trading	(21)	(5 219)	(9 684)
Financial liabilities at amortised cost, <i>of which</i> :		6 028	80 207
Deposits from banks	(22)	7 269	(4 958)
Deposits from customers	(23)	(1 241)	85 165
Other liabilities		259	(1 145)
Interests received		30 925	34 967
Interests paid		(16 259)	(20 436)
Income tax paid		(2 491)	(2 784)
Net cash flows from operating activities		16 355	(17 432)
(Purchase) of financial assets at fair value through other comprehensive income	(13)	(30 566)	(9 297)
Sale and maturity of financial assets at fair value through other comprehensive income	(13)	15 899	8 093
Cash proceeds from the sale of property and equipment and intangible assets		7	–
(Acquisition) of property and equipment and intangible assets		(622)	(397)
Dividends received		679	705
Net cash flows from investment activities		(14 603)	(896)
Dividends paid		(15 509)	(15 256)
Financial liabilities at amortised cost – issue of debt securities	(24)	26 870	35 789
Financial liabilities at amortised cost – repayment of issued debt securities	(24)	(8 936)	(542)
(Payment) of Lease liabilities	(23)	(392)	(392)
Net cash flows from financial activities		2 033	19 599
Cash and cash balances at the beginning of the period	(11)	10 085	8 814
Cash and cash balances at the end of the period	(11)	13 870	10 085

The notes on pages 144–222 form an integral part of these financial statements.

Statement of changes in equity for the year ended 31 December 2025

				Reserve from revaluation of				Retained earnings and reserve funds					
	Issued capital	Share premium	hedging instruments	costs of hedging	financial assets at fair value through other compr. income	property measured at fair value	exchange rate gains/(losses) of a foreign branch	Reserve fund and other capital funds	Special purpose reserve fund	Retained earnings	Profit for the period	Equity	
MCZK	8 755	3 495	(4 644)	–	(275)	173	(538)	3 372	11 609	50 107	10 256	82 310	
Balance as of 1 January 2024													
Transactions with owners, contributions from and distributions to owners													
	–	–	–	–	–	–	–	–	–	10 256	(10 256)	–	
	–	–	–	–	–	–	–	–	–	(15 256)	–	(15 256)	
	–	–	–	–	–	–	(42)	–	–	50	–	8	
Consolidation impact													
Total comprehensive income for the current period													
	–	–	–	–	–	–	–	–	–	–	10 509	10 509	
	–	–	1 080	–	13	14	211	–	–	–	–	1 318	
Other comprehensive													
Balance as of 31 December 2024	8 755	3 495	(3 564)	–	(262)	187	(369)	3 372	11 609	45 157	10 509	78 889	
Balance as of 1 January 2025													
	8 755	3 495	(3 564)	–	(262)	187	(369)	3 372	11 609	45 157	10 509	78 889	
Transactions with owners, contributions from and distributions to owners													
	–	–	–	–	–	–	–	–	–	10 509	(10 509)	–	
	–	–	–	–	–	–	–	–	–	(15 509)	–	(15 509)	
	–	–	–	–	–	–	(4)	–	–	8	–	4	
Consolidation impact													
Total comprehensive income for the current period													
	–	–	–	–	–	–	–	–	–	–	11 569	11 569	
	–	–	504	100	76	(3)	(450)	–	–	–	–	227	
Other comprehensive													
Balance as of 31 December 2025	8 755	3 495	(3 060)	100	(186)	184	(823)	3 372	11 609	40 165	11 569	75 180	

The notes on pages 144–222 form an integral part of these financial statements.

Notes to the financial statements (separate)

Year ended 31 December 2025

I. Introduction

General information

UniCredit Bank Czech Republic and Slovakia, a.s. (hereinafter the "Bank") was established through the cross-border merger of UniCredit Bank Czech Republic, a.s. and UniCredit Bank Slovakia a.s. with UniCredit Bank Czech Republic, a.s. being the successor company. The effective merger date was 1 July 2013. Changes in the business name and other facts related to the cross-border merger were recorded in the Commercial Register in Prague, Section B, Insert 3608 on 1 December 2013. The identification number of the Bank is 64948242.

As part of restructuring in UniCredit Group, the Bank's shareholder changed on 1 October 2016 from UniCredit Bank Austria AG to UniCredit S.p.A which is the ultimate parent company of the entire UniCredit Group holding 100% of the Bank's shares.

The Bank's registered office:

Želetavská 1525/1

140 92, Praha 4 – Michle

Following the completion of the cross-border merger, the Bank has been continuing to perform activities previously undertaken by UniCredit Bank Slovakia a.s. on the territory of the Slovak Republic through its organisational branch UniCredit Bank Czech Republic and Slovakia, a.s., pobočka zahraničnej banky (branch of a foreign bank).

Scope of Activities

The Bank is a universal bank providing services of retail, commercial and investment banking services in Czech crowns and foreign currencies for domestic and foreign clients, mainly in the Czech Republic and also in other states of the European Union.

The Bank's principal activities include:

- Receiving deposits from the public;
- Providing loans;
- Investing in securities on its own behalf;
- Operating a system of payments and clearing;
- Issuing and administration of payment products;
- Providing guarantees;
- Opening letters of credit;
- Administering cash collection;
- Trading on its own behalf or on behalf of clients:
 - In foreign-exchange currency products;
 - In forward and option contracts, including foreign currency and interest rate contracts; and
 - With transferable securities;
- Participating in share subscriptions and providing related services;
- Issuing mortgage bonds;
- Conducting financial brokerage;

- Managing securities, including portfolio management, on behalf of clients;
- Providing depository services and administration of securities;
- Providing depository services for investment funds;
- Conducting foreign currency exchange activities;
- Providing banking information;
- Renting safe-deposit boxes; and
- Conducting activities directly connected with the activities stated above.

II. Basis for the preparation of the separate financial statements

Statement of compliance

The Separate financial statements of the Bank (hereinafter also "Financial Statements") for 2025 and comparatives for 2024 have been prepared in accordance with International Financial Reporting Standards ("IFRS") as adopted by the European Union ("EU") in Commission Regulation (EC) no. 1126/2008 as amended including valid interpretations of the International Financial Reporting Interpretations Committee ("IFRIC"), further "IFRS".

Purpose of preparation

The purpose of preparing these financial statements in the Czech Republic is to comply with Act on Accounting No. 563/1991 Coll. The Bank prepares its financial statements and annual report under special regulation 1606/2002 of the European Parliament and of the Council on the Application of International Accounting Standards (IFRS).

Basis of preparation

These financial statements were authorised for issue by the board of directors and are subject to approval at the General Meeting of Shareholders.

These financial statements were prepared based on the going concern assumption that the Bank will continue to operate in the foreseeable future.

The annual separate and consolidated financial statements for 2024 and the profit distribution for 2024 were approved by the Shareholder of the Bank on 26 March 2025.

The bank's sole shareholder was paid a dividend of CZK 10.5 billion in June 2025 and an extraordinary dividend of CZK 5.0 billion in November 2025.

The financial statements are prepared on the accrual basis of accounting whereby the effects of transactions and other events are recognised when they occur and reported in the financial statements

of the periods to which they relate and on the going concern assumption.

All presented amounts are in millions of Czech crowns (millions of CZK) unless stated otherwise.

The financial statements were prepared on a historical cost basis, except for financial assets at fair value through other comprehensive income, derivative contracts, other financial assets and liabilities held for trading, financial assets and liabilities at fair value through profit or loss, and properties used in business and properties held for investment, all of which have been measured at fair value. The methods for determining fair value are presented in section III. Material Accounting Policies, point 3. Fair Value Measurement Principles. Recognised assets and liabilities that are hedged against the risk of changes in fair value and would not otherwise be measured at fair value are remeasured at fair value to the extent of the hedged risk.

Regulatory requirements

The Bank is subject to the regulatory requirements of the Czech National Bank, which include limits and other restrictions pertaining to minimum capital adequacy requirements, provisioning to cover credit risk, liquidity, interest rates and foreign exchange position of the Bank.

Foreign Currency and Foreign Currency Translation

The Czech crown is the functional currency of the Bank. Euro is the functional currency of the Slovak branch. The presentation currency of these financial statements is the Czech crown. Assets and liabilities of the branch are translated into the presentation currency using the foreign exchange rate applicable as of the financial statements date. The income statement of the branch is translated using the average exchange rate. The resulting difference arising from the use of various foreign exchange rates is recognised in equity as *“Foreign exchange rate gains or losses from the branch”*. Figures in brackets represent negative amounts.

Transactions in foreign currencies (ie other than the functional currency) are translated to the functional currency using the foreign exchange rate promulgated by the central bank at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated to the functional currency at the closing foreign exchange rate at the balance sheet date. Non-monetary assets and liabilities denominated in foreign currencies that are stated at historical cost are translated to the functional currency at the foreign exchange rate at the date of the transaction. Non-monetary items that are measured at fair value in a foreign currency are translated to the functional currency using the exchange rates at the date when the fair value was measured. Foreign exchange differences arising on translation are recognised in the income statement as *“Net income/(loss) from trading”*.

III. Material accounting policies

The following accounting policies have been applied consistently throughout all periods presented in these financial statements, except for hedge accounting. Starting from 1 July 2025, the Bank adopted the provisions of Chapter 6 of IFRS 9 Financial Instruments, which replace the requirements of IAS 39 (with the exception of fair value macro hedges related to interest rate risk of a portfolio of financial assets or financial liabilities, for which the Bank continues to apply IAS 39). Further information is provided in Section III. Material Accounting Policies, point 4. Hedging Derivatives.

1. Financial Instruments

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity of another entity.

The Bank classifies financial instruments in the following categories:

- Financial assets measured at amortised cost (“AC”),
- Financial assets measured at fair value through other comprehensive income (“FVTOCI”),
- Financial assets mandatorily measured at fair value through profit or loss (“FVTPL”),
- Financial assets held for trading (“FVTPL”),
- Financial liabilities measured at amortised cost (“AC”) and
- Financial liabilities measured at fair value through profit or loss (“FVTPL”).

The Bank has applied IFRS 9 approach to the classification and measurement of financial assets that takes into account:

- The business model for managing financial assets and
- Characteristics of contractual cash flows from a specific financial asset.

A financial asset is valued at *amortised cost* if both the following conditions are met:

- The asset is held as part of a business model whose aim is to hold financial assets in order to obtain contractual cash flows; and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

A business model's objective may be to hold financial assets to collect contractual cash flows even when some sales of financial assets have occurred or are expected to occur.

A financial asset is measured at *fair value through other comprehensive income* if both the following conditions are met:

- The asset is held as part of a business model whose aim is achieved by collection of contractual cash flows as well as by sale of financial assets; and

- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at fair value through other comprehensive income can also include investments in equity instrument if they are not held for trading and are designated so on initial recognition.

A financial asset is measured at *fair value through profit or loss* if it is not measured at amortised cost or at fair value through other comprehensive income, or if it is designated at FVTPL on initial recognition.

All financial liabilities of the Bank, except for financial liabilities held for trading, financial liabilities designated at FVTPL on initial recognition and hedging derivatives, are measured at amortised cost.

a) Business Model Assessment

Business model ("BM") refers to the way the Bank manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling financial assets or both.

The following is considered as evidence when assessing which business model is relevant:

- How the performance of the business model (and the financial assets held within that business model) is evaluated and reported to the entity's key management personnel;
- The risks that affect the performance of the business model (and the financial assets held within that business model) and the way those risks are managed;
- How managers of the Bank are compensated (eg whether compensation is based on the fair value of the assets managed or the contractual cash flows collected);
- The frequency, value and timing of sales in prior periods, the reasons for such sales and expectations about future sales activity; and
- Whether sales activity and the collection of contractual cash flows are integral or incidental to the business model.

The business model is determined at a level that reflects the way groups of financial assets are managed together to achieve a particular business objective. The Bank's business model does not depend on management's intentions for an individual instrument but is determined at a higher level of aggregation.

The business model assessment resulted in the following business models of the Bank:

Business model "Held to collect" comprises the banking book and was assigned mainly to the lending portfolio and the portfolio of debt

securities that are held with the intention to collect contractual cash flows.

Although the objective of the business model is to hold financial assets in order to collect contractual cash flows, the entity need not hold all of those instruments until maturity. Thus this business model can be to hold loans and bonds to collect contractual cash flows even where limited sales of financial assets occur or are expected to occur in the future.

Sales are consistent with the held-to-collect business model in the following situations:

- The sales are due to an increase in the credit risk of a financial asset;
- The sales take place close to the maturity of the financial asset and the proceeds from the sales approximate the collection of the remaining contractual cash flows;
- The sales are infrequent (even if significant), or are insignificant individually and in aggregate (even if frequent).

The *business model "Held to collect and sell"* comprises the banking book and was assigned mainly to:

- The portfolio of debt securities whose objective is achieved by both collecting contractual cash flows and selling financial assets; these are used primarily for liquidity, interest and duration management, and
- Equity instruments irrevocably designated at FVTOCI on initial recognition.

The *"Other" business model* was assigned to financial instruments (debt securities, derivatives and equity instruments) that are not allocated to any of the above business models and the main strategy is:

- Trading:
 - To realise cash flows through sale of the assets or
 - To manage the instruments actively on fair value basis in order to realise fair value changes arising from market factor changes like yield curves, credit spreads etc.
- Managing Risk Weighted Assets, or
- Liquidity and interest rate management up to one year.

b) Analysis of Contractual Cash Flow Characteristics

For the classification of financial assets based on the new IFRS 9 categories, the analysis of the business model is complemented by the analysis of the contractual cash flows – assessment whether the contractual terms of the financial asset give rise on specific dates to cash flows that are solely payments of principal and interest ("SPPI Test"). This analysis is only performed at initial recognition of the instrument.

For this purpose, interest is defined as a consideration for the time value of money, the credit risk associated with the principal during

a particular period of time and for other basic lending risks and costs, as well as a profit margin.

This analysis is performed for loan products either at “contract template” level for standardised products, or at contract by contract level for tailored corporate loan contracts. For securities, the analysis is performed at ISIN level using mainly an external data provider.

Modified Time Value of Money

The time value of money is the element of interest that provides consideration for the passage of time. It does not take into account other risks (credit, liquidity, etc) or costs (administrative, etc) associated with holding a financial asset.

In some cases, the time value of the money element may be modified (imperfect). This is the case, for example, if a financial asset's interest rate is periodically reset but the frequency of that reset does not match the tenor of the interest rate. In this case, the Bank must assess the modification to determine whether the contractual cash flows still represent solely payments of principal and interest, ie the modification term does not significantly alter the cash flows from a perfect benchmark instrument. For this assessment, the Bank uses a Benchmark tool developed at UniCredit Group level.

c) Recognition and Measurement of Financial Assets

Financial assets at amortised cost

“Financial assets at amortised cost” are recognised in the Bank's accounting books from the moment of settlement. Foreign exchange gains and losses and impairment losses are recognised in the Bank's income statement from the trade date.

Financial assets at amortised cost are measured initially at fair value, including transaction costs. Subsequent to initial recognition, these financial assets are measured at amortised cost using the effective interest rate method.

The effective interest rate (EIR) is the rate that exactly discounts estimated future cash receipts during the expected life of the financial asset or liability to the gross carrying amount of the financial asset or amortised cost of the liability. The EIR (and therefore, the amortised cost of the financial asset) is calculated by taking into account transaction costs and any discount or premium on the acquisition of the financial asset, as well as fees and costs that are an integral part of the EIR. The Bank recognises interest income using an effective interest rate over the expected life of the financial asset at amortised cost. For floating-rate financial instruments, periodic re-estimation of cash flows to reflect the movements in the market rates of interest alters the effective interest rate.

Financial assets at amortised cost represent cash and cash equivalents, loans and advances to banks, loans and advances to customers and debt securities.

“Purchased or originated credit-impaired financial assets” (POCI) are financial assets that are credit-impaired on initial recognition. The Bank recognises POCI when additional significant financing, net additional of collaterals, is granted to a credit-impaired borrower. The Bank identified no POCI assets during 2025, or in 2024.

POCI is measured at amortised cost using credit-adjusted EIR. On initial recognition, POCI assets do not carry an impairment allowance. Instead, lifetime expected credit losses are incorporated into the calculation of the credit-adjusted EIR. The credit-adjusted EIR is calculated using the expected cash flows inclusive of future lifetime expected credit losses – ie the estimated contractual cash flows are reduced by lifetime expected credit losses. For subsequent measurement, the expected credit losses for POCI assets are measured as lifetime expected credit losses. However, only the cumulative changes in lifetime expected credit losses since initial recognition are recognised as a loss allowance, and not the total amount of expected credit losses.

Interest income on POCI, is calculated using the credit adjusted EIR applied to the amortised cost of financial asset.

Gains and losses arising from financial assets carried at amortised cost are recognised in the income statement when the financial asset is derecognised (in the item “Net income/(loss) from the sale or repurchase of: Financial assets at amortised cost”) or impaired (in the item “Impairment losses on: Financial assets at amortised cost”), and through the amortisation process in the item “Interest income” using the effective interest rate method.

Financial assets at fair value through other comprehensive income

“Financial assets at fair value through other comprehensive income” are recognised in the Bank's accounting books from the moment of settlement. Any gains or losses arising from changes in the fair value of the assets are recognised in the Bank's other comprehensive income since the trade date; impairment losses are recognised since the trade date.

Financial assets at FVTOCI are measured initially at fair value, including transaction costs. Subsequent to initial recognition, these financial assets are measured at fair value.

Gains and losses arising from a change in the fair value of debt instrument assets at fair value through other comprehensive income are recognised in other comprehensive income and become the equity item “Reserve funds from revaluation”, with the exception

of expected credit losses that are reported in the income statement as *"Impairment losses on: Financial assets at fair value through other comprehensive income"*. When financial assets are sold, transferred or otherwise disposed of, the cumulative gain or loss recognised in equity is transferred to the income statement as *"Net income/(loss) from the sale or repurchase of: Financial assets at fair value through other comprehensive income"*. Interest income from fair value through OCI debt securities is recognised in the income statement as *"Interest income"* using the effective interest rate method.

Financial assets at FVTOCI include debt instruments and equity instruments (designated at FVTOCI on initial recognition).

"Equity instruments designated at FVTOCI on initial recognition" – on initial recognition of an equity instrument that is not held for trading, the Bank may irrevocably elect to present subsequent changes in fair value in other comprehensive income. This decision is made on an investment-by-investment basis for each investment and covers strategic interests. Subsequent changes in fair value from revaluation are recognised during the life of the equity instrument in the item *"Reserve funds from revaluation"* and, on its derecognition, the subsequent changes are not recognised in the income statement. After derecognition of the investment, the final cumulative changes in fair value are transferred to retained earnings.

Dividend income from equity instruments is recognised in the income statement in *"Dividend income"* on the date the dividend is declared.

Financial assets at fair value through profit and loss

"Financial assets at fair value through profit or loss" are recognised in the Bank's accounting books from the moment of settlement. Any gains or losses arising from changes in the fair value of the assets are recognised in the Bank's income statement since the trade date.

Initial and subsequent measurement of the financial assets at fair value through profit or loss is at fair value.

Financial assets at FVTPL include financial assets:

- Held for trading (debt instruments or derivatives)
- Mandatorily at fair value
- Designated at FVTPL on initial recognition.

"Financial assets at fair value through profit or loss: Held for trading" include instruments held by the Bank principally for the purpose of short-term profit taking. These instruments include investments in debt and equity instruments, certain purchased receivables and derivative contracts that are not designated as hedging instruments.

A gain or loss arising from sale or redemption, or a change in the fair value of a held for trading financial asset is recognised in the income statement in the item *"Net income/(loss) from trading"*,

including gains or losses related to derivative contracts that are linked to assets and/or liabilities designated at fair value. Interest income from financial assets held for trading is recognised in the income statement in the item *"Interest income"*. If the fair value of a financial instrument falls below zero, which may happen in the case of derivative contracts, it is recognised in the item *"Financial liabilities at fair value through profit or loss: Held for trading"*.

All purchases and sales that require delivery within the time frame established by regulation or market convention (*"regular way"*) are recognised as *spot transactions*. Regular way transactions / spot transactions are recognised at the settlement date, which is the date when a financial instrument is delivered. Transactions that do not meet the regular way settlement criteria are treated as derivatives.

A *derivative* is a financial instrument or other contract that has all three of the following characteristics:

- Its value changes in response to the change in a specified interest rate, financial instrument price, commodity price, foreign exchange rate, index of prices or rates, credit rating or credit index, or other variable (usually called the *"underlying"*), provided for a non-financial variable that the variable is not specific to a party to the contract;
- It requires no initial net investment or an initial net investment that is smaller than would be required for other types of contracts that would be expected to have a similar response to changes in market factors;
- It is settled at a future date (except for regular way transactions).

Sometimes, a derivative may be a component of a combined financial instrument that includes a host contract and a derivative (the embedded derivative) effecting cash flows or otherwise modifying the characteristics of the host instrument. An embedded derivative must be separated from the host instrument and accounted for as a separate derivative if, and only if:

- The host instrument is not a financial asset pursuant to IFRS 9;
- The economic characteristics and risks of the embedded derivative are not closely related to the economic characteristics and risks of the host contract;
- A separate financial instrument with the same terms as the embedded derivative would meet the definition of a derivative as a stand-alone instrument; and
- The host instrument is either not measured at fair value or it is measured at fair value but changes in fair value are recognised in other comprehensive income.

When an embedded derivative is separated, the host contract is accounted for according to its accounting classification.

Derivatives are recognised in the Bank's accounting books from the trade date. Derivatives are recorded at fair value and carried

as assets when the fair value is positive and as liabilities when the fair value is negative. Any gains or losses arising from changes in the fair value of the assets are recognised in the Bank's the income statement in the item *"Net income/(loss) from trading"* since the trade date.

Derivatives are classified as trading derivatives unless they qualify as hedging instruments in effective hedging. For hedging derivatives policy, see section III. Material Accounting Policies, point 4. Hedging Derivatives.

Financial assets are classified as *"Financial assets at fair value through profit or loss: Mandatorily at fair value"* if they do not meet the conditions, in terms of business model or cash flow characteristics, for being measured at amortised cost or at fair value through other comprehensive income.

The following assets are classified in this portfolio:

- Debt instruments, securities and loans for which the business model is neither held to collect nor held to collect and sell but which are not part of the trading book;
- Debt instruments, securities and loans with cash flows that are not solely payment of principal and interest;
- Units in investment funds;
- Equity instruments not held for trading for which the Bank does not apply the option granted by the standard of valuing these instruments at fair value through other comprehensive income.

Gains and losses from *"Financial assets at fair value through profit or loss: Mandatorily at fair value"*, whether realised or unrealised, are recognised in the item *"Net income/(loss) from financial assets/liabilities at fair value through profit or loss: Mandatorily at fair value"*. Interest income from financial assets mandatorily at fair value is recognised in the income statement as *"Interest income"*.

"Financial assets at fair value through profit or loss: Designated at FVTPL" - the Bank has the option at initial recognition to irrevocably designate a non-derivative financial asset as at FVTPL if doing so eliminates or significantly reduces a measurement or recognition inconsistency, ie an accounting mismatch that would otherwise arise from measuring assets or liabilities, or recognising the gains and losses on them on a different basis. In 2025 and in 2024 the Bank held no such assets.

These assets are accounted as for financial assets held for trading however gains and losses, whether realised or unrealised, are recognised in the item *"Net income/(loss) from financial assets/liabilities at fair value through profit or loss"*.

Interest income from financial assets designated at FVTPL is recognised in the income statement as *"Interest income"*.

d) Modification and Derecognition of Financial Asset

A financial asset is derecognised when the rights to contractual cash flows from an asset expire or the Bank transfers the financial asset and the transfer qualifies for derecognition. This occurs when the rights are realised, expired or surrendered.

Assets measured at fair value through other comprehensive income and assets at fair value through profit or loss that are sold are generally derecognised and the corresponding receivables from the buyer are recognised at the settlement date.

The Bank also derecognises a financial asset (derecognition accounting) if its contractual conditions have been modified to such an extent that the related cash flows have been materially changed. The new financial asset is classified in stage 1 for the purposes of ECL calculation unless it is credit impaired, in which case it is classified as POCI.

When assessing whether the change is a material change in contractual cash flows, the Bank considers the following factors:

- Change in the currency of the loan;
- Change of the debtor;
- Change causing failure to meet the SPPI test; and
- Change for business reasons (eg maturity extension, change in interest rate).

If the change of contractual conditions does not materially affect the related cash flows, the financial asset is not derecognised. In such case, the Bank recognises gains or losses from modification (modification accounting), representing the difference between:

- The present value of modified expected cash flows (disregarding the credit losses) discounted using the original EIR and
- The current gross carrying amount.

This difference is recognised in the income statement under the item *"Modification gains/ (losses)"*. In subsequent accounting periods, the modification gains/losses are amortized till the maturity date of the financial asset. This amortization is recognised in the income statement under the item *"Interest income"*.

Changes in contractual cash flows due to the forbearance measure (aside from a change of debtor, change of loan currency or change causing a failure to meet the SPPI test as if performed at the modification date) are considered to be changes that do not significantly affect the related cash flows.

e) Write-offs

The Bank writes off a financial asset or a part thereof when it has no reasonable expectations of recovering the respective cash flows (from the receivable itself or the collateral received). When performing a write-off, the gross carrying amount of the asset is

reduced together with the related loss provision. Direct write-offs and recoveries on written-off loans are reported in the line *"Impairment losses on: Financial assets at amortised cost"*.

The receivable is written-off when:

- The expected costs of recovery of the receivable are higher than its expected recovery;
- All collaterals have been realized and no further performance can be expected;
- Defaulted unsecured receivable for which no performance has been accepted in the last 36 months and no legal action has been initiated during this period;
- Termination of bankruptcy against the debtor due to lack of assets or after meeting the schedule resolution;
- Dissolution of a legal entity without a legal successor (eg liquidation) or death of a natural person, when partial satisfaction has already occurred or cannot be satisfied at all.

Financial assets written off which are subject to further enforcement are recorded in the off-balance sheet. If the Bank, after writing off a financial asset, collects additional amounts from the client, the additional recovery is recognised in the income statement under the item *"Impairment losses on: Financial assets at amortised cost"*.

f) Recognition, Measurement and Derecognition of Financial Liabilities

"Financial liabilities at amortised cost" comprise financial instruments (other than liabilities held for trading or those designated at fair value) representing the various forms of third-party funding. Financial liabilities at amortised cost include deposits from banks, deposits from customers and debt securities issued.

These financial liabilities are recognised at the settlement date initially at fair value, which is normally the consideration received less transaction costs directly attributable to the financial liability. Subsequently these instruments are measured at amortised cost using the effective interest rate method. Such interest is recognised in the item *"Interest expense"*.

"Debt securities issued" are recognised net of repurchased amounts; the difference between the carrying value of a liability and the amount paid to buy it is recognised in the income statement in the line *"Net income/(loss) from the sale or repurchase of: Financial liabilities"*. Subsequent disposal by the issuer is considered as a new issue which does not produce gains or losses.

The item *"Financial liabilities at fair value through profit or loss"* includes financial liabilities held for trading and financial liabilities designated at FVTPL on initial recognition. Related interest is recognised in the item *"Interest expense"*.

"Financial liabilities at fair value through profit or loss: Held for trading" include financial instruments held by the Bank principally for the purpose of short-term profit taking. These instruments include short sales (obligations to deliver financial assets borrowed by a short seller (ie an entity that sells financial assets it does not yet own)) and derivatives that are not designated as hedging instruments.

"Financial liabilities at fair value through profit or loss: Held for trading", including derivatives contracts, are measured at fair value on initial recognition, as well as on each reporting date subsequent to the initial recognition of the transaction.

A gain or loss arising from sale or redemption or a change in the fair value of a held for trading financial liability is recognised in the income statement in the item *"Net income/(loss) from trading"*.

"Financial liabilities at fair value through profit or loss: Designated at FVTPL" – financial liabilities, like financial assets, may also be designated, according to IFRS 9, on initial recognition as measured at fair value, provided that:

- This decision provides more relevant information as:
 - It excludes or significantly reduces the measurement or accounting mismatch that could otherwise arise during the measurement of assets or liabilities or recognition of the respective profits or losses on a different basis; or
 - The group of financial liabilities or financial assets and financial liabilities is controlled and its performance assessed based on fair value and in line with a documented risk management strategy or investment strategy and information on this group is internally transferred to key managers of the Bank on this basis; or
- The contract contains one or more embedded derivatives and the host contract is not an asset subject to IFRS 9, the Bank can include the entire hybrid contract in this category, with the exception of cases where:
 - The embedded derivative does not significantly change the cash flows that would otherwise be required by the contract; or
 - It is clear from the first assessment of a similar hybrid instrument that the exclusion of the embedded derivative is not permitted;
- The financial liability that arises when a transfer of a financial asset does not qualify for derecognition or when the continuing involvement approach applies.

This category may also include financial liabilities represented by hybrid (combined) instruments containing embedded derivatives that otherwise should have been separated from the host contract.

Financial liabilities presented in this category are measured at fair value at initial recognition as well as during the life of the transaction. The changes in fair value are recognised in the income statement

in the item *“Net income/(loss) from financial assets/liabilities at fair value through profit or loss”*, except for those changes in fair value related to changes in credit risk of these financial liabilities (so-called own credit risk). In this scenario, the changes in fair value are recognised in the item *“Reserve funds from revaluation”* related to other comprehensive income. If such accounting treatment results in an inconsistency that arises from the application of different methods of measuring assets and liabilities, and related gains or losses, then the changes in fair value deriving from changes in credit risk are also recorded in the income statement in the item *“Net income/(loss) from financial assets/liabilities at fair value through profit or loss”*. In 2025 and in 2024 the Bank held no such liabilities.

The Bank derecognizes a financial liability (or a part of a financial liability) from its statement of financial position when, and only when, it is extinguished — i.e. when the obligation specified in the contract is discharged or cancelled or expires.

g) Reclassification of Financial Instruments

Financial instruments are not reclassified subsequent to their initial recognition aside from reclassification in the reporting period after a change in the respective business model.

Reclassifications are expected to be very infrequent. Such changes must be determined by the Bank's key management personnel as a result of external or internal changes and must be significant to the Bank's operations and demonstrable to external parties.

The following external or internal changes may result in a business model change:

- Changes in laws and regulations concerning certain assets that obliges the entity to review its business model;
- Changes in strategy concerning certain asset's class, asset's geography, product type;
- Business combinations that induce the entity to review its business model concerning certain financial assets;
- The Bank begins or ceases to perform an activity that is significant to its operations.

The following are not considered to be changes to a business model:

- A change in intention related to specific financial assets (even in circumstances of significant changes in market conditions);
- A temporary disappearance of a particular market for financial assets; or
- A transfer of financial assets between parts of the entity with different business models.

Any reclassification is applied by the Bank prospectively, so the Bank does not adjust any previously recognised gains, losses (including impairment gains or losses) or interest.

Investments in equity instruments that are designated as at FVTOCI at initial recognition and financial assets at fair value through profit or loss that are designated as at FVTPL may not be reclassified, as a decision to designation is irrevocable.

h) Day 1 Profit/Loss

If the transaction price differs from the fair value of a financial asset or financial liability measured at fair value, the difference between these values (profit or loss) is reported in the income statement, except for Level 3 fair value measurement. The Bank typically does not conduct this type of transactions with Day 1 Profit/Loss.

2. Impairment of Financial Instruments

The Bank recognises impairment losses on its debt financial instruments, other than those measured at FVTPL, its lease receivables and its off-balance credit risk exposures arising from financial guarantees and loan commitments. The impairment is based on expected credit losses whose measurement reflects:

- An unbiased and probability-weighted amount that is determined by evaluating a range of possible outcomes;
- The time value of money; and
- Reasonable and supporting information that is available without undue cost or effort at the reporting date about past events, current conditions and forecasts of future economic conditions.

For reporting and provisioning purposes, the Bank uses a three-stage model in line with IFRS 9 that takes into account changes in credit risk since initial recognition (“staging”):

- Stage 1 includes financial assets with a credit risk which has not increased significantly since initial recognition, as well as assets with low credit risk at the balance sheet date. The 12-month expected credit losses (or shorter depending on the maturity of the instrument) are recognised for these assets. Interest income is calculated on the basis of the gross carrying amount of assets.
- Stage 2 includes credit exposures that, although performing, have seen their credit risk significantly deteriorating since initial recognition. Full lifetime expected credit losses are recognised for these assets. Interest income is calculated on the basis of the gross carrying amount of assets.
- Stage 3 includes impaired credit exposures. Full lifetime expected credit losses are recognised for these assets. Interest income is calculated on the basis of the net carrying amount of assets. This category includes non-performing receivables.

Impairment models are adapted to comply with the accounting requirements stated in IFRS 9, and also follow the “Guidelines on credit institutions’ credit risk management practices and accounting for expected credit losses” issued by EBA.

Subject to expected losses calculation are financial assets at amortised cost and the applicable off balance sheet exposures

(such as loan commitments and financial guarantee contracts), all credit exposures assets classified at Fair Value through Other Comprehensive Income and Lease receivables.

Furthermore, specific adjustments are developed to the Probability of Default (PD), Loss Given Default (LGD) and Exposure At Default (EAD) parameters used for regulatory reporting purposes (Basel) to compound the Expected Credit Loss (ECL), and a model is developed to assess the Stage Allocation on unimpaired assets, at transaction level, between Stage 1 and Stage 2.

The main difference between the two stages is the time horizon which the ECL is expected to be calculated on.

On LGD and EAD specific adjustments are applied to parameters already calculated for “regulatory” purposes, in order to ensure full consistency, net of different regulatory requirements, between regulatory and accounting treatment. The main adjustments are to:

- Remove the conservatism only required for regulatory purposes;
- Introduce a “point in time” adjustment, instead of the “through the cycle” adjustment embedded in the regulatory parameters;
- Include forward-looking information; and
- Extend the credit risk parameters in a multiyear perspective.

As for PDs, dedicated lifetime PD curves are developed for each main client segment based on cumulated default rates, and are calibrated to reflect a point in time and forward-looking expectation regarding portfolio default rates.

The Expected Credit Loss derived from such adjusted parameters is also compounded taking into consideration macroeconomic forecasts.

A key aspect deriving from the model when compounding the final Expected Credit Loss is the stage allocation model, which allocates credit transactions between Stage 1 and Stage 2 (Stage 3 being equivalent to Impaired assets). Stage 1 mainly includes (i) newly originated exposures, (ii) exposures with “no significant increase in credit risk since initial recognition” or (iii) “low credit risk” exposures at the reporting date.

Stage 2 allocation assessment includes a combination of relative and absolute triggers. Relative triggers are:

- The relative comparison, at transaction level, between the PD at origination and the PD at each reporting date, both calculated through internal models, with thresholds set to each tower, segment, rating class at the initial recognition and remaining maturity. This procedure assesses whether there has been a material deterioration in credit quality since initial recognition with the life-time PD values (so called AP7/9 approach);

- additional relative trigger was introduced in May 2022 which assigns stage 2 to exposures having current PD higher than triple of the PD at origination.

Low credit risk exemption (LCRE) – specific condition allowing to keep stage 1 to exposures even if exceeding one of the two of relative triggers but only if the actual PD is lower than 0.306%.

Absolute triggers for stage 2 assignment are following:

- Exposures being overdue more than 30 days;
- new classifications to Forborne;
- transfer to Watchlist 2 process;
- having internal rating 8+ or 8;
- exposures with Watchlist 1 classification being in scope of following industries: Machinery, Automotive, Metallurgy, Mining, Industrial products, Food and beverage, Constructions, Electric and electronic, Textile, Agriculture, Air transport, Logistic, Utility, Tourism, Professional Services, Real estates, Wholesale trade.

Additionally, to the above-mentioned stage 2 triggers, there is a rule of 3-months Minimum Time Permanence (MTP) in place in place which assures the assignment of stage 2 for at least 3 continuous months. Such forced stage 2 assignment is performed in case none of stage 2 trigger is active anymore and the exposure was categorized in stage 2 for less than 3 continuous months. Such rule is not valid for Forbearance trigger where the stage 2 assignment is fully symmetrical with the Forbearance classification.

The Bank uses the “client default” definition in line with Regulation No. 575/2013 of the European Parliament and of the Council and with Final Report Guidelines on the application of the definition of default (EBA/GL/2016/07); specifically, a debtor’s default involves situations where:

- a) The debtor is in default with at least one repayment of the principal or related interest on any of its payables to the Bank for a period greater than 90 days; and/or
- b) It is likely that the debtor will be unable to settle its payables on a timely basis and in full without the Bank resorting to realising collateral.

Standard cases where the debtor will be unable to settle its payables:

- Changes in contractual cash flows due to granting relief to the debtor (the “forbearance measure” from which the bank takes a loss);
- The loan has been restructured or deferred for a long period;
- The debtor has committed credit fraud or has violated the financial commitments of the loan;
- The debtor is dead or insolvent;
- It is probable that the debtor will enter into bankruptcy or legal restructuring of its debts, etc.

In this evaluation, expected disposal scenarios are also considered as far as UniCredit Bank Non-Performing Assets Strategy foresees the recovery of defaulted assets via their transfer.

When defining the perimeter of impaired assets, the Definition of Default currently applied by UniCredit Bank has been adopted, which incorporates some of the key principles embedded in the Definition of Default guidelines issued by EBA, such as the assessment of impairment or default by considering the overall exposure to a given debtor (so-called “debtor approach”).

Financial assets at amortised cost

Financial assets at amortised cost predominantly include loans and advances to banks, loans and advances to customers and trade receivables and are reported net, ie reflecting impairment losses.

Individual impairment losses adjust the carrying amount of individually assessed financial assets at amortised cost to their recoverable amount. The recoverable amount of financial assets at amortised cost is set as the present value of expected future cash flows discounted with the original effective interest rate of the financial instrument.

Expected cash flows from the individual asset portfolios with the same characteristics (based on the segment/rating model) are set based on historical losses while taking into account the anticipated macroeconomic development. Based on this information, the expected loss is calculated as of the balance sheet date.

Financial assets at fair value through other comprehensive income

Impairment of debt financial assets at fair value through other comprehensive income in the amount of the expected credit loss is reported in the income statement under “*Impairment losses on financial assets*”. Impairment losses on equity securities classified as financial assets at fair value through other comprehensive income are not reported.

Trade receivables

Trade receivables impairment is calculated using a simplified approach based on days past due.

For additional information on Credit Risk Management, please refer to section V. Other Notes, point 35 b).

Loan commitments and financial guarantees

Under IFRS 9, the impairment requirements also apply to loan commitments and financial guarantees off the statement of financial position. The Bank assesses on a forward-looking basis the expected credit losses associated with exposures from loan commitments and financial guarantee contracts.

When estimating life-time Expected Credit Loss for undrawn loan commitments, the Bank estimates the expected portion of the loan commitment that will be drawn down over its expected life. The Expected Credit Loss is then based on the present value of the expected shortfalls in cash flows if the loan is drawn down, based on a probability-weighting of scenarios.

For financial guarantees, the Bank estimates Expected Credit Losses based on the present value of the expected payments to reimburse the holder for a credit loss that it incurs any amounts the Bank expects to recover. The calculation is made using a probability-weighting of scenarios.

The Expected Credit Losses related to loan commitments and financial guarantee contracts are recognised under the item “*Provisions for risks and charges*” in the statement of financial position and under the item “*Net provisions for risks and charges: Loan commitments and financial guarantees given*” in the income statement.

3. Fair Value Measurement Principles

The fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

The fair value of financial assets and financial liabilities is based on their quoted market price on an active market at the balance sheet date without deduction for transaction costs. If a quoted market price is not available, the fair value of the instrument is estimated using pricing models or discounted cash flow techniques that maximises market observable inputs and minimizing those unobservable.

Where discounted cash flow techniques are used, estimated future cash flows are based on Bank management’s best estimates and the discount rate is based on the market rate at the balance sheet date for an instrument with similar terms and conditions. Where pricing models are used, inputs are based on market rates at the balance sheet date.

The fair value of derivatives that are not exchange-traded is estimated as the amount that the Bank would receive or pay to terminate the contract at the balance sheet date, taking into account current market conditions and the current creditworthiness of the counterparties and of the Bank.

Bonds in the Bank’s portfolio are valued on a daily basis using available market rates quoted by market participants using Bloomberg services. A group of contributors who provide reliable and regular bond valuations is selected for each of the bonds. The credit spread of the bond is calculated from particular contributions and discount curves.

If there are sufficient current market prices of contributions available, the valuation is calculated as an average value. To prevent possible errors of particular contributions, a comparison of daily changes is made at the same time.

If no market price is available as a source of valuation or the number of actual contributions is not sufficient, the Bank will carry out the valuation on the basis of a risk-free swap rate, to which the credit spread known as of reporting date is applied. The Bank continues to apply this method until:

- Market quotations are again available;
- The credit spread of a particular bond is adjusted based on a comparison of credit spreads of similar bonds;
- The Bank receives other information about a change of the spread applied;
- The issuer's credit rating changes (change of internal and/or external rating, evidence from the market that creditworthiness is worsening); and
- The liquidity of the specific securities has deteriorated significantly.

Subsequently, the Bank will carry out the valuation comprising new aspects of the market price, including an assessment of possible impairment losses (see section III. Material Accounting Policies, point 2. Impairment, namely impairment of financial assets at fair value through other comprehensive income).

Bank management believes that the fair value of the assets and liabilities presented in these financial statements can be measured reliably.

Financial assets and financial liabilities are classified into fair value levels depending on the quality of the input used in the valuation. Individual levels are defined as follows:

- Level 1 input – quoted (unadjusted) prices on active markets for identical assets or liabilities available to the Bank as of the date of valuation;
- Level 2 input – input data other than the quoted prices contained in level 1 that are observable for an asset or liability either directly or indirectly. This category includes the instruments valued at: quoted prices of similar assets or liabilities on active markets; quoted prices of identical or similar assets or liabilities on markets that are not active; valuation techniques for which a significant input is observable on the market directly or indirectly; and
- Level 3 input – unobservable input data for an asset or liability. This category includes instruments under which valuation techniques contain an input not based on observable data and the unobservable input may have a significant impact on the instrument's valuation.

The Bank evaluates the levels at each reporting period on an instrument-by-instrument basis and reclassifies instruments, when necessary, based on the facts at the end of the reporting period.

Fair Value Adjustments (FVA)

Fair value adjustment is defined as the amount to be added to the market observed mid-price or to the theoretical price generated by a valuation model to obtain a fair value of the position. Therefore FVA are aimed at ensuring that the fair value reflects the exit price of a certain position.

Adjustments used are as follows:

- Credit/debit valuation adjustment (CVA/DVA);
- Funding Cost and Funding Benefit Adjustment (FCA/FBA)
- Model Risk;
- Close-out Costs;
- Other Adjustments.

Credit/Debit valuation adjustment (CVA/DVA)

Credit valuation adjustments (CVAs) and debit valuation adjustments (DVAs) are incorporated into derivative valuations to reflect the impact on fair value of counterparty credit risk and UniCredit own credit quality respectively.

Bank CVA/DVA methodology is based on the following inputs/assumptions – simulation approach:

- New products that can be valued are automatically included for CVA,
- Two sided bilateral CVA is used,
- EAD derived by simulation techniques – the whole portfolio of trades as well as risk mitigation techniques such as netting and margining with this counterpart is taken into account,
- PD – precise computation of counterparty exposure
 - Implied by current market default rates, obtained from Credit Default Swaps,
 - Use single name CDS where available, use sector curve approximations (based on internal rating and sector).

Funding Cost and Funding Benefit Adjustment (FCA/FBA)

Funding Valuation Adjustment (FundVA) is the sum of a Funding Cost Adjustment (FCA) and of a Funding Benefit Adjustment (FBA) that accounts for the expected future funding costs/benefits for derivatives that are not fully collateralised. Most material contributors are in-the-money trades with uncollateralised counterparties.

UniCredit FVA methodology is based on the following inputs:

- Positive and Negative exposure profiles derived from leveraging on a risk-neutral spin-off of the Counterparty Credit Risk internal model;
- PD term structure implied by current market default rates obtained from credit default swaps;
- A funding spread curve that is representative of the average funding spread of peer financial groups.

Model Risk

Financial models are used for the valuation of the financial instruments if direct market quotes are not readily available.

In general, model risk is represented by the possibility that a financial instrument's evaluation is sensitive to the choice of model. It is possible to value the same financial instrument by using alternative models which could provide different results in term of pricing. The model risk adjustment refers to the risk that the actual fair value of the instrument differs from the value produced by the model.

Close-out Costs

This measures the implicit costs of closing an (aggregated) trading position. The short position could be closed by a long position and vice versa, or by entering into a new transaction (or several transactions) that offsets (hedges) the open position. Close-out costs are typically derived from the bid/ask spreads observed on the market. It accounts for the fact that a position is valued at mid but can only be closed at bid or ask. This adjustment is not needed when the position is marked at bid or ask and already represents an exit price. In addition a close-out adjustment of the NAV is applied when there are penalties relating to a redemption of investment funds.

Other Adjustments

Other fair value adjustments not included in the previous categories may be taken into consideration to align the evaluation to the current exit price, according to the level of liquidity of the market and valuation parameters, e.g. adjustment of equity prices whose quotation on the market are not representative of the effective exit price.

For Fair Value disclosures see section V. Other Notes, point 37. Fair Value of Financial Assets and Financial Liabilities.

4. Hedging Derivatives

Hedging derivatives are carried at fair value. Positive fair value is presented in the item *"Positive fair value of hedging derivatives"*, negative fair value is presented in the item *"Negative fair value of hedging derivatives"*. The method of recognising fair value depends on the model of hedge accounting applied.

Hedge accounting can be applied if:

- The hedge is in line with the Bank's risk management strategy;
- The hedge relationship is formally documented at the inception of the hedge;
- It is expected that the hedge relationship will be highly effective throughout its life;
- The effectiveness of the hedge relationship can be objectively measured;
- The hedge relationship is highly effective throughout the accounting period; and
- For hedging future forecast transactions, it is highly probable that the transaction will occur.

If a derivative hedges an exposure to changes in the fair value of recorded assets and liabilities or of legally-enforceable firm

commitments, the hedged item is revaluated to change in fair value due to the hedged risk. Gains (losses) on the re-measurement of an interest-bearing hedged item and hedging derivative are recognised in the Statement of Comprehensive Income in *"Net income from hedging against risk of changes in fair value"*. Realised interest income and expenses are reported on a net basis in *"Interest income"* or *"Interest expense"*.

If a derivative hedges an exposure to the variability of cash flows related to recognised assets and liabilities or expected transactions, the effective part of the hedge (change in fair value of the hedging derivative) is recognised in other comprehensive income in equity item *"Reserve funds from revaluation"*. The ineffective part of the hedge is recognised in the income statement.

If the hedging of expected transactions results in the recording of an asset or liability, the cumulative gains or losses from the revaluation of the hedging derivative previously recognised in other comprehensive income are transferred to the income statement at the same time as the hedged item affects the net profit or loss.

When a hedging instrument or hedge relationship is terminated but the hedged transaction is still expected to occur, the cumulative gain or loss recognised in other comprehensive income remains in equity and is recognised in accordance with the above policy. If the hedged transaction is no longer expected to occur, the cumulative gain or loss previously recognised in other comprehensive income is immediately recognised in the income statement.

"Macro hedging of fair values related to the interest rate risk of a portfolio of financial assets or financial liabilities" – IAS 39 allows financial assets and liabilities hedge against interest rate fluctuations to be not only a single asset or liability but also a monetary position contained in a number of financial assets or liabilities (or parts of them). Accordingly, a group of derivatives can be used to offset fair-value fluctuations in hedged items due to changes in market rates.

The Bank applies macro hedging to some financial assets and some financial liabilities. Net changes, gains or losses, in the fair value of the macro-hedged assets or liabilities attributable to the hedged risk are recognised in the asset or liability item respectively *"Changes in fair value of the portfolio of hedged instruments"* and offset the income statement item *"Net income/(loss) from hedging against risk of changes in fair value"*.

In the area of hedge accounting, until 30 June 2025 the Bank made use of the option under IFRS 9 Financial Instruments to continue applying the existing hedge accounting requirements of IAS 39 Financial Instruments: Recognition and Measurement. As of 1 July 2025, the Bank implemented the hedge accounting requirements of IFRS 9 Financial Instruments (with the exception of fair value macro

hedges related to interest rate risk of a portfolio of financial assets or financial liabilities, for which the Bank continues to apply IAS 39). Further information is provided in section V. Other notes, point 35 Financial risk management.

In implementing the above approach to hedge accounting, the Bank assessed all hedge relationships established under IAS 39 that were affected by this change, and all hedging relationships were confirmed as eligible under IFRS 9 without the need for retrospective adjustment. The general approach to hedge accounting remains unchanged, with the exception of the 'cash flow hedge of a portfolio', where the 'currency basis' component of the hedging instrument is separated into the line item 'Cost of hedging reserve' within Other Comprehensive Income. In accordance with paragraph 7.2.26 of IFRS 9, the Bank elected not to apply this separation retrospectively prior to 1 July 2025.

Under IFRS 9, the criteria for a hedging relationship are as follows:

- the hedging relationship consists only of eligible hedging instruments and eligible hedged items;
- at the inception of the hedging relationship there is formal designation and documentation of the hedging relationship, the entity's risk management objectives, and its strategy for undertaking the hedge. This documentation must include identification of the hedging instrument, the hedged item, the nature of the risk being hedged, and how the entity will assess whether the hedging relationship meets the hedge effectiveness requirements (including an analysis of the sources of hedge ineffectiveness and how the entity determines the hedge ratio);
- the hedging relationship meets all of the following hedge effectiveness requirements:
 - I. there is an economic relationship between the hedged item and the hedging instrument;
 - II. the effect of credit risk does not dominate the value changes resulting from this economic relationship; and
 - III. the hedge ratio of the hedging relationship is the same as that resulting from the quantity of the hedged item that the entity actually hedges and the quantity of the hedging instrument that the entity actually uses to hedge that quantity of the hedged item. However, this designation must not reflect an imbalance in the weighting of the hedged item and the hedging instrument that would create hedge ineffectiveness (regardless of whether it is recognised) that would be inconsistent with the purpose of hedge accounting.

5. Repurchase and reverse repurchase transactions

Securities sold under an agreement to repurchase them at a specified future date are also known as "*repo transactions*" or "*sale and repurchase agreements*". Securities sold in such transactions are not derecognised from the statement of financial

position, as the Bank retains substantially all the risks and rewards of ownership, as the securities are repurchased at a fixed price when the repo transaction ends. Financial assets transferred to another counterparty under a repo transaction are measured in accordance with the appropriate accounting policy for such financial asset.

Securities sold under a repo transaction are recorded as assets in the line "*Financial assets at fair value through other comprehensive income*" or in the line "*Financial assets at fair value through profit or loss: Held for trading*", and received loan, including accrued interest, is included in the line "*Financial liabilities at amortised cost: Deposits from banks*" or in the line "*Financial liabilities at amortised cost: Deposits from customers*".

Debt securities purchased under agreements to purchase and resell at a specified future date, also known as "*reverse repos*" are not recorded in the Bank's statement of financial position but are presented in the off-balance sheet. The consideration paid (provided loan), including accrued interest, is recorded in the line "*Financial assets at amortised cost: Loans and advances to banks*" or in the line "*Financial assets at amortised cost: Loans and advances to customers*".

The difference between the sale and repurchase considerations for both repo and reverse repo transactions are recognised on an accrual basis over the period of the transaction using the EIR and are recognised in the income statement in "*Interest income*" or "*Interest expense*".

For sale of a security acquired from a reverse repo, the Bank derecognises the securities acquired from off-balance sheet and records a payable from a "*short sale*", which is revalued to fair value, in the statement of financial position. This payable is reported under "*Financial liabilities at fair value through profit or loss: Held for trading*" with any gains and losses recorded in the item "*Net income/ (loss) from trading*".

"Sell-buy" and "Buy-Sell" transactions are accounted for in the same way as "*repo transactions*" and "*reverse repos*".

6. Borrowing and Lending of Securities

Financial assets lent under securities lending arrangements continue to be recognised in the statement of financial position if the risks and rewards of ownership are retained by the Bank and are measured in accordance with the appropriate accounting policy for such financial assets.

Financial assets borrowed under securities borrowing agreements are not recognised in the Bank's statement of financial position but are presented in off-balance sheet.

For sale of a security acquired on the basis of securities borrowing arrangements, the Bank derecognises the securities acquired from off-balance sheet and records a payable from a short-term sale, which is revalued to fair value, in the statement of financial position. This payable is reported under *“Financial liabilities at fair value through profit or loss: Held for trading”*, with any gains and losses recorded in the item *“Net income/(loss) from trading”*.

Income and expenses arising from the borrowing and lending of securities are recognised on an accrual basis over the period of the transactions in the item *“Fee and commission income”* or *“Fee and commission expenses”*.

7. Offsetting

Financial assets and liabilities may be offset against each other, and the net amount is reported in the statement of financial position when the Bank has a legally enforceable right to set off the recognised amounts and the transactions are intended to be settled on a net basis. In the current and comparative period, the Bank does not offset any financial assets and financial liabilities.

8. Cash and cash balances

Cash comprises cash in hand and cash in transit. Cash equivalents are short-term (with maturity of three months or less), highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value. Cash equivalents are held for the purpose of meeting short-term cash commitments rather than for investment purposes.

“Cash and cash balances” are carried at cost in the statement of financial position.

“Cash and cash balances” includes cash balances, cash advances and other on-demand deposits and the compulsory minimum reserve with the Czech National Bank, National Bank of Slovakia and commercial banks.

The compulsory minimum reserve held at the Czech National Bank and at the National Bank of Slovakia is a required deposit which must be held by all commercial banks licensed in the Czech Republic and in Slovakia respectively. This deposit can be disposed freely, provided that the average amount of reserves calculated by the CNB or the NBS in a given maintenance period is respected.

9. Equity Investments

Equity investments are equity instruments and consequently defined as financial instruments under IAS32. These are presented in the item *“Equity investments”* and are measured at cost.

If there is evidence that an equity investment may have become impaired, its carrying value is compared with its recoverable value.

If the recoverable value is less than the carrying value, the difference is recognised in the income statement, item *“Profit/(Loss) from equity investments”*. If the reasons for impairment are removed following a subsequent event occurring after the recognition of impairment, write-backs are made through the same income statement item.

Equity investments considered strategic investments not covered by the above definitions and not recognised in the item *“Non-current assets held for sale”* are classified as assets at fair value through other comprehensive income or financial assets mandatorily at fair value and accordingly treated.

10. Property and Equipment

Property and equipment are assets which may be used for a period longer than one year. The Bank has property and equipment to conduct its activities.

Property and equipment are initially recognised at cost including all costs directly attributable to bringing an asset into use.

After being recognised as an asset:

- Buildings and land used in the business (ruled by IAS 16 “Property, plant and equipment”) are measured according to the fair value model for the measurement subsequent to initial recognition;
- Tangible assets used in the business, other than buildings and land, are measured according to cost model.

Buildings and land used in the business

The fair value model allows the Bank to represent the changes in value of the properties at the moment they arise, in compliance with the objectives of the adopted active management of the real estate portfolio. In this way, the recognition of capital gains and losses is not deferred at the time of sale of the real estate assets and is not influenced by the difference between market value (embedded in the sale price) and cost which, as stated, may no longer be meaningful if the acquisition of real estate assets did not take place recently.

In addition, the adoption of a fair value model allows a more accurate representation of the financial position of the Bank, as it represents the value of the real estate properties at a single reference date – the date of preparation of the financial statements. This avoids heterogeneity in valuation inherent in the cost model which reflects market conditions at different times, ie the purchase dates.

The differences between current fair value and the previous fair value are recognised:

- If negative,
 - in the other comprehensive income statement, and accumulated in equity under the item *“Reserve funds from revaluation”* to the extent it reverses a previous positive revaluation, or otherwise

- in the income statement in the item “Net income/(loss) on property and investment property measured at fair value”,
- If positive,
 - in the income statement in the item “Net income/(loss) on property and investment property measured at fair value” to the extent it reverses a previous negative revaluation, or otherwise
 - in the other comprehensive income statement, and accumulated in equity under the item “Reserve funds from revaluation”.

The “Reserve funds from revaluation” is linearly transferred to the item “Retained earnings and reserve funds” over the residual life of the particular property used in business. In the event of the sale of the asset, the reserve not yet reversed will be reclassified to the item “Retained earnings and reserve funds”.

The pay out of the revaluation surplus to shareholders is restricted and is eligible only in the event of the disposal of property. The fair value was determined on the basis of independent external valuations on a half-yearly basis (as at 30 June and 31 December).

Properties used in business, measured according to the IAS 16 revaluation model, continue to be depreciated using the straight-line method over their useful life from the higher revalued amount.

The useful life of properties used in business is reviewed at least at each financial year-end (i.e. 31 December) on the basis of an external independent opinion.

Tangible assets used in the business

In the cost model, assets are stated at historical cost less accumulated depreciation and impairment.

Depreciation, Impairment and Gains and losses on disposal

Depreciation is calculated using the straight-line method over the assets’ estimated useful lives. The depreciation periods (over the respective estimated useful lives) for individual categories of property and equipment are as follows:

- Buildings 20–50 years
- Technical improvement of buildings protected as cultural heritage 15 years
- Technical improvement of rented premises 10 years or in accordance with a contract
- Air-conditioning equipment 5 years
- Machinery and equipment 3–10 years
- Bank vaults 20 years
- Fixtures and fittings 5–10 years
- Motor vehicles 4–5 years
- IT equipment 4 years
- Low value tangible assets 2–3 years

Tangible assets (including right of use assets) are assessed for potential impairment or a reduction in useful life. If events or changes in the conditions occur that could result in the carrying amount not being recoverable, the carrying amount is written down to the recoverable amount if the carrying amount is higher than the estimated recoverable value. The recoverable amount is the higher of fair value less costs of disposal and the value in use.

The gains and losses on disposal are determined based on the net book value and are included in the item “Profit/(loss) from the sale of non-financial assets”. The insignificant costs of repair, maintenance and technical improvement are expensed as they are incurred. Vice versa, major repairs and technical improvements are capitalised.

Property and equipment which the Bank intends to sell within 12 months, is classified as “Non-current assets held for sale”. Such property and equipment is reclassified at the lower of its carrying amount or its sales value less disposal costs. Profit or loss from the sale is presented in the item “Profit/(loss) from the sale of non-financial assets”.

11. Intangible Assets

Intangible assets are assets which may be used for a period longer than one year.

Intangible assets are stated at historical cost less accumulated depreciation and impairment.

Depreciation is calculated using the straight-line method over the assets’ estimated useful lives. The depreciation period (over respective estimated useful lives) for intangible assets is as follows:

- Software and intangible assets 2–7 years or in accordance with a contract

Intangible assets are assessed for potential impairment or a reduction in useful life. If events or changes in the conditions occur that could result in the carrying amount not being recoverable, the carrying amount is written down to the recoverable amount if the carrying amount is higher than the estimated recoverable value. The recoverable amount is the higher of fair value less costs of disposal and the value in use.

12. Leases

Leases accounting policies are based on the standard IFRS 16 “Leases”.

a) Provided Finance Lease

A lease is classified as a finance lease if it transfers to the lessee substantially all the risks and rewards of ownership.

Receivables from finance leases are reported as equal to the net investment in the lease upon receipt of the leased asset by the

customer. The sum of future minimum lease instalments and initial fees for the provision of the lease equal to the gross investment in the lease (as finance lease contracts include a clause on purchase at the end of the lease period, there is no unsecured net book value).

The difference between the gross and net investment in the lease represents deferred financial income reported as interest income over the lease period with the constant periodic profitability of the net investment in the finance lease. The amounts received from the lessee reduce the net investment.

Bank receivables from finance leases include the cost of assets leased under finance leases in contracts where the asset has been already acquired, but the finance lease contract was not capitalised at the balance sheet date.

Significant contractual conditions for finance leases are as follows:

- The subject of the lease is specified in the text of the lease contract or in the acceptance certificate (part of the lease contract);
- The duration of the lease begins on the day of the acceptance of the subject of the lease by the lessee and ends upon the expiration of the agreed lease term;
- The lessee is authorised to purchase the subject of the lease from the lessor;
- The subject of the lease remains in the exclusive ownership of the lessor throughout the duration of the lease. The ownership is transferred to the lessee/buyer on the day the purchase price as per the purchase agreement is credited to the lessor's account;
- The purchase price and all amounts in the lease contract are net of VAT. The VAT rate is set by law and is indicated separately in invoices;
- The consideration for the lease includes an extraordinary lease payment, contractual flat fee (e.g. the processing and administration of the lease contract) and the number of lease payments indicated by the contract and calculated from the acquisition cost (in CZK or a foreign currency);
- The subject of the lease must be insured throughout the lease term; and
- The lessor may prematurely terminate the lease contract at any time without a notice period by withdrawal or by a notice with immediate effect if the lessee significantly breaches or fails to meet the obligations and commitments arising from the lease contract. In such a case, the lessee is obliged to make all the remaining lease payments to the lessor in line with the payment calendar. Payments are due upon the premature termination of the lease contract.

The finance lease receivables are presented in the item "*Financial assets at amortised cost: Loans and advances to customers*".

b) Provided Operating Leases

Other leases are classified as operating leases. The leased asset

continues to be owned by the lease company after the termination of the lease contract.

Income from operating leases is reported in "*Other operating income*".

c) Received Leases

IFRS 16 requires that a lessee recognises an asset, representing the right of use of the underlying asset, and at the same time, a liability reflecting future payments of the lease contract for all of the leasing types.

At initial recognition, such an asset is measured on the basis of the lease contract cash flows which include, in addition to the present value of lease payments, any initial direct cost attributable to the lease, lease payments paid before the commencement date and any other costs required to dismantle/remove the underlying asset at the end of the contract and is decreased by incentives received. Right of use assets are reported in the item "*Property, equipment and right of use assets*".

After initial recognition, the right-of-use is measured on the basis of the provisions set for tangible assets applying the cost model less any accumulated depreciation and any accumulated impairment losses. The depreciation period is equal to the determined lease term.

Accumulated depreciation and any accumulated impairment losses are reported in the item "*Depreciation and impairment of property, equipment and right of use assets*".

The Bank elected to use the transition practical expedient to not reassess whether a contract is, or contains, a lease at 1 January 2019. Instead, the Bank applied the standard only to contracts previously identified as leases applying IAS 17 and IFRIC 4 at the date of initial application.

In line with the standard, the Bank decided not to apply IFRS 16 for leases of intangible assets, short-term leases shorter than 12 months and leases with low-value underlying assets. Related expenses are presented on an accrual basis in the item "*Administrative expenses*".

To calculate the lease liability and related assets based on the right of use, the Bank discounts future lease payments using an appropriate discount rate. Lease payments are set for discounting in this respect based on contractual arrangements and net of VAT, as the obligation to pay this tax originates at the moment an invoice issued by the lessor and not as of the date of commencement of the lease contract.

To perform these calculations, payments must be discounted using the implicit interest rate based on the lease contract or, if this is not available, the incremental borrowing rate. This is determined based on the costs of financing a liability of similar duration and similar security to what is contained in the lease contract.

Details related to determining of lease term see part Determining lease term in the section IV. Critical Accounting Judgements, Estimates and Assumptions.

Lease liabilities are reported in the item "*Financial liabilities at amortised cost: Deposits from customers and lease liabilities*" based on the counterparty. After initial recognition, lease liabilities are

increased by the interest expense calculated using the same interest rate used for the discounting of the relevant lease payments and decreased by the lease payments. The interest expense is reported in the item "*Interest expense*".

The vast majority of right of use assets / lease liabilities is related to the Bank's headquarter and its branches.

Summary of amounts in relation to leases received under IFRS 16 as of 31 December 2025 and 31 December 2024 is presented in the following tables:

Statement of Comprehensive Income	Point in section V. Other Notes	2025	2024
Depreciation of Right of use assets	18. Property, equipment and right of use assets	(324)	(357)
Interest expense	1. Net interest income	(60)	(65)
Statement of Financial Position	Point in section V. Other Notes	2025	2024
Right of use assets	18. Property, equipment and right of use assets	1 756	1 861
Lease liabilities	23. Financial liabilities at amortised cost: Deposits from customers and lease liabilities	1 911	2 039

Lease modifications are changes in the term or condition of a lease contract that change the scope of the lease contract (e.g. by adding or decreasing assets under lease); the consideration to be paid; or the contractual lease term.

Lease modifications are accounted for as a separate lease contract which is additional to the original lease contract being modified if both of the following conditions are satisfied:

- the modification increases the scope of the lease by adding additional asset, and
- the lease payments are also increased so to reflect the market value of such increase in scope (possibly adjusted to take into account the specific feature of the specific lease contract).

On the contrary if the modification doesn't fulfil the condition above, modifications are accounted for by re-measuring the liability through discounting the revised lease payments for the revised lease term and applying the revised discount rate. The resulting adjustment to the lease liability is recognized by increasing/decreasing the right of use.

13. Provisions for Risks and Charges

Provisions for risks and charges relate to a probable outflow of an uncertain amount over an uncertain period of time. Provisions for risks and charges are recognised when:

- There is an obligation (legal or constructive) as a result of a past event;
- It is probable that an outflow of resources will be required to settle the obligation (probable means the probability exceeds 50%); and
- The amount of the obligation can be reliably estimated.

A restructuring provision is recognised when the following criteria are met:

- The Bank has prepared a detailed and formal restructuring plan;
- Those affected by the restructuring have a realistic expectation that the restructuring will take place as the implementation of the plan has commenced or its main features have been announced.

When creating provisions for off-balance sheet items, the Bank proceeds analogically as for the impairment losses on financial assets at amortised cost or financial assets at fair value through other comprehensive income, in line with IFRS 9 requirements.

The provisions for off-balance sheet items are recorded in the statement of financial position in the item "*Provisions for risks and charges*".

14. Deferred Incentives

The Bank accounts for deferred incentives on an accrual basis. Related liability is recognised in the item "*Other liabilities*" against the income statement item "*Administrative expenses*".

The Bank Incentive System and the Local Incentive System are applied to the identified positions. Payment of the bonus for the given period is spread out over a multiple-year period.

Based on the Bank Incentive System, the bonus payment is spread over 6 years (senior management) or 4 years (other identified staff). In each year, the bonus payment is conditional upon completion of the Compliance Assessment, Continuous Employment Condition and Clawback application, which confirm, reduce or entirely cancel the entitlement to a bonus payment. The incentives are paid partially in cash and partially in non-monetary instruments or shares.

Based on the Local Incentive System, the bonus payment is spread over 4 years. In each year, the bonus payment is conditional upon completion of the Compliance Assessment, Continuous Employment Condition and Clawback application, which confirm, reduce or entirely cancel the entitlement to bonus payment. The incentives are paid partially in cash and partially in non-monetary instruments.

15. Contingent Assets and Liabilities

A contingent liability is a possible obligation depending on whether some uncertain future event occurs, or a present obligation but payment is not probable or the amount cannot be measured reliably.

A contingent asset is a possible asset that arises from past events, and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity.

The Bank does not recognise contingent assets/liabilities in the statement of financial position, but regularly reviews their development to specify whether an inflow/outflow of resources embodying economic benefits has become probable. Where the likelihood of an outflow of economic benefits is higher than 50% (more likely than not), the Bank recognises a provision. Where the likelihood of an inflow of economic benefits is almost 100% (virtually certain), the Bank recognises an asset and revenue.

16. Interest Income and Interest Expense

Interest income and interest expense are recognised in the income statement in the period to which they relate, using the effective interest rate method. Interest income is recognised using the effective interest rate on financial assets measured at amortised cost, financial assets measured at FVTOCI. Interest expense is also calculated using the effective interest rate method for all financial liabilities at amortised cost.

Interest from loans and deposits is accrued on a daily basis. Interest income and expenses include relevant transaction costs and the amortisation of any discount or premium between the initial carrying amount of an instrument and its amount at maturity calculated on an effective interest rate basis.

Interest income on financial assets at amortised cost or at FVTOCI classified in stage 1 and 2 (ie performing assets) is calculated from the gross carrying amount (ie before allowances). Interest income on financial assets at amortised cost or at FVTOCI classified in stage 3 (ie credit impaired assets) is calculated from the net carrying amount (ie after allowances) using “*unwinding*”.

In the environment of negative interest rates, negative interest income is presented in interest expense and negative interest expense is presented in interest income.

Net interest income comprises interest income and interest expense calculated using the effective interest method and other methods. Interest income calculated using the effective interest method is disclosed separately in the income statement to provide symmetrical and comparable information.

17. Fee and Commission Income and Expenses

Fee and commission income and expenses consist of fees and commissions received/paid by the Bank for providing financial services, other than those related to the origination of a financial asset or liability, which form a part of the effective interest income/expenses.

Fees and commissions from financial services provided by the Bank, including payment services, brokerage services, investment advice and financial planning, investment banking services and asset management services.

Fees and commission income are accounted for in the income statement as the Bank satisfies the performance obligation embedded in the contract, according to “IFRS15 Revenue from Contracts with Customers” rules.

In particular:

- If the performance obligation is satisfied at a specific moment (“point in time”), the related revenue is recognised in the income statement when the service is provided;
- If the performance obligation is satisfied over-time, the related revenue is recognised in the income statement in order to reflect the progress of satisfaction of such obligation.

Transaction fees coming from securities transactions and payment services are typically booked at the point in time when the service is provided and immediately withdrawn from customer account.

Fees related to management, administration, deposit and custody services, account administration and payment cards are normally recognised over time during the term of the contract. The revenue is measured on straight-line basis and is evenly distributed during the term of the contract as this method best depicts the Bank’s commitment to stand ready for fulfilment of customer requests. These services are mostly invoiced on regular basis (typically monthly), selected services are invoiced in advance.

Fees related to loans provided, other than those related to the origination, which form a part of the effective interest income, are either booked at the point in time when the service is provided or recognised over time during the term of the contract based on the type of services provided.

The amount of revenues linked to fee and commission income is determined based on contractual conditions. Variability that would

have impact on amount that the Bank expects to receive is not usually foreseen for services provided by the Bank.

If a contract regards different goods/services which are not priced and charged on the stand-alone price level, the revenue is allocated among the different obligation proportionally to the stand-alone price of the single item delivered. These amounts will therefore be accounted for in the income statement on the basis of the timing of satisfaction of each obligation.

This circumstance, which is not significant, might happen in case of customer loyalty programs that require to provide goods or services for free, or by cashing-in a price not at market condition, if the client reaches a specific volume of fees, or in case of programs to acquire new customers that assign a bonus to the target (in the form of a product or a service) when it becomes a new client. The stand-alone selling prices for free-of-charge customer options are determined using the adjusted market assessment method. Contract liability given by the customer options is not material.

The Bank has decided, as practical expedient permitted under IFRS 15, not to disclose the amount of transaction price allocated to unsatisfied performance obligations related to fees and commissions from financial services. This is because the Bank does not typically contract respective services for period that would be enforceable longer than 12 months. The only significant contract with deferred revenue for longer period than 12 months (contract with non-refundable up-front fees not related to specific services transferred to customer and thus linearly amortised to the item "*Fee and Commission Income*" during live of the contract – 5 and 15 years respectively) is included in the item "*Other liabilities*" in amount of MCZK 381 as of 31 December 2025 (as of 31 December 2024 MCZK 461).

18. Dividend income

Dividend income is recognised in the income statement in "*Dividend income*" on the date the dividend is declared.

19. Taxation

Tax non-deductible expenses are added to and non-taxable income is deducted from the profit for the period pursuant to Czech Accounting Standards to arrive at the taxable income base in the Czech Republic, which is further adjusted by tax allowances and relevant credits. The tax payable (item "*Tax liabilities: Income tax*") or receivable (item "*Tax receivables: Income tax*") is calculated using the tax rate valid at the year-end and reported in the expected amount of the settlement with the tax authorities.

The income tax of entities based in Slovakia is calculated in line with the regulations applicable in the Slovak Republic.

Deferred tax is provided on all temporary differences between the carrying amounts of assets and liabilities for financial statement purposes and the amounts used for taxation purposes multiplied by the expected income tax rate for the period of the asset recovery or liability settlement, based on tax rates that have been enacted or substantially enacted. A deferred tax asset (item "*Tax receivables: Deferred tax*") is only recognised to the extent that there are no doubts that there will be future taxable profits available against which this asset can be utilised. A deferred tax liability (item "*Tax liabilities: Deferred tax*") is recognised for all taxable temporary differences.

Current and deferred taxes are recognised as income tax benefits or expenses in the income statement except for tax related to the fair value remeasurement of debt instruments at fair value through OCI, foreign exchange differences and the net movement on cash flow hedges, which are charged or credited to OCI.

These exceptions are subsequently reclassified from OCI to the income statement, together with the respective deferred loss or gain. The Bank also recognises the tax consequences of payments and issuing costs, related to financial instruments that are classified as equity, directly in equity.

The Bank only offsets its deferred tax assets against liabilities when there is both a legal right to offset its current tax assets and liabilities and it is the Bank's intention to settle on a net basis.

20. Segment Reporting

IFRS 8 Operating segments states that presentation and reporting of operating segments shall be in accordance with performance criteria monitored by the chief operating decision-maker who is responsible for operational decisions. At the Bank, that decision-maker is the Board of Directors of the Bank.

The Bank's primary segment reporting is broken down by types of customers, which correspond to the Bank's various operations: retail and private banking, corporate and investment banking and other.

The performance of all the segments is monitored monthly by the Board of Directors and other members of the Bank's management. The reporting segments generate income primarily from the provision of loans and other banking products.

Retail and private banking encompasses in particular providing loans, mortgages, bank account maintenance, payment services (including payment cards), term and saving deposits, investment advisory services.

Corporate and investment banking, leases include especially the following products and services: providing banking services to companies and public institutions, including loans, leasing, factoring,

bank guarantees, account maintenance, payment services, opening documentary letters of credit, term deposits, derivative and foreign currency operations, and capital market activities inclusive of securities underwriting for customers, investment advisory, and consulting on mergers and acquisitions.

Other reporting segment includes banking services that are not included within the aforementioned segments.

21. Standards and Interpretations Effective in the Current Period

The following new standards, amendments to the existing standards and new interpretation issued by the International Accounting Standards Board (IASB) and adopted by the EU are effective for the current reporting period:

- **Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates: Lack of exchangeability** - Under IAS 21

The Effects of Changes in Foreign Exchange Rates, a company uses a spot exchange rate when translating a foreign currency transaction. In some jurisdictions, no spot rate is available because a currency cannot be exchanged into another currency.

IAS 21 was amended to clarify:

- when a currency is exchangeable into another currency; and
- how a company estimates a spot rate when a currency lacks exchangeability.

The amendments also include additional disclosure requirements to help users to assess the impact of using an estimated exchange rate on the financial statements. (Effective for annual reporting periods beginning on or after 1 January 2025. Earlier application is permitted.)

The adoption of this amendment to the existing standards has not led to any material changes in the Bank's financial statements.

22. Standards and Interpretations Published by the IASB, but not yet Effective

At the date of authorisation of these financial statements, there are following amendments to the existing standards issued by IASB and adopted by the EU but not yet effective:

- **Amendments to IFRS 9 and IFRS 7 Amendments to the Classification and Measurement of Financial Instruments**

Settlement of liabilities through electronic payment systems

There has been diversity in practice over the timing of the recognition and derecognition of financial assets and financial liabilities, particularly when they are settled using electronic payment system. The amendments to IFRS 9 clarify when a financial asset or a financial liability is recognised and derecognised.

Under the amendments, a company generally derecognises its trade payable on the settlement date. Normally this is the date, on which payment is completed.

The amendments also provide an optional exception, which allows the company to derecognise its trade payable earlier than the settlement date, potentially on the date when payment is initiated and cannot be cancelled.

The exception is available when the company uses an electronic payment system that meets all of the following criteria:

- no practical ability to withdraw, stop or cancel the payment instruction;
- no practical ability to access the cash to be used for settlement as a result of the payment instruction; and
- the settlement risk associated with the electronic payment system is insignificant.

Companies can choose to apply the exception for electronic payments on a system-by-system basis.

Classification of financial assets with ESG-linked features

Under IFRS 9, it was unclear whether the contractual cash flows of some financial assets with ESG-linked features represented SPPI, which is a condition for measurement at amortised cost. This could have resulted in financial assets with ESG-linked features being measured at fair value through profit or loss.

The amendments introduce an additional SPPI test for financial assets with contingent features that are not related directly to a change in basic lending risks or costs – e.g. where the cash flows change depending on whether the borrower meets an ESG target specified in the loan contract.

Under the amendments, certain financial assets including those with ESG-linked features could now meet the SPPI criterion, provided that their cash flows are not significantly different from an identical financial asset without such a feature.

The amendments also include additional disclosures for all financial assets and financial liabilities that have certain contingent features that are:

- not related directly to a change in basic lending risks or costs; and
- are not measured at fair value through profit or loss.

Contractually linked instruments (CLIs) and non-recourse features

The amendments clarify the key characteristics of CLIs and how they differ from financial assets with non-recourse features. The amendments also include factors that a company needs to consider when assessing the cash flows underlying a financial asset with non-recourse features (the 'look through' test).

Disclosures on investments in equity instruments

The amendments require additional disclosures for investments in equity instruments that are measured at fair value with gains or losses presented in other comprehensive income (FVOCI). (Effective for annual reporting periods beginning on or after 1 January 2026. Earlier application is permitted.)

• **Amendments to IFRS 9 and IFRS 7 Contracts Referencing Nature-dependent Electricity**

The amendments enable nature-dependent electricity contracts, which are sometimes referred to as renewable power purchase agreements (PPAs), to be better reflected in the financial statements. The amendments:

- Clarify the application of the own use exemption to these contracts.
- Amend the hedge accounting requirements to allow contracts for electricity from nature-dependent renewable energy sources to be used as a hedging instrument if certain conditions are met.
- Introduce additional disclosure requirements to enable investors to understand the impact of these contracts on a company's financial performance and future cash flow.

(Effective for annual reporting periods beginning on or after 1 January 2026. Earlier application is permitted.)

• **Annual Improvements to IFRS Standards – Volume 11** - In this volume of improvements, the IASB makes minor amendments to IFRS 9 Financial Instruments and to a further four accounting standards (IFRS 1 First-time Adoption of International Financial Reporting Standards; IFRS 7 Financial Instruments: Disclosures; IFRS 10 Consolidated Financial Statements and IAS 7 Statement of Cash Flows). The amendments to IFRS 9 address:

- a conflict between IFRS 9 and IFRS 15 Revenue from Contracts with Customers over the initial measurement of trade receivables; and
- how a lessee accounts for the derecognition of a lease liability under paragraph 23 of IFRS 9.

The amendments to IFRS 9 require companies to initially measure a trade receivable without a significant financing component at the amount determined by applying IFRS 15. They also clarify that when lease liabilities are derecognised under IFRS 9, the difference between the carrying amount and the consideration paid is recognised in profit or loss.

(Effective for annual reporting periods on or after 1 January 2026. Earlier application is permitted. The amendment on derecognition of lease liabilities applies only to lease liabilities extinguished on or after the beginning of the annual reporting period in which the amendment is first applied).

The adoption of these amendments to existing standards will have no material impact to the Bank's financial statements.

23. New and amended IFRS standards issued by IASB but not yet adopted by the EU

At present, IFRS as adopted by the EU do not significantly differ from regulations adopted by IASB, except for the following new standards and amendments to the existing standards, which were not endorsed for use in the EU as at the date of publication of these financial statements (the effective dates stated below are for IFRS as issued by IASB):

• **IFRS 18 Presentation and Disclosure in Financial Statements**

- IFRS 18 replaces IAS 1 Presentation of Financial Statements. The major changes in the requirements are summarised below.

A more structured statement of profit or loss

IFRS 18 introduces newly defined 'operating profit' and 'profit or loss before financing and income tax' subtotals and a requirement for all income and expenses to be allocated between three new distinct categories based on a company's main business activities: operating, investing and financing.

Under IFRS 18, companies are no longer permitted to disclose operating expenses only in the notes. A company presents operating expenses in a way that provides the 'most useful structured summary' of its expenses by either:

- nature;
- function; or
- using a mixed presentation.

If any operating expenses are presented by function, then new disclosures apply.

MPMs – Disclosed and subject to audit

IFRS 18 also requires some 'non-GAAP' measures to be reported in the financial statements. It introduces a narrow definition for Management Performance Measures ("MPMs"), requiring them to be:

- a subtotal of income and expenses;
- used in public communications outside the financial statements; and
- reflective of management's view of financial performance.

For each MPM presented, companies need to explain in a single note to the financial statements why the measure provides useful information, how it is calculated and reconcile it to an amount determined under IFRS Accounting Standards.

Greater disaggregation of information

The new standard includes enhanced guidance on how companies group information in the financial statements. This includes

guidance on whether information is included in the primary financial statements or is further disaggregated in the notes.

Companies are discouraged from labelling items as 'other' and are required to disclose more information if they continue to do so.

Other changes applicable to the primary financial statements

IFRS 18 sets operating profit as a starting point for the indirect method of presenting cash flows from operating activities and eliminates the option for classifying interest and dividend cash flows as operating activities in the cash flow statement (this differs for companies with specified main business activities). It also requires goodwill to be presented as a new line item on the face of the balance sheet.

Transition

In its annual financial statements prepared for the period in which the new standard is first applied, an entity shall disclose, for the comparative period immediately preceding that period, a reconciliation for each line item in the statement of profit or loss between:

- the restated amounts presented applying IFRS 18; and
- the amounts previously presented applying IAS 1.

(Effective for annual reporting periods beginning on or after 1 January 2027. Earlier application is permitted.)

• **IFRS 19 Subsidiaries without Public Accountability:**

Disclosures - IFRS 19 allows eligible subsidiaries to apply IFRS Accounting Standards with the reduced disclosure requirements of IFRS 19.

A subsidiary may choose to apply the new standard in its consolidated, separate or individual financial statements provided that, at the reporting date:

- it does not have public accountability;
- its parent produces consolidated financial statements under IFRS Accounting Standards.

A subsidiary applying IFRS 19 is required to clearly state in its explicit and unreserved statement of compliance with IFRS Accounting Standards that IFRS 19 has been adopted.

(Effective for annual reporting periods beginning on or after 1 January 2027. Earlier application is permitted.)

• **Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates: Translation to a Hyperinflationary Presentation Currency**

The amendments clarify that:

- a company with a non-hyperinflationary functional currency uses the closing rate at the latest reporting date when translating all

the financial statement amounts (including comparatives) into its hyperinflationary presentation currency; and

- a company uses the closing rate at the latest reporting date when translating all amounts (excluding comparatives) of a foreign operation with a non-hyperinflationary functional currency into the company's hyperinflationary presentation currency and applies the change in the general price index to restate the comparatives.

(Effective for annual reporting periods beginning on or after 1 January 2027. Earlier application is permitted.)

• **Amendments to IFRS 10 Consolidated Financial Statements and IAS 28 Investments in Associates and Joint Ventures**

- Sale or Contribution of Assets between an Investor and its Associate or Joint Venture and further amendments (effective date deferred indefinitely)

The Bank anticipates that the adoption of these new standards and amendments to the existing standards will have no material impact on the Bank's financial statements in the period of initial application. In the case of IFRS 18 The Bank is in the process of assessment of the potential impact on its financial statements resulting from the application of IFRS 18.

IV. Critical accounting judgments, estimates and assumptions

These disclosures supplement the commentary on financial risk management (see section V. Other Notes, point 35. Financial Risk Management).

The presentation of the consolidated financial statements in conformity with IFRS requires Bank management to make judgments, estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the balance sheet date and the reported amounts of revenues and expenses during the reporting period. These estimates, which relate to the determination of fair values of financial instruments (where no public market exists), impairment of assets and provisions and other areas, are based on the information available at the balance sheet date.

Impact of the current geopolitical situation

The Bank closely monitors developments in international trade, particularly in connection with the increased uncertainty arising from the growing geopolitical tension in the Middle East and from the introduction of tariff measures by the United States and the subsequent reciprocal responses of other countries. The Bank has implemented detailed monitoring of current developments and continuously identifies potentially affected clients, for whom it individually assesses the impact of the current situation. Based on

the analysis performed, reflecting current macroeconomic conditions, there is no indication that the Bank's financial plan is at risk. The Bank continues to monitor the situation and is prepared to respond to further developments.

Impact of climate-related matters

Climate change is impacting both society and companies alike. The Bank is considering the impact of climate change on its business model, risk strategy, and also the effect on its financial statements.

Climate-related matters may affect the Bank's exposure to credit losses due to environmental disasters, regulatory change or a borrower's ability to meet its obligations to the Bank. Subsequently, these may have impact on ECL and/or collateral valuation. Management carefully reviews these risks.

Climate-related matters may affect also the classification and measurement of loans as lenders may include terms linking contractual cash flows to an entity's achievement of climate-related targets. In this respect, the Bank assesses whether the contractual terms of the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Business model assessment

The classification of financial assets is driven by the business model. Management applies judgment when determining the level of aggregation and portfolios of financial instruments when performing the business model assessment. When assessing sales transactions, the Bank considers their historical frequency, timing and value, reasons for the sales and expectations about future sales activity.

Assessment of whether cash flows are solely payments of principal and interest

Judgment is required to determine whether a financial asset's cash flows are solely payments of principal and interest and whether they are in line with the SPPI test. Judgment is required to assess whether risks and volatility of contractual cash flows are related to the basic lending arrangement. Features that require judgments include the modification of time value of money, assessment of whether prepayment fees applied to loans can be considered as a reasonable compensation for early terminations or prepayments.

Impairment of financial assets

Financial assets accounted for at amortised cost and at fair value recognised through other comprehensive income (except for the FVTOCI option), lease receivables, trade receivables and loan commitments and financial guarantees (not accounted at FVTPL) are subject to impairment under ECL model. Impairment is determined in the amount of the 12-month (or shorter depending on the instrument's maturity) expected credit loss for assets that

have not experienced a significant increase in credit risk since initial recognition, and in the amount of lifetime expected losses for assets which have experienced a significant increase in credit risk since initial recognition or which are impaired. When assessing impairment, the return on financial assets is evaluated separately using the best possible estimate of the present value of future cash flows that are expected to be received. When estimating these cash flows, the Bank management makes judgments about the debtor's financial situation and the net realisable value of any underlying collateral.

The creation of impairment allowances for expected credit losses and identified financial guarantee contracts and loan commitments involves many uncertainties concerning the outcomes of the risks stated above and requires Bank management to make many subjective assessments when estimating the amount of losses. Measurement of impairment allowances for expected credit losses for financial assets of amortised cost and at fair value through other comprehensive income requires the application of models and significant judgments regarding future economic conditions and credit behaviour. Given current economic conditions, the result of estimates may differ from the impairment provisions recognised as at 31 December 2025 that are reported in items "Impairment losses on: Financial assets at amortised cost", "Impairment losses on: Financial assets at fair value through other comprehensive income" and "Net provisions for risks and charges: Loan commitments and financial guarantees given".

Inclusion of Forward-Looking Information (hereinafter "FLI")

1. Macroeconomic Multiscenario Overlay Factor

The IFRS 9 impairment requirements set out that expected credit loss must be assessed based on past, current and forward-looking information. In this regard, the Bank usually updates macroeconomic scenarios on a half year basis and account for the related effects in half year and year-end financial reports. In line with this usual practice, an update has been made also before year-end 2025.

The Bank creates various favourable scenarios of future development and assigns probability weights to individual scenarios and result of this activity is the so-called multiscenario overlay factor which includes in the calculation the sensitivity of the Expected Credit Loss ("ECL") development in different scenarios. Specifically, the Bank has selected three macroeconomic scenarios to determine the forward-looking component: a baseline, positive and adverse scenario. The baseline scenario is the reference scenario and therefore is the most probable realization. Adverse scenario represents possible alternative realization, worse one compared to the baseline in terms of evolution of the economy. Opposite scenario is the positive one.

Scenarios are created by an independent department in accordance with UniCredit group forecasting rules.

The assigned probabilities of 60% to the baseline scenario, 35% to the negative scenario, and 5% to the positive scenario reflect a macroeconomic outlook still characterized by a high degree of uncertainty.

While the baseline assumes a modest but positive growth supported by stabilizing inflation, resilient labour markets, and moderately accommodative financial conditions, downside risks continue to dominate the balance of risks. These are primarily driven by:

- Persistent uncertainty around U.S. trade policy, with the potential for renewed tariff tensions or protectionist measures that could weigh on global trade and European exports.
- Elevated geopolitical tensions, particularly in Eastern Europe and the Middle East, which could affect energy markets, confidence, and investment decisions.

Given these factors, the negative scenario is assigned a higher probability (35%) than the upside (5%), as the likelihood of adverse shocks — whether geopolitical, policy-driven, or financial — is currently perceived as greater than that of significantly more favourable conditions.

The positive scenario, while plausible, requires a combination of structural improvements in global trade dynamics, sustained political stability in Europe, and stronger-than-expected private sector momentum. These conditions are seen as less probable in the current environment, justifying a lower weight.

This asymmetric weighting ensures that risk assessments and planning remain conservative and aligned with the prevailing macro-financial landscape.

Scenarios are created by an independent department in accordance with UniCredit group forecasting rules.

a) IFRS9 Baseline Scenario

In our baseline scenario, we assume cca 15% baseline average tariff on most US imports from the EU. To keep this level the EU has committed to purchase more energy and military equipment from the US and to boost investments in the US.

Tariffs negatively affect global trade, supply chains, capex and the labour market globally, but we assume that sound balance sheets allow firms and households both in the US and in Europe to cope with tariff-related damage, keeping the two economies on a path of slow but positive growth in 2025.

Uncertainty has eased as trade deals have been announced. This should support hiring and investments. Improvement in growth momentum from 2026. Expansionary fiscal policy in Europe cushions some of the drag from tariffs, but only from 2026 and

mainly in Germany, where fiscal stimulus will start lifting GDP growth in 2026, with the spending programs seen accelerating in 2027-28. The EU defence plan will start lifting eurozone GDP in 2026, but moderately due to limited fiscal space outside Germany. Also here, it is plausible that the growth boost will increase in 2027-28. In Eurozone, strong frontloading of exports to the US and boomed activity in Ireland fuelled volatility in 1H25. Growth proved more resilient than expected. The bulk of the tariff-related drag on activity will materialize in 2H25. Expected GDP growth +1.2% in 2025 but only +0.9% in 2026.

Domestic demand has been supportive thanks to the improving purchasing power of households, looser monetary policy and an acceleration of the impulse of Next Generation EU (NGEU) investment. In 2026, higher defence and infrastructure spending in Germany will start lifting activity, albeit gradually. Downside risks mainly originate from weakening employment growth and low consumer confidence.

Headline inflation likely at around 2%, a cooling down of the labour market will likely support a further slowdown in wage growth over the coming quarters. Core inflation below 2% as soon as next spring.

ECB Deposit Facility Rate at 2% in 2026, there is risk for the next 3/6 months towards a final 25 bps rate cut. Growth stabilizing at around potential in 2027-28 creates conditions for a slightly higher policy rate (+25bps, to 2.25% in Oct.27).

In our baseline we see ECB policy rates flat at 2% from Jun25 to Oct27 and at 2.25% subsequently in line with current forward/market level.

Considering the ongoing reduction in ECB asset portfolio and the case for higher government bond supply in the Eurozone, we expect long-dated yields to rise over time. This reflects the expectation that the term premium will be higher compared to the past decade. In the US on the contrary, we see the Fed gradually reducing policy rates towards neutrality. This should help long-dated yield to stability.

Subdued economic growth and abundant supply keep oil prices at around USD 60/bbl YE25 and similar throughout the forecast horizon. A steady ECB on rates and more rate cuts by the Fed support a Euro/Dollar FX at cca 1.2.

In countries of Central and Eastern Europe downside risks still dominate the outlook. Consumption remains key driver of growth, with downside risks related to labour market loosening. Net exports a less negative drag on GDP growth as industrial exports show first signs of stabilization. In CEE, there are especially political and fiscal risks. A populist shift in Czechia may lead to a looser fiscal stance and more confrontations with the EU.

Elections in Hungary in 2026 may support further risk-premium compression but also flag risks of fiscal populism. The Polish government may avoid major fiscal steps before elections in 2027, keeping the debt ratio on a steep rise.

Geopolitical risks and domestic fiscal risks will likely keep CEE central banks cautious. In Czechia, there are not expected additional cuts from the CNB in 2025, probably further cut in the repo rate to 3.25% in 2026. Tax hikes should boost inflation temporarily in Romania and Slovakia, eliminating room for NBR rate cuts before late-2026.

b) IFRS9 Negative Scenario – “Recession”

In this scenario, we assume that a renewed intensification of trade tensions as US' trading partners fail to comply with the requests of the deals struck with the White House. This leads the US Administration to raise duties to levels that are above those announced on 2nd April, and which remain in place throughout the forecast horizon. US-China tit-for-tat pushes tariffs above 100% for both countries, de facto halting bilateral trade flows. Outside China, retaliation against US tariffs is relatively contained. Tariffs and the associated uncertainty hit global trade, supply chains, capex and the labour market globally.

We also assume rising geopolitical tensions in the Middle East and Ukraine, which prevent oil prices from adjusting downwards relative to the levels projected in the baseline scenario, despite the negative growth shock. Inflation in the US accelerates in the short run but the shock is ultimately disinflationary as weaker activity dampens price pressure over the medium term. Cheap Chinese goods previously shipped to the US are diverted towards other countries, adding to disinflationary pressures globally. Risk aversion in markets rises. We assume the USD weakens compared to the baseline as Trump's policies fuel doubts about the international role of the US currency and triggers reorientation of financial flows away from the US.

In terms of timing, we assume that the shock starts in 2Q 2026. In the eurozone, activity starts contracting in 2026 (–0.5%) and the recession deepens in 2027 (–1.1%). This is followed by a slow recovery in 2028 (+0.5%) as the tariff shock gradually fades, rate cuts feed through and fiscal policy provides support. The cumulative hit to GDP growth is 4.8pp.

Eurozone inflation declines below the ECB's 2% goal throughout the forecast horizon, as the effects of demand weakness and a widening of the output gap prevail over supply-side frictions. Overall, inflation settles a cumulative 1pp below the baseline. Inflation expectations drift lower, increasing pressure on the ECB to continue to cut rates.

The ECB cuts the deposit rate to 1% by 2027, hence pushing rates clearly below the level that we regard as neutral. Monetary policy would then remain unchanged in 2028. The Fed looks through

the initial inflation shock and cuts the fed funds rate to 2.75% by 2028. Given the negative shock to growth, which leads the ECB to ease more than in the baseline, we expect yields on core curves to be lower compared to the baseline. In particular, 10Y yields in the eurozone move to discount the lower level of ECB policy rates as soon as the shock materializes in 2026. The 10Y Bund yield is assumed to reach 2.30% in 2026. In the US we assume that yields start to fall to 4.10% in 2026 and further to 3.75% in 2027.

The increase in uncertainty surrounding the economic outlook, coupled with significant deterioration in risk appetite, is expected to keep demand for safe assets strong. Given the current institutional context, in the market risk exercise we assume that USTs do not benefit from flight to quality.

Equity markets are expected to post significant losses, of about 15-30%, reflecting the recessionary environment. We project in this scenario that equity returns could be up to 30pp lower than our baseline. We pencil in a modest recovery of equities in the final part of the horizon, as the growth shock fades.

In FX, we expect EUR-USD to rise as we assume the USD will weaken compared to the baseline due to reorientation of financial flows. By contrast, both the CHF and the JPY will continue to work as safe-haven currencies, although the rise in EUR-USD will probably reduce the fall expected in EUR-CHF and EUR-JPY. GBP-USD is expected to rise reflecting the assumed weakness of the USD.

In this scenario, oil price is expected to remain stable as geopolitical tensions offset the impact of lower demand stemming from weaker growth. Gold and precious metals are also expected to rise moderately due to risk aversion and safe haven demand.

From the macroeconomic point of view, countries of Central and Eastern Europe are affected mainly via trade and sentiment channels. The growth shock to CE&EE countries is around –1.8pp (simple average) in 2026, –3.0pp in 2027, and –1.0pp in 2028 compared to the baseline, with a cumulative shock of around –5.8pp on average. Most economies experience a contraction in 2027, or very low growth, and a recovery in 2028. We assume a higher unemployment rate in particular in 2027 and 2028 compared to the baseline. Similarly to the euro area, we assume the shock to be disinflationary thereafter, with the negative shock smaller in countries which face a larger depreciation of the currency.

From the interest rates point of view in CEE, we assume short-term rates to be lower compared to the baseline in all years as central banks reduce interest rates to counter the impact of the shock on the economy. Risk-off sentiment towards emerging markets means that 10Y bond yields fall less than in advanced economies leading to widening spread vs. Bunds.

Currencies are at more depreciated level compared to the baseline in all years due to the risk-off environment.

c) IFRS9 Positive Scenario

The upside scenario assumes a sequence of favourable global and domestic developments that lift Global growth and euro area activity above baseline projections. Compared to the baseline cumulative GDP growth in Eurozone is 1.5 pp higher over 2026-2028, driven by a de-escalation of geopolitical tensions, improved trade conditions, and stronger consumer and business confidence.

As the key drivers we anticipate, de-escalation of geopolitical tensions in key global regions. A durable peace agreement in the Middle East leads to higher regional stability, while a sustained ceasefire between Russia and Ukraine contributes to reduce uncertainty on energy supply and a rebound in business and consumer confidence. At the global level a decreased uncertainty around US tariff policy contributes to a more predictable international environment. Improved EU-US commercial cooperation along with a gradual normalization of US-China trade relations, support export recovery and global investment flows, particularly benefiting the manufacturing sector.

Stronger business and consumer confidence followed by improved expectations lead to higher private consumption and investment, especially in capital goods and housing. Sustained job creation and wage growth reinforce household income and consumption. Equity valuations and corporate financing conditions improve on the back of stronger earnings prospects and lower risk premia. Stronger domestic demand leads to a moderate inflation overshoot versus baseline, prompting only limited monetary tightening.

A further driver of growth is the accelerated deployment of a multi-year defence investment EU plan, especially in Germany, aimed at modernizing military capabilities, digital infrastructure, and cybersecurity. In this context, the German infrastructure plan contributes to strengthening the fiscal impulse, which materializes more rapidly, is more frontloaded, and comes with a higher multiplier compared to the baseline, acting as a catalyst for domestic demand,

with spillovers into adjacent sectors such as engineering, technology, and construction.

Financial markets reflect this improved environment. The euro appreciates moderately against major currencies, supported by stronger fundamentals and reduced risk premia.

Equity markets, particularly the MSCI Europe index, gain steadily over the period, driven by upward earnings revisions, improved profitability, and strong investor sentiment.

Credit spreads tighten across both sovereign and corporate debt, as improved fiscal outlooks and stronger balance sheets reduce perceived risk. The upside momentum extends to Central and Eastern European countries, which benefit both from stronger euro area demand and improved regional dynamics. GDP growth in CEE economies rises by 2-2.5% percentage points above baseline projections, and potentially more in export-oriented countries such as Czech Republic, Slovakia, Hungary, and Slovenia thanks to revived industrial output and inflows of foreign investment. Policy interest rates in the region are assumed to remain broadly stable or slightly increase in line with the path of ECB policy rates, amid mildly inflationary pressures. Currencies in the CEE region remain broadly stable against the euro, supported by lower risk premiums, reduced external vulnerabilities, and favourable current account developments.

In case of Stage 1, Stage 2 and Stage 3 – collective final expected credit loss is calculated using weighted average of ECLs under above mentioned scenarios.

See below overview of mentioned scenarios and its cumulative impact.

For “FLI deltas”, which are used to include future projection within PD and LGD parameters, are used models based on macroeconomic factors from the table below. Real GDP, Monthly wage, Unemployment rate, average short term rate (3M Euribor for Slovakia), exchange rates to EUR and USD and yearly change of House Price Index are used within the model.

		Baseline scenario (60 %)		
Country	Macroeconomic scenario	2026	2027	2028
Czech Rep.	Real GDP, year to year change in %	1,8	2,5	2,5
Czech Rep.	Inflation (CPI), at the end of period	2,4	2,5	2,5
Czech Rep.	Inflation (CPI), on average	2,4	2,4	2,5
Czech Rep.	Monthly wage, nominal in EUR	2 107	2 217	2 324
Czech Rep.	Unemployment rate in %	4,3	3,9	3,5
Czech Rep.	Reference rate, at the end of period	3,3	3,5	3,5
Czech Rep.	FX rate to EUR, at the end of period	24,4	24,4	24,4
Czech Rep.	FX rate to EUR, on average	24,5	24,4	24,4
Czech Rep.	FX rate to USD, at the end of period	20,4	20,2	19,9
Czech Rep.	FX rate to USD, on average	20,6	20,3	20
Czech Rep.	Short term interest rate, at the end of period	3,35	3,6	3,6
Czech Rep.	Short term interest rate, on average	3,39	3,47	3,6
Czech Rep.	Long term interest rate (10 years)	4,6	4,7	4,7
Czech Rep.	House Price index, year to year change in %	5	4	4
Slovakia	Real GDP, year to year change in %	1,5	1,6	1,9
Slovakia	Inflation (CPI), at the end of period	3,6	2,2	2,2
Slovakia	Inflation (CPI), on average	3,8	2,3	2,2
Slovakia	Monthly wage, nominal in EUR	1 707	1 795	1 874
Slovakia	Unemployment rate in %	5,6	5,3	5
Slovakia	FX rate EUR to USD, at the end of period	1,2	1,21	1,22
Slovakia	FX rate EUR to USD, on average	1,19	1,2	1,22
Slovakia	Short term interest rate, Euribor 3m, at the end of period	2	2,3	2,3
Slovakia	Short term interest rate, Euribor 3m, on average	2	2,1	2,3
Slovakia	Long term interest rate (10 years)	3,7	3,8	3,9
Slovakia	Long term interest rate (10 years) in Eurozone	2,9	3,1	3,2
Slovakia	House Price index, year to year change in %	4,4	3,5	4,2
		Negative scenario (35 %)		
Country	Macroeconomic scenario	2026	2027	2028
Czech Rep.	Real GDP, year to year change in %	0,2	−0,4	1,4
Czech Rep.	Inflation (CPI), at the end of period	2,2	2,2	2,4
Czech Rep.	Inflation (CPI), on average	2,2	2,2	2,4
Czech Rep.	Monthly wage, nominal in EUR	2 085	2 076	2 138
Czech Rep.	Unemployment rate in %	4,6	4,9	5,1
Czech Rep.	Reference rate, at the end of period	2,5	2,3	2,3
Czech Rep.	FX rate to EUR, at the end of period	24,6	24,8	24,8
Czech Rep.	FX rate to EUR, on average	24,6	24,8	24,8
Czech Rep.	FX rate to USD, at the end of period	19,6	19,4	19
Czech Rep.	FX rate to USD, on average	20,2	19,6	19,2
Czech Rep.	Short term interest rate, at the end of period	2,6	2,4	2,4
Czech Rep.	Short term interest rate, on average	3,1	2,5	2,4
Czech Rep.	Long term interest rate (10 years)	3,8	3,9	4,1
Czech Rep.	House Price index, year to year change in %	4,5	3,5	3,5
Slovakia	Real GDP, year to year change in %	0	−1,2	0,9
Slovakia	Inflation (CPI), at the end of period	3,2	1,6	2,1
Slovakia	Inflation (CPI), on average	3,5	1,8	2
Slovakia	Monthly wage, nominal in EUR	1 676	1 693	1 720
Slovakia	Unemployment rate in %	6	6,7	6,5
Slovakia	FX rate EUR to USD, at the end of period	1,26	1,28	1,3
Slovakia	FX rate EUR to USD, on average	1,22	1,27	1,29
Slovakia	Short term interest rate, Euribor 3m, at the end of period	1,2	1	1
Slovakia	Short term interest rate, Euribor 3m, on average	1,7	1,1	1
Slovakia	Long term interest rate (10 years)	3,2	3,4	3,6
Slovakia	Long term interest rate (10 years) in Eurozone	2,3	2,5	2,8
Slovakia	House Price index, year to year change in %	3,6	0,6	3,4

		Positive scenario (5%)		
Country	Macroeconomic scenario	2026	2027	2028
Czech Rep.	Real GDP, year to year change in %	2,8	3,3	3
Czech Rep.	Inflation (CPI), at the end of period	2,9	3	2,7
Czech Rep.	Inflation (CPI), on average	2,9	2,9	2,7
Czech Rep.	Monthly wage, nominal in EUR	2 122	2 234	2 331
Czech Rep.	Unemployment rate in %	4,1	3,7	3,4
Czech Rep.	Reference rate, at the end of period	3,3	3,5	3,5
Czech Rep.	FX rate to EUR, at the end of period	24,4	24,4	24,4
Czech Rep.	FX rate to EUR, on average	24,7	24,7	24,7
Czech Rep.	FX rate to USD, at the end of period	19,4	19,5	19,7
Czech Rep.	FX rate to USD, on average	20,2	19,9	19,9
Czech Rep.	Short term interest rate, at the end of period	3,4	3,6	3,6
Czech Rep.	Short term interest rate, on average	3,4	3,5	3,6
Czech Rep.	Long term interest rate (10 years)	4,6	4,7	4,7
Czech Rep.	House Price index, year to year change in %	6	5	5
Slovakia	Real GDP, year to year change in %	2,5	2,4	2,4
Slovakia	Inflation (CPI), at the end of period	4,1	2,7	2,4
Slovakia	Inflation (CPI), on average	4,3	2,8	2,4
Slovakia	Monthly wage, nominal in EUR	1 722	1 811	1 881
Slovakia	Unemployment rate in %	5,4	5,1	4,9
Slovakia	FX rate EUR to USD, at the end of period	1,26	1,25	1,24
Slovakia	FX rate EUR to USD, on average	1,22	1,24	1,24
Slovakia	Short term interest rate, Euribor 3m, at the end of period	2	2,3	2,3
Slovakia	Short term interest rate, Euribor 3m, on average	2	2,1	2,3
Slovakia	Long term interest rate (10 years)	3,7	3,8	3,9
Slovakia	Long term interest rate (10 years) in Eurozone	3,3	3,6	3,6
Slovakia	House Price index, year to year change in %	5,4	4,5	5,2

d) Sensitivity analysis

Since GDP forecast stated in the above-mentioned scenarios is assumed not to be linearly correlated to the ECL, it was agreed to provide two sensitivities based on opposite GDP assumptions:

- ECL sensitivity considering an upside scenario (i.e. the positive IFRS9 scenario), and
- ECL sensitivity considering based on a downside scenario (i.e. the negative IFRS9 scenario).

The sensitivity is calculated as ratio between:

- the difference between the ECL estimated under the baseline and alternative scenarios;
- the GDP deviations (on 3 years cumulative basis) between the baseline and alternative scenarios (in % points).

The 3-years cumulated GDP growth (country specific) is calculated similarly as compound interest:

$$((1 + \%GDP_{2026})(1 + \%GDP_{2027})(1 + \%GDP_{2028}) - 1).$$

The Implied assumptions are:

- GDP forecast (over 3 years) is assumed to be the most relevant economic factor as indicator of scenario severity;
- for each Legal Entity the GDP of the reference country is considered for the calculation of the respective sensitivity.

							% ECL Sensitivity vs 3-year cum. GDP
Country	Cumulated 3-year GDP		ECL Amount in MCZK				Increase of ECL for each 1 GDP point drop
	Baseline	Negative	GDP Diff Negative – Baseline	Baseline	Negative	% ECL Diff (Negative – Baseline) / Baseline	
Czech Rep.	6,95	1,2	(5,76)	1 171	1 276	9,0%	1,6%
Slovakia	5.11	(0.33)	(5.44)	775	869	12.1%	2.2%

Results of comparison between baseline and negative scenarios show that each 1 GDP point drop in 3-year cumulative GDP would cause increase of ECL by 1.6% on Czech Republic, resp. 2.2% increase on Slovak, portfolio.

Country	Cumulated 3-year GDP		ECL Amount in MCZK			% ECL Sensitivity vs 3-year cum. GDP	
	Baseline	Positive	GDP Diff Positive – Baseline	Baseline	Positive	% ECL Diff (Positive – Baseline) / Baseline	Increase of ECL for each 1 GDP point rise
Czech Rep.	6,95	9,38	2,42	1 171	1 116	(4,7)%	(1,9)%
Slovakia	5,11	7,51	2,4	775	727	(6,2)%	(2,6)%

Results of comparison between baseline and positive scenarios show that each 1 GDP point rise in 3-year cumulative GDP would cause decrease of ECL by 1.9% on Czech Republic, resp. 2.6% decrease on Slovak, portfolio.

2. Inclusion of Specific Factors

Considering actual and expected factors with realization date shortly after the beginning of 2026 financial year, the Bank decided already for 2025 to reassess its models for impairment losses on receivables and recognize this impact in the income statement of 2025, specifically:

a) In order to factor in the LLP the effect of **geopolitical risks** thus complementing the inclusion of the current and forward-looking macroeconomic conditions as per ordinary framework, specific factor of geo-political uncertainties is used. All other specific factors related to macro-economic contingency (Supply Chain Risk, Interest Rate Risk, tax rates and other limitations on world trade) applied were reconvened into this unique specific factor, to quantify LLP by transiting from the previous context, supply chain bottleneck crises, to the new one based on energy crises and higher inflation/interest rates spilled over from Russia-Ukraine crises outbreak. The provisions increase amounts to MCZK 2 559 (split on MCZK 2 376 on Corporate and MCZK 183 on Retail).

b) For 2026 implementation of newly developed and recently recalibrated EAD and LGD models is planned for LLP (IFRS9) calculation purposes. In order to anticipate the impact of the planned implementation, post model adjustment (PMA) in form of ECL multiplier was quantified. PMA includes estimated impact of updated LGD parameter, dedicated local LGD PIT adjustment and estimated impact of updated EAD parameter. The estimated impact amounts to decrease of LLP by MCZK 329 (of which MCZK 264 for corporate clients and MCZK 65 for retail clients). PMA is expected to be switched off within 2026 together with the deployment of the new LGD and EAD models for LLP calculation.

Determining Fair Values

Determining fair value of financial assets and liabilities for which there are no observable market prices requires the use of valuation techniques as described in accounting policy, section III. Significant Accounting Policies, point 3. Fair Value Measurement Principles. For financial instruments that trade infrequently and have low price

transparency, fair value is less objective and requires varying degrees of judgement depending on liquidity, concentration, uncertainty of market factors, pricing assumptions and other risks affecting the specific instrument.

Determining lease term

To determine the duration of a lease, it is necessary to take into account the non-cancellable period set in the contract when the lessee is entitled to use the underlying asset, while taking into account the possibility of an extension if the lessee is reasonably certain to use the possibility of extension.

Especially for contracts that allow the extension of the lease contract after the end of the first period without the need to explicitly express the intention to use this extension, the period is determined with respect to factors such as the length of the first period, existence of plans to change the use of/abandon the asset and any other circumstances with an impact on the reasonable certainty of the extension of the lease contract.

After the commencement date, the Bank reassesses the lease term if there is a significant event or change in circumstances that is under its control and affects its ability to exercise or not exercise the option to renew or to terminate.

Hedge Accounting

When designating financial instruments as qualifying hedge relationships, the Bank has determined that it expects a hedge to be highly effective over the life of the hedging instrument.

When accounting for derivatives as cash flow hedges, the Bank has determined that the hedged cash flow exposure relates to highly probable future cash flows.

Provisions for liabilities

The amounts recognised as provisions are based on management's judgment and represent the best estimate of expenses needed to settle a liability of uncertain timing or uncertain amount.

V. Other notes

1. Net interest income

	2025	2024
Interest income		
Financial assets at amortised cost:	33 468	38 874
Loans and advances to central banks	6 264	9 541
Loans and advances to banks	887	1 243
Loans and advances to customers	26 317	28 090
Financial assets at fair value through other comprehensive income	2 442	2 007
Interest income calculated using the effective interest method	35 910	40 881
Hedging derivatives	(5 035)	(5 996)
Effect of hedging derivatives	(5 035)	(5 996)
Financial assets at fair value through profit or loss:	5	–
Held for trading	5	–
Other assets	47	42
Other interest income	52	42
Interest Income	30 927	34 927
Interest expense		
Financial liabilities at amortised cost:	(18 722)	(24 264)
Deposits from central banks	–	(35)
Deposits from banks	(1 301)	(1 544)
Deposits from customers	(13 010)	(18 395)
Debt securities issued	(4 411)	(4 290)
Hedging derivatives	2 413	3 806
Lease liabilities	(60)	(66)
Interest Expense	(16 369)	(20 524)
Net Interest Income	14 558	14 403

2. Net fee and commission income

	2025	2024
Fee and commission income from		
Securities transactions	52	24
Management, administration, deposit and custody services	1 301	1 147
Loans	1 557	1 162
Payment services	786	904
Account administration	266	278
Payment cards	1 847	1 686
Other	209	126
Total fee and commission income from contracts with customers	6 018	5 327
Loan commitments and financial guarantees	760	683
Fee and commission income	6 778	6 010
Fee and commission expense from		
Securities transactions	(20)	(15)
Management, administration, deposit and custody services	(149)	(124)
Loans	(403)	(486)
Payment services	(55)	(55)
Payment cards	(1 445)	(1 349)
Other	(59)	(80)
Fee and commission expense	(2 131)	(2 109)
Net fee and commission income	4 647	3 901

3. Dividend income

	2025	2024
Ownership interests	675	700
Financial assets at fair value through profit or loss not held for trading mandatorily at fair value	1	2
Financial assets at fair value through other comprehensive income	3	3
Total	679	705

Dividend income – ownership interests is represented by a dividend from the subsidiary company UniCredit Leasing CZ, a.s., which is fully owned by the bank.

4. Net income/(loss) from trading

	2025	2024
Net realised and unrealised gain/(loss) from derivatives held for trading	(3 086)	1 187
Net realised and unrealised gain/(loss) from FX spot transactions and from revaluation of receivables and payables denominated in FX	5 507	1 610
Net income/(loss) from trading	2 421	2 797

5. Net income/(loss) from hedging against risk of changes in fair value

	2025	2024
Hedging instruments	1 686	1 840
Hedged instruments	(1 687)	(1 841)
Net income/(loss) from hedging against risk of changes in fair value	(1)	(1)

More details on hedging are included in section V. Other Notes, point 35. Financial Risk management.

6. Net income/(loss) from the sale or repurchase

	2025	2024
Financial assets at amortised cost: Loans and advances to customers	66	66
Financial assets at fair value through other comprehensive income	52	(35)
Financial liabilities: Debt securities issued	1	5
Net income/(loss) from the sale or repurchase	119	36

7. Net income/(loss) from financial assets/liabilities at fair value through profit or loss

	2025	2024
Shares	(2)	38
Net income/(loss) from financial assets and liabilities at fair value through profit or loss	(2)	38

8. Impairment losses

	2025	2024
Cash and cash balances	–	(1)
Stage 1	–	(1)
Financial assets at amortised cost, of which:	246	(839)
Loans and advances to banks	5	–
Stage 1	5	(4)
Stage 3	–	4
Loans and advances to customers	241	(839)
Corporate Customers	171	(887)
Stage 1	(739)	(1 158)
Stage 2	767	874
Stage 3	143	(603)
Retail Customers	70	48
Stage 1	(54)	(79)
Stage 2	121	138
Stage 3	3	(11)
Financial assets at fair value through other comprehensive income	1	–
Stage 1	1	(1)
Stage 2	–	1
Total	247	(840)

Impairment Losses to Cash and cash balances are represented by impairment losses to current accounts and sight deposits toward banks that are included in the item “*Other on-demand deposits*” in section V. Other Notes, point 11. “Cash and cash balances”.

9. Administrative expenses

	2025	2024
Personnel expenses		
Wages and salaries paid to employees	(2 880)	(2 755)
Social costs	(1 115)	(1 063)
Other	(272)	(243)
	(4 267)	(4 061)
Other administrative expenses		
Rent and building maintenance	(319)	(305)
Information technologies	(1 694)	(1 540)
Promotion and marketing	(295)	(239)
Consumables used	(74)	(63)
Audit, legal and advisory services	(153)	(162)
Administrative and logistic services	(185)	(227)
Deposits and transactions insurance	(242)	(483)
Other services	(251)	(311)
Other	(19)	(3)
	(3 232)	(3 333)
Total	(7 499)	(7 394)

A summary of remuneration to key managers is presented in the following table:

	2025	2024
Short-term employee benefits	180	173
Other longterm employee benefits	43	32
Total	223	205

Key managers are persons with authority and direct or indirect responsibilities as regards planning, managing and supervising the Bank's activities, including all (executive and other) managers. Information on equity-based bonuses is included in section V. Other Notes, point 30. Equity-based bonuses.

The Banks's average number of employees was as follows:

	2025		2024	
	Czech Republic	Slovakia	Czech Republic	Slovakia
Employees	1 964	777	1 976	808
Members of the Board of Directors	7	1	7	1
Members of the Supervisory Board	2	1	2	1
Other executives directly reporting to the Board of Directors	39	2	38	2

Employees include all the employees of the Bank. Members of the Board of Directors, Members of the Supervisory Board and Other executives directly reporting to the Board of Directors include persons representing the Bank.

Information on fees charged by auditors for the accounting period is set out in the notes to the consolidated financial statements for the year ended 31 December 2025.

10. Other operating income and expenses

	2025	2024
Income from rent	48	50
Other income	311	369
Total other operating income	359	419
Fines and penalties	(8)	(7)
Other expenses	(179)	(127)
Total other operating expenses	(187)	(134)
Total	172	285

Item "Other income" includes the most significant component in the form of a financial support related to the migration to a new card provider.

11. Cash and cash balances

	31.12.2025	31.12.2024
Cash in hand	3 615	3 645
Other on-demand deposits	2 785	2 965
Obligatory min. reserves	7 470	3 475
Total	13 870	10 085

For cash flow reporting purposes, cash is defined as cash and cash equivalents.

Item "Other on-demand deposits" includes current accounts and sight deposits toward banks of which the vast majority (99,9%) as of 31 December 2025 are classified by credit quality at stage 1 with the total allowance of MCZK 0 (as of 31 December 2024: MCZK 3).

12. Financial assets at fair value through profit or loss

(a) Held for Trading

(i) Based on the Type of Financial Instrument

	31.12.2025	31.12.2024
Debt securities	149	24
Derivatives	19 474	25 416
Total	19 623	25 440

From debt securities, no securities are provided as collateral as of 31 December 2025 and 31 December 2024.

(ii) Based on the Type of Issuer

	31.12.2025	31.12.2024
Debt securities		
Public administration	149	24
Total	149	24

(b) Mandatorily at fair value

(i) Based on the Type of Financial Instrument

	31.12.2025	31.12.2024
Shares and Other debt securities	35	103
Total	35	103

(ii) Based on the Type of Issuer

	31.12.2025	31.12.2024
Shares and Other debt securities		
Other financial institutions	35	103
Total	35	103

13. Financial assets at fair value through other comprehensive income

(a) Based on the Type of Financial Instrument

	31.12.2025	31.12.2024
Debt securities	71 565	55 352
Shares	18	17
Total	71 583	55 369

From debt securities MCZK 5 134 are provided as collateral (as of 31 December 2024: MCZK 3 543).

Debt securities are included in financial assets at fair value through other comprehensive income pursuant to paragraph 4.1.2.a) of IFRS 9 – classified based on the business model and meeting the SPPI test. Shares are included in financial assets at fair value through other comprehensive income pursuant to paragraph 5.7.5. of IFRS 9 – FVTOCI option.

(b) Based on the Type of Issuer

	31.12.2025	31.12.2024
Debt securities		
Government institutions	67 019	51 934
Other – non-financial institutions	4 546	3 418
Shares		
Other	18	17
Total	71 583	55 369

All debt securities included in financial assets at fair value through other comprehensive income as of 31 December 2025 are classified by credit quality in stage 1 with the total allowance of MCZK 1 (as of 31 December 2024: MCZK 2).

Out of total amount of debt securities 97 % were included within Internal Rating 1 and 3% within Internal Rating 2 or 3 as of 31 December 2025 (as of 31 December 2024 99,91% within Internal Rating 1 and 0,09% within Internal Rating 2 or 3).

c) Participation Interests

Name	Registered office	Date of acquisition	Acquisition price	Net book value 2025	Net book value 2024	Share of the Bank at 31 Dec 2025	at 31 Dec 2024
CBCB – Czech Banking Credit Bureau, a.s. (bank register)	Prague	10 October 2001	0,24	0,24	0,24	20%	20%
Total			0,24	0,24	0,24		

14. Financial assets at amortised cost – loans and advances to banks**(a) Analysis of Receivables from Banks, by Type**

	31.12.2025	31.12.2024
Term deposits	28 528	50 062
Reverse repurchase commitments (see section V, point 32)	153 268	180 603
Total	181 796	230 665

The vast majority (99,9%) of financial assets at amortised cost – loans and advances to banks as of 31 December 2025 and as of 31 December 2024 are classified by credit quality at stage 1 with the total allowance of MCZK 3 (as of 31 December 2024: MCZK 7).

Out of total amount financial assets at amortised cost – loans and advances to banks 92% were included within Internal Rating 1, 8% within Internal Rating 2 and none within Internal Rating 3 as of 31 December 2025 (as of 31 December 2024 88% within Internal Rating 1, 12% within Internal Rating 2 and none within Internal Rating 3).

(b) Analysis of Receivables from Banks, by Geographical Sector (based on Client's domicile)

	31.12.2025	31.12.2024
Czech Republic	159 440	177 167
Slovakia	6 886	26 623
Other EU countries	15 438	26 803
Other	32	72
Total	181 796	230 665

15. Financial assets at amortised cost – loans and advances to customers

(a) Analysis of Receivables from Customers, by Type

Corporate Customers	Stage 1			Stage 2			Stage 3			Total		
	Gross amount incl. modif. impact	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount
31.12.2025												
Current accounts (overdrafts)	30 414	(170)	30 244	7 073	(425)	6 648	2 168	(1 875)	293	39 655	(2 470)	37 185
Mortgage loans	151 178	(249)	150 929	16 346	(855)	15 491	1 830	(1 223)	607	169 354	(2 327)	167 027
Credit cards	14	–	14	2	–	2	1	–	1	17	–	17
Factoring	2 190	(6)	2 184	29	–	29	3	–	3	2 222	(6)	2 216
Other loans	156 260	(238)	156 022	9 984	(782)	9 202	1 915	(1 383)	532	168 159	(2 403)	165 756
Debt securities	81 780	(2)	81 778	–	–	–	–	–	–	81 780	(2)	81 778
Total	421 836	(665)	421 171	33 434	(2 062)	31 372	5 917	(4 481)	1 436	461 187	(7 208)	453 979
Corporate Customers	Stage 1			Stage 2			Stage 3			Total		
	Gross amount incl. modif. impact	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount
31.12.2024												
Current accounts (overdrafts)	31 177	(219)	30 958	4 552	(396)	4 156	2 532	(2 212)	320	38 261	(2 827)	35 434
Mortgage loans	136 774	(330)	136 444	17 799	(1 194)	16 605	1 778	(982)	796	156 351	(2 506)	153 845
Credit cards	12	–	12	3	–	3	1	–	1	16	–	16
Factoring	1 279	(2)	1 277	43	(6)	37	3	(3)	–	1 325	(11)	1 314
Other loans	157 266	(370)	156 896	12 524	(700)	11 824	3 004	(2 027)	977	172 794	(3 097)	169 697
Debt securities	58 100	(5)	58 095	–	–	–	–	–	–	58 100	(5)	58 095
Total	384 608	(926)	383 682	34 921	(2 296)	32 625	7 318	(5 224)	2 094	426 847	(8 446)	418 401
Retail Customers	Stage 1			Stage 2			Stage 3			Total		
	Gross amount incl. modif. impact	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount
31.12.2025												
Current accounts (overdrafts)	827	(5)	822	471	(19)	452	24	(18)	6	1 322	(42)	1 280
Mortgage loans	190 513*	(35)	190 478	5 870	(106)	5 764	462	(153)	309	196 845	(294)	196 551
Credit cards and consumer loans	14 177	(51)	14 126	1 847	(224)	1 623	374	(236)	138	16 398	(511)	15 887
Other loans	2 439	(3)	2 436	219	(7)	212	10	(7)	3	2 668	(17)	2 651
Total	207 956	(94)	207 862	8 407	(356)	8 051	870	(414)	456	217 233	(864)	216 369
* The amount also includes a modification loss of MCZK 198 recognized as of 31 December 2025 in view of the planned accession of the Bank's Slovak branch to the payment of mortgage assistance pursuant to Slovak Act No. 312/2025.												
Retail Customers	Stage 1			Stage 2			Stage 3			Total		
	Gross amount incl. modif. impact	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount	Gross amount	Impair. losses	Net amount
31.12.2024												
Current accounts (overdrafts)	652	(9)	643	443	(36)	407	37	(30)	7	1 132	(75)	1 057
Mortgage loans	176 980	(188)	176 792	8 775	(273)	8 502	436	(162)	274	186 191	(623)	185 568
Credit cards and consumer loans	12 493	(113)	12 380	1 897	(247)	1 650	368	(237)	131	14 758	(597)	14 161
Other loans	2 098	(4)	2 094	257	(17)	240	8	(6)	2	2 363	(27)	2 336
Total	192 223	(314)	191 909	11 372	(573)	10 799	849	(435)	414	204 444	(1 322)	203 122

From financial assets at amortised cost – Loans and advances to customers MCZK 140 582 are provided as collateral (as of 31 December 2024: MCZK 140 913).

(b) Classification of Gross Receivables from Customers according to Internal Rating incl. Probability of Default ("PD") for Internal Ratings

	Gross Receivables		PD
	31 Dec 2025	31 Dec 2024	31 Dec 2025 and 31 Dec 2024
Corporate Customers			
Performing receivables – stage 1 and 2			
Internal rating 1	81 261	54 239	0,02% – 0,04%
Internal rating 2	102 336	76 425	0,06% – 0,10%
Internal rating 3	51 719	63 591	0,14% – 0,26%
Internal rating 4	76 094	82 946	0,36% – 0,66%
Internal rating 5	86 731	80 686	0,90% – 1,68%
Internal rating 6	42 051	42 065	2,29% – 4,25%
Other internal rating	15 074	19 418	5,80% – 20,00%
Receivables without internal rating	4	159	37,15%
Total	455 270	419 529	
Non-performing receivables – stage 3	5 917	7 318	100%
Total	461 187	426 847	
Retail Customers			
Performing receivables – stage 1 and 2			
Internal rating 1	8 903	3 105	0,02% – 0,04%
Internal rating 2	15 907	8 781	0,06% – 0,10%
Internal rating 3	71 040	50 856	0,14% – 0,26%
Internal rating 4	86 020	97 173	0,36% – 0,66%
Internal rating 5	22 909	32 872	0,90% – 1,68%
Internal rating 6	7 232	7 207	2,29% – 4,25%
Other internal rating	4 316	3 475	5,80% – 20,00%
Receivables without internal rating	36	126	37,15%
Total	216 363	203 595	
Non-performing receivables – stage 3	870	849	100%
Total	217 233	204 444	

(c) Analysis of Net Receivables from Customers, by Sector

	31.12.2025	31.12.2024
Financial institutions	103 840	100 945
Non financial institutions	277 448	270 974
Government sector	72 691	46 482
Individuals and others	216 369	203 122
Total	670 348	621 523

(d) Analysis of Net Receivables from Customers, by Type of Collateral Provided and Classification

	Carrying amount	Bank and similar guarantee	Mortgage	Corporate guarantee	Other security	Total collateral	Net exposure
31.12.2025							
Stage 1	629 033	816	191 099	11 036	9 769	212 720	416 313
Stage 2	39 423	162	12 198	1 318	1 218	14 896	24 527
Stage 3	1 892	20	1 047	318	122	1 507	385
Total	670 348	998	204 344	12 672	11 109	229 123	441 225
31.12.2024							
Stage 1	575 591	1 037	191 320	13 336	5 100	210 793	364 798
Stage 2	43 424	627	14 190	2 802	1 751	19 370	24 054
Stage 3	2 508	49	1 127	756	107	2 039	469
Total	621 523	1 713	206 637	16 894	6 958	232 202	389 321

The collateral amount stated fulfilling relevant internal conditions for collateral is capped by the maximum exposure of particular exposures.

The item "Net exposure" includes, inter alia, receivables from project funding that are secured by real estate collateral in the nominal value of MCZK 21 088 (as of 31 December 2024: MCZK 19 014). For the project funding of commercial real estate (IPRE), the collateral quality is taken into account when determining the transaction rating; in these cases, the collateral value is strongly correlated with the solvency of the debtor.

In specific segments like Corporate and Micro Business the loss allowance is set to very low level ($\leq 1\%$) thanks to application of LGD secured concept for materially collateralized part of exposure. For other segments the collateral value is embedded in the calculation of LGD parameter.

(e) Analysis of Net Receivables from Customers, by Geographical Sector (based on Client's domicile)

	31.12.2025	31.12.2024
Czech Republic	456 224	390 925
Slovakia	188 043	208 340
Other EU countries	15 718	14 155
Other	10 363	8 103
Total	670 348	621 523

f) Analysis of Net Receivables from Customers, by Industry Sector

	31.12.2025	31.12.2024
Real estate services	104 083	97 240
Financial services	82 787	79 311
Wholesale	22 423	25 393
Households (individuals)	211 707	199 081
Retail (entrepreneurs)	8 491	9 542
Leasing and rental	27 984	28 973
Automotive industry	5 406	5 960
Power industry	22 197	19 496
Other, of which:	185 270	156 527
Government bonds	59 298	36 460
Total receivables from customers	670 348	621 523

The division of net Receivables from Customers by Industry Sector does not have to be the same as used for division between Corporate and Retail Clients used in tables a) and b) in this point.

g) Analysis of Forborne receivables

The Bank's approach to forbearance reporting is disclosed in section V. Other Notes, point 35. Financial Risk Management.

Analysis of forborne receivables by sectors:

	Gross performing receivables	Gross non-performing receivables	Total gross forborne receivables	Impairment of performing receivables	Impairment of non-performing receivables	Total impairment of forborne receivables	Net balance of forborne receivables
31.12.2025							
Non financial institutions	7 003	3 407	10 410	(718)	(2 484)	(3 202)	7 208
Individuals and others	235	84	319	(7)	(34)	(41)	278
Total	7 238	3 491	10 729	(725)	(2 518)	(3 243)	7 486
31.12.2024							
Non financial institutions	4 676	3 499	8 175	(529)	(2 421)	(2 950)	5 225
Individuals and others	203	44	247	(12)	(19)	(31)	216
Total	4 879	3 543	8 422	(541)	(2 440)	(2 981)	5 441

All forborne performing receivables are classified as stage 2 receivables, while all forborne non-performing receivables are classified as stage 3 receivables.

Net balance of forborne receivables represented 1,12% of the total net receivables from customers as of 31 December 2025 (as of 31 December 2024: 0,88%).

The table below provides an analysis of forborne receivables balance based on past due days:

	Gross balance of forborne receivables	Impairment of forborne receivables	Net balance of forborne receivables
31.12.2025			
Performing receivables			
Before due	6 983	(689)	6 294
Past due	255	(36)	219
Total forborne performing receivables	7 238	(725)	6 513
Non-performing receivables			
Up to 90 days past due	2 112	(1 336)	776
91 to 180 days past due	46	(21)	25
181 days to 1 year past due	494	(469)	25
Over 1 year past due	839	(692)	147
Total forborne non-performing receivables	3 491	(2 518)	973
Total	10 729	(3 243)	7 486
31.12.2024			
Performing receivables			
Before due	4 552	(487)	4 065
Past due	327	(54)	273
Total forborne performing receivables	4 879	(541)	4 338
Non-performing receivables			
Up to 90 days past due	2 649	(1 743)	906
91 to 180 days past due	31	(11)	20
181 days to 1 year past due	223	(72)	151
Over 1 year past due	640	(614)	26
Total forborne non-performing receivables	3 543	(2 440)	1 103
Total	8 422	(2 981)	5 441

The table below shows movements in gross balance of forborne receivables:

Balance as of 1 January 2024	8 908
Transfer to forborne receivables balance	3 259
Additions	610
Settled	(1 208)
Transfer from forborne receivables balance	(3 147)
Total gross balance of forborne receivables as of 31 December 2024	8 422
Balance as of 1 January 2025	8 422
Transfer to forborne receivables balance	5 181
Additions	264
Settled	(918)
Transfer from forborne receivables balance	(2 220)
Total gross balance of forborne receivables as of 31 December 2025	10 729

The below tables shows movements in the impairment of forborne receivables:

Balance as of 1 January 2024	(2 296)
Transfer to forborne receivables balance	(1 071)
Charge during the current year	(395)
Release during the current year	505
Transfer from forborne receivables balance	278
Other decreases	(2)
Total impairment of forborne receivables as of 31 December 2024	(2 981)
Balance as of 1 January 2025	(2 981)
Transfer to forborne receivables balance	(826)
Charge during the current year	(213)
Release during the current year	475
Transfer from forborne receivables balance	302
Other decreases	–
Total impairment of forborne receivables as of 31 December 2025	(3 243)

(h) Analysis of Receivables from Customers

Movement in Gross Amount of Receivables from Customers

Corporate Customers	Stage 1	Stage 2	Stage 3	Total
Balance as of 1 January 2024	373 668	36 426	6 455	416 549
Provided during the current year	113 983	4 677	796	119 456
Repaid during the current year	(95 747)	(10 626)	(2 278)	(108 651)
<i>of which sold</i>	–	(5)	(161)	(166)
Receivables written off	–	(8)	(494)	(502)
Transfer between stages	(7 293)	4 451	2 842	–
FX differences and other	(3)	1	(3)	(5)
Total gross value of receivables from customers as of 31 December 2024	384 608	34 921	7 318	426 847
Balance as of 1 January 2025	384 608	34 921	7 318	426 847
Provided during the current year	137 245	6 824	580	144 649
Repaid during the current year	(93 740)	(13 424)	(2 243)	(109 407)
<i>of which sold</i>	–	–	(316)	(316)
Receivables written off	–	(14)	(888)	(902)
Transfer between stages	(6 278)	5 129	1 149	–
FX differences and other	1	(2)	1	–
Total gross value of receivables from customers as of 31 December 2025	421 836	33 434	5 917	461 187
Retail Customers				
Balance as of 1 January 2024	141 261	42 922	771	184 954
Provided during the current year	37 077	3 427	68	40 572
Repaid during the current year	(16 806)	(3 877)	(251)	(20 933)
<i>of which sold</i>	(4)	(8)	(305)	(317)
Receivables written off	–	(28)	(118)	(145)
Transfer between stages	30 693	(31 073)	380	–
FX differences and other	(2)	–	(1)	(3)
Total gross value of receivables from customers as of 31 December 2024	192 223	11 372	849	204 444
Balance as of 1 January 2025	192 223	11 372	849	204 444
Provided during the current year	45 659	2 357	69	48 085
Repaid during the current year	(32 877)	(1 944)	(289)	(35 110)
<i>of which sold</i>	(7)	(2)	(494)	(503)
Receivables written off	(1)	(32)	(155)	(188)
Transfer between stages	2 950	(3 345)	395	–
FX differences and other	2	(1)	1	2
Total gross value of receivables from customers as of 31 December 2025	207 956	8 407	870	217 233

Movement in Impairment of Receivables from Customers

Corporate Customers	Stage 1	Stage 2	Stage 3	Total
Balance as of 1 January 2024	(855)	(2 457)	(4 643)	(7 955)
Charge during the current year	(2 113)	(1 815)	(2 413)	(6 341)
<i>Of which provided in the respective year</i>	(256)	(319)	(294)	(869)
Release during the current year	1 344	2 815	1 182	5 341
<i>Of which repaid in the respective year</i>	211	151	554	916
Receivables written off – use	–	8	494	502
Transfer between stages	696	(846)	150	–
FX differences and other	2	(1)	6	7
Total impairment of receivables from customers as of 31 December 2024	(926)	(2 296)	(5 224)	(8 446)
Balance as of 1 January 2025	(926)	(2 296)	(5 224)	(8 446)
Charge during the current year	(1 651)	(1 747)	(1 988)	(5 386)
<i>Of which provided in the respective year</i>	(245)	(233)	(443)	(921)
Release during the current year	1 402	2 813	1 498	5 713
<i>Of which repaid in the respective year</i>	194	248	578	1 020
Receivables written off – use	–	–	912	912
Transfer between stages	510	(832)	322	–
FX differences and other	–	–	(1)	(1)
Total impairment of receivables from customers as of 31 December 2025	(665)	(2 062)	(4 481)	(7 208)
Retail Customer				
Balance as of 1 January 2024	(301)	(932)	(389)	(1 622)
Charge during the current year	(1 208)	(471)	(323)	(2 002)
<i>Of which provided in the respective year</i>	(87)	(80)	(24)	(191)
Release during the current year	665	1 357	134	2 156
<i>Of which repaid in the respective year</i>	72	38	46	156
Receivables written off – use	–	28	118	146
Transfer between stages	529	(556)	26	(1)
FX differences and other	1	1	(1)	1
Total impairment of receivables from customers as of 31 December 2024	(314)	(573)	(435)	(1 322)
Balance as of 1 January 2025	(314)	(573)	(435)	(1 322)
Charge during the current year	(478)	(305)	(301)	(1 084)
<i>Of which provided in the respective year</i>	(35)	(40)	(41)	(116)
Release during the current year	508	760	112	1 380
<i>Of which repaid in the respective year</i>	27	43	53	123
Receivables written off – use	–	–	162	162
Transfer between stages	191	(238)	47	–
FX differences and other	(1)	–	1	–
Total impairment of receivables from customers as of 31 December 2025	(94)	(356)	(414)	(864)

i) Receivables Written-Off and Being Subject to Enforcement

The number of written-off receivables due from customers still subject to enforcement as of 31 December 2025 was MCZK 2 714 (as of 31 December 2024: MCZK 2 477). Income from written-off receivables that have been subject to enforcement to date was immaterial for the years 2025 and 2024.

16. Positive fair value of hedging derivatives

Based on the Hedging Purpose

	31.12.2025	31.12.2024
Fair value hedging	4 112	5 006
Cash flow hedging	3 941	5 931
Total	8 053	10 937

More details on hedging are included in section V. Other Notes, point 35. Financial Risk management.

17. Equity investments

Name	Registered office	Date of acquisition	Acquisition price	Net book value 2025	Net book value 2024	Share of the Bank at 31 Dec 2025	Share of the Bank at 31 Dec 2024
UniCredit Leasing CZ, a.s.	Prague	14 Feb 2014	3 211	3 781	3 781	100%	100%
UniCredit Factoring Czech Republic and Slovakia, a.s.	Prague	20 Jan 2015	198	198	198	100%	100%
Total			3 409	3 979	3 979		

Equity investments are reported at cost in line with IAS 27, par. 10a

18. Property, equipment and right of use assets

	31.12.2025	31.12.2024
Property and equipment for operations		
Buildings and land	1 023	1 056
Leasehold improvements of rent buildings	248	240
Fixtures and fittings	39	39
IT equipment	71	60
Other	129	153
Right of use assets		
Buildings and land	1 704	1 791
Other	52	70
Total	3 266	3 410

(a) Movements in Property and Equipment Held for Operations

	Buildings and land	Leasehold improvements of rent buildings	Fixtures and fittings	IT equipment	Other	Total
Fair Value (Buildings and land) / Cost at 1 January 2024	2 678	1 118	127	518	346	4 787
Accumulated depreciation and impairment at 1 January 2024	(1 737)	(880)	(91)	(466)	(173)	(3 347)
Net Book Value at 1 January 2024	941	238	36	52	173	1 440
Increases in fair value	44	–	–	–	–	44
Reductions in fair value	(14)	–	–	–	–	(14)
Additions	96	45	14	29	6	190
Depreciation charges	(26)	(44)	(7)	(24)	(25)	(126)
Transfer to the item "Non-current Assets Held for Sale"	–	–	–	–	–	–
Other and FX rate gains or losses	15	1	(4)	3	–	15
Net Book Value at 31 December 2024	1 056	240	39	60	154	1 549
Fair Value (Buildings and land) / Cost at 31 December 2024	2 877	1 167	133	549	343	5 069
Accumulated depreciation and impairment at 31 December 2024	(1 821)	(927)	(94)	(489)	(189)	(3 520)
Fair Value (Buildings and land) / Cost at 1 January 2025	2 877	1 167	133	549	343	5 069
Accumulated depreciation and impairment at 1 January 2025	(1 821)	(927)	(94)	(489)	(189)	(3 520)
Net Book Value at 1 January 2025	1 056	240	39	60	154	1 549
Increases in fair value	22	–	–	–	–	22
Reductions in fair value	(5)	–	–	–	–	(5)
Additions	55	53	14	33	3	158
Depreciation charges	(27)	(44)	(7)	(27)	(28)	(133)
Transfer to the item "Non-current Assets Held for Sale"	(41)	–	–	–	–	(41)
Other and FX rate gains or losses	(37)	(1)	(7)	5	–	(40)
Net Book Value at 31 December 2025	1 023	248	39	71	129	1 510
Fair Value (Buildings and land) / Cost at 31 December 2025	2 721	1 203	135	531	335	4 925
Accumulated depreciation and impairment at 31 December 2025	(1 698)	(955)	(96)	(460)	(206)	(3 415)

The carrying amount of Buildings and land that would have been recognised had the assets been carried under the cost model (i.e. not revalued) would be MGZK 808 (as of 31 December 2024: MGZK 813).

(b) Movements in Right of Use Assets

	Buildings and land	Other – vehicles, machines	Total
Net Book Value at 1 January 2024	1 962	65	2 027
Additions	276	30	306
Disposals	(115)	–	(115)
Depreciation	(332)	(25)	(357)
Net Book Value at 31 December 2024	1 791	70	1 861
Cost at 31 December 2024	3 716	129	3 845
Accumulated depreciation and impairment at 31 December 2024	(1 925)	(59)	(1 984)
Net Book Value at 1 January 2025	1 791	70	1 861
Additions	249	7	256
Disposals	(36)	(1)	(37)
Depreciation	(300)	(24)	(324)
Net Book Value at 31 December 2025	1 704	52	1 756
Cost at 31 December 2025	3 908	130	4 038
Accumulated depreciation and impairment at 31 December 2025	(2 204)	(78)	(2 282)

19. Intangible assets

Movements in Intangible Assets

	Software	Total
Cost at 1 January 2024	5 883	5 883
Accumulated amortisation and impairment at 1 January 2024	(3 530)	(3 530)
Net Book Value at 1 January 2024	2 353	2 353
Additions	506	506
Amortisation charges	(685)	(685)
Other	66	66
Net Book Value at 31 December 2024	2 240	2 240
Cost at 31 December 2024	6 452	6 452
Accumulated amortisation and impairment at 31 December 2024	(4 212)	(4 212)
Cost at 1 January 2025	6 452	6 452
Accumulated amortisation and impairment at 1 January 2025	(4 212)	(4 212)
Net Book Value at 1 January 2025	2 240	2 240
Additions	286	286
Amortisation charges	(736)	(736)
Other	82	82
Net Book Value at 31 December 2025	1 872	1 872
Cost at 31 December 2025	6 753	6 753
Accumulated amortisation and impairment at 31 December 2025	(4 881)	(4 881)

20. Other assets

	31.12.2025	31.12.2024
Deferred expenses and accrued income	279	510
Trade receivables	227	274
Receivables from securities	5	15
Clearing and settlement accounts	1 413	2 034
Other	–	3
Total	1 924	2 836
Impairment losses on other assets	(16)	(14)
Net other assets	1 908	2 822

21. Financial liabilities held for trading

Based on the Type of Financial Instrument

	31.12.2025	31.12.2024
Derivatives	18 798	23 846
Total	18 798	23 846

22. Financial liabilities at amortised cost – deposits from banks

Analysis of Deposits from Banks by Type

	31.12.2025	31.12.2024
Current accounts	4 100	5 753
Loans	314	444
Term deposits	15 949	4 479
Sale and repurchase agreements (see section V, point 32)	10 657	13 131
Others	17	39
Total	31 037	23 846

23. Financial liabilities at amortised cost – deposits from customers and Lease liabilities

Analysis of Deposits from Customers by Type

	31.12.2025	31.12.2024
Current accounts	453 604	458 312
Term deposits	202 694	178 666
Sale and repurchase agreements	40 410	60 976
Lease liabilities	1 911	2 039
Other	2 040	2 122
Total	700 659	702 115

Movements in Lease Liabilities

	2025	2024
As at 1 January	2 039	2 042
Additions	256	306
Accretion of interest	60	66
Lease payments	(392)	(392)
Other and FX rate gains or losses	(52)	17
Total at 31 December	1 911	2 039

The Bank had total cash outflows for leases of MCZK 425 in 2025 incl. those leases that are not in-scope of IFRS 16 (in 2024: MCZK 423).

24. Financial liabilities at amortised cost – issued debt securities

Analysis of Issued Debt Securities

	31.12.2025	31.12.2024
Mortgage bonds	89 926	80 190
Structured bonds	4 249	4 184
Other issued debt securities	37 053	29 394
Total	131 228	113 768

Movements in Issued Debt Securities

	2025	2024
As at 1 January	113 768	78 524
Issue	26 870	35 788
Repayment of principal	(8 936)	(539)
Accretion of interest	4 411	4 290
Repayment of interest	(4 885)	(4 295)
Total at 31 December	131 228	113 768

Structured bonds (included in the line “Structured bonds” and partly in the line “Mortgage bonds”) include embedded options – currency, equity, commodity and interest rate options – in the total nominal value of MCZK 1 205 (at 31 December 2024: MCZK 1 577). The positive fair value of these derivatives of MCZK 24 is reported under “Financial assets held for trading” (at 31 December 2024: MCZK 15); the negative fair value of these derivatives of MCZK (399) is recognised under “Financial liabilities held for trading” (at 31 December 2024: MCZK (386)).

Other issued debt securities includes also MREL instrument (MREL = The Minimum Requirement for Own Funds and Eligible Liabilities) in the form of EUR Senior Non-Preferred Bond issued for purpose of fulfilment of the capital requirements under the EU law (BRRD2 Directive and Czech Recovery and Resolution Crisis Act) as a part of the Single Point of Entry model (“SPE”) applied within UniCredit Group. The MREL instruments were issued as of 23 November 2021 with total nominal value of MCZK 16 002 and maturity date as of 23 November 2027, as of 27 September 2023 with total nominal value of MCZK 10 425 and maturity date as of 23 September 2029 and as of 23 October 2025 with total nominal value of MCZK 7 274 and maturity date as of 23 October 2031. In all three cases with option to call the bond after 5 years. The only investor is UniCredit S.p.A. The total value as of 31 December 2025 is MCZK 33 760 (at 31 December 2024: MCZK 27 527).

Other debt securities issued also include a Credit Linked Note („CLN”) issued on 27 November 2024 with a nominal value of EUR 100 million and a contractual maturity set at 22 August 2053. The expected maturity is approximately 5 years. This CLN is part of the newly created synthetic securitisation programme, which represents an ongoing strategy of capital and risk-weighted asset optimisation. The total value of the CLN at 31 December 2025 is MCZK 2 445 million (at 31 December 2024: MCZK 2 536).

The synthetic securitisation covers the underlying loan portfolio totalling EUR 1 670 million. The underlying loan portfolio is represented by Czech and Slovak corporate loans granted by the Bank in the ordinary course of its business. The ratio of Czech and Slovak loans is approximately 60:40.

The synthetic securitisation is split into a junior (EUR 12 million), a mezzanine (EUR 100 million) and a senior tranche (EUR 1 558 million). The risk of loss arising from the junior and senior tranches remains with the Bank. The risk of loss arising from the mezzanine tranche is covered by the issued CLN, i.e. held by the investor in the CLN. As of 31 December 2025 (and as of 31 December 2024), the mezzanine tranche has not been reached and the risk of loss arising from the underlying loan portfolio has not been passed through the issued CLN to the investor at all. The summary table of synthetic securitization can be found in the Consolidated Annual report, cap. 24.

25. Negative fair value of hedging derivatives

Based on the Hedging Purpose

	31.12.2025	31.12.2024
Fair value hedging	10 788	13 573
Cash flow hedging	7 301	10 198
Total	18 089	23 771

More details on hedging are included in section V. Other Notes, point 35. Financial Risk management.

26. Other liabilities

	31.12.2025	31.12.2024
Deferred income and accrued expenses	1 154	1 322
Trade payables	216	484
Payables to employees	865	715
Unsettled security transactions	112	858
Clearing and settlement accounts	4 958	4 057
Other	358	215
Total	7 663	7 651

27. Provisions for risks and charges

Provisions for risks and charges include the following items:

	31.12.2025	31.12.2024
Provisions for off-balance sheet credit exposures	594	749
Stage 1	106	215
Stage 2	201	131
Stage 3	287	403
Legal disputes	38	58
Provision for restructuring	134	211
Other	109	119
Total	875	1 137

(a) Provisions for Off-Balance Sheet Credit Exposures

	Stage 1	Stage 2	Stage 3	Total
Balance at 1 January 2024	207	322	732	1 261
Charge during the year	114	96	168	378
Release during the year	(192)	(215)	(499)	(906)
Transfer between stages	82	(76)	(6)	–
Other – FX rate gains or losses	4	4	8	16
Total provisions for off-balance sheet credit items at 31 December 2024	215	131	403	749
Balance at 1 January 2025	215	131	403	749
Charge during the year	100	186	129	415
Release during the year	(212)	(173)	(164)	(549)
Transfer between stages	8	64	(72)	–
Other – FX rate gains or losses	(5)	(7)	(9)	(21)
Total provisions for off-balance sheet credit items at 31 December 2025	106	201	287	594

(b) Other Provisions

	Legal disputes	Restructuring provision	Other	Total
Balance at 1 January 2024	37	–	106	143
Charge during the year	24	211	(17)	218
Usage during the year	–	–	2	2
Release of redundant provisions and other	(3)	–	28	25
Total other provisions at 31 December 2024	58	211	119	388
Balance at 1 January 2025	58	211	119	388
Charge during the year	4	1	4	9
Usage during the year	(1)	(77)	(9)	(87)
Release of redundant provisions and other	(23)	(1)	(5)	(29)
Total other provisions at 31 December 2025	38	134	109	281

28. Income tax

(a) Tax in the Income Statement

	2025	2024
Current year tax expense	(2 515)	(2 550)
Changes in prior year tax expense estimate	7	(91)
Deferred tax	(30)	101
Total income tax expense	(2 538)	(2 540)

The income tax of the Bank differs from the theoretical tax which would arise if the tax rate effective in the Czech Republic were applied as follows:

	2025	2024
Profit for the year before income tax	14 107	13 049
Tax calculated using the tax rate of 21%	(2 962)	(2 740)
Changes in estimates relating to prior years	7	(91)
Non-taxable income	1 134	848
Tax non-deductible expenses	(220)	(45)
Impact of prior years on the deferred tax	(2)	11
Impact of a higher Slovak tax rate	(108)	(3)
Other	(387)	(520)
Total income tax	(2 538)	(2 540)

The effective tax rate of the Bank is 18,0% (2024: 19.5%).

The Item "Other" includes, as of 31 December 2025, Special Bank Levy in the amount of MCZK 361 (as of 31 December 2024 the item included, among others, an adjustment of deferred tax due to the change in the statutory income tax rate in Slovakia from 21% to 24% in the amount of MCZK 73 and further included a Special Bank Levy in the amount of MCZK 620).

(b) Tax in the Statement of Financial Position

The Bank made income tax prepayments (including advance payment for "the Special Bank Levy" in Slovakia) in the amount of MCZK 2 432 (2024: MCZK 2 483), paid a tax of MCZK 59 (at 31 December 2024: the Bank paid a tax of MCZK 301) and reports an income tax liability of MCZK 211 to the tax authority in the Czech Republic (at 31 December 2024: a liability of MCZK 33) and an asset of MCZK 135 to the tax authority in Slovakia (at 31 December 2024: a liability of MCZK 24).

(c) Deferred Tax Asset/Liability

Deferred income tax is calculated on all temporary differences using the balance sheet liability method under the application of the appropriate tax rate.

When calculating net tax assets and liabilities, the Bank offsets deferred tax assets against deferred tax liabilities arising from income tax paid to the same tax institution in the same tax category.

Bank Management believes that the Bank will be able to fully recover deferred tax assets reported as of 31 December 2025 based on the current and anticipated future level of taxable profits.

Net Deferred Tax Assets

	31 Dec 2025		31 Dec 2024	
	Deferred tax asset	Deferred tax liability	Deferred tax asset	Deferred tax liability
Tax non-deductible provisions	220	–	217	–
Impairment of loans and off-balance sheet items	512	–	588	–
Differences arising from the net book values of tangible assets	444	(367)	495	(393)
Differences arising from the net book values of intangible assets	–	(82)	–	(137)
Reserve from revaluation of hedging instruments*	826	–	1 060	–
Reserve from revaluation of financial assets at fair value through other comprehensive income*	112	(66)	106	(36)
Reserve from revaluation of property measured at fair value*	–	(56)	–	(57)
Other	174	(58)	218	(65)
Deferred tax liability / asset	2 288	(629)	2 684	(688)
Net deferred tax asset	1 659	–	1 996	–

* Change in deferred tax from these items is posted via Other Comprehensive Income.

The Bank additionally carries the following deferred tax assets which are not recognised on the grounds of prudence: arising from non-tax deductible provisions of MCZK 11 (2024: MCZK 11).

The Bank is subject to top-up taxes in accordance with Act 416/2023 Coll., on top-up taxes for large multinational groups and large domestic groups. The Bank expects that the impact on the total tax liability will be insignificant. The top-up taxes tax was not taken into account in the calculation of deferred tax.

29. Issued capital and share premium

The recorded, issued and fully paid capital of the Group amounted to MCZK 8 755 as of 31 December 2025 and 2024.

(a) Shareholder Structure

Entity	Registered office	Nominal value of shares in MCZK	Share premium in MCZK	Ownership percentage
At 31 Dec 2025				
UniCredit S.p.A	Italy	8 755	3 495	100
Total		8 755	3 495	100
At 31 Dec 2024				
UniCredit S.p.A	Italy	8 755	3 495	100
Total		8 755	3 495	100

(b) Capital Breakdown

	31 Dec 2025 Number of shares	31 Dec 2025 MCZK	31 Dec 2024 Number of shares	31 Dec 2024 MCZK
Ordinary shares of CZK 16,320,000	100	1 632	100	1 632
Ordinary shares of CZK 13,375,000	200	2 675	200	2 675
Ordinary shares of CZK 10,000	436 500	4 365	436 500	4 365
Ordinary shares of CZK 7,771,600	10	78	10	78
Ordinary shares of CZK 46	106 563	5	106 563	5
Total issued capital		8 755		8 755

The shares are freely transferrable. Ordinary shares include the entitlement to participate in the Group's governance and the entitlement to a share on profit.

Both at 31 December 2025 and 31 December 2024, the Bank held no treasury shares.

30. Equity-based bonuses

The Bank has not implemented any employee motivation or stabilisation programme for the purchase of treasury shares or remuneration in the form of treasury share options.

31. Retained earnings and reserve funds

The following table shows the breakdown of the reserve funds:

	31.12.2025	31.12.2024
Reserve funds	3 372	3 372
Special-purpose reserve fund	11 609	11 609
Retained earnings	40 165	45 157
Total	55 146	60 138

As part of the cross-border merger, the share capital of UniCredit Bank Slovakia a.s. of MCZK 6 058, the reserve fund of UniCredit Bank Slovakia a.s. of MCZK 1 166 and retained earnings of UniCredit Bank Slovakia a.s. of MCZK 4 385 were transferred into a Special-purpose reserve fund denominated in EUR. This part of the Special-purpose reserve fund in total amount of MCZK 11 609 from cross-border merger can only be used to settle the loss of the Bank.

32. Repurchase and reverse repurchase transactions

(a) Reverse Repurchase Transactions

	31.12.2025	31.12.2024
Loans and advances to banks	153 268	180 603
Fair value of securities received	150 292	180 288

Securities received as collateral as part of reverse repurchase transactions are further provided as collateral under repurchase transactions as of 31 December 2025 MCZK 7 497 (as of 31 December 2024: MCZK 3 071).

(b) Repurchase Transactions

	31.12.2025	31.12.2024
Deposits from banks	10 657	13 131
Deposits from clients	40 410	60 976
Fair value of securities provided	50 839	73 695

33. Contingent liabilities, contingent assets and financial derivatives

In the ordinary course of business, the Bank conducts various financial transactions that are not reported in the Bank's statement of financial position and that are designated as off-balance sheet financial instruments.

Unless stated otherwise, the information below represents the nominal values of off-balance sheet transactions.

(a) Contingent Liabilities

Legal Disputes

As of 31 December 2025, the Bank assessed the legal disputes in which it acted as a defendant. The Bank recorded provisions for these legal disputes (see section V, point 27). In addition to these disputes, legal actions arising from ordinary business activities were taken against the Bank. The management does not anticipate the result of these legal disputes to have a material impact on the Bank's financial position.

Taxation

Czech and Slovak tax legislation has significantly changed in recent years. Many complicated legislation areas remained unresolved, and it may not be possible to determine the interpretation of taxation authorities in specific cases in advance. It is not possible to quantify the consequences

of this uncertainty; they may be resolved solely under the condition that the relevant legal regulations are adopted in practice or in the event that official interpretations are available.

Loan Commitments, financial guarantees and other commitments given

Loan commitments issued by the Bank include issued credit and guarantee commitments, and undrawn amounts of credits and overdraft loan facilities. Revocable commitments include undrawn loans that may be revoked by the Bank at any time without stating the reason. On the contrary, irrevocable commitments represent the Bank's liability to provide a credit or issue a guarantee, the performance of which, even though bound on meeting the contractual terms by the client, is to a certain extent independent of the Bank's will.

Financial guarantees include irrevocable commitments made by the Bank to repay debts in lieu of the debtor owed to the guarantee beneficiary in case the debtor defaults on their obligation to pay subject to terms and conditions of the individual contracts. As such, commitments bear similar risk to loans, the Bank creates the relevant provisions using a similar algorithm as for provisions (see section V. Other Notes, point 35. Financial Risk Management).

Documentary letters of credit represent a written irrevocable commitment of the Bank issued based on a client's request (orderer), to provide a third party or to its order (recipient, beneficiary), with certain performance, under the condition the terms of the letter of credit are met by a specified deadline. For these financial instruments, the Bank creates provisions using a similar algorithm as applied for credits (see section V. Other Notes, point 35. Financial Risk Management).

The Bank recorded provisions for off-balance sheet items to cover expected credit losses and arising from the impairment losses on the offbalance sheet items due to credit risk. As of 31 December 2025, the aggregate provisions amounted to MCZK 594 (as of 31 December 2024: MCZK 749), see section V. Other Notes, point 27. Provisions (a).

	Gross amount	Provisions for risks and charges	Net amount
31 December 2025			
Letters of credit and financial guarantees	52 964	(338)	52 626
Stage 1	47 237	(69)	47 168
Stage 2	5 520	(101)	5 419
Stage 3	207	(168)	39
Other contingent liabilities (undrawn credit facilities)	208 292	(256)	208 036
Stage 1	196 344	(37)	196 307
Stage 2	11 707	(100)	11 607
Stage 3	241	(119)	122
Total	261 256	(594)	260 662
31 December 2024			
Letters of credit and financial guarantees	50 973	(390)	50 583
Stage 1	46 989	(145)	46 844
Stage 2	3 622	(95)	3 527
Stage 3	362	(150)	212
Other contingent liabilities (undrawn credit facilities)	186 891	(359)	186 532
Stage 1	178 950	(70)	178 880
Stage 2	6 695	(36)	6 659
Stage 3	1 246	(253)	993
Total	237 864	(749)	237 115

Classification of Off-balance sheet items gross amount according to Internal Rating incl. Probability of Default (“PD”) for Internal Ratings

	Gross Off-balance sheet items		PD – mid values
	31 Dec 2025	31 Dec 2024	31 Dec 2025 and 31 Dec 2024
Performing off-balance sheet items – stage 1 and 2			
Internal rating 1	38 234	25 752	0,02% – 0,04%
Internal rating 2	64 794	65 236	0,06% – 0,10%
Internal rating 3	56 543	42 446	0,14% – 0,26%
Internal rating 4	40 632	48 747	0,36% – 0,66%
Internal rating 5	33 555	34 186	0,90% – 1,68%
Internal rating 6	22 428	16 078	2,29% – 4,25%
Other internal rating	4 613	3 765	5,80% – 20,00%
Off-balance sheet items without internal rating	9	46	37,15%
Total	260 808	236 256	
Non-performing off-balance sheet items – stage 3	448	1 608	100%
Total	261 256	237 864	

(b) Contingent Assets

The Bank has an option to draw a credit line from The Export-Import Bank of The Republic of China of MCZK 516 (MUSD 25) with the maximum maturity of five years from the time of drawing.

(c) Financial Derivatives

(i) Nominal and Fair Values of Financial Derivatives

	Nominal value	Positive fair value	Negative fair value
31 December 2025			
Trading instruments – interbank market (OTC)			
Options (majority for FX)	195 033	1 925	1 915
Interest rate swap contracts	717 085	15 350	14 805
Cross currency swap contracts	15 046	864	646
Foreign exchange forwards and swaps	238 427	1 180	1 290
Other instruments	2 875	155	142
Total trading instruments	1 168 466	19 474	18 798
Hedging instruments			
Interest rate swap contracts	851 192	7 687	17 999
Cross currency swap contracts	76 788	366	90
Total hedging instruments	927 980	8 053	18 089
31 December 2024			
Trading instruments – interbank market (OTC)			
Options (majority for FX)	190 543	2 076	2 071
Interest rate swap contracts	776 325	20 322	19 191
Cross currency swap contracts	223 102	2 303	1 591
Foreign exchange forwards and swaps	35 310	594	882
Other instruments	6 447	121	111
Total trading instruments	1 231 727	25 416	23 846
Hedging instruments			
Interest rate swap contracts	813 940	10 383	23 745
Cross currency swap contracts	68 855	554	26
Total hedging instruments	882 795	10 937	23 771

As of 31 December 2025, compared to the classification applied as of 31 December 2024, a change was made in the allocation of nominal and fair value for “Cross-currency swaps” and “Foreign currency forwards and swaps” in accordance with the UniCredit Group approach.

(ii) *Residual Maturity of Financial Derivatives Concluded on the Interbank Market*

	Up to 1 year	1 – 5 years	Over 5 years	Total
31.12.2025				
Trading instruments				
Interest rate instruments	135 109	452 459	173 968	761 536
Equity instruments	720	2 017	–	2 737
Currency instruments	294 131	103 854	3 333	401 318
Other	2 196	679	–	2 875
Total	432 156	559 009	177 301	1 168 466
Hedging instruments				
Interest rate instruments	135 480	485 718	229 994	851 192
Currency instruments	1 167	47 861	27 760	76 788
Total	136 647	533 579	257 754	927 980
31.12.2024				
Trading instruments				
Interest rate instruments	145 111	484 167	191 856	821 134
Equity instruments	1 081	2 378	–	3 459
Currency instruments	300 173	100 897	3 395	404 465
Other	1 762	907	–	2 669
Total	448 127	588 349	195 251	1 231 727
Hedging instruments				
Interest rate instruments	159 860	469 939	184 141	813 940
Currency instruments	3 915	36 868	28 072	68 855
Total	163 775	506 807	212 213	882 795

34. Segment reporting

The Bank presents the segment information based on performance criteria as disclosed in section III. Material Accounting Policies, point 20. Segment reporting.

(a) **Segment Information by Client Category**

	Retail and private banking	Corporate and investment banking, leases	Other	Total
31.12.2025				
Net interest and dividend income	4 503	9 172	1 562	15 237
Net fee and commission income	1 288	3 394	(35)	4 647
Management services	414	4	–	418
Deposit and custody services and Securities transactions	142	318	(39)	421
Financial services (loans, guarantees, factoring etc.)	(31)	1 455	1	1 425
Transactional and Banking Services (current accounts, payments etc.)	763	1 616	3	2 382
Other net income	270	2 083	359	2 712
Depreciation/impairment of property and equipment and intangible assets	–	–	(1 193)	(1 193)
Impairment loss	(31)	91	(11)	49
Segment expenses	(4 474)	(3 826)	955	(7 345)
Profit before tax	1 556	10 914	1 637	14 107
Income tax	–	–	(2 538)	(2 538)
Result of segment	1 556	10 914	(901)	11 569
Segment asset	251 046	703 677	24 552	979 275
Segment liabilities	295 508	480 568	128 019	904 095

	Retail and private banking	Corporate and investment banking, leases	Other	Total
31.12.2024				
Net interest and dividend income	4 487	10 114	507	15 108
Net fee and commission income	1 054	2 905	(58)	3 901
Management services	395	3	–	398
Deposit and custody services and Securities transactions	86	252	(60)	278
Financial services (loans, guarantees, factoring etc.)	130	1 122	2	1 254
Transactional and Banking Services (current accounts, payments etc.)	443	1 528	–	1 971
Other net income	311	2 514	333	3 158
Depreciation/impairment of property and equipment and intangible assets	–	–	(1 168)	(1 168)
Impairment loss	(55)	(951)	166	(840)
Segment expenses	(4 435)	(4 186)	1 511	(7 110)
Profit before tax	1 362	10 396	1 291	13 049
Income tax	–	–	(2 540)	(2 540)
Result of segment	1 362	10 396	(1 249)	10 509
Segment asset	226 698	721 492	22 258	970 448
Segment liabilities	299 653	476 828	115 078	891 559

The income tax for all segments is presented in the segment “Other”.

The Bank does not have a customer or a group of customers that would comprise more than 10 percent of the Bank's income.

(b) Information on Geographical Areas

	Czech Republic	Slovakia	Total
31.12.2025			
Net interest and dividend income	10 195	5 042	15 237
Net fee and commission income	3 406	1 241	4 647
Other net income	2 335	377	2 712
Depreciation/impairment of property and equipment and intangible assets	(893)	(300)	(1 193)
Impairment loss	345	(296)	49
Segment expenses	(5 319)	(2 026)	(7 345)
Profit before tax	10 069	4 038	14 107
Income tax	(1 653)	(885)	(2 538)
Result of segment	8 416	3 153	11 569
Segment asset	783 085	196 190	979 275
Long-term non-financial assets by segment	3 387	1 751	5 138
Segment liabilities	752 113	151 982	904 095
31.12.2024			
Net interest and dividend income	9 958	5 150	15 108
Net fee and commission income	2 775	1 126	3 901
Other net income	2 683	475	3 158
Depreciation/impairment of property and equipment and intangible assets	(893)	(275)	(1 168)
Impairment loss	(683)	(157)	(840)
Segment expenses	(5 222)	(1 888)	(7 110)
Profit before tax	8 618	4 431	13 049
Income tax	(1 511)	(1 029)	(2 540)
Result of segment	7 107	3 402	10 509
Segment asset	785 584	184 864	970 448
Long-term non-financial assets by segment	3 787	1 863	5 650
Segment liabilities	757 024	134 535	891 559

35. Financial risk management

(a) Introduction

The Bank is exposed to the following types of risk:

- Credit risk;
- Market risk; and
- Operational risk.

The Board of Directors is responsible for the overall risk management strategy which it approves and assesses on a regular basis.

The Board of Directors has established the Assets and Liabilities Committee (ALCO), the Credit Committee and the Committee for Operational Risk Management. These committees are in charge of monitoring and managing individual risks with regard to individual specific fields. The committees report to the Board of Directors on a regular basis.

(b) Credit Risk

The Bank is exposed to credit risk as a result of its trading, lending, hedging investment and brokerage activities.

Credit risk is managed at the level of individual customers (transactions) and at the portfolio level.

The Credit Operations and Enterprise & Credit Risks units with their subordinate units are directly responsible for credit risk management. These departments are organisationally independent of the business divisions and report directly to a member of the Board of Directors in charge of the Risk management division (Chief Risk Officer).

Under its credit risk management policy, the Bank defines the general principles, methods and tools applied when identifying, measuring and managing credit risk. The Bank's credit risk management policy is set by the Enterprise & Credit Risk units. This policy is reviewed on a regular basis at least once a year.

In its internal guidelines, the Bank defines the underwriting approval competencies, including the definition of responsibilities and competencies of the Credit Committee.

The table below presents the maximum credit risk exposure related to balance sheet assets. Maximum credit risk exposure excludes impact of received collateral:

	31.12.2025	31.12.2024
Cash and cash balances	13 870	10 085
Financial assets at fair value through profit or loss, of which:	19 658	25 543
Held for trading	19 623	25 440
Mandatorily at fair value	35	103
Financial assets at fair value through other comprehensive income	71 583	55 369
Financial assets at amortised cost, of which:	852 144	852 188
Loans and advances to banks	181 796	230 665
Loans and advances to customers	670 348	621 523
Positive fair value of hedging derivatives	8 053	10 937
Changes in fair value of the portfolio of hedged instruments	1 107	1 879
Other assets	1 908	2 822
Total	968 323	958 823

The table below presents the maximum credit risk exposure related to off-balance sheet items. Maximum credit risk exposure excludes impact received collateral:

	31.12.2025	31.12.2024
Letters of credit and financial guarantees	52 626	50 583
Other contingent liabilities (undrawn credit facilities)	208 036	186 532
Total	260 662	237 115

(i) Credit Risk Management at the Level of Individual Customers

The internal rating system comprises 26 rating levels (1 to 10 adding “+” and “-” to certain rating classes, such as: 1+; 1; 1-; 2+; etc). When classifying customers, the Bank assesses (in addition to the number of days past due with regard to overdue receivables, if any) financial indicators related to the client (such as the structure of and proportion between the statement of financial position, the income statement, and the cash flow statement), management quality, ownership structure, individual customers’ market position, reporting quality, production equipment, account-use history, etc. Customers in default are assigned internal ratings of 8-, 9 or 10.

Corporate customers

Credit risk at the level of individual customers is managed by analysing customers’ financial health and determining maximum credit risk exposure (credit limit). Analysis is focused on the customers’ competitive position in the relevant market, a rating of their financial statements, prediction of future liquidity, etc. The result of this analysis is, inter alia, a rating that reflects the probability of client default and takes into account quantitative, qualitative and behavioral factors. Analysing the financial position and setting the limits for credit exposure and rating is undertaken prior to the granting of a loan. Subsequently the rating is reviewed, and creditworthiness is reassessed at least annually.

Retail customers

For receivables from individuals, the ability of the client to fulfil their obligations is determined using a standardised system of credit scoring based on risk-relevant features (credit application scoring). The Bank sets and regularly updates the probability of client default, using the behavioral scoring method. A client’s final rating combines both application and behavioral components.

Credit registries

The Bank uses information provided by credit registries as an additional source of information for assessing a client’s financial standing for both Corporate and Retail Client

Collateral

In accordance with its credit risk management strategy, prior to granting the loans, the Bank may require that the customers post collateral for the loans. The amount and type of collateral depends on the client’s financial health and the type of the loan. The Bank considers the following to be acceptable types of collateral: cash, investment grade securities, guarantees issued by other reputable entities (including bank guarantees), and pledges in form of mortgage over real estate property. When determining the realisable value of collateral, the Bank principally takes into consideration the financial health of the party providing the collateral for personal collateral (eg guarantees) and the nominal value of the collateral for non-personal

collaterals such as pledge of property. The collateral is valued based on expert appraisals made by a special department of the Bank or external valuations. The realisable value of collateral is determined based on this appraised value by applying an adjusting co-efficient that reflects the Bank’s ability to realise the given collateral, as and when needed.

(ii) Credit Risk Management at the Portfolio Level

The Bank regularly analyses and monitors trends in individual credit sub-portfolios.

The Bank monitors its overall credit risk exposure, ie it takes into account all on-balance and off-balance sheet exposures and quantifies the expected losses from its credit exposure on regular basis. The expected loss is determined based on internal estimates of risk parameters, ie the probability of default (PD), exposure at default (EaD) and loss given default (LGD).

The Bank regularly monitors its credit exposure to individual industries, countries, or economically-connected groups of debtors.

The Bank assesses the concentration risk of the loan portfolio on a regular basis and establishes concentration limits as appropriate in relation to specific industries, countries, or economically-connected groups of debtors.

(iii) Classification of Receivables, Impairment Losses and Provisions

The Bank categorises its receivables arising from financial activities on a regular basis, in accordance with IFRS 9 Financial Instruments; in particular, it divides its receivables into non-performing receivables = receivables in default (stage 3) and performing receivables = receivables without default (stages 1 and 2).

Stage 2 receivables are receivables which have experienced significant increase in credit risk between the initial recognition and balance sheet date. All receivables are regularly monitored for default and significant increase in credit risk.

Impairment Losses on Non-Performing Receivables

Impairment losses related to individual non-performing receivables (ie stage 3 under IFRS 9 Financial Instruments) are recognised if carrying amount of individual receivables is less than recoverable amount and the Bank does not write off such receivables (fully or partially). The Bank assesses recoverable of the amount of all receivables in respect of which the debtors are in default: (i) individually if the amount of the receivable exceeds an equivalent of MEUR 1, (ii) collectively using recovery rate derived from the relevant model which reflects historic recovery experience. The Bank writes off receivables if no income is anticipated on it or on the collateral received with regard to the given receivable.

The impairment loss is (i) for individually assessed receivables equal to the difference between the receivable's gross carrying amount and the present value of estimated future cash flows discounted at the receivable's original effective interest rate; (ii) for collectively assessed receivables equal to the lifetime expected credit loss determined on portfolio basis.

Impairment Losses on Performing Receivables

For performing receivables that have experienced no significant increase in credit risk since origination (ie stage 1), the Bank determines the impairment loss as the portion of lifetime expected credit losses (ECL) that represent the expected credit losses that result from default events on a financial instrument that are possible within the 12 months after the reporting date (1-year expected credit loss). For Performing receivables that have experienced a significant increase in credit risk since origination but are still performing receivables (ie stage 2), the Bank determines the impairment loss as the expected loss until the final maturity of the receivable (lifetime expected credit loss).

Credit exposures included in stage 1 due to low credit risk exemption amounts to MCZK 5 740 as of 31 December 2025 (31 December 2024: MCZK 5 312).

Provisions for Off-Balance Sheet Items

The Bank recognises such provisions using the same methods as are used in determining impairment losses on receivable portfolios while taking into account conversion factors related to the specific type of the off-balance exposure.

Impact of ESG Topics on Impairment Losses

In coordination with the UniCredit Group's activities data collection and delivery for stress testing and regulatory reporting (e.g. regarding physical risks, transitional risks and energy performance certificate) were carried out. The Bank identified impact stemming from both physical and transitional risks and considered this amount as an increase of expected credit loss (ECL) in form of the post model adjustment in amount of MCZK 141 (of which MCZK 95 on CZ corporate loans, MCZK 46 on SK corporate loans). Granular implementation to each exposure relevant to such kinds of risk has been deployed in July 2025 impacting the ECL with increase of MCZK 97 (of which MCZK 64 on CZ corporate loans and MCZK 33 on SK corporate loans) and since then is part of the regular standard calculation of ECL. The relevant post model adjustment in amount of CZK 141 mil. has been fully released in July 2025.

The Bank is aware of the importance of ESG topic for the future and makes steps to be prepared to cover the upcoming requirements. A methodology to estimate the potential actual annual deterioration of the fair value (FV) of the collaterals behind the mortgage portfolio has been developed. The Bank is active to promote the ESG topic in

communication with clients and to support them to provide necessary information using implemented questionnaires. Data collection and assessment from ESG questionnaire process is mandatory part of approval process for high-end exposure part of portfolio with further future extension of the process to different client groups. The Bank is a member of the regular ESG committee of the Czech Banking Association, supporting and cooperating on activities targeting future smooth data collection and processing helping clients to reduce data collection burden. A part of this activity is the creation and the implementation of harmonized questionnaire, which will be used by all larger banks on the Czech and Slovak markets to collect data related to ESG. Internal implementation project regarding data storage and processing is in progress.

(iv) Forbearance

The Bank classifies loan receivables as forborne if the originally agreed payment conditions were changed since the loan provision due to customers' financial difficulties (changes predominantly include payment deferral, temporary payment reduction, postponement of the ultimate due date, etc). These items are recognised in the statement of financial position either as nonperforming loan receivables or performing loan receivables.

Loan receivables with a change in the originally-agreed payment conditions are generally classified as non-performing loan receivables. Following a robust assessment, the Bank may categorise individual receivables as performing receivables, despite a change in the conditions. This approach is applied if the reasons for the change of the payment conditions are not serious and the Bank does not anticipate incurring a loss from the future collection of such loan receivables.

Performing receivables also include receivables originally classified as non-performing receivables upon the change of payment conditions and which were subsequently transferred into the category of Performing loan receivables because the debtor complied with newly-agreed conditions in line with the Bank's internal rules. This group accounts for the majority of loan receivables reported as forborne – performing receivables.

Loan receivables with changed payment conditions are managed by Credit Restructuring & Workout Department and are subject to standard restructuring and workout procedures and monitoring. The exception is receivables that are not assessed as non-performing receivables upon a change of the payment conditions. These loans are only managed by Credit Restructuring & Workout Department after a thorough assessment of the need to use the know-how of this specialised unit. When releasing receivables from the management of this unit, the statues of individual cases and the need to use the know-how of the Credit Restructuring & Workout staff is also carefully reviewed.

The period for which the client is designated as forborne is referred to as the probation period and lasts a minimum of two years from the client default /forbearance if the forbearance was without client default. In addition, this period can only be terminated if the client fulfils the agreed conditions duly and timely, is not in delay in excess of 30 days. For amortizing loans, the debt must be reduced by at least 10% during probation period.

Due to the size of the forborne portfolio and the above procedures and practices, we have not identified any serious threats for the Bank resulting from this portfolio. This is supported by the fact that a portion of receivables with changed payment conditions in order to overcome the debtor's deteriorated financial position is reclassified once more as non-performing (recognised in the Bank's statement of financial position as non-performing forborne receivable – see above).

(v) Recovery of Receivables

The Bank has established the Credit Workout & Restructuring Department which manages the receivables whose recoverability is at risk (both Non-performing and Performing). The purpose of this unit involves achieving one or a number of the following goals in respect of risk-bearing credit receivables:

- a. "Revitalisation" of the credit arrangement, restructuring and subsequent reclassification into standard receivables;
- b. Full repayment of the credit;
- c. Minimisation of the loss from the credit (realisation of collateral, sale of the receivable with a discount, etc); and/or
- d. Prevention of additional losses from the loan (comparison of future expenses versus income).

(c) Market Risk

(i) Trading

The Bank holds trading positions in various financial instruments, including financial derivatives. The majority of the Bank's business activities are driven by the requirements of the Bank's customers. Depending on the predicted demand of its customers, the Bank holds a supply of financial instruments and maintains access to the financial markets through quoting of the bid and offer prices and by trading with other market makers. These positions are also held for the purpose of short term profit taking on the expected future development of financial markets and the instruments are classified in line with IFRS 9 Financial Instruments as held for trading. The Bank's business strategy is thus affected by short term profit taking and market-making and its goal is to maximise net income from trading.

The Bank manages risks associated with its trading activities at the level of individual types of risk and types of financial instruments. The basic tools used for market risk management are limits on the

volumes applicable to individual transactions, limits for portfolio sensitivity (basis point value, or BPV), stop loss limits, and value at risk (VaR) limits. The description quantitative methods applied in risk management are included in the following section "Market risk management".

The majority of derivatives are negotiated on the OTC market due to the non-existence of a public market for financial derivatives in the Czech Republic.

(ii) Market Risk Management

Below are described selected types of risk to which the Bank is exposed through its trading activities as well as managing the positions resulting from these activities and managing these risks. There is also market risk exposure in the Bank's banking book which corresponds to portfolios of financial instruments not held for trading. Market Risk is measured for the Trading and Banking book separately and also collectively. The procedures applied by the Bank to measure and manage these risks are described in detail in the following paragraphs.

The Bank is exposed to market risk arising from its open positions in interest rate, equity and foreign currency instrument transactions that are sensitive to changes in the situation on the financial market.

The Bank's risk management focuses on managing the total net exposure to interest rate risk resulting from the Bank's structure of assets and liabilities. The Bank monitors interest rate risk by measuring the sensitivity of particular assets and liabilities which mature/reprice in specific time interval. This sensitivity is expressed by the change in the values of assets and liabilities if interest rates increase by one basis point (BPV). For hedge accounting purposes, the Bank identifies specific assets/liabilities causing this mismatch so that the accounting criteria for the application of hedge accounting are met.

Value at Risk

Value at Risk represents the main method for managing market risks arising from the Bank's open positions. Value at Risk represents the potential loss from an unfavourable movement on the market within a certain time period at a certain confidence level. Value at Risk is measured based on a 1-day holding period and a confidence level of 99%. The Bank's Value at Risk ("VaR") model calculations have the following limitations:

- The one-day holding period assumes that all positions can be closed during a single day. This assumption does not necessarily apply to markets with lower liquidity.
- The 99% confidence level does not reflect all possible losses that can occur at this confidence level.
- VaR is calculated from the positions at the end of the trading day and does not consider the positions which can be opened on an "intra-day" basis.

- Using historical data as a basis for determining possible future developments does not necessarily cover all possible future scenarios, especially crisis scenarios.

The Bank uses VaR to measure interest rate risk, foreign currency risk, equity risk and other types of risk connected with the negative movements in the prices of market factors (spread risk, option risk, etc). The aggregate structure of VaR limits is approved by the Assets and Liabilities Committee (ALCO). At least once a year, the structure and amount of limits are revised in accordance with the Bank's needs and developments on the financial markets. The results of the VaR calculation are published daily for selected users (Board of Directors, selected employees of the Financial Markets Department, the Market Risk Department, the Assets & Liabilities Management Unit, and selected employees of UniCredit group).

The VaR calculation divides the calculated risk into interest rate and credit portions. The credit portion of VaR is calculated based on the volatility of the credit spread between securities and the risk free interest rate. For this purpose, the yield curves of particular issuers, industries, or groups of issuers with identical rating are downloaded into the system for market risk management. Specific securities are mapped to these yield curves and the volatility of the credit spread is calculated. The Bank regularly reassesses the mapping of debt securities with the relevant yield curves and, if necessary, the debt securities are re-mapped to curves that reliably reflect the credit risk of the specific debt securities.

The outputs of the VaR calculation model are back-tested and compared with the results of the changes to interest rates on the financial markets on a daily basis. If the Bank identifies any inaccuracies, the model is adjusted to correspond with the current development on the financial markets.

The table below shows the Values at Risk:

	At 31 Dec 2025	Average for 2025	At 31 Dec 2024	Average for 2024
		Czech Republic	Czech Republic	
VaR of Financial assets at fair value through profit or loss Held for trading	21,06	21,84	19,55	16,89
VaR of Financial assets at fair value through other comprehensive income	199,48	162,98	119,69	161,07
		Slovakia	Slovakia	
VaR of Financial assets at fair value through profit or loss Held for trading	0,62	0,82	0,98	1,49
VaR of Financial assets at fair value through other comprehensive income	32,40	25,25	–	–

Value at Risk

In 2025, the Czech economy experienced a mild recovery. Gross domestic product (GDP) increased by 2,4% (according to the latest available forecasts), with the main driver of growth being the renewed household consumption. Inflation stabilized at around 2,5% (CZSO data), which supported the growth of real wages.

The position of UniCredit Bank Czech Republic and Slovakia, a.s. in financial assets measured at fair value through profit or loss and designated for trading remained stable throughout the year, without significant fluctuations. In line with the bank's strategy, investments in government bonds within the category of financial assets measured at fair value through other comprehensive income (FVOCI) were further increased. This step was supported by stabilizing inflation and moderate economic growth, which created favourable conditions for investments with a lower risk profile.

Overall, the bank's exposure to market risks was carefully managed during the year, allowing the Value at Risk (VaR) indicator to be maintained at a stable level.

Interest Rate Risk

The Bank is exposed to interest rate risk because of mismatch in interest-bearing assets and liabilities maturities, re-pricing periods and notionals in defined time buckets (gap or mismatch risk). In the event of a change in interest rates, the Bank is also exposed to interest rate risk as a result of the different mechanism or timing of adjustments to particular types of interest rates (such as PRIBOR), declared interest rates on deposits (basis risk and yield curve risk). Interest risk management is focused on optimising the Bank's net interest income in accordance with the strategies approved by the Board of Directors.

The overall interest rate position of the Bank is measured primarily by calculating the sensitivity of the change in the fair value of the portfolio to a shift in interest rates by one basis point (BP01). Interest rate sensitivity is measured with a breakdown by time period and individually by currency. Different interest rate risks related to individual currencies are offset within individual time buckets and aggregate short and long positions. The main positions are represented by CZK and EUR.

The utilization of the base point value (BP01) remained generally stable during the period considered.

Interest rate derivatives are generally used to manage the mismatch between the interest sensitivity of assets and liabilities. These transactions are carried out in accordance with the internal Liquidity Management Policy and the internal Funds Transfer Pricing Policy and by the Strategy of Interest Rate Risk Management in the Banking Book approved by the Board of Directors. Part of the Bank's income is generated by the intentional mismatch between the assets and liabilities that are interest rate-sensitive.

The Bank applies a "Basis Point Value (BPV)" approach for measuring interest sensitivity of assets and liabilities. BPV represents the change in the present value of cash flows derived from individual instruments if interest rates increase by one basis point (0,01%), i.e. it represents the sensitivity of instruments to interest rate risks.

The Bank has set up interest rate risk limits to restrict oscillation of net interest income resulting from changes of interest rates by 0,01% (the "BPV limit").

Stress Testing of Interest Rate Risk

The Bank carries out monthly following stress scenarios:

- Bank calculates simulated impact to Economic Value of Equity ("EVE") under stress scenarios of significant movements in financial markets, internally defined low probability scenarios and UniCredit Group macro scenarios.
- Bank calculates the impact to Net Interest Income ("NII") under stress scenarios of significant movements in financial markets.

Both stress tests are on a monthly basis compared to set of Risk Appetite Framework ("RAF") Triggers.

EVE stress test

EVE, ie the economic value of equity, is calculated as the present value of all cash flows of assets decreased by the present value of all cash flows of liabilities. In other words, it is the net present value ("NPV") of all the Bank's future cash flows.

The stress test aims to express the increase / decrease of this net NPV depending on the shock change of market factors and to compare the decrease of NPV with the set limits (internal and regulatory). Supervisory outlier test ("SOT"): Parallel Up, Parallel Down, Flattening, Steepening, Short Rates Up or Down.

The following table shows the impact of the stress scenarios on the Bank's EVE results. The Bank uses the euro as the base currency for stress testing results.

	Parallel up	Parallel down	Flattening	Steepening	Rates up	Rates down
SOT test (% impact on Tier 1) 2025						
Maximal impact of the stress test	(4,26)%	8,65%	(2,95)%	8,56%	(4,40)%	2,65%
Minimal impact of the stress test	(8,93)%	4,43%	(4,25)%	5,44%	(5,86)%	1,97%
Average impact of the stress test	(6,83)%	6,75%	(3,62)%	7,34%	(5,24)%	2,39%
RAF Trigger	(11,50)%	(11,50)%	(11,50)%	(11,50)%	(11,50)%	(11,50)%
SOT test (% impact on Tier 1) 2024						
Maximal impact of the stress test	(5,44)%	5,15%	(4,01)%	5,31%	(5,18)%	2,71%
Minimal impact of the stress test	(8,72)%	2,78%	(6,62)%	3,27%	(8,03)%	2,14%
Average impact of the stress test	(6,78)%	3,79%	(5,26)%	3,84%	(6,56)%	2,42%
RAF Trigger	(12,00)%	(12,00)%	(12,00)%	(12,00)%	(12,00)%	(12,00)%

NII stress test

The two main stress scenarios correspond to a parallel shift in the yield curve SOT_NII_Parallel_up and SOT_NII_Parallel_down by ± 200 basis points.

The following table shows the impact of these two main scenarios on the bank NII as a percentage portion against the Tier 1.

	RAF Parallel Up	RAF Parallel Down
Net interest income (% impact on NII budget) 2025		
Maximal impact of the stress test	0,72%	(0,81)%
Minimal impact of the stress test	(0,30)%	(1,88)%
Average impact of the stress test	0,29%	(1,16)%
RAF Trigger	(4,20)%	(4,20)%
Net interest income (% impact on NII budget) 2024		
Maximal impact of the stress test	0,87%	(0,23)%
Minimal impact of the stress test	(2,18)%	(1,51)%
Average impact of the stress test	(0,81)%	(0,70)%
RAF Trigger	(4,50)%	(4,50)%

Hedge Accounting

As part of its market risk management strategy, the Bank hedges against interest rate risk. The Bank's hedge strategy uses both fair value hedges and cash flow hedges.

Fair value hedges are used for reducing the price interest rate risk of issued bonds, purchased securities, loans or deposits. Cash flow hedges are used to eliminate uncertainty in future cash flows in order to stabilise Net interest income; in other words to manage reinvestment risk.

Fair Value Hedging

The Bank applies two fair value hedge models, which differ in the accounting framework used and in the manner of documentation:

- Micro fair value hedging: relationships at the level of individual items; documentation in accordance with IFRS 9.
- Macro (portfolio) fair value hedging: relationships at the level of portfolios of assets or liabilities; documentation and measurement in accordance with IAS 39.

The hedged instruments may include, separately, financial assets and liabilities measured at amortized cost, as well as financial assets measured at fair value through other comprehensive income (FVOCI). The hedging instruments are derivatives (most commonly interest rate swaps).

In accordance with IFRS 9, the following approach is applied for the relevant hedging relationships:

Principle and Scope of Hedge Application

The Bank uses fair value hedging to hedge interest rate risk associated with financial instruments.

Assets or liabilities (or portions thereof) are hedged against changes in fair value attributable to a specific risk that affects the reported net profit or loss.

A hedged item may be:

- An asset or liability that is typically not remeasured at fair value under IFRS 9 (e.g., financial assets measured at amortized cost—loans and advances to customers, including debt securities; or issued debt securities).
- Financial assets measured at fair value through other comprehensive income (FVOCI).

In fair value hedging, both the hedging instrument and the hedged item are measured at fair value. Changes in the fair value attributable to the hedged risk are recognised in the statement of profit or loss, while the other changes in fair value are recognised in the statement of other comprehensive income.

At the inception of the hedging relationship, the Bank determines the so-called Hedge Ratio.

The Hedge Ratio at inception is set to reflect the proportion between the nominal amount of the hedging derivative and the hedged item. The Hedge Ratio reflects the relationship between the quantity of the hedged item that the Bank actually hedges and the quantity of the hedging instrument that the Bank actually uses to hedge that quantity of the hedged item. This value must not exceed 100%.

Furthermore, a monthly hedge effectiveness test is performed based on the actual development of interest rates. This test verifies the continued validity of the economic relationship between the hedged item and the hedging derivative. Monthly testing is carried out to ensure timely detection of any potential ineffectiveness in the hedging relationship.

An economic relationship means that the hedging instrument and the hedged item have values that generally move in opposite directions due to exposure to the same risk—that is, the hedged risk. The economic relationship relates to the hedged risk arising from changes in the relevant market factor (e.g., interest rate curve, exchange rate), corresponding to the risks typical for standard interbank transactions.

The existence of an economic relationship between the hedged item and the hedging instrument is assessed at the inception of the hedging relationship and on an ongoing monthly basis. Prospectively, the Bank compares the sensitivity to interest rate movements between the hedged item and the hedging derivative across time buckets and verifies that the hedged position exceeds the hedging position (the so-called “reverse sensitivity” test). Retrospectively, hedge effectiveness is assessed based on the ratio of the cumulative changes in fair value (dollar-offset method) of the hedged item and the hedging instrument. These tests are performed monthly to ensure timely identification of potential ineffectiveness.

In accordance with IFRS 9, the following approach is applied for the relevant hedging relationships:

The Bank performs the fair value hedge effectiveness test at the inception of the hedging relationship, based on the expected future changes in the fair values of both the hedged item and the hedging instrument, as well as on the anticipated future interest rate movements – the prospective test. In addition, the effectiveness test is carried out monthly based on the actual development of interest rates. The Bank performs monthly effectiveness testing in order to

detect any potential ineffectiveness in the hedging relationship in a timely manner.

For each individual hedging transaction (loans, deposits, securities, interest rate swaps, etc.), the dates and amounts of the respective cash flows are determined for the period from the commencement of the hedging relationship until the maturity of the instrument. Using the discount factors for the relevant currencies, the present values of the individual cash flows are calculated as of the relevant date (the effectiveness measurement date). The fair value of a given transaction at the measurement date is obtained by summing the discounted cash flows. The cumulative change in fair value is then determined by comparing this fair value at the measurement date with the initial revaluation. These cumulative changes are subsequently adjusted for realised cash flows by adding or subtracting them back.

Hedge effectiveness is then measured by comparing the cumulative change in fair value of the hedged item with that of the hedging instrument. If the ratio of these two values falls within the range of 80%–125%, the relationship is assessed as effective.

In the table below, the Bank sets out the accumulated fair value adjustments arising from the corresponding continuing hedge relationships, irrespective of whether or not there has been a change in hedge designation during the year.

	Carrying amount of hedged items (excluding the accumulated fair value hedge adjustment)		Accumulated amount of fair value adjustments on the hedged items	
	Assets	Liabilities	Assets	Liabilities
31 Dec 2025				
Fair Value Hedge				
<i>Micro fair value hedges</i>				
Interest rate risk – see “A” below	135 845	61 495	(988)	215
<i>Portfolio fair value hedges</i>				
Interest rate risk – see “B” below	380 143	152 285	1 107	(4 465)
31 Dec 2024				
Fair Value Hedge				
<i>Micro fair value hedges</i>				
Interest rate risk – see “A” below	95 445	51 056	307	670
<i>Portfolio fair value hedges</i>				
Interest rate risk – see “B” below	252 911	143 001	1 879	(4 632)

The corresponding Statement of Financial Position line items, where the hedged item and the cumulative fair value changes are recorded, include:

“A” represents hedging of

- Loans presented in the line “*Financial assets at amortised cost, of which: Loans and advances to customers*”,
- Purchased bonds presented in the line “*Financial assets at fair value through other comprehensive income*”,
- Money-markets trades presented in the line “*Financial liabilities at amortised cost, of which: Deposits from banks*” and
- Issued bonds presented in the line “*Financial liabilities at amortised cost, of which: Debt securities issued*”.

“B” represents hedging of

- Loans presented in the line “*Financial assets at amortised cost, of which: Loans and advances to customers*” and
- Current accounts presented in the line “*Financial liabilities at amortised cost, of which: Deposits from customers*”.

Hedging instruments are represented by hedging derivatives presented in the item “*Positive fair value of hedging derivatives*” or “*Negative fair value of hedging derivatives*”.

The table below sets out the outcome of the Bank’s hedging strategy, in particular, to changes in the fair value of the hedged items and hedging instruments in the current year and the comparative year, used as the basis for recognising ineffectiveness:

	Gains/(losses) attributable to the hedged risk		Hedge ineffectiveness
	Hedged items	Hedging instruments	
31 Dec 2025			
Fair Value Hedge			
Micro fair value hedges			
Interest rate risk	(1 089)	1 090	1
Portfolio fair value hedges			
Interest rate risk	(586)	584	(2)
31 Dec 2024			
Fair Value Hedge			
Micro fair value hedges			
Interest rate risk	(665)	666	1
Portfolio fair value hedges			
Interest rate risk	(1 176)	1 175	(1)

Cash Flow Hedging

The Bank applies cash flow hedge accounting on a portfolio basis (Portfolio Cash Flow Hedge) to hedge uncertain (variable) future cash flows (e.g., interest payments) that may negatively impact future profit or loss.

Principle and Scope of Hedge Application

The hedge relates to the risk of variability in interest cash flows arising from:

- designated floating-rate assets,
- floating-rate liabilities,
- planned, contracted, or expected transactions (or portions thereof), all of which are exposed to changes in short-term interest rates on a portfolio basis.

Assets or liabilities (or portions thereof) are hedged against changes in future cash flows caused by movements in the relevant interest rate index (e.g., PRIBOR or EURIBOR “roll-over”).

Customer margins over the index are not part of the hedged risk.

The hedging instruments are derivatives (most commonly interest rate swaps and cross-currency swaps).

In cash flow hedging, the hedging instrument is measured at fair value.

At the inception of the hedging relationship, the so-called hedge ratio must be determined, based on:

- the amount of the total hedged item portfolio that the entity actually hedges (partially or fully), and
- the amount of the hedging instrument that the entity actually uses to hedge this quantity of the hedged item.

The hedge ratio corresponds to the proportion between the amount of the hedged item that the bank actually hedges and the amount of the hedging instrument that the bank actually uses to hedge that amount of the hedged item.

A monthly hedge effectiveness test is performed based on the actual development of interest rates. This test verifies the continued validity of the economic relationship between the hedged item and the hedging derivative. Monthly effectiveness testing is carried out to ensure timely detection of any potential hedge ineffectiveness.

Verifying the existence of an economic relationship between the hedged item and the hedging instrument is a general prerequisite for the effectiveness of the hedging relationship.

An economic relationship means that the future cash flows of the hedged item and the hedging instrument generally move in opposite directions due to exposure to the same risk—that is, the hedged risk.

The existence of an economic relationship is verified through a set of tests:

- prospectively: a test of future cash flows and a sensitivity test, including “reverse sensitivity”, across individual time buckets;
- retrospectively: a dollar-offset method with an assessment of the absolute difference in fair value

The tests are conducted on a monthly basis with the aim of identifying any potential inefficiencies in a timely manner.

With the implementation of Chapter 6 of IFRS 9 *Financial Instruments* on hedge accounting from 1 July 2025, which replaces the hedge accounting requirements of IAS 39, the “currency basis spread” component of the hedging instrument was separated and recognized in the “Cost of Hedging Reserve” within Other Comprehensive Income.

As of 1 July 2025, the value of this component, in net terms (i.e., after tax effects), amounted to MCZK 135.

The table below sets out the Bank’s financial assets and financial liabilities designated as hedged items in continuing cash flow hedge relationships and the outcome of the Bank’s hedging strategy:

Cash flow hedge reserve		Net changes in fair value of hedging instruments used for measuring hedge ineffectiveness		
		in total	Effective portion recognised in OCI	Hedge ineffectiveness recognised in the income statement in net trading income
	Continuing hedges	Discontinued hedges		
31 Dec 2025				
Cash Flow Hedge				
Portfolio fair value hedges				
Interest rate risk – see “A” below	(3 723)	5	908	908
				–
31 Dec 2024				
Cash Flow Hedge				
Portfolio fair value hedges				
Interest rate risk – see “A” below	(4 638)	12	1 255	1 255
				–

The corresponding Statement of Financial Position line items, where the hedged item and the cumulative fair value changes are recorded, include:

“A” comprises hedging of:

- Loans presented in the line “*Financial assets at amortised cost, of which: Loans and advances to customers*” and line “*Financial assets at amortised cost, of which: Loans and advances to banks*”;
- Purchased float bonds presented in the line “*Financial assets at fair value through other comprehensive income*”;
- Deposits presented in the line “*Financial liabilities at amortised cost, of which: Deposits from customers*” and line “*Financial liabilities at amortised cost, of which: Deposits from banks*” and

- Issued bonds presented in the line “*Financial liabilities at amortised cost, of which: Debt securities issued*”.

Hedging instruments are represented by hedging derivatives presented in the item “*Positive fair value of hedging derivatives*” or “*Negative fair value of hedging derivatives*”.

The maturity profile of hedging instruments is included in section V. Other Notes, point 33. Contingent liabilities, contingent assets and financial derivatives.

The following table provides a reconciliation by risk category of components of equity and analysis of the other comprehensive income statement items from hedge accounting:

	2025	2024	2025	2024
	Revaluation of hedging instruments		Revaluation of costs of hedging	
Cash Flow Hedging Reserve				
<i>Interest rate risk</i>				
As at 1 January	(3 564)	(4 644)	–	–
Change in fair value	1 034	2 675	(44)	–
Revaluation reclassified to profit and loss	(126)	(1 420)	–	–
Deferred tax	(233)	(175)	(27)	–
Other changes without OCI impact	(171)	–	171	–
Total	(3 060)	(3 564)	100	–

Currency Risk

Assets and liabilities denominated in foreign currencies, including off-balance sheet exposures, comprise the Bank's exposure to currency risks. Both realised and unrealised foreign exchange gains and losses are reported directly in the income statement.

The Bank has established a system of currency risk limits based on its net currency exposure in individual currencies.

The following table shows the structure of assets and liabilities by currency (not including potential impact of off-balance sheet exposures):

	CZK	EUR	USD	CHF	Other	Total
At 31 Dec 2025						
Cash and cash balances	8 344	4 308	1 024	42	152	13 870
Financial assets at fair value through profit or loss, <i>of which:</i>	19 623	–	35	–	–	19 658
held for trading	19 623	–	–	–	–	19 623
mandatorily at fair value	–	–	35	–	–	35
Financial assets at fair value through other comprehensive income	55 614	15 969	–	–	–	71 583
Financial assets at amortised cost	476 314	373 159	2 004	199	468	852 144
<i>of which:</i>						
Loans and advances to banks	167 376	14 410	10	–	–	181 796
Loans and advances to customers	308 938	358 749	1 994	199	468	670 348
Positive fair value of hedging derivatives	8 053	–	–	–	–	8 053
Changes in fair value of the portfolio of hedged instruments	743	364	–	–	–	1 107
Equity-accounted investees	3 979	–	–	–	–	3 979
Non-current Assets Held for Sale	–	41	–	–	–	41
Other assets	895	990	19	–	4	1 908
Total exposure – assets	573 565	394 831	3 082	241	624	972 343
Financial liabilities at fair value through profit or loss, <i>of which:</i>	18 798	–	–	–	–	18 798
held for trading	18 798	–	–	–	–	18 798
Financial liabilities at amortised cost	449 979	394 302	15 285	1 066	2 292	862 924
<i>of which:</i>						
Deposits from banks	5 009	26 011	17	–	–	31 037
Deposits from customers	435 277	246 756	15 268	1 066	2 292	700 659
Debt securities issued	9 693	121 535	–	–	–	131 228
Negative fair value of hedging derivatives	18 089	–	–	–	–	18 089
Changes in fair value of the portfolio of hedged instruments	(4 109)	(356)	–	–	–	(4 465)
Other liabilities	2 518	3 255	901	7	982	7 663
Provisions for risks and charges	455	412	5	–	3	875
Total exposure – liabilities	485 730	397 613	16 191	1 073	3 277	903 884
Gap	87 835	(2 782)	(13 109)	(832)	(2 653)	68 459

	CZK	EUR	USD	CHF	Other	Total
At 31 Dec 2024						
Cash and cash balances	4 560	4 649	512	56	308	10 085
Financial assets at fair value through profit or loss, of which:						
held for trading	25 439	1	103	–	–	25 543
mandatorily at fair value	–	–	103	–	–	103
Financial assets at fair value through other comprehensive income	44 812	10 557	–	–	–	55 369
Financial assets at amortised cost	455 476	394 989	1 097	143	483	852 188
of which:						
Loans and advances to banks	187 280	43 373	12	–	–	230 665
Loans and advances to customers	268 196	351 616	1 085	143	483	621 523
Positive fair value of hedging derivatives	10 937	–	–	–	–	10 937
Changes in fair value of the portfolio of hedged instruments	976	903	–	–	–	1 879
Equity-accounted investees	3 979	–	–	–	–	3 979
Non-current Assets Held for Sale	–	–	–	–	–	–
Other assets	1 664	1 140	13	1	4	2 822
Total exposure – assets	547 843	412 239	1 725	200	795	962 802
Financial liabilities at fair value through profit or loss, of which:						
held for trading	23 846	–	–	–	–	23 846
Financial liabilities at amortised cost	468 385	349 496	17 284	818	3 746	839 729
of which:						
Deposits from banks	3 418	20 401	24	–	3	23 846
Deposits from customers	457 086	223 208	17 260	818	3 743	702 115
Debt securities issued	7 881	105 887	–	–	–	113 768
Negative fair value of hedging derivatives	23 771	–	–	–	–	23 771
Changes in fair value of the portfolio of hedged instruments	(4 350)	(282)	–	–	–	(4 632)
Other liabilities	3 380	3 738	409	34	90	7 651
Provisions for risks and charges	619	466	35	10	7	1 137
Total exposure – liabilities	515 651	353 418	17 728	862	3 843	891 502
Gap	32 192	58 821	(16 003)	(662)	(3 048)	71 300

The table below shows the marginal Values at Risk for currency risk representing contribution of currency risk to total VaR of Financial assets at fair value through profit or loss Held for trading and all currency risk as all open FX positions are closed within Financial assets at fair value through profit or loss Held for trading:

	At 31 Dec 2025	Average for 2025	At 31 Dec 2024	Average for 2024
	Czech Republic		Czech Republic	
VaR of Financial assets at fair value through profit or loss Held for trading	18,96	18,20	17,24	15,31
	Slovakia		Slovakia	
VaR of Financial assets at fair value through profit or loss Held for trading	0,17	0,10	0,09	0,12

Equity Risk

Equity risk is the risk of movement in the prices of equity instruments held in the Bank's portfolio and of financial derivatives derived from these instruments. The main source of this risk is trading in equity instruments, although equity risk also arises as a result of the Bank's non-trading activities. The risks associated with equity instruments are managed using trading limits. The methods used to manage these risks are described above.

Liquidity Risk

Liquidity risk arises due to the way the Bank's finances its activities and manages its positions. It includes the risk the Bank would be unable to finance its assets using instruments with appropriate maturity and the risk that the Bank would be unable to dispose of its assets for an appropriate price within the necessary time period.

The Bank has access to diversified sources of funds, which comprise deposits and other savings, securities issued, loans taken (including subordinated loans) and its own equity capital. This diversification makes the Bank flexible and limits its dependency on a single funding source. The Bank regularly evaluates the liquidity risk, in particular by monitoring changes in the structure of funding and comparing these changes with the Bank's liquidity risk management strategy, which is approved by the Board of Directors. As part of its liquidity risk management strategy, the Bank holds a proportion of its assets in highly liquid funds, such as state treasury bills and similar bonds.

Liquidity risk is evaluated regularly by the Bank by analysing of differences between the residual maturity of assets and liabilities across time buckets. Two approaches are used: short-term and long-term (structural). In the short-term approach, the Bank daily monitors in detail the difference between liquidity inflows and outflows. Limits are set for cumulative inflows and outflows with an outlook of several weeks. If limits are breached, the Bank takes action to reduce the liquidity risk. In the long-term (structural) perspective, the Bank monitors the difference between the maturity of assets and liabilities for periods longer than one year. The Bank sets limits and appropriate action is taken if they are breached (eg by acquiring long-term sources of refinancing).

The Bank has a contingency plan in the event of a liquidity crisis. This plan defines the roles, responsibilities and process of crisis management. It also defines the possible measures which should be considered in the event of an emergency situation.

Stress tests of short-term liquidity are performed by the Bank on a monthly or a weekly basis respectively (based on the development of liquidity indicators or in the case of "liquidity attention phase" activation). The stress tests verify the Bank's ability to overcome extreme situations, such as systemic interruption of the inter-bank money market, a decrease in the Bank's credit rating, IT system breakdowns, and reputation risk to the Bank. The stress scenarios' results are presented to the ALCO.

The following table shows undiscounted cash flows of financial assets and financial liabilities, issued guarantees and provided loan facilities:

	Carrying amount	Net cash flow	Up to 3 months	3 months – 1 year	1–5 year	Over 5 years	Unspecified.
At 31 Dec 2025							
Cash and cash balances	13 870	13 871	13 772	–	–	33	66
Financial assets at fair value through profit or loss, <i>of which:</i>	19 658	37 361	2 662	6 208	20 183	8 308	–
held for trading debt and equity instruments	149	180	2	6	127	45	–
held for trading derivatives	19 474	37 146	2 660	6 202	20 056	8 228	–
mandatorily at fair value	35	35	–	–	–	35	–
Financial assets at fair value through other comprehensive income	71 583	86 315	3 459	256	35 709	46 891	–
Financial assets at amortised cost <i>of which:</i>	852 144	987 748	249 688	75 891	313 651	345 453	3 065
Loans and advances to banks	181 796	181 975	181 970	5	–	–	–
Loans and advances to customers	670 348	805 773	67 718	75 886	313 651	345 453	3 065
Positive fair value of hedging derivatives	8 053	21 516	1 787	3 188	12 536	4 005	–
Changes in fair value of the portfolio of hedged instruments	1 107	1 107	–	–	–	1 107	–
Equity-accounted investees	3 979	3 979	–	–	–	3 979	–
Non-current Assets Held for Sale	41	41		41			
Other assets	1 908	1 908	1 626	282	–	–	–
Total exposure – assets	972 343	1 153 846	272 994	85 866	382 079	409 776	3 131
Financial liabilities at fair value through profit or loss, <i>of which:</i>	18 798	34 729	3 160	5 376	17 629	8 564	–
held for trading derivatives	18 798	34 729	3 160	5 376	17 629	8 564	–
Financial liabilities at amortised cost, <i>of which:</i>	862 924	882 804	717 636	25 518	122 045	17 605	–
Deposits from banks	31 037	31 152	20 702	5 157	5 082	211	–
Deposits from customers	700 659	702 275	682 961	16 693	2 015	606	–
<i>of which:</i>							
Lease liabilities	1 911	2 138	98	271	1 181	588	–
Other than lease liabilities	698 748	700 137	682 863	16 422	834	18	–
Debt securities issued	131 228	149 377	13 973	3 668	114 948	16 788	–
Negative fair value of hedging derivatives	18 089	37 339	2 091	4 853	24 529	5 866	–
Changes in fair value of the portfolio of hedged instruments	(4 465)	(4 465)	(4 465)	–	–	–	–
Other liabilities	7 663	7 663	5 742	1 919	–	2	–
Provisions for risks and charges	875	875	25	102	118	630	–
Total exposure – liabilities	903 884	958 945	724 189	37 768	164 321	32 667	–
Gap	68 459	194 901	(451 195)	48 098	217 758	377 109	3 131
Undrawn loan facilities	52 964	49 947	49 947	–	–	–	–
Bank guarantees	208 292	170 079	170 079	–	–	–	–

Please note that the Net cash flow from Undrawn loan facilities and Bank guarantees are presented in the time bucket “Up to 3 months” as the worst-case scenario.

	Carrying amount	Net cash flow	Up to 3 months	3 months – 1 year	1–5 year	Over 5 years	Unspecified.
At 31 Dec 2024							
Cash and cash balances	10 085	10 085	10 078	–	–	3	4
Financial assets at fair value through profit or loss, <i>of which:</i>	25 543	53 260	4 014	9 080	27 835	12 331	–
held for trading debt and equity instruments	24	30	–	1	14	15	–
held for trading derivatives	25 416	53 127	4 014	9 079	27 821	12 213	–
mandatorily at fair value	103	103	–	–	–	103	–
Financial assets at fair value through other comprehensive income	55 369	66 292	545	3 223	29 631	32 893	–
Financial assets at amortised cost <i>of which:</i>	852 188	972 985	291 347	81 144	299 191	298 099	3 204
Loans and advances to banks	230 665	234 596	224 372	10 223	–	–	1
Loans and advances to customers	621 523	738 389	66 975	70 921	299 191	298 099	3 203
Positive fair value of hedging derivatives	10 937	25 608	1 259	3 429	16 146	4 774	–
Changes in fair value of the portfolio of hedged instruments	1 879	1 879	–	–	–	1 879	–
Equity-accounted investees	3 979	3 979	–	–	–	3 979	–
Non-current Assets Held for Sale	–	–	–	–	–	–	–
Other assets	2 822	2 822	2 507	315	–	–	–
Total exposure – assets	962 802	1 136 910	309 750	97 191	372 803	353 958	3 208
Financial liabilities at fair value through profit or loss, <i>of which:</i>	23 846	23 846	11 266	10 229	600	1 751	–
held for trading derivatives	23 846	23 846	11 266	10 229	600	1 751	–
Financial liabilities at amortised cost, <i>of which:</i>	839 729	776 901	694 691	40 261	26 371	15 578	–
Deposits from banks	23 846	23 874	11 294	10 229	600	1 751	–
Deposits from customers	702 115	703 595	679 777	21 625	999	1 194	–
<i>of which:</i>							
Lease liabilities	2 039	2 321	290	99	749	1 183	–
Other than lease liabilities	700 076	701 274	679 487	21 526	250	11	–
Debt securities issued	113 768	49 432	3 620	8 407	24 772	12 633	–
Negative fair value of hedging derivatives	23 771	45 660	1 723	5 648	27 804	10 485	–
Changes in fair value of the portfolio of hedged instruments	(4 632)	(4 632)	(4 632)	–	–	–	–
Other liabilities	7 651	7 651	5 868	1 783	–	–	–
Provisions for risks and charges	1 137	1 137	379	120	177	461	–
Total exposure – liabilities	891 502	850 563	709 295	58 041	54 952	28 275	–
Gap	71 300	286 347	(399 545)	39 150	317 851	325 683	3 208
Undrawn loan facilities	50 973	50 975	50 975	–	–	–	–
Bank guarantees	186 891	186 891	186 891	–	–	–	–

(d) Operational Risk

Operational risk is the risk of loss due to deficiencies or failures of internal processes, people and systems or external events. This definition includes legal risk, however, it does not include strategic or reputation risk. Legal risk includes, inter alia, the risk of fines, sanctions or punitive damages resulting from supervision measures and private settlement.

The Bank's organisational structure and its internal rules fully respect the segregation of incompatible duties to prevent conflict of interests. Internal rules unambiguously define the obligations and competencies of employees, including management, and regulate the working processes and control activities. The Non-Financial Risks and Control Committee is the main control and decision body regarding operational risk. The Committee is chaired by the Chair of the Board of Directors, with the Vice-Chair being the Board member responsible for risk management. The Non-Financial Risks Department is an independent body reporting directly to a member of the Board of Directors in charge of risk management. The Operational Risk Department is authorised to secure unified and coordinated operational risk management in accordance with the applicable regulations and the standards of the parent company.

Operational risk management and monitoring is performed by authorised employees of individual departments. The Internal Audit Department identifies extraordinary trends and breach of or non-compliance with directives and assesses the control and management system's functionality.

The Bank has continued developing and setting up its comprehensive system for the identification, monitoring and management of operational risk. In line with the 2025 Operational Risk Management Strategy, the Bank defined its priorities with respect to mitigating operational risk exposure that are consistent with the risk profile and risk appetite of the Bank. The operational risk appetite is the operational risk level acceptable to the Bank and is measured using ELOR (Expected Loss on Revenue), which is the proportion of anticipated losses arising from operational risk (estimate based on historical data) to income (budgeted income on a quarterly basis). Setting the ELOR limit and its monitoring was performed in line with the Bank's policies.

To ensure effective collection of operational risk events and data, the Bank uses an on-line information system developed by UniCredit Group. The system complies with the requirements for capital adequacy management. The data acquired through the system is taken into account when managing operational risk. It serves as the basis for designing processes that reduce the number of particular events and mitigate the consequences (e.g. when preparing process mitigation measures or the Bank's strategic insurance plan). The data is also used for reviewing the reliability of proposed measures

for operational risk mitigation. The data is collected on a continuous basis in cooperation with individual departments of the Bank (all significant events are reported and resolved immediately). Based on the collected data, a quarterly consolidated report is prepared, which is presented to the Non-Financial Risks and Control Committee and distributed within the Bank. The Board of Directors, the Internal Audit Department and the parent company are informed about the most significant cases of operational risk on a weekly basis, or immediately if necessary. The data is regularly reconciled with the accounting records and other sources in order to ensure data completeness and accuracy.

In 2025, the Bank analysed the scenarios and configured and analysed the risk indicators. Another important element of the operational risk management system is managing the continuity of operations (emergency planning, crisis management). The Bank has updated and tested the recovery plans (for crisis situations) in order to ensure their full usefulness and effectiveness under current conditions. In addition, the Non-Financial Risks Department enhances overall awareness of operational risk within the Bank and trains the Bank's staff via training sessions and e-learning courses.

For the calculation of the capital requirement for operational risk, the Bank has implemented the Standardised Approach based on the Business Indicator. For the calculation of the economic capital requirement, the Advanced Approach continues to be applied, using the UniCredit Group model, which is based on internal and external data, the results of scenario analyses, and risk indicator data.

(e) Capital Management

Management of the Bank monitors the development of the Bank's capital adequacy and its capital position. The regulator of the banking market, the Czech National Bank, established rules for the calculation of capital requirements and monitors their development. Since 1 January 2014, the Bank has met the requirements of Basel III (Regulation (EU) No. 575/2013 of 26 June 2013 on prudential requirements for credit institutions and investment firms) that was implemented by the Czech National Bank through Decree No. 163/2004 Coll. on the performance of the activity of banks, credit unions and investment firms. The Basel III rules were established in response to the financial crisis and introduce requirements for increased capital quality, requirement for an increased coverage of risks, the minimum standard for liquidity management, rules for the leverage ratio and improve risk management and corporate governance.

The Bank's regulatory capital consists of the following:

- Common Equity Tier 1 (CET 1) capital which comprises registered capital, share premium, reserve funds, retained earnings, accumulated other comprehensive income from revaluation of available-for-sale securities, post-tax profit for the period if audited

at the time of reporting; minus intangible assets and gaps in the coverage of anticipated losses through adjustments for credit risk using the internal rating based approach;

- Tier 1 (T1) capital creating CET1; and
- Tier 2 (T2) capital which is the excess in the coverage of anticipated credit losses when using the internal rating based approach.

The Bank complies with the defined minimum requirements of Basel III rules for capital adequacy, including capital buffers.

In 2021, the Bank has received from the Czech National Bank the decision on intermediate and “fully loaded” target amounts of the Minimum Requirement for Own Funds and Eligible Liabilities (MREL), implemented through Act No. 374/2015 Coll.

- The levels of MREL are expressed based on risk-weighted assets and the leverage ratio (higher levels calculated using the two approaches will represent a limiting factor).

The Bank successfully issued its first MREL instruments in 2021 to be compliant with an intermediate target from 1 January 2022 as set by the Czech National Bank. MREL will become a “fully loaded” requirement as of 1 January 2024. Further details are provided in section V. Other Notes, point 24.

Statement of capital for the Bank's capital adequacy calculation on a stand-alone basis as reported to the regulator in accordance with applicable rules as of 31 December 2025 and as of 31 December

2024 is stated in the Annual Report, part “Separate financial highlights”.

36. Related party transactions

Entities are deemed to be related parties in the event that one entity is able to control the activities of another or is able to exercise significant influence over the other entity's financial or operational policies. As part of its ordinary business, the Bank enters into transactions with related parties. These transactions principally comprise loans, deposits and other types of transactions and are concluded under arm's length conditions and at arm's length prices in order to prevent any detriment to any party.

As a rule, these transactions are conducted without collateral, except in situations where the nature of the product customarily requires it (for example, mortgage loans provided to key management personnel, which are secured by liens on the respective borrowers' real estate).

Related parties principally include the Bank's parent company, Bank's fellow subsidiaries and other companies controlled by UniCredit Group or where UniCredit Group exercises significant influence the, the Bank's subsidiaries and affiliates, members of the Board of Directors and other members of the Bank's management.

All receivables arising from transactions with related parties are classified as Stage 1 as at 31 December 2025 and 2024, and the related expected credit loss allowances calculated in accordance with IFRS 9 are immaterial.

(a) Transactions with the parent company

	31.12.2025	31.12.2024
Assets		
Cash and cash balances	1 038	1 514
Loans and advances to banks	14 535	26 049
Financial assets held for trading	14 611	16 844
Positive fair value of hedging derivatives	7 705	10 245
Total	37 889	54 652

	31.12.2025	31.12.2024
Liabilities		
Deposits from banks	24 249	17 884
Debt instruments	52 004	46 497
Financial liabilities held for trading	13 130	15 702
Negative fair value of hedging derivatives	17 623	22 556
Total	107 006	102 639

	31.12.2025	31.12.2024
Off-balance sheet items		
Issued guarantees	0	181
Irrevocable credit facilities	1 429	1 490
Total	1 429	1 671

	2025	2024
Interest income	742	817
Interest expense	(4 810)	(4 940)
Fee and commission income	3	1
Fee and commission expenses	(23)	(46)
Net profit/loss from financial assets and liabilities held for trading	1 703	1 727
Net profit/loss from hedging of the risk of change in fair values	(3 729)	550
Administrative expenses	(1 163)	(1 035)
Total	(7 277)	(2 926)

(b) Transactions with subsidiaries

	31.12.2025	31.12.2024
Assets		
Loans and advances to customers	31 004	51 854
<i>of which:</i>		
UniCredit Leasing CZ, a.s.	16 454	30 697
UniCredit Leasing Slovakia, a.s.	7 948	15 350
UniCredit Fleet Management, s.r.o. (CZ)	1 955	1 338
UniCredit Factoring Czech Republic and Slovakia, a.s.	3 427	3 039
UniCredit Fleet Management, s.r.o. (SK)	1 219	1 249
Positive fair value of hedging derivatives	43	101
<i>of which:</i>		
UniCredit Leasing CZ, a.s.	43	101
Debt securities	21 054	21 634
<i>of which:</i>		
UniCredit Leasing CZ, a.s.	13 961	14 673
UniCredit Leasing Slovakia, a.s.	7 093	6 961
Total	52 101	73 589

	31.12.2025	31.12.2024
Liabilities		
Deposits from customers	101	131
<i>of which:</i>		
UniCredit pojišťovací makléřská spol. s r.o.	21	23
UniCredit Fleet Management, s.r.o. (CZ)	40	59
Negative fair value of hedging derivatives	15	75
<i>of which:</i>		
UniCredit Leasing CZ, a.s.	11	52
Total	116	206

	31.12.2025	31.12.2024
Off-balance sheet items		
Issued guarantees	–	2 172
<i>of which:</i>		
UniCredit Leasing CZ, a.s.	–	1 858
UniCredit Leasing Slovakia, a.s.	–	314
Total		2 172
Irrevocable credit facilities	12 413	9 893
<i>of which:</i>		
UniCredit Leasing CZ, a.s.	6 381	4 125
UniCredit Leasing Slovakia, a.s.	3 083	2 345
UniCredit Fleet Management, s.r.o. (CZ)	126	115
UniCredit Factoring Czech Republic and Slovakia, a.s.	2 223	2 607
Total	12 413	9 893

	2025	2024
Interest income	1 738	1 137
<i>of which:</i>		
UniCredit Leasing CZ, a.s.	1 111	649
UniCredit Leasing Slovakia, a.s.	451	246
Interest expense	(19)	(137)
<i>of which:</i>		
UniCredit Leasing CZ, a.s.	(16)	(79)
UniCredit Leasing Slovakia, a.s.	(1)	(57)
Fee and commission income	22	26
<i>of which:</i>		
UniCredit Leasing CZ, a.s.	15	11
UniCredit Leasing Slovakia, a.s.	5	13
Net profit/loss from financial assets and liabilities held for trading	6	(3)
<i>of which:</i>		
UniCredit Leasing CZ, a.s.	(4)	(1)
UniCredit Leasing Slovakia, a.s.	10	(2)
Administrative expenses	3	3
<i>of which:</i>		
UniCredit Leasing CZ, a.s.	2	2
UniCredit Leasing Slovakia, a.s.	2	4
Total	1 750	1 026

(c) Transactions with key management members

	31.12.2025	31.12.2024
Assets		
Loans and advances to customers	177	157
<i>of which:</i>		
Board of Directors	52	38
Other management members	125	119
Total	177	157

	31.12.2025	31.12.2024
Liabilities		
Payables to customers	105	147
<i>of which:</i>		
Board of Directors	21	13
Other management members	84	134
Total	105	147

The remuneration of key management members is presented in this section under point 9.

	31.12.2025	31.12.2024
Off-balance sheet items		
Irrevocable credit facilities	37	16
<i>of which:</i>		
Board of Directors	35	8
Other management members	2	8
Total	37	16

(d) Transactions with other related parties

	31.12.2025	31.12.2024
Assets		
Cash and cash balances	305	826
<i>of which:</i>		
UniCredit Bank GmbH	206	728
UniCredit Bank Austria AG	70	76
Financial assets held for trading	503	1 488
<i>of which:</i>		
UniCredit Bank GmbH	500	1 487
Loans and advances to banks	25	587
<i>of which:</i>		
UniCredit Bank GmbH	25	576
Loans and advances to customers	1 465	1 235
<i>of which:</i>		
RCI Financial Services, s.r.o	1 465	1 235
Total	2 298	4 136

	31.12.2025	31.12.2024
Liabilities		
Deposits from banks	1 237	1 727
<i>of which:</i>		
UniCredit Bank Austria AG	158	1 068
UniCredit Bank GmbH	1 033	572
UniCredit Bank Hungary Zrt.	22	13
Financial liabilities held for trading	143	1 874
<i>of which:</i>		
UniCredit Bank GmbH	143	1 874
Debt instruments	5 514	5 719
<i>of which:</i>		
UniCredit Bulbank AD	5 150	5 338
UniCredit Bank Austria AG	364	381
Total	6 894	9 320

	31.12.2025	31.12.2024
Off-balance sheet items		
Issued guarantees	796	819
<i>of which:</i>		
UniCredit Bank Austria AG	77	251
UniCredit Bank GmbH	298	145
UniCredit Bank Hungary Zrt.	201	112
Irrevocable credit facilities	5 871	8 911
<i>of which:</i>		
UniCredit Bank GmbH	3 987	4 336
UniCredit Bank Austria AG	1 668	1 510
RCI Financial Services, s.r.o.	175	415
Total	6 667	9 730

	2025	2024
Interest income	88	684
<i>of which:</i>		
UniCredit Bank GmbH	18	557
UniCredit Bank Austria AG	6	6
RCI Financial Services, s.r.o.	64	72
Interest expense	(202)	(315)
<i>of which:</i>		
UniCredit Bank GmbH	(19)	(35)
UniCredit Bank Austria AG	(20)	(24)
UniCredit Bulbank AD	(158)	(243)
Fee and commission income	161	158
<i>of which:</i>		
UniCredit Bank GmbH	153	145
UniCredit Bank Hungary Zrt.	5	3
UniCredit Bank Austria AG	3	9
Fee and commission expense	(7)	(7)
<i>of which:</i>		
UniCredit Bank Austria AG	(4)	(4)
Net profit/loss from financial assets and liabilities held for trading	10	2 515
<i>of which:</i>		
UniCredit Bank GmbH	(4)	2 514
UniCredit Bank Austria AG	13	1
Net profit/loss from hedging against risk of changes in fair value	–	(127)
<i>of which:</i>		
UniCredit Bank GmbH	–	(136)
Administrative expenses	(32)	(32)
<i>of which:</i>		
UniCredit Bank GmbH	(14)	(12)
UniCredit Bank Austria AG	(4)	(1)
Total	18	2 876

37. Fair value of financial assets and financial liabilities

Based on the Quality of the Input Data Used for Valuation at Fair Value

Financial assets at fair value through profit or loss

Held for trading

	Level 1	Level 2	Level 3	Total
31.12.2025				
Debt securities	149	–	–	149
Derivatives	–	18 937	537	19 474
Total	149	18 937	537	19 623
31.12.2024				
Debt securities	24	–	–	24
Derivatives	–	24 886	530	25 416
Total	24	24 886	530	25 440

Mandatorily at fair value

	Level 1	Level 2	Level 3	Total
31.12.2025				
Shares and Other debt securities	–	–	35	35
Total	–	–	35	35
31.12.2024				
Shares and Other debt securities	–	–	103	103
Total	–	–	103	103

Financial assets at fair value through other comprehensive income

	Level 1	Level 2	Level 3	Total
31.12.2025				
Debt securities	70 156	751	658	71 565
Shares	–	–	18	18
Total	70 156	751	676	71 583
31.12.2024				
Debt securities	54 606	746	–	55 352
Shares	–	–	17	17
Total	54 606	746	17	55 369

Positive fair value of hedging derivatives

	Level 1	Level 2	Level 3	Total
31.12.2025				
Fair value hedging	–	4 112	–	4 112
Cash flow hedging	–	3 941	–	3 941
Total	–	8 053	–	8 053
31.12.2024				
Fair value hedging	–	5 006	–	5 006
Cash flow hedging	–	5 931	–	5 931
Total	–	10 937	–	10 937

Financial liabilities held for trading

	Level 1	Level 2	Level 3	Total
31.12.2025				
Derivatives	–	18 299	499	18 798
Total	–	18 299	499	18 798
31.12.2024				
Derivatives	–	23 297	549	23 846
Total	–	23 297	549	23 846

Negative fair value of hedging derivatives

	Level 1	Level 2	Level 3	Total
31.12.2025				
Fair value hedging	–	10 788	–	10 788
Cash flow hedging	–	7 301	–	7 301
Total	–	18 089	–	18 089
31.12.2024				
Fair value hedging	–	13 573	–	13 573
Cash flow hedging	–	10 198	–	10 198
Total	–	23 771	–	23 771

Fair values of financial assets and liabilities that are not reported at fair values

The following table shows the carrying amounts and fair values of financial assets and liabilities that are not reported at fair values in the Bank's statement of financial position (the fair value is calculated using discounted future cash flows under the application of arm's length market rates to which credit mark-ups derived from internal rating categories of individual customers are added):

	Carrying amount	Fair value	Level 1	Level 2	Level 3
31.12.2025					
Financial assets					
Loans and advances to banks	181 796	189 270	–	145	189 125
Loans and advances to customers	670 348	666 884	60 747	416 201	189 936
Financial liabilities					
Deposits from banks	31 037	31 046	–	15 524	15 522
Deposits from customers	700 659	700 556	–	202 358	498 198
Debt securities issued	131 228	130 373	84 179	46 194	–
31.12.2024					
Financial assets					
Loans and advances to banks	230 665	234 085	–	194 565	39 520
Loans and advances to customers	621 523	594 975	36 224	266 489	292 262
Financial liabilities					
Deposits from banks	23 846	23 845	–	4 494	19 351
Deposits from customers	702 115	702 340	–	70 040	632 300
Debt securities issued	113 768	112 543	75 065	37 478	–

As of 31 December 2025, compared with the classification as of 31 December 2024, there was a change in the allocation of fair value across the individual levels for "Loans and advances to banks" and "Loans and advances to customers" in accordance with the UniCredit Group's approach.

The change consisted primarily of:

- reclassifying reverse repo operations for "Loans and advances to banks" from Level 2 to Level 3;
- reclassifying mortgage loans to corporate clients for "Loans and advances to customers" from Level 3 to Level 2.

This change reflects an update to the classification of fair values based on the availability of significant inputs used in valuation techniques.

Transfers between stages of financial assets and liabilities that are reported at fair values

For the year ended 31 December 2025 and 31 December 2024, no financial assets reported at fair value were transferred between Levels 1 and 2.

For the years ended 31 December 2025 and 31 December 2024, no financial liabilities reported at fair value were transferred between Levels 1 and 2.

The following tables show transfers of assets reported at fair value from and to Level 3.

	Financial assets at fair value through profit or loss		Financial assets at fair value through other comprehensive income	Property measured at fair value	Total
	Held for trading	Other than held for trading mandatorily at fair value			
Opening balance at 1.1.2024	356	171	24	941	1 492
Revaluation gains and losses					
In the income statement	–	(78)	–	3	(75)
In other comprehensive income	–	–	2	27	29
Purchases	312	–	–	111	423
Sales/maturity	(35)	–	(4)	–	(39)
Transfers from/to other levels	(8)	10	(5)	–	(3)
Depreciation	–	–	–	(26)	(26)
Other	(95)	–	–	–	(95)
Closing balance at 31.12.2024	530	103	17	1 056	1 706
Total revaluation gains and losses included in the income statement for the period:					(75)
<i>Of which: Total revaluation gains and losses included in the income statement for the period arising from financial assets held at the period end</i>					(75)

	Financial assets at fair value through profit or loss		Financial assets at fair value through other comprehensive income	Property measured at fair value	Total
	Held for trading	Other than held for trading mandatorily at fair value			
Opening balance at 1.1.2025	530	103	17	1 056	1 706
Revaluation gains and losses					
In the income statement	–	(69)	(1)	3	(67)
In other comprehensive income	–	–	2	13	15
Purchases	338	–	658	55	1 051
Sales/maturity	(143)	–	–	–	(143)
Transfers from/to other levels	(4)	–	–	–	(4)
Depreciation	–	–	–	(27)	(27)
Other	(184)	1	–	(77)	(260)
Closing balance at 31.12.2025	537	35	676	1 023	2 271
Total revaluation gains and losses included in the income statement for the period:					(67)
<i>Of which: Total revaluation gains and losses included in the income statement for the period arising from financial assets held at the period end</i>					(67)

The following table contains the transfers of financial liabilities at fair value to and from level 3.

	Financial liabilities at fair value through profit or loss held for trading	Hedging derivatives	Total
Opening balance at 1 Jan 2024	359	1	360
Revaluation gains and losses			
Issue	303	9	312
Sales/maturity	(13)	–	(13)
Transfers from/to other levels	(95)	(10)	(105)
Other	(5)	–	(5)
Closing balance at 31 Dec 2024	549	–	549
Total revaluation gains and losses included in the income statement for the period:			–
<i>Of which: Total revaluation gains and losses included in the income statement for the period arising from financial assets held at the period end</i>			–

	Financial liabilities at fair value through profit or loss held for trading	Hedging derivatives	Total
Opening balance at 1 Jan 2025	549	–	549
Revaluation gains and losses			
Issue	311	–	311
Sales/maturity	(347)	–	(347)
Transfers from/to other levels	(45)	–	(45)
Other	31	–	31
Closing balance at 31 Dec 2025	499	–	499
Total revaluation gains and losses included in the income statement for the period:			–
<i>Of which: Total revaluation gains and losses included in the income statement for the period arising from financial assets held at the period end</i>			–

38. Offsetting of financial assets and financial liabilities

The Bank does not offset financial assets and financial liabilities.

The below table shows assets which are subject to netting agreements according to Credit risk management arrangements included in the Derivative Framework agreements such as ISDA or similar. The assets are subject to netting on settlement (performance netting) and on position closeout.

	Gross reported financial assets	Gross offset financial liabilities	Net reported financial assets	Potential amounts available for offset	Net amount
				Financial instruments	Obtained cash collateral
31 Dec 2025					
Derivatives	26 227	–	26 227	24 516	998
31 Dec 2024					
Derivatives	34 626	–	34 626	32 693	1 072

Financial liabilities that are subject to offset, recoverable framework contracts for offset and similar arrangements:

	Gross reported financial liabilities	Gross offset financial assets	Net reported financial liabilities	Potential amounts available for offset		Net amount
				Financial instruments	Provided cash collateral	
31 Dec 2025						
Derivatives	35 545	–	35 545	14 531	11 697	9 318
31 Dec 2024						
Derivatives	46 566		46 566	20 999	13 627	11 940

39. Subsequent events

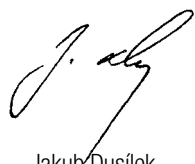
The Bank's management is not aware of any post balance sheet events that would require adjustment to the Bank's financial statements.

Marco Iannaccone will be appointed Chairman of the Management Board and Chief Executive Officer of the Bank as of 1 April 2026, replacing Jakub Dušilek in this position.

As of 31 March 2026, Slavomír Beňa will resign from the position of Vice-Chairman of the Bank's Management Board.

The financial statements were approved by the Board of Directors of the Bank and authorised for issue on 23 March 2026.

The financial statements were signed on behalf
of the Board of Directors by:

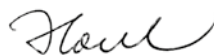


Jakub Dušilek
Chairman of the Board
of Directors



Dimitar Todorov
Member of the Board
of Directors

Individual in charge
of the accounting records:



Jiří Houška

Individual in charge
of the financial statements



Radka Michailidis



Auditor's report on the Annual Report



KPMG Česká republika Audit, s.r.o.

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This document is an unsigned English translation of the Czech independent auditor's report that we issued on 23 March 2026 on the statutory separate and consolidated financial statements included in the annual financial report of UniCredit Bank Czech Republic and Slovakia, a.s., prepared in accordance with the provisions of Commission Delegated Regulation (EU) 2019/815 of 17 December 2018 supplementing Directive 2004/109/EC of the European Parliament and of the Council with regard to regulatory technical standards on the specification of a single electronic reporting format ("the ESEF Regulation"), related to the financial statements. The accompanying annual financial report does not represent a statutory annual financial report. Consequently, neither it nor this copy of the auditor's report is a legally binding document. We did not audit the consistency of the accompanying annual financial report with the statutory and legally binding annual financial report under the ESEF Regulation in Czech, and therefore we do not provide an opinion on the accompanying annual financial report.

Independent Auditor's Report

**to the Shareholder of UniCredit Bank Czech Republic and Slovakia,
a.s.**

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the accompanying consolidated financial statements of UniCredit Bank Czech Republic and Slovakia, a.s. ("the Bank") and its subsidiaries (together "the Group"), prepared in accordance with IFRS Accounting Standards as adopted by the European Union, which comprise the consolidated statement of financial position as at 31 December 2025, and the consolidated statement of comprehensive income, the consolidated statement of changes in equity and the consolidated cash flow statement for the year then ended, and notes to the consolidated financial statements, comprising material accounting policies and other explanatory information. Information about the Group is set out in Note 1 to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements give a true and fair view of the consolidated financial position of the Group as at 31 December 2025, and of its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with IFRS Accounting Standards as adopted by the European Union.

Basis for Opinion

We conducted our audit in accordance with the Act on Auditors, Regulation (EU) No. 537/2014 of the European Parliament and of the Council, and Auditing Standards of the Chamber of Auditors of the Czech Republic, consisting of International Standards on Auditing (ISAs), which may be supplemented



and amended by relevant application guidelines. Our responsibilities under those regulations are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group in accordance with the Act on Auditors and the Code of Ethics adopted by the Chamber of Auditors of the Czech Republic that are relevant to audits of the financial statements of public interest entities in the Czech Republic, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Impairment allowances for loans and advances to customers

As at 31 December 2025, gross loans and advances to customers amounted to CZK 687,267 million and related impairment allowance amounted to CZK 9,597 million (31 December 2024: CZK 640,774 million and CZK 11,436 million, respectively).

Refer to the following notes to the consolidated financial statements:

III. Material accounting policies (2. Impairment of Financial Instruments).

IV. Critical accounting judgments, estimates and assumptions.

V. Other notes (15. Financial assets at amortised cost – loans and advances to customers, 35. Financial risk management).

The key audit matter

The Group's management makes significant judgments and complex assumptions when estimating expected credit losses ("the Expected Credit Losses", "ECLs") in respect of loans and advances to retail and corporate customers (together, "Loans").

For the purposes of estimating the Expected Credit Losses, Loans are assigned to one of three stages in line with the requirements of IFRS 9 Financial instruments. Stage 1 and Stage 2 comprise performing exposures, with Stage 2 being exposures with a significant increase in credit risk since origination ("SICR"). Stage 3 are exposures in default.

ECLs for Stage 3 Loans with original exposures not exceeding EUR 1 million and for all Stage 1 and Stage 2 Loans are determined using an estimation model, with the key parameters and assumptions including:

- probability of default (PD) and Loss given default (LGD), adjusted for regulatory parameters and forward-looking macroeconomic information (FLI),
- exposure at default (EAD), based on repayment schedules or modelled credit conversion factors,
- collateral value – for loans and advances to corporate customers, and
- overlay factors, reflecting alternative macroeconomic scenarios and circumstances not captured by standard modelling.

ECLs for Stage 3 Loans with original exposure above EUR 1 million are determined on an individual basis by discounting the probability-weighted projections of estimated future cash flows. The key judgments and assumptions therein comprise:



- probabilities assigned to cash flow scenarios,
- estimated amounts and timing of future cash repayments, including any cash flows from realization of underlying collateral.

Given the complexity of the model and significant judgement applied, we considered the area to be associated with high estimation uncertainty and a significant risk of material misstatement. As such, it required our increased attention in the audit, and we determined it to be a key audit matter.

How the matter was addressed in our audit

Our procedures in the area, performed, where applicable, with the assistance from our own credit risk and information technology (IT) audit specialists, included, among others, the following:

- We challenged the Group's loan impairment policies, methods and models, and the processes related to estimating ECLs, against the requirements of the financial reporting framework. As part of the procedure, we, among other things, assessed whether the approach used to determine internal ratings and definitions of default and SICR were appropriate and consistently applied.
- We tested the design, implementation, and operating effectiveness of selected IT-based and manual controls relevant for the credit risk monitoring and ECL estimation processes. Among others, we tested the controls over the calculation of days past due, matching of borrowers' repayments to loans, automatic calculation of borrower's rating for corporate and retail loans and periodical credit monitoring of corporate loans.
- For a sample of Stage 1 and Stage 2 corporate Loans, we challenged the Group's assessment of their credit risk and the existence of any triggers for classification to Stage 2 or Stage 3, by reference to the underlying loan files and by making inquiries of loan officers and credit risk personnel.

For impairment allowances determined on a collective basis:

- We challenged selected key parameters used within the ECL model, such as PD, LGD and EAD, by reference to, among other things, our own analysis of the Group's data on past default occurrence, realized losses on those defaults and inspection of the development, documentation and validation, including back-testing, of key model inputs.
- We inspected the Group's forward-looking information, overlay factors, underlying macroeconomic projections and other supporting data used to estimate ECLs. We evaluated the above by means of corroborating inquiries of the Management Board and inspecting publicly available information.
- With the use of data analytics tools, we tested staging of the loans, and also independently recalculated collective ECLs.

For impairment allowances determined on an individual basis:

- For a risk-based sample of Stage 3 Loans, we challenged the Group's cash flow projections, their probabilities and other key assumptions and data used therein, by reference to the respective loan files and inquiries of the Group's credit risk personnel. Where applicable, we also challenged the realisable value of related loan collateral, by reference to the underlying collateral agreements and appraisals, whose relevance and reliability we independently assessed.



For all impairment allowances:

- We examined whether the Group's loan impairment and credit risk-related disclosures in the consolidated financial statements appropriately address the relevant quantitative and qualitative requirements of the applicable financial reporting framework.

Other Information

In accordance with Section 2(b) of the Act on Auditors, other information is defined as information included in the annual financial report ("the annual report") other than the separate and the consolidated financial statements and our auditor's report. The statutory body is responsible for the other information.

Our opinion on the consolidated financial statements does not cover the other information. We have performed a limited assurance engagement on the sustainability report that forms part of the other information and provided a separate independent auditor's assurance report with an unmodified conclusion thereon that is included within the other information. In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. In addition, we assess whether the other information excluding the sustainability report has been prepared, in all material respects, in accordance with applicable laws and regulations, in particular, whether the other information excluding the sustainability report complies with laws and regulations in terms of formal requirements and the procedure for preparing the other information in the context of materiality, i.e. whether any non-compliance with those requirements could influence judgments made on the basis of the other information.

Based on the procedures performed, to the extent we are able to assess it, we report that:

- the other information describing matters that are also presented in the consolidated financial statements is, in all material respects, consistent with the consolidated financial statements; and
- the other information excluding the sustainability report has been prepared in accordance with applicable laws and regulations.

In addition, our responsibility is to report, based on the knowledge and understanding of the Group obtained in the audit, on whether the other information contains any material misstatement. Based on the procedures we have performed on the other information obtained, we have not identified any material misstatement.

Responsibilities of the Statutory Body, Supervisory Board and Audit Committee for the Consolidated Financial Statements

The statutory body is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with IFRS Accounting Standards as adopted by the European Union, and for such internal control as the statutory body determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the statutory body is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the statutory body either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

The Supervisory Board is responsible for overseeing the Group's financial reporting process. The Audit Committee is responsible for monitoring the Group's financial reporting process.



Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the above regulations will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with the above regulations, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the statutory body.
- Conclude on the appropriateness of the statutory body's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or



regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on the Audit of the Separate Financial Statements

Opinion

We have audited the accompanying separate financial statements of UniCredit Bank Czech Republic and Slovakia, a.s. ("the Bank"), prepared in accordance with IFRS Accounting Standards as adopted by the European Union, which comprise the separate statement of financial position as at 31 December 2025, and the separate statement of comprehensive income, the separate statement of changes in equity and the separate cash flow statement for the year then ended, and notes to the separate financial statements, comprising material accounting policies and other explanatory information. Information about the Bank is set out in Note 1 to the separate financial statements.

In our opinion, the accompanying separate financial statements give a true and fair view of the unconsolidated financial position of the Bank as at 31 December 2025, and of its unconsolidated financial performance and its unconsolidated cash flows for the year then ended in accordance with IFRS Accounting Standards as adopted by the European Union.

Basis for Opinion

We conducted our audit in accordance with the Act on Auditors, Regulation (EU) No. 537/2014 of the European Parliament and of the Council, and Auditing Standards of the Chamber of Auditors of the Czech Republic, consisting of International Standards on Auditing (ISAs), which may be supplemented and amended by relevant application guidelines. Our responsibilities under those regulations are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Bank in accordance with the Act on Auditors and the Code of Ethics adopted by the Chamber of Auditors of the Czech Republic that are relevant to audits of the financial statements of public interest entities in the Czech Republic, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the separate financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Impairment allowances for loans and advances to customers

As at 31 December 2025, gross loans and advances to customers amounted to CZK 678,420 million and related impairment allowance amounted to CZK 8,073 million (31 December 2024: CZK 631,291 million and CZK 9,768 million, respectively).

Refer to the following notes to the separate financial statements:

III. Material accounting policies (2. Impairment of Financial Instruments).

IV. Critical accounting judgments, estimates and assumptions.

V. Other notes (15. Financial assets at amortised cost – loans and advances to customers, 35. Financial risk management).



The key audit matter

The Bank's management makes significant judgments and complex assumptions when estimating expected credit losses ("the Expected Credit Losses", "ECLs") in respect of loans and advances to retail and corporate customers (together, "Loans").

For the purposes of estimating the Expected Credit Losses, Loans are assigned to one of three stages in line with the requirements of IFRS 9 Financial instruments. Stage 1 and Stage 2 comprise performing exposures, with Stage 2 being exposures with a significant increase in credit risk since origination ("SICR"). Stage 3 are exposures in default.

ECLs for Stage 3 Loans with original exposures not exceeding EUR 1 million and for all Stage 1 and Stage 2 Loans are determined using an estimation model, with the key parameters and assumptions including:

- probability of default (PD) and Loss given default (LGD), adjusted for regulatory parameters and forward-looking macroeconomic information (FLI),
- exposure at default (EAD), based on repayment schedules or modelled credit conversion factors,
- collateral value – for loans and advances to corporate customers, and
- overlay factors, reflecting alternative macroeconomic scenarios and circumstances not captured by standard modelling.

ECLs for Stage 3 Loans with original exposure above EUR 1 million are determined on an individual basis by discounting the probability-weighted projections of estimated future cash flows. The key judgments and assumptions therein comprise:

- Probabilities assigned to cash flow scenarios,
- estimated amounts and timing of future cash repayments, including any cash flows from realization of underlying collateral.

Given the complexity of the model and significant judgement applied, we considered the area to be associated with high estimation uncertainty and a significant risk of material misstatement. As such, it required our increased attention in the audit, and we determined it to be a key audit matter.

How the matter was addressed in our audit

Our procedures in the area, performed, where applicable, with the assistance from our own credit risk and information technology (IT) audit specialists, included, among others, the following:

- We challenged the Bank's loan impairment policies, methods and models, and the processes related to estimating ECLs, against the requirements of the financial reporting framework. As part of the procedure, we, among other things, assessed whether the approach used to determine internal ratings and definitions of default and SICR were appropriate and consistently applied.
- We tested the design, implementation, and operating effectiveness of selected IT-based and manual controls relevant for the credit risk monitoring and ECL estimation processes. Among others, we tested the controls over the calculation of days past due, matching of borrowers' repayments to loans, automatic calculation of borrower's rating for corporate and retail loans and periodical credit monitoring of corporate loans.



- For a sample of Stage 1 and Stage 2 corporate Loans, we challenged the Bank's assessment of their credit risk and the existence of any triggers for classification to Stage 2 or Stage 3, by reference to the underlying loan files and by making inquiries of loan officers and credit risk personnel.

For impairment allowances determined on a collective basis:

- We challenged selected key parameters used within the ECL model, such as PD, LGD and EAD, by reference to, among other things, our own analysis of the Bank's data on past default occurrence, realized losses on those defaults and inspection of the development, documentation and validation, including back-testing, of key model inputs.
- We inspected the Bank's forward-looking information, overlay factors, underlying macroeconomic projections and other supporting data used to estimate ECLs. We evaluated the above by means of corroborating inquiries of the Management Board and inspecting publicly available information.
- With the use of data analytics tools, we tested staging of the loans, and also independently recalculated collective ECLs.

For impairment allowances determined on an individual basis:

- For a risk-based sample of Stage 3 Loans, we challenged the Bank's cash flow projections, their probabilities and other key assumptions and data used therein, by reference to the respective loan files and inquiries of the Bank's credit risk personnel. Where applicable, we also challenged the realisable value of related loan collateral, by reference to the underlying collateral agreements and appraisals, whose relevance and reliability we independently assessed.

For all impairment allowances:

- We examined whether the Bank's loan impairment and credit risk-related disclosures in the separate financial statements appropriately address the relevant quantitative and qualitative requirements of the applicable financial reporting framework.

Other Information

In accordance with Section 2(b) of the Act on Auditors, other information is defined as information included in the annual financial report ("the annual report") other than the separate and the consolidated financial statements and our auditor's report. The statutory body is responsible for the other information.

Our opinion on the separate financial statements does not cover the other information. We have performed a limited assurance engagement on the sustainability report that forms part of the other information and provided a separate independent auditor's assurance report with an unmodified conclusion thereon that is included within the other information. In connection with our audit of the separate financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the separate financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. In addition, we assess whether the other information excluding the sustainability report has been prepared, in all material respects, in accordance with applicable laws and regulations, in particular, whether the other information excluding the sustainability report complies with laws and regulations in terms of formal requirements and the procedure for preparing the other information in the context of materiality, i.e. whether any non-compliance with those requirements could influence judgments made on the basis of the other information.



Based on the procedures performed, to the extent we are able to assess it, we report that:

- the other information describing matters that are also presented in the separate financial statements is, in all material respects, consistent with the separate financial statements; and
- the other information excluding the sustainability report has been prepared in accordance with applicable laws and regulations.

In addition, our responsibility is to report, based on the knowledge and understanding of the Bank obtained in the audit, on whether the other information contains any material misstatement. Based on the procedures we have performed on the other information obtained, we have not identified any material misstatement.

Responsibilities of the Statutory Body, Supervisory Board and Audit Committee for the Separate Financial Statements

The statutory body is responsible for the preparation and fair presentation of the financial statements in accordance with IFRS Accounting Standards as adopted by the European Union, and for such internal control as the statutory body determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the statutory body is responsible for assessing the Bank's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the statutory body either intends to liquidate the Bank or to cease operations, or has no realistic alternative but to do so.

The Supervisory Board is responsible for overseeing the Bank's financial reporting process. The Audit Committee is responsible for monitoring the Bank's financial reporting process.

Auditor's Responsibilities for the Audit of the Separate Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the above regulations will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the above regulations, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Bank's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the statutory body.
- Conclude on the appropriateness of the statutory body's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Bank's ability to continue as a going



concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Bank to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

In compliance with Article 10(2) of Regulation (EU) No. 537/2014 of the European Parliament and of the Council, we provide the following information in our independent auditor's report, which is required in addition to the requirements of International Standards on Auditing:

Appointment of Auditor and Period of Engagement

We were appointed as the auditors of the Bank and the Group by the General Meeting of Shareholders on 24 November 2021 and our uninterrupted engagement has lasted for 4 years.

Consistency with Additional Report to Audit Committee

We confirm that our audit opinion on the separate and consolidated financial statements expressed herein is consistent with the additional report to the Audit Committee of the Bank, which we issued on 23 March 2026 in accordance with Article 11 of Regulation (EU) No 537/2014 of the European Parliament and of the Council.

Provision of Non-audit Services

We declare that no prohibited services referred to in Article 5 of Regulation (EU) No. 537/2014 of the European Parliament and of the Council were provided.

Except for the statutory audit we did not provide the Bank and its controlled undertakings with any other services that have not been disclosed in notes to the separate and consolidated financial statements or annual report.



Report on Compliance with the ESEF Regulation

We have undertaken a reasonable assurance engagement on the compliance of all financial statements included in the annual report with the provisions of Commission Delegated Regulation (EU) 2019/815 of 17 December 2018 supplementing Directive 2004/109/EC of the European Parliament and of the Council with regard to regulatory technical standards on the specification of a single electronic reporting format ("the ESEF Regulation"), related to the financial statements.

Responsibilities of the Statutory Body

The Bank's statutory body is responsible for the preparation of financial statements that comply with the ESEF Regulation. This responsibility includes:

- the design, implementation and maintenance of internal control relevant to the application of the ESEF Regulation;
- the preparation of all financial statements included in the annual report in the applicable XHTML format; and
- the selection and application of XBRL mark-ups as required by the ESEF Regulation.

Auditor's Responsibilities

Our responsibility is to express an opinion on whether the financial statements included in the annual report comply, in all material respects, with the ESEF Regulation based on the evidence we have obtained. We conducted our reasonable assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information ("ISAE 3000").

The nature, timing and extent of procedures selected depend on the auditor's judgment. Reasonable assurance is a high level of assurance, but is not a guarantee that an assurance engagement conducted in accordance with the above standard will always detect any existing material non-compliance with the ESEF Regulation.

Our selected procedures included:

- obtaining an understanding of the requirements of the ESEF Regulation;
- obtaining an understanding of the Bank's internal control relevant to the application of the ESEF Regulation;
- identifying and assessing the risks of material non-compliance with the ESEF Regulation, whether due to fraud or error; and
- based on the above, designing and performing procedures to respond to the assessed risks and to obtain reasonable assurance for the purpose of expressing our conclusion.

The objective of our procedures was to evaluate whether:

- the financial statements included in the annual report were prepared in the applicable XHTML format;
- the disclosures in the consolidated financial statements as specified in the ESEF Regulation were marked up, with all mark-ups meeting the following requirements:
 - the XBRL mark-up language was used;
 - the elements of the core taxonomy specified in the ESEF Regulation with the closest accounting meaning were used, unless an extension taxonomy element was created in compliance with the ESEF Regulation; and
 - the mark-ups complied with the common rules on mark-ups specified in the ESEF Regulation.

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



Conclusion

In our opinion, the Bank's financial statements for the year ended 31 December 2025 included in the annual report are, in all material respects, in compliance with the ESEF Regulation.

Other Matter

Given the possible technical limitations of the tools used in preparing the consolidated financial statements in compliance with the requirements of the ESEF Regulation, the content of some block tags in the machine-readable format of the notes to these consolidated financial statements may not be reproducible in the same form as in the human-readable layer of the audited consolidated financial statements.

Statutory Auditor Responsible for the Engagement

Jindřich Vašina is the statutory auditor responsible for the audit of the separate and consolidated financial statements of UniCredit Bank Czech Republic and Slovakia, a.s. as at and for the year ended 31 December 2025, based on which this independent auditor's report has been prepared.

Prague
23 March 2026

KPMG Česká republika Audit, s.r.o.
Registration number 71

Signed by

Jindřich Vašina
Partner
Registration number 2059



Our ESG Strategy

At UniCredit Bank, we are committed to embedding Sustainability in everything we do.

We lead by example, which is why ESG (Environmental, Social and Governance) is at the heart of our strategic framework. Our Purpose is to **Empower Communities to Progress**, guided by three Principles:

- > Holding ourselves to the highest possible standards to do the right thing for our clients and our communities
- > Being fully committed to playing our part in supporting our clients in a just and fair transition
- > Respecting and balancing the perspectives and priorities of all our stakeholders throughout our business and decision-making



ESG

in UniCredit Bank Czech Republic and Slovakia

Local ESG Strategy

The locally implemented version of the Group ESG Strategy defines our regional focus and specific goals. It is supported by the “UniCredit with heart” communication campaign, built on the belief that everything begins with us — with the idea that we care.

The local strategy is based on three main pillars:

01

ESG financing and client support

- > Supporting projects with a positive social and environmental impact.
- > Reducing financed emissions with the goal of carbon neutrality.
- > Helping clients find sustainable solutions and offering digital investment solutions.

02

Our own responsible operations

- > Switching to renewable energy sources and reducing our carbon footprint.
- > Optimising electricity consumption to be more efficient.

03

Our people and communities

- > Educating our employees on ESG, diversity, equality, and inclusion.
- > Supporting financial education and other educational activities.
- > Creating an inclusive, health and wellbeing supportive environment at work.
- > Being actively involved in supporting our communities.

The ESG strategy is fully integrated into **risk management**. We systematically identify and manage **ESG risks** within business decisions, credit assessments, and portfolio management, thereby supporting financial stability and long-term sustainable growth. All of this is firmly anchored in corporate governance principles that ensure transparency and credibility in our sustainability efforts.

Selected ESG Achievements in UniCredit Bank Czech Republic and Slovakia

CORPORATE CLIENTS



EUR 10,1 mil.

provided within the EIF InvestEU
Sustainability program

RETAIL CLIENTS



CZK 3.7 billion

provided in environmental
financing

BONDS



one of the key

underwriters of the Czech Republic's
social government bonds

ELECTROMOBILITY



more than 840

newly financed electric
vehicles

CHARITY



nearly CZK 34 million

donated by Bank
and UniCredit Leasing

EDUCATION



over 4,300

students trained by our
employees

TREE PLANTING



50 + 50 + 550

trees planted
in CZ and SK

VOLUNTEERING



2 days

employees are provided with
2 days of paid leave

SUSTAINABILITY AND ESG



Educating

our employees and communities in
the area of sustainability and ESG

 **UniCredit with heart**

Selected ESG Achievements in UniCredit Bank Czech Republic and Slovakia

At UniCredit Bank, we strive to ensure that ESG is not merely a formal document or a set of rules, but a natural part of our everyday thinking and decision-making. A number of concrete initiatives and projects implemented both in the Czech Republic and in Slovakia confirm that we are successfully putting this approach into practice.

Corporate Clients and ESG

In 2025, we have continued to support our clients in the area of ESG. Through thematically focused webinars and individual meetings, we provide clients with a comprehensive understanding of ESG topics, which we consistently connect with topics relevant to their specific industry sectors. These discussions frequently concern energy-efficient measures, sustainable energy solutions, corporate ESG strategies, and opportunities for sustainable financing, often linked to available subsidy schemes. We also engage with clients on key ESG risks and opportunities that may affect their company or their supply chain relationships. Using the ESG Barometer tool, we help our clients determine whether they are aligned with the ESG principles of their respective industries and to assess their company from the perspective of the environmental impact of its activities (Environmental), its social impacts (Social), and the effectiveness of its corporate governance structures (Governance).

ESG Day

As part of the UniCredit Group's global initiative — ESG DAY 2025 — we held an online seminar on 27 November. The event was intended for corporate clients and focused on practical aspects of sustainability. Together with our clients, we discussed their initial steps in the area of ESG, their current approach, the expected future direction, and

the trends shaping their strategic decision-making. The programme also included a presentation of the InvestEU initiative of the European Investment Fund.

InvestEU Programme

The InvestEU Sustainability Guarantee Programme represents a financial instrument for small and medium-sized enterprises, supporting their specific investments in green and sustainable business through guarantee mechanisms. In 2025, under the EIF InvestEU programme in the Sustainability category, we provided 19 loans with a total volume of EUR 10.1 million.

Clementas Hředle Senior Home

As a Bank, we have long supported projects focused on sustainability, in particular the construction of sustainable buildings and energy-efficient solutions. We also devote significant attention to socially oriented projects, such as facilities providing care for the elderly. One such project is the financing of the construction and equipment of the Clementas Hředle senior home with a specialized care regime, located in the Beroun district, with a total value exceeding CZK 350 million. The aim of this project is to provide comprehensive, specialized care for seniors suffering from Alzheimer's disease or other forms of dementia. For this reason, it was included in our Social Impact Banking initiative, through which we are committed

to supporting projects with significant societal benefit.

„Bez obalu“

In 2025, we launched a new format within the *Every Company Has Its Story* project. We created a special edition titled *Bez obalu* (“unpacked”/“straightforward”) — a series of video interviews with selected clients focusing on their sustainability journey and approach. In this new edition, we discuss not only the benefits of sustainable business practices but also the challenges and areas with potential for further development.

Skills for Transition

In 2025, we also offered our clients the *Skills for Transition* programme, which supported the development of practical skills needed in industries undergoing the green transition. The programme included an introductory ESG course as well as follow up courses focusing on the specifics of selected industrial sectors, such as agri food, transport and logistics, and real estate and construction. Our clients gained access to up to 40 hours of expert content and were able to participate in the training through webinars, at their own pace, from any location and on any electronic device.

ESG Solutions for Retail Clients

Retail banking contributes to the Bank’s ESG objectives primarily through its lending products. The most significant portion consists of mortgage loans with preferential interest rates for young individuals and families up to the age of 35, which in 2025 amounted to more than CZK 5.6 billion. We also support the achievement of environmental targets by offering the Low Energy Mortgage with preferential interest rates for financing properties with energy performance in class A, and in the Czech Republic additionally for properties in classes B and partially C. Further contributions come through consumer loans such as the PRESTO Loan combined with the “*Repair Your House After Grandma*” subsidy programme, co financed through the EU Emissions Trading System under the Modernisation Fund, and the PRESTO “*Better Home*” Loan, both of which finance so called green purposes. These include Green Energy projects such as the modernisation of residential buildings with

energy efficient solutions (heat pumps, solar water heating, home photovoltaic systems, etc.). Over the course of the year, we provided our clients with nearly CZK 3.7 billion in environmental financing, primarily for the purchase of properties with lower energy consumption. Thanks to ESG linked products, almost every fifth mortgage benefits from some form of preferential treatment offered by the Bank.

UniCredit Bank also offers a broad range of investment funds, including solutions that incorporate the principles of sustainable and ESG focused investing. Through the onemarkets Fund platform, we provide clients with access to diversified, actively managed strategies. During the year, the offering of sustainability oriented funds was further expanded, supporting their gradual integration into clients’ investment portfolios.

In the segment of entrepreneurs and small businesses, we focused on ESG activities supporting newly established companies and start ups, as well as the development of disadvantaged regions in Slovakia. For newly founded businesses, we offer financing that helps them initiate operations and build stable and growing revenues. Within the programme aimed at supporting disadvantaged areas in Slovakia, we assist local entrepreneurs and companies whose activities contribute to economic development and improved quality of life in the region. We also support the growth of micro and small entrepreneurs through our partnership with the *Pro podnikavé* platform, where we provide flexible financing, expert consulting, and modern tools to enhance business quality.

In 2025, we completed the migration of payment cards to Mastercard. With an emphasis on ESG principles, all cards are now made from recycled materials, and their validity period has been extended to five years. During the migration, we did not send PINs in physical envelopes, as clients were able to continue using their existing PINs with the new card—an approach that significantly reduced the costs of producing and distributing PIN envelopes in both the Czech Republic and Slovakia. Simultaneously, we are finalising the migration to the Priority Pass Digital service, allowing clients to use the service



immediately through a mobile app without waiting for a physical card.

As part of the Group's *PRB Commitment to Financial Health & Inclusion* initiative, we have committed to supporting the financial inclusion of young people aged 17–30. Our focus is on acquiring clients within this age group and subsequently offering them a broad range of products designed to support them in their various life situations.

We also initiated a strategic partnership with GTS Alive, the issuer of ISIC student cards. For students, we introduced a dedicated account — OPEN Young — which provides a wide range of attractive benefits.

Social Bonds

In 2025, we became one of the successful underwriters of the Czech Republic's first-ever social government bonds, which were successfully placed on the market by the Ministry of Finance of the Czech Republic through the Czech National Bank. A total of nearly CZK 14 billion were underwritten, with demand approaching CZK 19 billion. This strong interest confirms the growing appetite of investors for financial instruments with significant social impact. UniCredit Bank's participation among the seven main underwriters represents an important milestone and a key step towards the sustainable financing of public budgets. The proceeds from the issuance will be used to support socio economic development and social inclusion.

Support for Sustainable Mobility and the Energy Transition

Through its leasing companies, UniCredit Bank actively supports the development of sustainable transport and modern energy solutions. We offer clients comprehensive financing for electromobility — from the purchase of electric vehicles to charging infrastructure and photovoltaic power plants. In 2025, we financed more than 840 new electric vehicles, thereby significantly contributing to the expansion of low emission transport in both the Czech Republic and Slovakia. Our objective is to simplify the transition to sustainable operations and to help our clients reduce their carbon footprint. In doing so, we support the

development of clean energy, energy self sufficiency, and the fulfilment of European climate targets.

Social Responsibility, Sponsorship and Charity

In cooperation with UniCredit Leasing, the Bank allocated nearly CZK 34 million to charitable activities in 2025. Among the strategic areas we have long supported are culture, sport, science, education and healthcare. In line with the UniCredit Group's priorities, we focused in particular on supporting projects for children and young people in the fields of culture, sports and education.

As in previous years, we continued our successful partnership with the Karlovy Vary International Film Festival, while also supporting visual arts and music projects beyond the domain of film. A significant portion of the charitable contributions was directed to the healthcare sector. Examples include the Ronald McDonald House, the Microbiology Institute, the Krték Oncology Fund, the Endowment Fund of the Center for Physical Medicine of Pavel Kolář, and, in Slovakia, Pneumoned. We also ensured support for the most vulnerable groups. We contributed to organisations such as Konto Bariéry, the Syner Foundation, the Fund for Endangered Children (Klokánek), the Žirafka Endowment Fund, and the Women for Women organisation with its *Lunches for Children* project. In addition, we supported the Sports Club of the Jedlička Institute as well as Domov Odry in the Moravian Silesian Region, which specialises in social care services for seniors and persons affected by Alzheimer's disease.

In 2025, we continued our cooperation with the Markíza Foundation and, through income tax allocation, supported the Children's Cardiology Foundation by financing pulmonary ventilation equipment for newborns, expanding the Children's Psychiatry Clinic at the National Institute of Children's Diseases in Bratislava, and constructing a children's psychiatric day care centre in Prešov. We further supported the organisation *Deťom s rakovinou* as part of the project introducing an automated chemotherapy system. Additionally, we contributed to the Children's Assurance Hotline and to nursery schools implementing inclusion projects for children with special needs.

A dedicated chapter of our activities is the support of sport, which the Bank views as crucial in today's fast paced world, particularly with a focus on the younger generation. Our goal is to strengthen their physical fitness and mental resilience. We continued our cooperation with the RunCzech running league and supported the Prostějov Tennis Club, Sport2Life, and the Association for Joyful Sport both in the Czech Republic and Slovakia, along with a number of other significant youth focused sports initiatives.

In addition, we continued to develop our traditional Gift Matching Programme, through which the UniCredit Foundation doubled the donations made by employees of UniCredit Bank and UniCredit Leasing to a total of 41 non profit organisations and projects. The support was traditionally directed toward helping children and young people in challenging life situations, equipping community centres, promoting cultural development, protecting endangered animals, and supporting shelters. At the same time, contributions were allocated to organisations active in the field of education, which the UniCredit Group considers to be of high importance.

As part of our employee volunteering activities, we focus not only on the environment but also on supporting local communities. For example, we regularly participate in *UniCredit Kvapka krvi* (the UniCredit Blood Drop initiative), which we have been organising in cooperation with the National Transfusion Service of Slovakia for several years.

Financial Literacy and Children's Education

The Bank continues to support the field of financial education, in which we are actively engaged through the volunteer activities of our employees at selected primary, secondary and higher education institutions. This includes our own Financial Literacy Programme as well as the *Bankers to Schools* initiative, carried out in close cooperation with the Czech Banking Association. In 2025, the first Financial Education Conference was held, inviting teachers from across the country, where we participated with a presentation booth.

Over the past year, our employees trained more than 4,300 students during nearly 200 teaching hours.

We continue to develop our programme in cooperation with TEACH FOR ALL, supporting the education and upbringing of children and the professional development of teachers in Slovakia, as well as in partnership with Junior Achievement. Junior Achievement focuses on high school students with the aim of developing their entrepreneurial mindset and preparing them for their future careers, with our employees acting as mentors and jury members at the organisation's events.

Through the UniCredit Foundation's Edu Fund Platform grant programme, organisations in both the Czech Republic and Slovakia were supported in their efforts to reduce inequalities in education for young people and to develop their skills for further study and integration into the labour market. Among the winners of the 2025 grant call were *Škola dokorán* and *Mentória* in Slovakia, and *META o.p.s.* and *Schola Empirica, z.s.* in the Czech Republic.

Environmental Protection

We are aware that we ourselves have a significant impact on the environment in which we operate. In line with the pillars of our local ESG strategy, we have therefore been working long term to reduce our carbon footprint while actively increasing the share of energy coming from renewable sources. One of the important steps in this area is the reduction of plastic consumption. Since 2023, a complete ban on the use of single use plastic products has been in effect across all our premises — both client facing and office spaces. Among the key measures is also the transition to renewable energy. At selected locations in Slovakia, we installed and commissioned two photovoltaic power plants in 2025.

An important part of our activities also includes supporting the landscape and biodiversity. Thanks to the *Sázíme stromy* organisation and with the support of Mastercard, we planted a total of 50 linden and maple trees in Hájek near Prague, as well as an additional 50 fruit trees in Litostrov near Brno. In Slovakia, our volunteers, in cooperation with the Bratislava Environmental Association, planted up to 550 specimens of native tree species in Kližská Nemá near Komárno, contributing to the partial revitalisation



of the original habitats in the inland delta of the Danube River.

Employment Relations

UniCredit Bank ranks among the attractive employers in both the Czech Republic and Slovakia, not only due to its offer of responsible and demanding work in the banking sector, but also thanks to the care it provides to its employees and its wide range of benefits. Employees are entitled to meal allowances, an additional week of annual leave, Sick Days, and regeneration days. They can also take advantage of a broad spectrum of UniCredit Bank banking products under preferential conditions or make use of stays at the company's lodge in Horní Malá Úpa. Employees also appreciate birthday leave, an additional five days of leave after ten years of service, and the option of taking a Sabbatical of up to four months. The area of flexible benefits is similarly extensive, allowing employees to choose from a wide range of activities that best meet their needs.

The benefit programmes ensure equal access to employee advantages for all staff and offer them freedom of choice. Among the most frequently selected benefits are contributions to pension or life insurance or long term investment products, language courses, cultural and sports events, holiday contributions, and more.

UniCredit Bank values its employees and aims to support them in all situations and phases of life. It therefore offers a range of supportive programmes and financial contributions, including rewards for life and work anniversaries, contributions upon retirement, assistance in difficult life circumstances, and programmes supporting parents returning to work after maternity or parental leave. In cooperation with trade unions, the Bank also organises cultural and sports events for employees, their families, and seniors.

Education and Awareness Raising in the Area of Sustainability

In 2025, we further expanded our activities focused on educating both employees and the wider public in the field of sustainability and ESG topics.

The UniCredit Group prepared specialised ESG training courses for employees, focusing on subjects that play a key role in today's sustainability landscape — in particular, biodiversity, natural capital, and the circular economy. Our educational activities also included a webinar on the circular economy and waste management within the Bank, with the seminar highlighting practical examples from internal operations — from both the Prague and Slovak headquarters as well as our branch network.

Our activities also included lectures at universities, where our ESG experts explained to students why ESG is becoming one of the key themes in modern banking. In these lectures, our specialists illustrate, for example, how the Bank finances meaningful projects or how we approach the areas of diversity, equity, and inclusion.

Anti Corruption Rules

UniCredit Bank applies a principle of zero tolerance towards corruption, meaning that it will not tolerate the involvement of its employees or third parties in either direct or indirect corrupt practices.

About Our Sustainability Statement

This year, once again, we present our Sustainability Statement, which has been prepared in accordance with the Corporate Sustainability Reporting Directive (CSRD).

CSRD introduces a new era of sustainability reporting, placing emphasis on transparency, standardisation and accountability in how organisations report on their sustainability performance and the impacts of their business activities. We conducted an extensive double materiality assessment to identify the most significant ESG issues relevant to our business and stakeholders.

As part of this process, we aligned with the European Sustainability Reporting Standards (ESRS), which form the core framework of the CSRD. We also incorporated quantitative performance indicators, detailed qualitative information and

forward looking commitments, enabling a clearer understanding of our progress, challenges and ambitions.

While meeting the CSRD requirements is a regulatory obligation, we view it as an opportunity to create value for all stakeholders, build trust, strengthen our reputation, and reinforce our position as a responsible and forward thinking organisation. Moreover, the CSRD framework provides us with a means to assess and mitigate risks associated with key ESG challenges, ensuring that we remain resilient and competitive in an evolving global environment.

Double Materiality Analysis

Our Strategic Approach

As part of the preparation of our Sustainability Statement, we conduct a materiality analysis to identify key stakeholder issues, including impacts on our business as well as ESG related risks and opportunities (IRO). In 2025, we carried out a Double Materiality Analysis (DMA), which considers both impact materiality and financial materiality, enabling us to take a comprehensive view of ESG.

01

Double Materiality Process

Under the EU Corporate Sustainability Reporting Directive (CSRD), our double materiality process is integrated into UniCredit Group's due diligence framework.

- > Impact materiality assesses the potential or actual impacts of our business activities on people and the environment, taking into account both the severity and the likelihood of these impacts.
- > Financial materiality evaluates the risks and opportunities that affect our economic performance.

02

Double Materiality Methodology

As part of our 2025 double materiality analysis at UniCredit Group level, we:

- > Engaged internal and external stakeholders to identify key topics.
- > Assessed materiality through senior management and Group Risk Management.
- > Informed the Management Board and finalised the key areas.
- > Subsequently validated the Group level results at the local level within UniCredit Bank.

03

DMA Results for 2025

Our DMA identified the key impacts, risks and opportunities. Compared with the previous year, the materiality assessment provided an even clearer definition of our priorities. The number of material topics was reduced from nine to six. This change reflects our commitment to focusing on the areas that are most important for our business and our stakeholders.

Sustainability Statement Year 2025 UniCredit Bank Czech Republic and Slovakia

Content

248	General information
317	Environmental information
412	Social information
456	Governance information

General information

ESRS 2 - General information

Basis for preparation

BP-1 - General basis for preparation of sustainability statement

The sustainability statements have been prepared on a **consolidated basis**.

The perimeter adopted for consolidated sustainability statement is the same as for the consolidated financial statement apart from RCI Financial Services, s.r.o. that is in the consolidated financial statement consolidated using the equity method of accounting. It should be noted that no operational control has been identified for this entity consolidated through equity method.

All legal entities consolidated line-by-line in the consolidated financial statements have been included in the sustainability perimeter. The detail of the subsidiaries included in the Sustainability Statement's perimeter is included in the Notes to the financial statements (consolidated), section II. Basis for the preparation of the financial statements, point 2. Consolidation.

Compared with the previous year, three entities—UniCredit Leasing Insurance Services, s.r.o., ALLIB Leasing s.r.o., and CA-Leasing OVUS s.r.o.—were deconsolidated due to the immateriality of their ESG activities. The business activities of these entities consisted of either service intermediation or real-estate project activities. Given their purely auxiliary character and the absence of material stand-alone activities, these entities were assessed as immaterial, including for CSRD purposes, and were therefore excluded from the Sustainability Statement consolidation perimeter.

In support of this change, UniCredit Leasing Insurance Services, s.r.o. has an average recalculated headcount of 2.06 full-time equivalents ("FTE"), while ALLIB Leasing s.r.o. and CA-Leasing OVUS s.r.o. have no employees, which materially reduces potential sources of sustainability-related risks, including those typically associated with employee health and safety, working conditions, training and development, diversity and inclusion, and related social matters. Furthermore, these entities do not conduct specific activities that generate incremental ESG impacts beyond those already identified and addressed at UniCredit Bank Czech Republic and Slovakia, a.s. level through the Double Materiality Assessment ("DMA"), with any residual exposures adequately captured by the UniCredit Bank Czech Republic and Slovakia, a.s.'s processes, controls, targets and disclosures (including value-chain coverage, risk assessments and mitigation measures). The entities are also subject to the relevant UniCredit Bank Czech Republic and Slovakia, a.s. internal regulations and policies, including codes of conduct, compliance and risk-management frameworks, and environmental and social standards, which ensures consistent governance, control and oversight and further mitigates the likelihood of entity-specific material ESG impacts. On the basis of the above, and consistent with ESRS materiality principles, the deconsolidation of these entities does not impair the completeness or reliability of the Sustainability Statement.

None of the subsidiaries included in the consolidated sustainability statement of UniCredit Bank Czech Republic and Slovakia, a.s. is exempted from individual or consolidated sustainability reporting. This is because none of the subsidiaries is obliged to prepare its individual or consolidated sustainability statement for the year 2025 according to Section 32g of Act on Accounting No. 563/1991 Coll., as amended.

The Sustainability Statements **cover both upstream and downstream value chain** segments.

On one hand, the upstream value chain segment mainly covers tier 1 suppliers and business partners (reference is made to "BP-2 Disclosures in relation to specific circumstances" for reasonable effort specification). In particular, UniCredit group assesses its sustainability impacts, risks and opportunities, focusing on responsible sourcing, environmental impacts and social practices. This includes the GHG emissions associated with purchased goods and services (for example categories 1, 2 and 7- Scope 3).

On the other hand, the downstream value chain segment mainly covers direct clients, investees and business partners.

In accordance with the transitional provision provided by ESRS 1 par.133, the disclosure of information about the value chain as at 31 December 2025 includes quantitative metrics related to Scope 3 GHG emissions and qualitative information about material impacts, risks and opportunities (reference is made to the "List of Material IROs" in section "SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model" and to "IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities") and PATs (policies, actions, targets).

UniCredit Bank Czech Republic and Slovakia has **not omitted any specific information** related to relevant topics, such as intellectual property, know-how or the results of innovation.

BP-2 - Disclosures in relation to specific circumstances

For UniCredit group, the **time horizons** are classified as:

- Short term: <1 year
- Medium-term: >1-5 years
- Long-term: 5-10 years or more.

The definition of medium and long-term horizons is **aligned with financial reports**, ensuring consistency in the communication. It is also aligned with our business model, industry standards, and ESG-related risks and opportunities.

As indicated before, typical standards require to include **value chain quantitative data** only for some metrics. Such metrics for the Group include Scope 3 GHG emissions from each significant Scope 3 category (reference is made to the paragraph "E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions"). These emissions typically require data directly provided from clients, suppliers, business partners and other counterparties involved with specific business relationships with the Group. According to the standard, when primary information related to the value chain, after making reasonable efforts cannot be collected, such information shall be estimated, using proxies, sector data and other information from indirect sources.

The following **factors** contributed to UniCredit Group and also UniCredit Bank Czech Republic and Slovakia decision on using **estimated data**:

- the size of the Group involves a large number of actors for multiple different services offered, and mapping all actors and business relationships (direct and indirect) is a very complex exercise;
- sector-specific standards with specific references to data and information on the value chain for financial institutions are still not available;
- the availability of efficient tools to access and share value-chain information is limited;
- the Group has a large number of counterparties, including not only large international companies but also SMEs, which may not have the necessary resources to easily and quickly provide the information of interest to the reporting;
- the information on the value chain could not have the qualitative characteristics required by the standard due to the possible lack of technical readiness of the actor in the value chain.

UniCredit Bank Czech Republic and Slovakia in line with UniCredit Group decided to use estimation processes based on proxies and sector data to estimate the value chain quantitative metrics (scope 3 GHG emissions) and to consider only first-tier counterparties in mapping its value chain.

In particular, the information subject to the **estimation process includes scope 3 emissions** (both financed and own emissions).

Financed emissions have been estimated for Non-Financial Corporations, Households and Sovereign counterparties while excluding data and information on (i) financial institutions, (ii) other financial corporations and (iii) administrative corporations, considering that no reliable data are available. Reference is made to the paragraph "E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions" for more detailed information on methodologies.

Given the complexity of measuring sustainability impacts across the bank's entire value chain, UniCredit Group and UniCredit Bank Czech Republic and Slovakia employed a range of techniques to ensure that the reporting aligns with **recognised standards** while providing transparency about the limitations and estimations involved.

The preparation of value chain metrics follows globally recognised frameworks, ensuring consistency and comparability across reporting periods.

The primary frameworks used included:

- **Greenhouse Gas (GHG) Protocol** for calculating Scope 3 emissions, covering both upstream and downstream activities;
- **Partnership for Carbon Accounting Financials (PCAF)** for estimating Scope 3 emissions related to loans and investments in the financial portfolio.

These methodologies provide structured approaches for collecting, estimating, and reporting data where direct measurements are not available.

In the absence of primary data from stakeholders, UniCredit Group and UniCredit Czech Republic and Slovakia relies on estimation techniques that involve assumptions based on the best available information. These techniques include:

- **Emissions factors**: for Scope 3 GHG emissions, as indicated by PCAF and the GHG Protocol, emissions factors from recognised sources are applied to financial data (e.g. loan amount, expenses, etc.) to estimate carbon emissions. Reference is made to the paragraph "E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions";
- **Proxy data**: when client-specific data is missing, proxies are used. For example, carbon intensity averages from similar industries are applied to estimate emissions;
- **Scenario analysis**: UniCredit Group uses scenario analysis based on future regulatory and environmental changes to estimate potential impacts for metrics such as climate-related risks. The scenarios used are baseline, delayed transition, and energy disorder (reference is made to IRO-1 - Description of the processes to identify and assess material impacts, risks and opportunities).

When quantitative metrics, including upstream and downstream value chain information, cannot be measured directly and can only be estimated, measurement uncertainty may arise. The use of **reasonable assumptions and estimates, including scenario analysis, proxies and sector**

data, is an essential part of preparing sustainability-related information and does not undermine its usefulness, provided that the assumptions and estimates are accurately described and explained. Reference is made to the paragraph “E1-6 - Gross Scopes 1,2,3 and Total GHG emissions”.

While UniCredit Group and UniCredit Bank Czech Republic and Slovakia strives to use the most accurate data, such as primary data provided directly by clients or suppliers, some metrics rely on estimates derived from indirect sources, for example, data derived from industry averages or secondary sources and proxy data or assumptions based on broader sectoral information.

Potential estimates are based on the **best available information**. Data and assumptions in preparing the sustainability statements are **consistent with** the corresponding financial data and **assumptions used in the Group consolidated financial statements**.

Information related to the use of estimation and the connected level of accuracy are clearly stated in the reporting and the metrics are **subject to specific controls to ensure accuracy**.

None of the indicators presented in the Sustainability Report have been verified by any independent verifier other than the external auditor responsible for the assurance of the Sustainability Report, unless otherwise stated.

To improve the accuracy of value chain metrics, UniCredit Group and UniCredit Bank Czech Republic and Slovakia engages with clients and suppliers and, where not possible, with external information providers, to encourage more direct reporting and refine the estimation processes over time. Additionally, UniCredit Group regularly reviews and updates the methodologies used, **in line with the latest standards and market developments**.

By applying these estimation techniques and methodologies, UniCredit Group ensures that the sustainability metrics provide a meaningful representation of the bank's impact across the value chain, supporting the commitment to transparent and responsible reporting.

With regards to data reported in section E1-5 - Energy consumption and mix, 2024 data has been recast following the reallocation within our GHG Inventory to Scope 1 and 2 of emissions arising from energy consumption at assets previously accounted as Scope 3, Category 8 – Upstream leased assets emissions. Consequently, energy consumptions relating to such assets are now included in the E1-5 tables.

With regards to data reported in section E1-6 - Gross Scope 1,2,3 and Total GHG emissions and specifically operational emissions (Scope 1, 2, and 3 excluding Category 15), 2024 figures have been recast from those published in the Sustainability Statements 2024 as a consequence of:

- the application of updated emission factors to both 2024 and 2025 data, in continuity with our established methodology. The application of updated emission factors to both years ensures that only the effect of changes in the underlying consumptions is reported within our emission trend and not the effect of improved emission factors between one year and the next;
- the inclusion in Scope 1 and 2 of emissions arising from energy consumption at assets previously accounted as Scope 3, Category 8 – Upstream leased assets emissions. This change is in accordance with the financial control approach to emissions accounting required under the ESRS.

Compared to our Sustainability Statements 2024, the geographical breakdown of GHG emissions reported in table Total GHG emissions - by country, has been modified for both 2024 and 2025 in line with the geographical representation of the UniCredit Group introduced in 2025.

During the reporting year, the methodology used to calculate gender pay gaps was further strengthened, in line with the requirements of ESRS S1 16. For the first time, data relating to all UniCredit Group employees and all UniCredit Group companies were included, collecting both total pay (including fixed and variable components) and total hours worked for each company and by gender. The 2024 gender pay gap data has been recalculated compared to the 2024 Sustainability Report by applying the new methodology.

These Sustainability Statements do not include additional disclosures stemming from applicable legislations, except for the disclosures pursuant to Article 8 of Regulation (EU) 2020/852 of the European Parliament (reference is made to Disclosure pursuant to Article 8 of Regulation 2020/852 -EU Taxonomy Regulation). The only requirements incorporated by reference in the Sustainability Statements are the IRO-1 - Description of the processes to identify and assess material impacts, risks and opportunities, in particular on Climate topics.

Governance

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

Governance model

The parent company of the Group, UniCredit Bank Czech Republic and Slovakia, a.s. ("UniCredit Bank Czech Republic and Slovakia") is a joint-stock company incorporated according to Czech law. UniCredit Bank Czech Republic and Slovakia owns a branch in the Slovak Republic under the name UniCredit Bank Czech Republic and Slovakia, a.s., pobočka zahraničnej banky.

In carrying out its activities in the Czech market, UniCredit Bank Czech Republic and Slovakia is governed by Czech legal regulations, in particular the Banking Act, the Civil Code, the Act on Business Corporations and regulations governing operations in the banking and capital markets. In the Slovak market, where UniCredit Bank Czech Republic and Slovakia has operated since 1 December 2013 through its organisational unit, the Bank is also governed by applicable Slovak legal regulations.

UniCredit Bank Czech Republic and Slovakia voluntarily complies with the Czech Corporate Governance Code 2018 (the "Code"), the full text of which is available at <https://www.mfcr.cz/cs/o-ministerstvu/odborne-studie-a-vyzkumy/2019/kodexspravy-a-rizeni-spolecnosti-cr-201-34812>. UniCredit Bank Czech Republic and Slovakia has not been able to adopt the Code as a whole because it fails to comply with clause 7.1.2 of the Code, which requires the Articles of Association to identify key decisions of the Management Board of fundamental importance that would be subject to prior approval by the Supervisory Board. This provision, which was included in UniCredit Bank Czech Republic and Slovakia's Articles of Association until 2020, was, on the contrary, deleted following the conclusion of the Czech National Bank's inspection of UniCredit Bank Czech Republic and Slovakia, where the CNB concluded that the Articles of Association as then worded were invalid to this extent due to a contradiction with corporate law and the requirement for a balance of competences, while interference with the competence of the Management Board is possible only on the part of the General Meeting, which may reserve the competence in question in the Articles of Association.

Furthermore, UniCredit Bank Czech Republic and Slovakia does not comply with clause 10.2.1 (according to which it should identify and specify significant related party transactions, which must always be formally approved by the General Meeting). Such transactions are approved by a special committee in UniCredit Group), 10.2.2 (according to which the company should disclose significant related party transactions on its website), 10.5.1 (according to which half-yearly reports should be submitted to non-executive members of elected bodies before publication).

Corporate bodies composition

General Meeting of the Bank

The General Meeting of Shareholders is the Bank's supreme body. It decides on all affairs of the Bank falling under its competence by law or under these Articles of Association. Given that the Bank presently has a single shareholder, all powers of the General Meeting are exercised by resolutions adopted by that shareholder.

Management Board of the Bank

The Management Board is the statutory body of the Bank, with eight members as of 31 December 2025. The members of the Management Board exercise their powers and responsibilities within the office on their own. The members of the Management Board are elected by the Supervisory Board for a period of three years. The Supervisory Board may at any time dismiss any of the members of the Management Board, irrespective of their term of office. Only persons meeting the relevant legal requirements may be appointed as members of the Management Board.

Supervisory Board of the Bank

The Supervisory Board has nine members, of which six are elected and dismissed by the General Meeting and three are elected and dismissed by the company's employees in accordance with the Act on Business Corporations with reference to the Act on Transformations of Commercial Companies and Cooperatives. The members of the Supervisory Board exercise their powers and responsibilities within the office on their own. Members of the Supervisory Board are elected for the period of three years and may be re-elected.

As of 31 December 2025 independent board members represents 11% from the total number of Supervisory Board members.

Compensation Committee

The Supervisory Board set up the Compensation Committee which consists of three members of the Supervisory Board. The powers of the Compensation Committee include preparation of draft resolutions on remuneration, including those adopted by the Bank's Supervisory Board and having an impact on the obligor's risks and risk management. When preparing those resolutions, the Compensation Committee takes into consideration the long-term interests of the UniCredit Bank Czech Republic and Slovakia's shareholders, investors and other stakeholders, as well as the public interest. The Compensation Committee directly supervises the remuneration of managers responsible for risk management, internal audit and compliance functions.

Nomination Committee

The Supervisory Board set up the Nomination Committee which consists of three members of the Supervisory Board. The powers of the Nomination Committee include the selection of candidates for vacancies in the UniCredit Bank Czech Republic and Slovakia's Management Board and submitting them for approval to the Supervisory Board, as well as candidates for approval by the sole shareholder for positions on the Supervisory Board. Within this task, the Nomination Committee also assesses the proper proportion in competence, skills and diversity in composition of the body as a whole.

Risk Committee

The Supervisory Board set up the Risk Committee which consists of three members of the Supervisory Board. The Risk Committee advises the Board on the UniCredit Bank Czech Republic and Slovakia's overall current and future risk appetite and strategy and assists the Board in overseeing the implementation of this strategy by senior management. The Management Board retains overall responsibility for risk. The Risk Committee reviews whether the pricing of liabilities, assets and off-balance sheet items offered to customers fully reflect the Bank's business model and risk strategy. Where prices do not adequately reflect risks in line with the business model and risk strategy, the Risk Committee shall submit a remedial action plan to the Supervisory Board. The Risk Committee determines the nature, amount, format and frequency of risk information to be received.

Audit Committee

The Audit Committee is an independent committee with the task of overseeing, monitoring and advising in matters of concern regarding accounting and financial reporting, internal control, auditing and risk management, external auditing, and monitoring compliance with laws, the UniCredit Bank Czech Republic and Slovakia's regulations and the Code of Conduct. The Audit Committee consists of 3 (three) members appointed and dismissed by the General Meeting for a term of 3 (three) years from among the Supervisory Board members or third persons. Majority of the members of the Audit Committee must be independent and competent. At least one member of the Audit Committee must be a person who is, or was, a statutory auditor or a person whose knowledge or work experience in the area of accounting are a precondition for due exercise of the office of an Audit Committee member in view of the sector in which the Bank operates; such a member must at all times be independent.

Training on sustainability related topics plays an important role in ensuring the effectiveness of the ESG Strategy and the oversight of related matters.

With regard to induction initiatives at recurring training, at UniCredit Bank Czech Republic and Slovakia an induction programme is active for the Board members, based on three-year cycles connected to the Board's mandate, with the aim of ensuring ad hoc training by taking into account both individual and collective needs.

The induction programme and recurrent training respectively include sessions aimed at fostering the integration of new Directors and training to preserve over time the expertise needed for the proper fulfilment of their duties.

In addition, individual training plans will be activated, should they be deemed necessary, to strengthen specific individuals' technical knowledge and expertise and to increase the level of diversity and the collective experience of the Management Board.

Diversity

The composition of the Management Board, as resulting from the appointing process, qualitatively and quantitatively corresponds to the theoretical profile and meets the suitable requirements established by current provisions. The Management's personal qualities and the diversity requirements (including age, geographical mix and gender diversity) comply with the principles of the theoretical profile.

The composition of the Management Board as of the date of approval of this document:

- it presents a diversity in terms of gender a ratio of female to male equal to 33% (two women to six men),
- the average age of the member of the Board is 49 years
- geographical mix – 62,5% of them come from Czech Republic and Slovakia and 37,5 % represent other countries
- 87% of the directors have international experience

Composition of the Supervisory Board as of the date of approval of this document:

- shows gender diversity – the ratio of women to men is 44% (four women to five men),
- the average age of a Supervisory Board member is 58 years,
- geographical mix – 33% of members come from the Czech Republic and Slovakia, and 67% represent other countries,
- 66 % of Supervisory Board members have international experience.

Composition of the Remuneration Committee as of the date of approval of this document:

- shows gender diversity – the ratio of women to men is 33% (one woman to two men),
- the average age of a Remuneration Committee member is 65 years,
- geographical mix – 33% of members come from the Czech Republic and Slovakia, and 67% from Italy,
- 66 % of Remuneration Committee members have international experience.

Composition of the Nomination Committee as of the date of approval of this document:

- shows gender diversity – the ratio of women to men is 0% (three men),
- the average age of a Nomination Committee member is 65 years,

- geographical mix – 100% of members come from Italy,
- 100% of Nomination Committee members have international experience.

Composition of the Risk Committee as of the date of approval of this document:

- shows gender diversity – the ratio of women to men is 33% (one woman to two men),
- the average age of a Risk Committee member is 56 years,
- geographical mix – 33% of members come from Iceland, 33% from Croatia and 33% from Italy,
- 100% of Risk Committee members have international experience.

Composition of the Audit Committee as of the date of approval of this document:

- shows gender diversity – the ratio of women to men is 33% (one woman to two men),
- the average age of an Audit Committee member is 63 years,
- geographical mix – 33% of members come from Iceland and 67% from Italy,
- 100% of Audit Committee members have international experience.

Responsibilities of the bodies charged with strategic supervision, management and controlling functions

UniCredit Group and also in UniCredit Bank Czech Republic and Slovakia bodies charged with strategic supervision, management and controlling functions are responsible for overseeing impacts, risks and opportunities, according to their respective areas of competence.

UniCredit Bank Czech Republic and Slovakia Management Board (i) approves all actions and activities connected with the fulfillment of commitments defined in the Group's ESG Strategy which is implemented in UniCredit Bank Czech Republic and Slovakia, and (ii) establishes policies to govern the risks to which the Bank may be exposed, risk targets and tolerance thresholds, as well as reviewing them periodically in order to ensure that they remain effective over time, and monitoring that risk management and control processes tangibly work, in compliance with applicable legal and regulatory provisions.

The Board approves the Risk Appetite Framework (RAF), which establishes the desired risk profile vis-à-vis its short and long-term strategic objectives and business plan, ensuring that the way the RAF has been implemented complies with approved risk objectives and tolerance thresholds; periodically evaluating the adequacy and efficacy of the RAF and compatibility between actual and target risks.

Notwithstanding the Management Board's responsibilities, the Chief Executive Officer, also leveraging on the UniCredit Bank Czech Republic and Slovakia's competent functions:

- identifies the UniCredit Bank Czech Republic and Slovakia's risks submitting them to the Board. To that end, the Chief Executive Officer must have in-depth knowledge about all corporate risks and, as part of an integrated management-oriented approach, their reciprocal relationships, taking into account how external circumstances (including macroeconomic risks) evolve;
- identifies the strategies regarding the overall steering of the Bank and of the UniCredit Group to be submitted to the Board;
- ensures the implementation of the strategic guidelines, the RAF and the risk management policies defined by the Board also by planning, managing and monitoring the internal controls and risks management system;
- establishes the internal information flows necessary to ensure that the corporate bodies have the information necessary to fully understand and govern risk factors and verify compliance with the RAF.

In addition to the expertise in sustainability-related matters already embedded in the Management Board, both the Board and its Committees in performing their duties have access to the financial resources necessary to guarantee their operational independence and, within the limitations of the relevant budget, may consult external experts.

The responsibilities of the Management Board and its Committees are described and formalised in the Board and Board Committees Regulation, adopted by the Management Board according to applicable laws and the Company's Articles of Association. The responsibilities of the Chief Executive Officer are described and formalised in the UniCredit Group Organisational Book, adopted in local Organization rules.

According to national provisions, also of a regulatory nature, the roles and responsibilities assigned to the bodies charged respectively with supervisory strategic functions and with management (executive) functions within the internal control system could not be delegated. Within the internal control systems, specific controls and monitoring activities are carried out specifically in relation to the assessment of impacts, risks and opportunities, in order to ensure the consistency with the requirements of the European Sustainability Reporting Standards on double materiality.^{ff} The Risk Committee supports the Management Board in risk management related matters, performing all the activities instrumental and necessary for the Board to make a correct and effective determination of the Risk Appetite Framework and of the risk management policies. In particular, the Risk Committee supports the Board (i) in defining and approving the risk management strategic guidelines, framework and policies, including those regarding climate and environmental risks, non-compliance risk, and risk data quality; and (ii) in verifying that risk strategies, management policies and the RAF are correctly implemented.

Role of the administrative, management and supervisory bodies related to business conduct

At UniCredit Bank Czech Republic and Slovakia, the Management Board plays a crucial role in shaping and overseeing the company's business conduct. In particular, the Board approves the UniCredit Group Code of Conduct that is implemented and followed in UniCredit Bank Czech Republic and Slovakia, which entails principles that all employees and partnering third parties must comply with to ensure high standards of professional conduct and integrity related to their activity in, or on behalf of, UniCredit Group and also in UniCredit Bank Czech Republic and Slovakia.

The Code of Conduct has been written in line with UniCredit Group values - integrity, ownership and caring - that drive our purpose to deliver exceptional performance and have a positive impact on our customers, shareholders, communities and our people. At UniCredit Group and also in UniCredit Bank Czech Republic and Slovakia, our mindset is to "win in the right way and together", putting our values at the heart of our decision-making and everything we do.

UniCredit Bank Czech Republic and Slovakia's business conduct is also driven by UniCredit Group top management through the implementation of a yearly "Tone from the top" programme. The programme emphasises the promotion of compliance and risk awareness across the bank. Each year, top managers select a set of topics based on risk drivers which are sponsored and cascaded throughout the UniCredit Group population.

In 2025 following topics were presented and cascaded: Financial Sanctions, ESG, AML, Confidential & Inside Information, Data Protection and Digital Risk. Additionally, the programme included a Special Edition dedicated to the Speak Up culture and the importance of reporting behaviors that are not aligned with the UniCredit Group Values, the principles of the Code of Conduct, and internal regulations.

Roles and responsibilities of the management bodies in exercising oversight of the process to manage material impacts, risks and opportunities

Local ESG function (ESG department), steers the definition and implementation of the UniCredit Group's ESG strategy. It ensures the UniCredit Bank Czech Republic and Slovakia's ESG framework is consistent with the UniCredit Group's principles and Purpose and with relevant international standards and practices. The function is tasked with, inter alia, developing the social agenda and related proposition, monitoring and disclosing the local's ESG impacts and results, and with overseeing the adoption of relevant policies and standards.

Within the risk area, dedicated function has been devoted to the integration of climate topics within risk management activities and the effective sharing of relative knowledge. Such function oversees climate-related and environmental risks, acting as a central steering and coordination role to ensure alignment with ECB guidelines on climate and related implementation plans, and manages the integration of climate and environmental factors within the credit risk cycle.

On the business opportunity side, **ESG Advisory**, part of UniCredit Group Client Solutions, is a **multi-disciplinary solutions team** focused on enabling clients to **create long-term stakeholder value** by integrating sustainability into their strategic decisions, including by:

- providing independent first-class advisory services aimed at building resilience and adaptability to climate change while exploiting transition opportunities;
- assessing the impact of applicable regulations, sustainable finance market principles and practices, market trends and stakeholders' expectations on clients' business models;
- steering the company's strategy communications with investors, advising on ESG Ratings and reporting;
- identifying the most suitable solutions based on the defined strategic positioning.

Furthermore, ESG matters are embedded across through **dedicated teams and experts** in several UniCredit Bank Czech Republic and Slovakia functions which manage ESG topics in line with their areas of competency. Other functions, e.g. Compliance, have resources dedicated to ESG-related topics.

The Group Risk function has defined specific guidelines to embed Climate and Environmental considerations within the Corporate origination/annual credit review process with the aim to complement the creditworthiness assessment with climate aspects, identifying then the proper strategy to be applied and, therefore, relevant categories of banking products and services that the Business can offer to clients. Although the main driver for the strategy identification is the Transition Risk score attributed to the counterparty, there are other information (i.e., outcome of reputational risk assessment, Net zero trajectory, counterparty's physical risk) to be taken into consideration since they may have impacts in terms of strategy to be adopted. The guidelines were implemented locally. The entire process is mainly governed by the Relationship Manager (RM) in proponent business function and follows the standard approval path.

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

Following the initial phase of last year, where the focus has been on setting the foundation for effective oversight, with the UniCredit Group Board fully involved, the list of IROs (Impact and Risk Opportunities) has been shared with them in June 2025 for their assessment, and the results have been discussed and refined in the fall 2025. Locally in UniCredit Bank Czech Republic and Slovakia, the list of IROs was discussed with Local Management Board in December 2025.

UniCredit Bank Czech Republic and Slovakia now is moving forward in strengthening the process and institutionalizing the supervision of material IROs, ensuring that both the Board and the relevant Committees dedicate great attention to these aspects. The intention is to implement a more structured and frequent review process that aligns with the company's long-term commitment to embedding double materiality principles into its governance and decision-making framework. Top Management was informed about the whole process of preparation and identification of material topics, that are part of the ESG Strategy. UniCredit Group ESG organized additional preparatory meeting, teach-ins and discussions to improve transparency of the IROs assessment process.

UniCredit Bank Czech Republic and Slovakia's divisions work together to ensure that stakeholder engagement UniCredit Bank Czech Republic and Slovakia's strategy are fully integrated into the Bank's goals.

The list of material impacts, risks and opportunities addressed by administrative, management and supervisory bodies or their relevant committees is available in chapter SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model.

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

The principles of sustainable conduct and performance define the key pillars of the **Group Remuneration Policy**, which ensures competitiveness and effectiveness of remuneration, transparency and internal equity. Its framework is designed to ensure the consistency of the remuneration elements and systems while also conforming to UniCredit Group's long-term strategies and principles of sound risk management.

The **2026 Group Incentive System** has been confirmed as a Sustainable Performance Plan, based on both short-term and long-term performance conditions, to support the Group's strategic direction by fostering a strong link between remuneration, risk and sustainable profitability.

Through the Incentive System, UniCredit Group seeks to retain and motivate each beneficiary by providing incentives that aim to reward contributions to the long-term growth, profitability and financial success of the UniCredit Group - with a focus on reputation and overall sustainability which contributes to the achievement of business goals over time.

The Incentive System aims to provide an appropriate balance of variable compensation elements, align the interests of employees, shareholders and other stakeholders, strengthen the UniCredit Group's position as a leading European bank and achieve effective compensation practices in compliance with the regulatory environment.

In addition, the Incentive System aims to align top and senior management interests with long-term value creation for shareholders, share price and UniCredit Group performance and to sustain a sound and prudent approach to risk management, combining annual goals with additional long-term conditions to steer the performance management measurement toward sustainable results over time. The System also has the characteristics to be considered a "retention" tool for retaining key players and achieving strategic priorities.

The 2026 variable remuneration framework continues to be based on a "bonus pool" approach ensuring an overall performance assessment both at Group/Division/Country level and at the individual level. This is fully in line with regulatory requirements and consistent with risk appetite and compliance standards.

The incentive plan ("Sustainable Performance Plan") has been structured to best support the delivery of the Strategic Plan on a yearly basis while ensuring that results delivered are sustainable over time via long-term performance conditions, considering the significant transformational effort of the Strategic Plan.

The key design principles of the incentive system remain unchanged, as follows:

- rolling structure: to allow for a yearly verification of the adequacy of the compensation arrangements;
- double-assessment of performance: combined system that requires the reconfirmation of short-term performance (2026) over the long-term (2027-2029) to guarantee the sustainability of the results in the context of a transformation of the operating model;
- shareholders' alignment: pay out 100% in shares for the CEO, Group Executive Committee (GEC) members and Group Chief Audit Executive (CAE), and primarily in shares for the other executives, with a long deferral period (total plan duration eight years);
- pay-for-performance: providing clear performance conditions anchored to UniCredit Strategic Plan pillars, with ambitious targets and rigorous pay-for-performance correlation to ensure meritocracy and fairness. The scorecards are based on a combination of financial targets and non-financial goals, supported by a structured goal-setting framework based on the "KPI Bluebook", a catalogue of certified KPIs set by relevant group key functions and specific goal-setting guidelines in line with regulatory provisions.

Locally, previous version of UniCredit Group Incentive system from 2025 was localized based on regulatory and organizational specifics of UniCredit Bank Czech Republic and Slovakia. Rules stipulated in GIS 2025 are applied to Material Risk Takers (Identified Staff) which is identified and approved by Supervisory Board. Principles of Group Remuneration Policy ("GRP") are applied locally in local remuneration rules (Wage order) and practices. Localization for UniCredit Bank Czech Republic and Slovakia was approved by Compensation Committee and Supervisory Board. Similarly, GRP is also approved and adopted by subsidiaries of UniCredit Bank Czech Republic and Slovakia. The updated version of the UniCredit Group Incentive system 2026 differs not significantly from the previous version.

For the CEO and DCEO, 60% of the bonus will be deferred and subject to additional long-term performance conditions, defined at UniCredit Group level and covering the three years following the 2026 annual performance (i.e. from 2027 to 2029).

Among the long-term performance conditions, Sustainability (non-financial section of the scorecard), including climate-related KPIs, is weighted to account for 20% of the overall long-term scorecard.

As part of the additional long-term performance conditions, the sustainability goal primarily aims to support clients in their green and social transition while also embedding sustainability and diversity, equity and inclusion (DE&I) ambitions into the UniCredit Bank Czech Republic and Slovakia culture. This goal includes a specific focus on climate risk through Net Zero commitments.

The above-mentioned goal is subject to a qualitative assessment based on specific evidence derived from both current and future ESG and DE&I strategies.

The current strategy envisages:

- ESG business penetration: support our clients in their sustainability journey offering ESG related products and services to ensure a fair share of ESG business over total (lending new production, sustainable bonds, stock of AuM), starting from UniCredit Group's ESG targets and successive updates as per ESG strategy;
- DE&I priorities: progress towards gender parity at all levels in line with best market practices; ensure equal pay for equal work; expand DE&I efforts and foster corporate Culture and Well-being through dedicated initiatives;
- "Net Zero" commitments: progress vs. Net Zero 2030 targets disclosed to the market, related to Oil & Gas, Power Generation, Automotive, and Commercial Real Estate on which yearly Tier 1 RAF targets are defined and monitored.

To align the UniCredit Group's management structure and reinforce management's commitment to UniCredit Group ESG strategy, these objectives are cascaded to the CEO's reporting line and extended to the organisational levels below.

In particular, the long-term sustainability goal is assigned to the entire UniCredit Group Material Risk Takers (GMRT) population (i.e. those categories of employees whose professional activities have a material impact on an institution's risk profile) belonging to business functions up to the level of UniCredit Group Executive Committee-1.

All other GMRT scorecards for assessing short-term performance include at least one ESG goal. These goals can be selected from a cluster of ESG KPIs included in the KPI Bluebook, a catalogue of performance indicators reviewed annually by the relevant key functions within the UniCredit Group. ESG Strategy and Net Zero are among the ESG KPIs defined in the Bluebook.

The approach to compensation for UniCredit Group's top managers, as detailed in the UniCredit Group Remuneration Policy, is connected to performance and market awareness and aligns with UniCredit Group's business strategy and shareholders' interests.

The UniCredit Group Remuneration Policy provides more details on the compensation of top management leaders and members of UniCredit Group's administrative and auditing bodies.

GOV-4 - Statement on due diligence

UniCredit Bank Czech Republic and Slovakia's due diligence process is not a standalone, formalised procedure but is fully integrated within its strategic and business model framework. This embedded approach ensures that due diligence is part of the Bank's ongoing operations, specifically in identifying and managing negative impacts. According to the 2025 double materiality assessment, the Bank compiled a list of both positive and negative impacts to focus on and, following the steps of double materiality, subjected this list to thorough assessment by top management and external stakeholders to determine relevance and materiality. The assessment results were then communicated to the UniCredit Bank Czech Republic and Slovakia's Management Board.

CORE ELEMENTS OF DUE DILIGENCE	PARAGRAPHS IN THE SUSTAINABILITY STATEMENT
a) Embedding due diligence in governance, strategy and business model	GOV-2 - Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies GOV-3 Integration of sustainability-related performance in incentive schemes SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model
b) Engaging with affected stakeholders in all key steps of the due diligence	SBM-2 - Interests and views of stakeholders
c) Identifying and assessing adverse impacts	SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model IRO-1 - Description of the processes to identify and assess material impacts, risks and opportunities
d) Taking actions to address those adverse impacts	E1-3 - Actions and resources in relation to climate change policies E4-3 - Actions and resources related to biodiversity and ecosystems S1-4 - Taking action on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions and approaches S3-4 - Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions S4-4 - Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end users, and effectiveness of those actions
e) Tracking the effectiveness of these efforts and communicating	GOV-2 - Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies E1-4 - Targets related to climate change mitigation and adaptation E4-3 - Actions and resources related to biodiversity and ecosystems S1-2 - Processes for engaging with own workers and workers' representatives about impacts S1-4 Taking action on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions and approaches S3-2 - Processes for engaging with affected communities about impacts S3-4 - Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions S4-2 - Processes for engaging with consumers and end-users about impacts S4-3 - Processes to remediate negative impacts and channels for consumers and end-users to raise concerns S4-4 - Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end users, and effectiveness of those actions G1 - Business conduct policies and corporate culture

GOV-5 - Risk management and internal controls over sustainability reporting

The internal control system for sustainability reporting has been defined and implemented to ensure integrity, completeness, reliability and accuracy of sustainability related data and information subject to external disclosure, by complying with the requirements set by law.

To this regard, upon completion of the controls executed by the functions responsible for sustainability related data and information within their respective areas of competence, and following receipt of the internal certification issued by local ESG structure confirming the overall adequacy and effectiveness of the internal control system over sustainability reporting, the manager charged with preparing the company's Sustainability reports, jointly with the Chief Executive Officer, issues the certification in accordance with the reporting standards applied pursuant to Directive 2013/34/EU of the European Parliament and of the Council, of 26 June 2013, and of Legislative Decree 6 September 2024, n. 125; with the specifications adopted pursuant to Article 8(4) of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020.

As outlined in the dedicated internal regulations, the internal control system framework for sustainability reporting was defined by UniCredit Bank Czech Republic and Slovakia by adapting the existing framework for financial reporting to the features of ESG reporting; indeed, the approach envisages the application of a common methodological framework, based on the following pillars:

- internal control system model, inspired by the internationally acknowledged methodological standards issued by Committee of Sponsoring Organization of Treadway Commission (CoSO), as updated in March 2023 by introducing the "Internal Control over sustainability reporting", that recalls the "Internal Control-Integrated Framework" for financial reporting;
- dedicated parameters for its update and foster throughout the Group.

The pillars of the model and UniCredit Bank Czech Republic and Slovakia framework, implemented with regard to sustainability reporting, consist of:

- Entity Level Controls, which are normally structural elements of the control system; specifically, in such context, they are referred to the alignment of governance policies with ESG topics;
- Process level controls, including the description of the organizational model (roles, processes and controls) to produce sustainability reporting and control testing in performing operational activities to obtain the evidence for assessing the effectiveness of internal controls environment over sustainability reporting.

The operational implementation of the adopted model envisages:

- the identification of processes, for UniCredit Bank Czech Republic and Slovakia and subsidiaries involved (i.e., perimeter of Entities in scope for the reporting, value chain analysis, double materiality assessment, data information collection and output disclosure, reconciliation of ESG information between financial and sustainability disclosures) having a significant impact on sustainability reporting through the risk / control assessment in terms of completeness, relevance, faithful representation, also including the accuracy of estimation results, verifiability, understandability and comparability;
- the detection - for such processes - of those controls and owners in charge of first-level controls at individual legal entities level; the documentation is based on narrative procedures which also include risk / control matrixes and proposed remediation actions, if any. Owners are required, firstly and foremostly, to execute the assessment of controls' effectiveness, defining possible actions to lower the level of associated risks. Therefore, procedures - containing controls - are documented, assessed, tested and validated, as well, the individual managerial responsibilities are outlined and refer to the execution of the relevant activities.

Risk assessments and internal controls regarding the sustainability reporting process have therefore been integrated into relevant internal functions and processes with periodic reporting to administrative, management and supervisory bodies; specifically, at UniCredit Bank Czech Republic and Slovakia level, the manager charged with preparing the company's financial reports, in coordination with local ESG function (i.e., the structure responsible for the overall Sustainability Reporting / Sustainability Statements) - provides the annual update on the internal control system on Sustainability Reporting to the Audit Committee and to the Management Board (same meeting where consolidated annual financial statements are presented). The update: (i) includes the description of possible remediation actions aimed to strengthen the execution of the relevant activities and controls; (ii) is incorporated into the report on the status of the internal control system on Financial Reporting.

For the subsidiaries, a flow of internal certifications is required for the internal controls system, following the approach adopted by UniCredit Bank Czech Republic and Slovakia; such approach ensures:

- dedicated set-up for attesting that the sustainability reporting was drawn up according to the instructions received by UniCredit Bank Czech Republic and Slovakia, in compliance with the law requirements;
- information towards the governing bodies of the UniCredit Group companies for certifying the adequacy and effective application of procedures and controls underlying the Sustainability Reporting;
- the attribution of roles and responsibilities also at local level, along with any possible improvement plan.

Strategy

SBM-1 - Strategy, business model and value chain

Products, services, sectors and markets

UniCredit Group is a pan-European Bank with a unique service offering in Italy, Germany, Austria, and Central and Eastern Europe.

We serve circa 20 million clients¹ worldwide. Our best-in-class in-house solutions, complemented with the top industry expertise of our partners, and powered by reliable digital and data capabilities, create significant value for our clients, firmly positioned at the centre of all we do.

At home throughout Europe, UniCredit is the partner of choice for our clients' increasingly sophisticated demands in financing, advisory, investments and protection. We do this through a **harmonized service model**, simplifying our processes and establishing a common organizational structure across our business. Our division **Client Solutions** serves all our regions and is comprised of three excellent product factories.

Corporate solutions

Corporate Solutions facilitates access to value-added services for our corporate clients through three specific product lines: **Group Trade & Correspondent Banking, Client Risk Management, Advisory & Financing Solutions**.

Our product expertise is delivered effectively and consistently with local coverage, which is deeply rooted in UniCredit Bank Czech Republic and Slovakia.

At the same time, our cross-border positioning allows us to effectively support clients in their trade and growth ambitions.

With International Network locations in Europe, Asia and the Americas, we also facilitate our clients' cross-border business into Europe.

Individual solutions

Individual Solutions is structured along **two pillars** and ensures an attractive product offering for our retail, wealth management and private banking clients across countries.

Group Investment Strategy is responsible for defining a unique Group investment strategy for all client segments, managing portfolios under mandate and supporting related client activity.

Group Investment & Protection Products oversees the development and management of our investment product offering across all countries, and therefore also to UniCredit Bank Czech Republic and Slovakia, and client segments, managing relationships with Group partners as well as our internal asset management factories.

Payment solutions

Group Payments Solutions supports corporates, financial institutions and individuals with innovative and best-in-class Cash Management, Payments, Acquiring and Issuing solutions.

As a leading bank for Payments and Cash Management in Europe, we help clients in their transactional business, efficiently managing domestic and cross-border payments in more than 100 foreign currencies.

Digitalization remains a key enabler for our service, as evidenced by our UC PayFX service, and allows our clients to streamline operations, optimize costs, and mitigate operational risks.

In Payments, our ambition is to be every European client's first choice.

UniCredit Bank Czech Republic and Slovakia, total headcount as of 31 December 2025 is as follows:

- Czech Republic – 2,351
- Slovakia – 948

UniCredit is not operating in any of the sectors listed in ERS2 SBM-1 Strategy, business model and value chain, par. 40(d) (fossil fuels, chemical productions, controversial weapons, cultivation and production of tobacco), consequently there are no revenues related to such activities.

Sustainability-related goals in terms of products, services, customers and markets

At UniCredit Bank Czech Republic and Slovakia we are committed to embedding Sustainability in everything we do. We lead by example, which is why ESG (Environmental, Social and Governance) is at the heart of our strategic framework. Our Purpose is to Empower Communities to Progress, guided by three Principles:

- Holding ourselves to the highest possible standards to do the right thing by our clients and our communities
- Being fully committed to playing our part in supporting our clients in a just and fair transition
- Respecting and balancing the perspectives and priorities of all our stakeholders throughout our business and decision-making

We offer a wide range of products and services to meet our client needs in our core market.

Our ESG proposition for corporates consists of:

- **ESG financing products:** use of proceeds, sustainability linked, off-the-shelf products, including:

¹ UC clients c.17.5m (o/w 15m active) and Alpha clients 3.7m

- Green finance solutions for investment in renewable sources and energy efficiency activities to support corporates in their decarbonization path;
- Social finance solutions to support specific sectors (e.g. youth, education) or SME in disadvantaged areas;
- Dedicated **ESG advisory**, supporting our clients with strategic and tactical advice (e.g. investor engagement, transition plans, ESG structuring and coordination, origination of sustainable bonds);
- **Strategic partnerships on ESG** (e.g., applications or specific data providers to assess ESG clients' maturity and define a sustainable development path);
- Specific **clients' risk management solutions**, for example in the area of commodities — that support clients in managing their transition process. These include, for instance, offering green and transition products as well as products linked to sustainability targets.

Our ESG proposition for individuals includes:

- **ESG Financing products**, such as:
 - Environmental finance solutions to support house renovation activities and energy efficiency interventions (also based on national and supranational guarantees programmes);
 - Social finance solutions: such as inclusive finance solutions for vulnerable categories (e.g. Mortgage for Young Families);
- Dedicated **ESG catalogue for assets under management**.

UniCredit Bank Czech Republic and Slovakia continues to firmly adhere to its ESG penetration targets for the 2025–2027 period across total business volumes, which remain unchanged. The product offering supports the achievement of these targets: 9% for ESG lending and 56% for ESG investment products. In 2025, ESG lending exceeded the current target and reached 12% (including CZK 15.5 billion in environmental loans and CZK 7.7 billion in social loans), while ESG investment products achieved 64% penetration (approximately CZK 36.8 billion in assets), in line with the established objectives. In addition, sustainable bonds were issued in the total amount of approximately CZK 11.9 billion.

Strategy that relates to sustainability matters, value chain and business model

UniCredit Group ESG strategy supports, above all, the fulfillment of the Group **purpose of empowering communities to progress**. A principles-based approach guides our actions, enabling us to embed sustainability in everything we do while constantly adapting our strategy to the mutable external context. In the UniCredit Bank Czech Republic and Slovakia, as part of our Group ESG strategy, we have established a local implementation of the Group ESG strategy, which helps us focus on the specific needs of our bank in each individual country.

As a result, we are **focusing on ESG where it matters** by:

1. **Driving value for our clients in the transition:** we are committed to meeting our clients' evolving transition needs with a focused, dedicated approach. At the same time, we are developing our environmental framework beyond decarbonization.
 - Through our dedicated **Green Finance offer** we are:
 - Supporting large clients on key deals with our sectoral and ESG expertise
 - Developing innovative sustainable financial solutions aligned with evolving clients' needs
 - Simplifying and standardising ESG products for SMEs
 - We continue to **support the energy transition** by:
 - Enhancing client dialogue on transition with dedicated engagement initiatives
 - Expanding our capabilities on clients' transition plans evaluation
 - Strengthening partnerships to scale up our approach to small businesses
 - We are sticking to UniCredit Group's **Net Zero commitment** through:
 - Continuous focus on Net Zero, in line with requests from regulators and other external stakeholders, ensuring compliance with key requirements (e.g., CSRD, Prudential Transition Plan under EBA guidelines), as expected for a systemic bank
 - Constant improvement of our Net Zero approach to align to peers' practices and addressing stakeholders' requests
2. **Championing Social, backing our communities, our people and our wider society:** UniCredit Group and UniCredit Bank Czech Republic and Slovakia has a dedicated social financing offer and promotes social projects combining volunteering and philanthropy. At the same time, we also support our people with focus on well-being and training:
 - Our **social finance** is focused on:
 - Offering support via micro-credit, impact financing and loans to disadvantaged areas
 - Supporting our communities with programs like 'UniCredit for CEE 2025' promoting sustainable business practices for SMEs
 - Progressing on our strategy to better support youth
 - We are strengthening our **social contribution** through:
 - The reinforcement of the UC Foundation's mission
 - Volunteering, with 174 volunteering days spent by our employees in Czech Republic and 62 days in Slovakia in 2025
 - A continuous support to our communities with education initiatives (e.g. with financial education and re-skilling projects)
 - For our People we:
 - Ensure positive working conditions for them all
 - Grant equal opportunities for all and strive for the highest working standards, across the key pillars of education, work-life balance, DE&I
 - Foster ESG knowledge and understanding with the 'Our Voice from ESG' quarterly newsletter and dedicated ESG trainings and webinars
3. **Evidencing accountability and transparency, along with a robust ESG framework:** we are providing transparency on our disclosure progress, while strengthening our ESG governance and risk framework:
 - We are making progress on our **ESG Disclosure** by:
 - Improving it over the years in line with evolving market standards
 - Embedding our annual sustainability disclosure, into our Management Report, in alignment with CSRD requirements
 - To strengthen our **Risk Framework** we are:
 - Integrating ESG risk into our risk management processes and procedures in alignment with EBA guidelines on managing ESG risk
 - Progressively enhancing our comprehensive policy framework to manage environmental and social risks in controversial sectors
 - Our **ESG Governance** includes clear ESG Product Guidelines which we are continuously enhancing to align with the highest market Standards and to prevent greenwashing and social washing risks

Our model puts the client at the centre of all that we do and leverages our five capitals (financial, human, social and relationship, intellectual and natural capital) as inputs to create sustainable value.

Understanding how the company's capitals, strategic pillars and business model are interconnected and interact is essential for the correct development of our value-creation process over time. This means being able to detect changes in the external environment, including evolving stakeholder concerns, in order to find internal responses to address expectations, generate value and make the organisation more resilient. We take into account the constant evolution of the market context in which we operate (including key macroeconomic, industry and regulatory trends) and the changing needs of our stakeholders. We use our knowledge of the external context to manage risks and capture opportunities effectively, while maximising the value we create through the successful execution of our strategy.

In this process, listening to stakeholders is of the utmost importance. Intercepting their needs and expectations can orient us towards making the right decisions regarding our offer of responsible lending products, savings, payment and investment products, thus enabling individuals to improve their quality of life and financial stability. We also provide funding to small, medium and large businesses and contribute to financing transition plans and the development of key sectors, contributing to economic growth, job creation and innovation in the countries where we operate.

The core of our business is to support customers and stakeholders in managing social and environmental challenges and financing their investments for a sustainable future. We believe that working towards the delivery of our purpose of empowering communities to progress will give us the financial strength to achieve our ambition to be the bank for Europe's future.

UniCredit Bank Czech Republic and Slovakia's value chain can be divided into two main segments: upstream and downstream. These represent different stages of activities and relationships that contribute to the bank's value-creation process (reference is made to "BP-2 Disclosures in relation to specific circumstances" for reasonable effort specification).

UniCredit Bank Czech Republic and Slovakia's upstream value chain consists of the inputs and activities that enable the bank to provide its products and services. It includes:

- Capital providers such as customer deposits, interbank loans, or funding from capital markets. These funds are the primary input for lending and investment operations;
- Suppliers, such as technology providers, for core functions like transaction processing, Customer Relationship Management (CRM), risk management, and compliance; data providers, because banks rely on third-party data providers for credit assessments, market insights, and customer profiling to make informed decisions about lending, investments, and risk management;
- Regulators and compliance entities: banks must operate within strict regulatory frameworks. Inputs from regulatory bodies (e.g. central banks, financial authorities) shape how banks manage risks, capital adequacy, and liquidity.

UniCredit Bank Czech Republic and Slovakia's downstream value chain encompasses the distribution and delivery of the Bank's services to end users. It includes:

- Retail customers: individuals who use the bank's products such as savings accounts, loans, mortgages, and credit cards;
- Corporate clients: businesses and institutions that use services like corporate banking, loans, treasury management, and advisory;
- Wealth management and investment services: high-net-worth individuals and institutional clients seeking portfolio management, investment advisory, and other asset management services;
- Business partners: UniCredit Group collaborates with fintechs, payment processors, and other service providers to deliver better financial solutions to customers as well as asset management and insurance companies.

UniCredit Bank Czech Republic and Slovakia acts as an intermediary in the value chain, linking capital providers (depositors, markets) with borrowers and investors. It also acts as a service provider to businesses and individuals by offering financial solutions that help manage money, investments, and risks. The bank's position in the value chain is unique because it facilitates the flow of capital, manages risk, and supports economic activity.

UniCredit Bank Czech Republic and Slovakia creates value through a well-coordinated value chain, where upstream inputs enable efficient operations and risk management, while downstream relationships drive revenue through customer acquisition, loyalty, and service innovation. The bank's position as an intermediary and service provider allows it to balance risk, efficiency, and customer needs, ensuring long-term profitability and market competitiveness.

SBM-2 - Interests and views of stakeholders

General

By remaining steadfast to our commitment and taking decisive actions, we strive to understand our stakeholders' expectations. They contribute to much more than financial success, providing our clients with support during the transition, enhancing corporate citizenship and, in line with our role as a Bank, integrating social purpose into everyday business and offers.

In UniCredit Bank Czech Republic and Slovakia we believe that close relationships with our main stakeholders create long-term value and support individual and collective growth. Listening to the full range of our stakeholders is central to how we work. We continually seek their feedback to strengthen stakeholder relationships and improve how we meet their needs.

We encourage our stakeholders to share their views and concerns and work hard to respond quickly and accurately. Gathering and analysing stakeholder feedback not only provides us with valuable insights into their needs, but it also helps us manage the risks and opportunities we face and underpins our drive to achieve long-term sustainability objective.

Our **key stakeholders** include clients, colleagues, investors/shareholders, regulators, and communities. We leverage a broad range of stakeholder engagement tools, more specifically:

- **Clients:** client satisfaction and brand reputation assessments, mystery shopping, instant feedback and focus group/seminars;
- **Colleagues:** UniCredit Group and Local Intranet Portal, department online communities, Satisfaction surveys, open dialogues, and real-time feedback.
- **Investors/shareholders** quarterly webcasts and conference calls to present results, one-on-one and group meetings, calls, shareholders' meeting;
- **Regulators:** one-on-one and group meetings, calls;
- **Communities:** surveys; social media.

We developed several major initiatives aimed at ensuring we put our stakeholders at the centre of our thinking and processes. For example, for our client engagement, our strategic plan uses the Net Promoter Score (NPS) as a key performance indicator. NPS is fundamental to understanding the degree of clients' recommendation and experience of our banking services and this guides our interventions. Starting with key client journeys and touchpoints, the NPS is regularly measured, monitored, analysed and discussed and any written feedback from clients on specific areas is examined.

With regulators, we continued our proactive communication and engagement at national, (Czech National Bank and National Bank of Slovakia) European and international levels in order to enhance the local and EU sustainable finance framework, increase its usability and facilitate the transition to a low-carbon economy. We have offered our contributions to the discussions held by EU institutions (EC, EP, EBA and ECB), both on a standalone basis and jointly with banking trade associations, and also contributed to the development of a sustainable financial framework that can meet the needs of all stakeholders.

For investor engagement, we hold dedicated meetings with ESG investors and ESG rating agencies to increase disclosure, increase understanding of our ESG approach and improve the UniCredit Group's positioning. The proactive management of ESG rating agencies has been achieved through comprehensive and regular disclosure tracking of the progress of ESG strategies.

Finally, we have also strengthened our **engagement with NGOs and society at large**. During the year, we continuously engaged with them to receive their feedback to update our sector policies, share our targets on official commitments before disclosure (for example, Net Zero), participate in and contribute to banking surveys and engagement questionnaires, interact on relevant reports and roundtables and involve them in our stakeholder engagement initiatives (in particular the ESG Day).

The **materiality analysis remains a fundamental tool for listening to our stakeholders**, supporting our business strategy, and helping value creation over the long term. It takes a dynamic and forward-looking view of ESG topics, allowing us to take regular action on emerging risks and relevant issues.

This process helps us in UniCredit Bank Czech Republic and Slovakia to identify and address the issues that are most material to stakeholders, including emerging risks. Every year, we carry out our materiality analysis by taking into consideration a variety of sources to ensure that we are encompassing all the material topics in the banking industry for our stakeholders. We assess sustainability impacts, risks, and opportunities (IRO) across the environmental, social, and governance matters deemed to be material from a double materiality perspective: impact materiality and financial materiality.

Moreover, starting in 2023, another fundamental tool in our Stakeholder Engagement process is the **ESG Day**. At its core, the event is an opportunity to stimulate stakeholder dialogue while continuing to raise awareness of climate change, social inequalities, biodiversity and the circular

economy, as well as our own role in fostering the necessary change in mindset. Attendees included colleagues, clients and partners, alongside a host of renowned experts who dived into a series of engaging discussions covering the full spectrum of ESG topics. This day is held not only at the UniCredit Group level but also locally in the Czech Republic and Slovakia, with a strong focus on bringing new ESG insights to our clients.

Acknowledging stakeholders' expectations and efficiently managing risks and opportunities attached to them is essential when it comes to developing **strategies to increase the positive impact and minimise negative impact** - key to long-term value creation.

Our **goal in UniCredit Bank Czech Republic and Slovakia is to understand the views and interests of stakeholders** and to align them with our strategic approach. At the core of the approach lies a commitment to promote the respect of human rights, as outlined in our **Human Rights Commitment**. This commitment extends to all individuals impacted by our business, including employees, customers, suppliers, and local communities.

For us in UniCredit Group and therefore for UniCredit Bank Czech Republic and Slovakia our key stakeholders focused on themes such as climate risk, circular economy, ESG training, transition plans, financial education, and strong governance. For further detail, reference is made to chapters S3-4 - Taking action on material impacts on affected communities and S4-4 - Taking action on material impacts on consumers and end-users. In accordance with what our stakeholders are focused on, we developed a dedicated service model for our corporate clients with ESG products, integrating innovative schemes; we set up **Net Zero commitments**; we broadened our ESG-related training programmes for all employees (according to working areas, roles and responsibilities); we support vulnerable clients pursuing a positive impact on society; we created a strong link between ESG strategy, goals and commitments, actions and disclosure. With a uniquely pan-European footprint, we deliver overall best-in-class performance while respecting our **ESG framework**. In that framework, we are identifying and valuing the latest trends our stakeholders care about: climate change and environmental-related risks for our consumers; nature commitments beyond carbon and science-based targets for corporate clients; impact on the environment and society (inside-out perspective) as well as power generation topics for our investors and regulators.

Taking a strategic approach, we carefully gather and analyse the views and concerns shared by our stakeholders and promptly address their observations. Indeed, the creation of long-lasting value depends not only on an awareness of our own business impact but also on clear insights into our stakeholders' needs.

UniCredit Bank Czech Republic and Slovakia gets feedback about views and interests of each category of affected stakeholders and the stakeholders are also included in participating in possibility of influencing bank's sustainable strategy:

- Customer Experience & Complaints Clients: Clients send complaints, suggestions and comments about our services and products through these channels – in person at the branch, via the Bank's website, on the infoline, or directly to the email of the Local Complaints department.
- If we evaluate the complaint or comments as justified, we carry out any necessary corrections, define possible root causes and send suggestions for improving processes, applications, products, and communication to product/application owners for further feasibility analysis.
- We newly offer to clients a possibility to express their satisfaction with the process of their claim solving.

Legal, Compliance: The Local Legal Department primarily collaborates with internal colleagues and regulators to gather and address stakeholder feedback. This collaboration includes:

1. Engagement with Colleagues:

- Legal Department works closely with various internal teams to ensure compliance with legal standards and provides legal perspectives during decision-making processes. Through this interaction, we contribute to shaping the bank's direction by addressing colleagues' needs and incorporating their feedback into strategic and operational planning.

2. Interaction with Regulators:

- Legal department actively engages with regulatory bodies to ensure that the bank adheres to applicable laws and regulations. This interaction not only ensures compliance but also reflects regulators' expectations and requirements in the bank's strategy and operations.

3. Limited Interaction with Other Stakeholders:

- While Local Legal Department's direct engagement with clients, investors, and communities is minimal, our Legal Department supports other departments in legal matters that impact these stakeholder groups. For instance, this department provides legal advice to teams managing investor relations or customer communications to ensure alignment with legal and ethical standards.

Identity & Communication ("I&C"): Communities: Concerning communities I&C is focusing mainly on organizations active in the field of education (Junior Achievement, Teach for Slovakia), environment protection and social care.

I&C is in regular contact with senior representatives of these organizations and on a quarterly basis evaluates and adjusts mutual cooperation.

Thanks to personal involvement of our employees, I&C is also in direct contact with members or clients of these communities and organizations and collects direct feedback and personal experience, that are crucial for effective and tangible result of our efforts.

Our senior management is informed about the relevant outcomes of our stakeholder involvement activities.

Through the outcome of stakeholder engagement for the double materiality assessment, the Management Board gains insights into stakeholders' views and interests. Specifically, the Management Board is annually informed about the results of the double materiality assessment and final list of material IROs, including the view of the external stakeholders and whether and how their indications are incorporated within the identification and assessments of material IROs.

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

Embedding sustainability in all that we do is one of the five strategic imperatives of UniCredit Unlocked strategy. This plan builds on our strong foundations to unlock the potential of UniCredit Group and also of UniCredit Bank Czech Republic and Slovakia, paving the way for the future of our Bank and of all our stakeholders, while ensuring that we always lead by example and fulfil our purpose of empowering communities to progress.

Our strong corporate governance underpins the integration of ESG factors in our strategy, business and operations. We will constantly work on raising awareness on ESG topics across the organisation and cascading knowledge to drive change.

Environmental topics:

UniCredit Bank Czech Republic and Slovakia's approach to natural capital is based on tangible actions that generate direct and indirect impacts. We are committed to limiting negatives and generating positive impacts to preserve natural capital for the benefit of the communities in which we operate and ourselves.

Our strategic approach is based on the double materiality concept which considers both an impact and a financial perspective.

Impact perspective perspective: manage the direct and indirect impacts that our operations and lending have on the environment:

- **Indirect impacts** - accompany our clients on their green transition journey by:
 - assessing and monitoring our portfolio exposure towards most climate-related sectors;
 - identifying and evaluating the impacts on climate;
 - adopting a sector policy framework;
 - defining the journey towards Net Zero on portfolio emissions.
- **Direct impacts** - reduce our environmental footprint by:
 - steering our behaviour towards Net Zero on our own emissions;
 - procuring electricity from renewable sources;
 - improving energy and space efficiency;
 - fostering the efficient use of resources.

Financial perspective - prepare to measure the business consequences of climate stress and the associated socio-economic transition and take advantage of emerging opportunities by:

- executing UniCredit Group and UniCredit Bank Czech Republic and Slovakia strategy;
- correctly managing climate and environmental risks, in line with the agreed Risk Appetite Framework (RAF) and the ECB climate stress test requirement.

UniCredit Bank Czech Republic and Slovakia's strategy incorporates identifying and understanding climate and environmental risks (C&E) and opportunities that the Bank may encounter. C&E factors are related to the quality and functioning of the natural environment and its systems (Natural Capital) and include factors such as climate change, biodiversity, energy consumption, pollution and waste management.

Climate Change:

Climate change is one of the biggest challenges that the world faces, impacting every person on the planet through weather events such as extreme heat, forest fires, severe rainfall and flooding.

Acknowledging the growing importance of Climate & Environmental topics and in continuous dialogue with the competent authorities, UniCredit Group is progressively and continuously developing the internal modelling capabilities with the aim to properly manage new risk that may arise from climate change.

Impairment provisions recognized in the 2025 financial statements are determined based on a comprehensive coverage of Climate risk types (transition and physical), all relevant credit risk parameters (Probability of Default – PD, Loss Given Default – LGD), applicable asset classes (corporate and retail secured), and all Legal Entities. Compared to 2024 impairment provisions, they incorporate updates of climate scenario assumptions (e.g., transition policy developments) as well as changes in portfolio composition. Further information regarding the incorporation of climate risk into Expected Credit Loss (ECL) calculations is provided in the IRO-1, 2.3 Measurement methods for expected losses, 2.3.4 Scenarios and Sensitivity.

At UniCredit Bank Czech Republic and Slovakia, we are striving to reduce our direct and indirect environmental impacts while supporting Europe's green transition. In this context, we committed to Net Zero targeting Net Zero on our own emissions by 2030 and on financed emissions by 2050.

For further information, reference is made to "E1-4 Targets related to climate change mitigation and adaptation", as well as to "SBM-1 Strategy, business model and value chain".

In addition to our path towards NetZero, UniCredit Bank Czech Republic and Slovakia integrated climate risk into risk framework measuring short (1 year, i.e., 2026), medium (2 to 5 years, i.e., 2028) and long term (up to 2050) impacts through an annual materiality analysis aimed at assessing the relevance of climate related risk drivers with respect to the various risk types considered and their potential impact on UniCredit Bank Czech Republic and Slovakia, using scenario analysis. Furthermore, an analysis of the capital resilience against climate risk drivers is performed within ICAAP, envisaging the full coverage of risk types and the integration of forward-looking elements. Based on the estimates, Climate risk is included in Economic Capital calculation and the Bank's resilience is ensured in all considered time-horizons. For further details on the materiality analysis, reference is made to IRO-1, Section 2 Climate and environmental risks".

Within the UniCredit Bank Czech Republic and Slovakia's risk management function, the management of climate and nature risks continue to be significant and strategically important and has undergone a substantial transformation in recent years, e.g. in 2025 the beyond-climate topic was subject to enhancements in the analysis of the nature-related assessment (impact on natural capital and dependency from ecosystem services).

UniCredit Bank Czech Republic and Slovakia adopts policies and procedures relating to direct and indirect engagement with new or existing counterparties taking into account their strategies to mitigate and reduce environmental risks. Over the last few years, we have introduced **sector-specific policies** that commit us to stopping financing controversial carbon-intensive activities, such as energy production from thermal coal and the most impactful oil and gas operations.

In UniCredit Bank Czech Republic and Slovakia alongside safeguarding our portfolios and assets from climate-related risks, we actively engage and support corporate clients in transitioning to a lower-carbon business model, fully exploiting green business opportunities. We aim to help our clients achieve a just transition, ensuring fairness throughout the process. In fact, we are aware and conscious that our positive impacts can affect people's quality of life. UniCredit Group ESG Advisory Team is a multi-disciplinary solutions team focused on enabling clients to create long-term stakeholder value by integrating sustainability into their strategic decisions and **assessing the impact of sustainable finance market principles and practices**, as well as applicable regulations.

Moreover, UniCredit Bank Czech Republic and Slovakia has established well-defined objectives to contain our environmental footprint due to the material negative impacts related to the generation of both direct and indirect emissions, which affect both the environment and people. **Our objectives** include procuring electricity from renewable sources, improving the energy and water efficiency of our premises and data centres, adopting circular economy solutions in resource management, promoting sustainable mobility solutions, and sourcing responsibly.

Beyond climate-related topics:

Nature-related assessment is at an early stage for the whole banking industry, with limitations in terms of data availability across drivers and sectors, lack of commonly agreed metrics and methodologies (e.g. scenarios). In this context, the UniCredit Group performed an assessment to identify which industries are most exposed to nature-related risks in terms of impact on natural capital and dependency from ecosystems services.

In 2025 the assessment on impact has been furtherly enhanced by identifying 19 granular KPIs (at industry or at counterparty level) for the evaluation of 4 Environmental Factors being Biodiversity, Pollution, Water usage, Waste management. The analysis leverages on recognized and recommended global sources (e.g. Exiobase, Globio, Natura 2000, Encore) and on banking industry initiative guidance (e.g., TNFD, Nature Target Setting Guidance).

In 2025 UniCredit Group performed the analysis to identify the dependency level of UniCredit Group portfolio from ecosystem services. The analysis leverages mainly on ENCORE tool and Ecosystem services that represent the link between nature and economic activities and the benefit that nature provides to enable or facilitate business production processes.

To have a comprehensive overview on the Nature-related assessment, the outcomes of Impact and Dependency analysis have been aggregated at industry level to create a portfolio heatmap.

At UniCredit Bank Czech Republic and Slovakia we received the final output of this analysis.

Moreover, as described in E1, to determine the extent to which the UniCredit Bank Czech Republic and Slovakia's credit counterparties are exposed to Climate and Environmental risks, the C&E questionnaire is used and includes a consist of qualitative and quantitative current and forward-looking key indicators (including also on beyond climate factors). In relation to nature-related factors, the UniCredit Group, in 2025, refined the C&E Questionnaire by integrating a more comprehensive set of indicators, thereby strengthening the evaluation of clients' nature-related considerations.

Regarding **biodiversity**, UniCredit Group has signed the Finance for Biodiversity Pledge (FfBP) and is member of the permanent working group on Nature in the United Nations Environment Programme Finance Initiative (UNEP FI). **From 2025 onwards, as signatory of the pledge and for reinforcing the commitment, UniCredit Group's progresses against each Pledge commitment are disclosed in an official repository.**

Within the group of UNEP FI, in 2025 UniCredit Group participated to drafting the pilot PRB Guidelines "**Nature Impact Target Setting for Banks**". Furthermore, within the workstream on the Circular economy – **Nature nexus**, UniCredit Group contributed in providing feedback on the proposed approach and scope for the Ocean and Marine ecosystem part.

Own workforce:

Our people in UniCredit Bank Czech Republic and Slovakia are our greatest asset and constitute a fundamental element of our ESG Strategy and business model. They compose the internal and external staff categories, including non-employees (leased workers and contractors).

We empower our people to progress throughout their professional lives by:

- listening to their needs and promoting their rights;
- investing in a skill-based organisation and designing training and development plans;
- enhancing our Culture and Values and promoting diversity, equity, inclusion and welfare offers.

The relationship between our people and our strategy creates a virtuous cycle: positive impacts on our workforce stem from these three pillars of the people strategy, while contributing to the continuous refinement and improvement of the strategy itself. This connection between people and positive impacts experienced also paves the way for new opportunities to be pursued: UniCredit Bank Czech Republic and Slovakia has the opportunity to become an employer of choice while improving its employees' productivity, through the promotion of positive impacts on people.

UniCredit Bank Czech Republic and Slovakia is creating an engaging and positive work environment to build employee awareness and set the tone for our Culture. We are committed to building a workplace of equal opportunities, non-discrimination and a positive environment.

Caring for our people is vital for unlocking our fullest potential. By providing the right support and resources, we nourish our collective wellbeing and build a truly positive, inclusive, and collaborative workplace where everyone is empowered to succeed.

To pursue our **Diversity, Equity and Inclusion (DE&I)** commitment and address our people's needs, UniCredit Group has tailored global and local initiatives available in every country where our Group is present including Czech Republic and Slovakia, offering support and the right knowledge equipment.

At UniCredit Group, Diversity, Equity and Inclusion (DE&I) is a business imperative.

A dedicated **DE&I strategy** is fully integrated in our ESG framework and business agenda, and in place in all the 13 countries where we operate including UniCredit Bank Czech Republic and Slovakia. It aims to ensure a more cohesive approach to developing a positive work environment focused on productivity, personal and professional well-being, and the continuous engagement of our people.

Our solid DE&I governance is empowered by:

- shared workplace policies, principles and best practices;
- a passionate wider Culture and DE&I network across the UniCredit Group to create synergies and business opportunities.

Maintaining proactive and regular dialogue with our workforce strengthens UniCredit Bank Czech Republic and Slovakia's spirit of collaboration and helps us unlock value creation. In UniCredit Group we have a proud track record of consistent engagement with our people at both national and international levels, which has enabled us to manage the many market challenges we have faced over the years.

At the heart of our drive to maintain effective and mutually beneficial industrial relations is our unwavering commitment to respecting local laws and the terms and conditions of collective agreements, including employees' rights to exercise freedom of association and collective bargaining. We continually monitor our engagement processes and outcomes Group-wide, sharing best practices to strengthen social dialogue across all Group countries including Czech Republic and Slovakia.

In UniCredit Bank Czech and Slovakia, the employees' interests are represented by trade unions. At an international level, employees are represented by the European Works Council (EWC). Since it was first established in 2007, the EWC has ensured that our workforce has the right to information and consultation on trans-national Group topics that could significantly affect employees' interests.

Through the double materiality assessment, UniCredit Bank Czech Republic and Slovakia has identified only material positive impacts and opportunities related to its own workforce, without references to specific categories of workers. In addition, no material impacts have arisen from our transition plan (Ref. to the table below "List of material IROs").

For more information on own workforce, reference is made to the paragraph "S1-Own workforce".

Affected communities and consumers and end users:

The financial industry plays a vital role in improving our economies and societies. In UniCredit Bank Czech Republic and Slovakia we are willing to contribute to unlocking the potential of people, businesses and communities: our people constantly work together with the shared purpose of empowering communities to progress, central to all our actions.

UniCredit Bank Czech Republic and Slovakia is closely tied to our local communities and clients in two respects: on one side, through our business activities, we can have an impact on people, acting as drivers of growth to enable individuals, groups and communities to reach their potential; on the other side, understanding the perceptions and concerns of communities and clients is crucial to implement and adapt our business activities to their needs, while reaching new opportunities.

The categories of people mainly impacted by our business mainly refer to communities along our value chain and clients that benefit from our solutions:

- Low-income people;
- People at risk of social and financial exclusion;
- Young and students;
- People with disabilities;
- Microentrepreneurs and start-ups;
- Vulnerable people (e.g. women and the elderly);
- NGOs and social organisations.

Our goal in UniCredit Bank Czech Republic and Slovakia is to grow by offering development opportunities to communities, clients and the local area and by building financial and social inclusion through our offering, corporate citizenship and philanthropic initiatives. We offer a broad range of customised solutions to enable individuals and businesses to gain ready access to financial products and services. At the same time, we are strongly committed to helping people and businesses improve their financial skills, enabling them to make responsible choices.

In December 2021, UniCredit Group signed the Commitment on Financial Inclusion and Health under the Principles for Responsible Banking (PRB), participating in the UNEP FI working group for setting common indicators to measure financial health and financial inclusion.

In this context, UniCredit has set **new targets for 2025** related to the group of clients that Group has identified as the most relevant strategic target, namely young people. UniCredit Bank Czech Republic and Slovakia is following these UniCredit group commitments.

UniCredit Group's customised solutions offer is addressed to low-income and vulnerable individuals and families, young people, people with disabilities and microcredit. Moreover, UniCredit Group continues to carry out several financial education and awareness initiatives across our countries, focusing on priority target beneficiaries such as the young, women and vulnerable individuals, while also using new communication channels such as social networks and web platforms.

Regarding the privacy, UniCredit Bank Czech Republic and Slovakia is committed to improving its approach to data security and cybersecurity, reinforcing its capabilities to prevent, detect and respond to increased cyber threats, while focusing on three key areas: strengthening governance and oversight, increasing employees' and customers' risk awareness and enhancing threat identification and management. Through the measures and safeguards implemented, risks related to customers data are mitigated, and UniCredit Bank Czech Republic and Slovakia expects data breaches and cybersecurity attacks to be potential negative impacts related to individual cases, rather than systemic impacts.

For responsible marketing practices, UniCredit Group follows the Code of Marketing Communication.

Self-Regulation (www.iap.it) disseminated by the Istituto dell'Autodisciplina Pubblicitaria (IAP) ensures subscribers follow transparent and honest advertising practices.

UniCredit Group is also a member of the Utenti Pubblicità Associati (UPA), which supports the IAP. All UniCredit entities follow the regulations disseminated by these bodies, particularly when local codes do not provide guidance on topics covered by the UPA.

All advertising and communication activities at UniCredit Group are internally ruled by our Group Marketing & Communication department, which is responsible for assuring the effective application of the IAP code as well as coordinating with the Group Legal and Group Compliance departments in their own areas of competence. UniCredit Bank Czech Republic and Slovakia is fully aligned with these principles.

For more information on local communities and clients reference is made to the paragraphs "S3 Affected communities" and "S4 Consumers and end users".

Business conduct:

UniCredit Bank Czech Republic and Slovakia believes that working every single day towards the delivery of its purpose will give us the financial strength to achieve its ambition to be the bank for future.

By acting as the engine of social progress, we are building a culture that puts our values at the heart of our decision-making and everything we do.

Our profound journey of cultural transformation continues at pace and has been marked by many achievements. In UniCredit Bank Czech Republic and Slovakia we have further demonstrated our commitment by empowering a significant number of our employees to reflect on what our values mean as an identity, and to explore how that translates into improving the way we serve our clients and communities.

Having initiated our cultural transformation in 2022, we are now executing our comprehensive plan to bring our values to life and shape our behaviour to enable cultural change.

A specific global policy sets out the UniCredit Bank Czech Republic and Slovakia's approach to whistleblowing. The policy governs reports of unacceptable conduct by employees within the group to promote a corporate culture based on ethical behaviour and good corporate governance. The policy is intended to:

- create a corporate environment where employees feel free to report any unacceptable conduct;
- define adequate communication channels for the receipt, analysis and use of the reports.

The management of this process is designed to ensure the greatest possible protection and confidentiality of the identity of the whistleblower and the accused individual, and to prevent any possible retaliatory or discriminatory behaviour in response to the report.

Our suppliers are required to comply with the standards of the International Labour Organization and our **Environmental Policy**.

UniCredit Bank Czech Republic and Slovakia has a zero-tolerance approach towards acts of corruption. The Bank's approach to anti-bribery and corruption is laid out in the dedicated Global Rules, that is implemented within UniCredit Bank Czech Republic and Slovakia internal policies which set minimum standards of anti-corruption compliance throughout the Group. Each Legal Entity is responsible for the development and implementation of an effective Local Anti-Corruption Programme.

The UniCredit Group's Code of Conduct (CoC) which UniCredit Bank Czech Republic and Slovakia is following, reviewed in 2022, contains a specific section dedicated to bribery and corruption risks, and provides behaviour rules and tips on how to manage and prevent such risks.

In this report, no information on anticipated financial effects have been disclosed as these reporting requirements are phased in.

Material impacts, risks and opportunities (IROs) resulting from materiality assessment:

Regarding the impacts identified as material (See Table below), UniCredit Bank Czech Republic and Slovakia considered its own operations and upstream and downstream value chain. For the creation of the IROs' list, UniCredit Bank Czech Republic and Slovakia has also outlined the typical distribution channels it uses to deliver loans and financing, including direct interactions through its legal entities network and digital banking services, which ensure that the Bank could effectively meet the financing demands of different businesses, offering a consistent and diversified service experience.

The Double Materiality Assessment was performed in 2025 according to the framework set up by the European Standards ESRS.

The 2024 material topics have been reviewed and enhanced, to allow for an appropriate IROs materiality analysis. For changes to IROs compared to previous year, reference is made to IRO-1- Description of the processes to identify and assess material impacts, risks and opportunities.

No entity-specific IROs have been identified for 2025 reporting period.

Here are the details of the changes 2024 vs. 2025 in the long list of Impacts and Opportunities:

Impacts:

- E3:
The positive impact identified in 2024 was merged with three other positive impacts related to the same topic, which were subsequently reclassified as negative. In the 2025 DMA process, this impact was assessed as non-material by UniCredit Group GEC members. UniCredit Bank Czech Republic and Slovakia confirmed non-materiality.
- E4:
Compared to 2024, a new positive impact related to Biodiversity was identified as material, which determined the materiality of Topic E4 also from an impact perspective.
- E5:
In 2024, two impacts were identified (one positive and one negative). In 2025, both were assessed as non-material by UniCredit Group GEC members. UniCredit Bank Czech Republic and Slovakia confirmed non-materiality
- S2:
In 2024, a positive impact was identified, which, following the assessment by UniCredit Group GEC members in 2025, was deemed non-material. UniCredit Bank Czech Republic and Slovakia confirmed non-materiality
- S4:
In 2024, a negative impact related to privacy was identified as material. In the 2025 DMA process, this impact was removed from the IRO long list, as it was deemed adequately covered by the related risk already identified.
- G1:
In 2024, a positive impact related to whistleblowing protection was identified. In 2025, it was removed, as it was deemed adequately covered by the same impact already present in topic S1.

Risks:

- E1
In 2025, compared to 2024, a transition risk related to the potential deterioration of the creditworthiness of counterparties (credit risk) was assessed as material.

Opportunities:

- G1:
In 2024, the opportunity related to improving the supply chain through the integration of minimum environmental criteria was identified as material. In 2025, this opportunity was assessed as not relevant for the financial sector and, therefore, is no longer material.

Between 2024 and 2025, UniCredit Bank Czech Republic and Slovakia's materiality assessment resulted in a more focused set of priorities, reducing the number of material topics from nine to six.

This refinement reflects the UniCredit Group's and therefore UniCredit Bank Czech Republic and Slovakia's commitment to concentrate on areas of greatest relevance for its business and stakeholders.

- E1 Climate Change, E4 Biodiversity and ecosystems, S1 Own workforce, S3 Affected communities, S4 Consumers and end users, and G1 Business conduct were confirmed as material in 2025, highlighting a strong emphasis on these aspects, and reaffirming their strategic importance.
- Compared to last year, E3 Water and marine resources, E5 Resource use and circular economy, and S2 Workers in the value chain **are not considered material**. These changes reflect stakeholder feedback, benchmarking, and strategic considerations.

Overall, the 2025 assessment demonstrates a shift toward a more balanced approach, integrating environmental priorities with social and governance dimensions, while streamlining topics to those most critical for UniCredit Bank Czech Republic and Slovakia's ESG strategy. While there is no doubt on the materiality of E1, S1, S4 and G1, here is more detail on the analysis of borderline topics:

The following 2 topics remain material:

- E4-Biodiversity and Ecosystems was already confirmed as material on the opportunities side based on GEC's assessment. The external stakeholders' evaluation concluded that also impacts for E4 should be considered material. Integrating the benchmarking results, where half of the peers' reported on E4, the impacts of this standard resulted material too; Locally, UniCredit Bank Czech Republic and Slovakia confirmed materiality of impacts and opportunities for E4
- S3-Affected communities was considered material by GEC members only on the opportunities side. However, external stakeholders suggested that also impacts are material for this standard. Additionally, since actions for affected communities are an essential part of our ESG strategy, here too the impacts of the standard resulted material. Locally, UniCredit Bank Czech Republic and Slovakia confirmed materiality of impacts and opportunities for S3

On the other side, 3 topics became not material compared to last year:

- E3-Water and Marine Resources was not considered material by GEC's assessment and none of the peers considered in our benchmarking analysis disclosed this standard. Consequently, E3 became non-material in 2025. Locally, UniCredit Bank Czech Republic and Slovakia confirmed non-materiality of E3.
- E5-Circular economy and S2-Workers in the value chain were not considered material by GEC's assessment, however the results on the impact side were very close to materiality threshold. Therefore, we asked external stakeholders to give us their opinion on whether we should re-consider these standards. The view by external stakeholders was non-homogeneous for both standards. Considering also the benchmarking where most peers did not report on these standard, E5 and S2 became not material in 2025. Locally, UniCredit Bank Czech Republic and Slovakia confirmed non-materiality of E5 and S2.

Only positive impacts have been identified as material in S1, E4, S3, S4 and G1.

List of Material IROs

The following list of IROs presents material IROs identified by UniCredit Bank Czech Republic and Slovakia.

ESRS TOPIC	SUB-TOPIC	IROS	TYPE OF IROS	TYPE OF IMPACT	POSITIVE/NEGATIVE	OWN OPERATIONS/VALUE CHAIN	VALUE CHAIN LOCATION	TIME-HORIZON
E1 Climate Change	Climate change mitigation	Fostering awareness and commitments related to climate change and accelerating the green transition through the support towards energy efficiency initiatives and renewable sources financial projects across counterparties for the next years	IMPACT	Actual	Positive	Value chain	Across	Medium-term
		Generation of direct and indirect energy GHG emissions (Scope 1, 2 and 3) as a result of our own operations, as well as business activities performed by actors in the upstream and downstream value chain	IMPACT	Actual	Negative	Both	Across	Short-term
		Creation of new products and services to support clients in their transition journey towards their decarbonization targets	OPPORTUNITY			Both	Downstream (Clients)	Medium-term
		Invest in/finance green tech (start-ups) as well as in the implementation of green/environmental projects, therefore accessing new markets (e.g., carbon emissions trading)	OPPORTUNITY			Both	Across	Medium-term
	Climate change adaptation	Physical Risk Credit risk: impact on credit risk portfolio due to deterioration of the counterparty's creditworthiness due to damage, caused by acute and chronic events, to the counterparty's plants and production sites and decrease in the recoverable amount/market values of collateral due to damage, caused by acute and chronic events	RISK			Own operations		Long-term
	Energy	Transition Risk Credit risk: impact on credit risk portfolio due to decrease in the creditworthiness of the counterparties affected by the need to transition to a greener economy and decrease in the recoverable amount/market values of collateral related to exposures guaranteed by buildings impacted on their market value by the introduction of EU regulations on the energy efficiency of buildings						
			RISK			Own operations		Long-term
E4 Biodiversity and ecosystems	Direct impact drivers of biodiversity loss	Participation to natural capital protection activities and the protection of biodiversity and land-use through the financial funding to sectors and activities that promote environmentally friendly practices and discourage factors that are responsible for biodiversity loss	IMPACT	Actual	Positive	Value chain	Downstream (clients)	Medium-term
	Impacts on the extent and condition of ecosystems	Creation and promotion of innovative financial products/services focused on green and sustainable investments, thereby contributing to the protection of natural capital, biodiversity and conservation of land use	OPPORTUNITY			Value chain	Downstream (Clients)	Medium-term

Continued: List of Material IROs

ESRS TOPIC	SUB-TOPIC	IROS	TYPE OF IROS	TYPE OF IMPACT	POSITIVE/NEGATIVE	OWN OPERATIONS/VALUE CHAIN	VALUE CHAIN LOCATION	TIME-HORIZON
S1 Own workforce	Working conditions	Promotion of employee well-being through the implementation of dedicated well-being activities and benefits within a healthy and stimulating working environment.	IMPACT	Actual	Positive	Own operations		Medium-term
	Equal treatment and opportunities for all	Becoming an employer of choice with widespread diversity, a culture of inclusion and concrete work-life balance solutions which encompass a new, flexible approach	OPPORTUNITY			Own operations		Short-term
		Positive contribution to the objectives of ensuring equal opportunities, secure employment, generation of quality employment, the payment of adequate wages also through the promotion of social dialogue, collective bargaining agreements and workers' associations.	IMPACT	Actual	Positive	Own operations		Medium-term
	Equal treatment and opportunities for all	Improved workers' skills through training and professional development activities, general and technical programmes, also linked to personalised growth and evaluation objectives (e.g. career development plans).	IMPACT	Actual	Positive	Own operations		Medium-term
		Ensure a transparent performance review systems and professional growth plans with efficient training programs for the Group's entire population, allowing all employees to work to the best of their abilities as well as anticipate future trends	OPPORTUNITY			Own operations		Short-term
		Contribution to the development of young talents through partnerships with national and international Universities, collaborations with communities in the IT and tech sector, often with a focus on women and creation of networks on several diversity traits.	IMPACT	Actual	Positive	Own operations		Medium-term
S3 Affected communities	Communities' economic, social and cultural rights	Contributions to various causes that increase awareness and dissemination of economic, social, political, civil and cultural rights, therefore positively impacting education, health, and community development	IMPACT	Actual	Positive	Value chain	Downstream (clients)	Medium-term
		Improving access to credit and disseminating financial culture in the communities, with a focus on supporting younger and more vulnerable and/or low-income groups through dedicated products and services in order to enhance economic development and investor confidence.	IMPACT	Actual	Positive	Value chain	Downstream (clients)	Medium-term
		Strategic community partnerships, collaborations with local organisations, industry and professionals' associations and community groups to create sustainable and impactful programmes (a.o. financial inclusion for vulnerable groups)	OPPORTUNITY			Value chain	Downstream (Clients)	Medium-term
		Establish and promote employee volunteering programmes that contribute to the well-being and development of local communities and support associations and projects in the area.	OPPORTUNITY			Value chain	Downstream (Clients)	Short-term
	Communities' civil and political rights	Increase in market share, attract socially conscious investors and improve reputation through the expansion of product offerings with positive social impact, therefore anticipating and positively reacting to political and societal changes	OPPORTUNITY			Value chain	Downstream (Clients)	Medium-term

Continued: List of Material IROs

ESRS TOPIC	SUB-TOPIC	IROS	TYPE OF IROS	TYPE OF IMPACT	POSITIVE/NEGATIVE	OWN OPERATIONS/VALUE CHAIN	VALUE CHAIN LOCATION	TIME-HORIZON
S4 Consumers and end-users	Information-related impacts for consumers and/or end-users	Non Financial Risks: reputational risk and operational losses due to failure to meet the consumers and end-user' needs and/or to guarantee the customers' data integrity (cyber attacks)	RISK			Own operations		Medium-term
		Informed decisions to customers through transparent, neutral and fair advice, also providing the possibility to express their feedbacks; therefore improving users experience and satisfaction	IMPACT	Actual	Positive	Value chain	Downstream (clients)	Medium-term
	Social inclusion of consumers and/or end-users	Expansion of market shares and improvement of retention thanks to the implementation of digital / innovative services and products	OPPORTUNITY			Value chain	Downstream (clients)	Short-term
		Enhancement of relationships with clients and shareholders through clear and transparent communication, as well as strong and safe ICT systems which ensures privacy and data security	OPPORTUNITY			Value chain	Downstream (clients)	Short-term
G1 Business conduct	Corporate culture	Contribution to the creation of an environment of fair competition, encouraging businesses to compete based on innovation and efficiency rather than aggressive tax practices. Therefore, reducing national tax evasion as well as corruption, bribes, undue influence on public opinion and the political process. This would result in the maximum generation of value and its distribution to shareholders/stakeholders	IMPACT	Actual	Positive	Value chain	Upstream	Medium-term
	Management of relationships with suppliers including payment practices	Ensure solid relationships and responsible practices with suppliers also respect of agreed terms to ensure and support continuous improvements	IMPACT	Actual	Positive	Value chain	Upstream	Medium-term
	Corruption and bribery	Prevent the possible events of corruption and/or bribery through the training activities involving employees, top management and other relevant stakeholder	IMPACT	Actual	Positive	Both	Across	Medium-term
		Non Financial Risks: The risk of money laundering, sanctions violations, bribery and corruption, and KYC failure. Fraud attempted or perpetrated against the organization by an internal party	RISK			Both	Across	Short-term
		Enhancement of reputation through investing in the development of innovative tools to manage, monitor and prevent corruption and bribery	OPPORTUNITY			Both	Across	Medium-term

Impact, risk and opportunity management

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

The double materiality assessment, carried out by UniCredit Group and UniCredit Bank Czech Republic and Slovakia in accordance with the requirements of the European Sustainability Reporting Standards (ESRS), followed the steps outlined below:

1. Understanding the context

UniCredit Group's double materiality assessment began with an initial phase aimed at understanding the context in which the UniCredit Group operates. This phase included both internal and external analyses designed to identify dependencies, available resources, geographical footprint and a mapping of relevant stakeholders.

The internal analysis drew on various elements, such as the UniCredit Group's business strategy, its activities, market trends and client solutions. It incorporated multiple sources, including the Annual and Statutory Reports, the UniCredit Group website, previous Integrated Reports, the Group's ESG policies and other documents such as the Group Risk Inventory. ESG ratings and indices (e.g., FTSE4Good, Dow Jones Sustainability Indices, etc.), European regulations and media opinions were also taken into consideration.

The external analysis covered several dimensions: mandatory and voluntary regulations applicable to the financial sector; a benchmarking exercise of competitors' Annual and Sustainability Reports; and relevant frameworks and reports (including the Principles for Responsible Banking, the World Economic Forum's Global Risks Report 2024, the S&P Yearbook 2023, the UNEP FI Impact Radar and the OECD Guidelines for Multinational Enterprises).

The contextual analysis also examined dependencies on natural resources and business relationships across the entire value chain. UniCredit Group assessed whether each impact was linked to natural resources—such as water or air—or to relationships with relevant stakeholders, thereby laying the groundwork for connecting negative and positive impacts with the associated risks and opportunities.

This phase included an internal and external analysis to identify dependencies, available resources, geographical footprint and the mapping of relevant stakeholders, with the objective of defining a preliminary list of potentially material topics for the UniCredit Group. In parallel, the list of topics included in ESRS 1 – AR 16 was reviewed, reconciling topics and sub-topics with the preliminary list emerging from the context analysis. During this process, external stakeholders such as regulators and ESG raters were considered through desk-based research of their reports and publications, in order to understand which ESG themes they deem most important and prioritized.

All findings and activities described above (e.g., context analysis, benchmarking, etc.) were shared with the members of the Group GEC, enabling them to carry out their assessments of impacts and opportunities (as described in Section 3).

UniCredit Bank Czech Republic and Slovakia benefited from this analysis proceed by UniCredit Group.

2. Identification of actual and potential IROs related to sustainability matters

The UniCredit Group carried out a review of the list of IROs and of the previous materiality assessment (Materiality Assessment 2024), streamlining it to reduce redundancies, simplify the structure and align it with market practice and strategic priorities. This review was based on peer benchmarking and a critical reassessment, taking into account a range of factors, including internal evaluations and external benchmarks.

During this phase, UniCredit Group defined the long list of impacts, risks and opportunities, linking each item to the context in which it occurs—whether within the Group's own operations or along the value chain (identifying upstream or downstream activities and assigning the relevant stakeholders to each category: employees for own-operations impacts; suppliers and business partners for upstream value chain; clients and financial assets for downstream value chain). Each item was also associated with its relevant time horizon.

In addition, UniCredit Group assessed the dependencies of its impacts on resources and business relationships.

Specifically, the UniCredit Group examined whether a given impact was closely connected to natural resources (e.g., water or air) or to relationships with relevant stakeholders (e.g., employees, clients or other counterparties). This analysis formed the starting point for identifying the links between negative and positive impacts and their related risks and opportunities.

On one hand, by examining the consequences of negative impacts, UniCredit Group was able to anticipate emerging risks, enabling more informed decision-making and preventive measures.

On the other hand, by analysing positive impacts, the UniCredit Group was able to identify new possibilities and growth opportunities.

Both internal and external stakeholders were involved in the IRO identification process. A representative sample of external stakeholders—clients (including clients of UniCredit Bank Czech Republic and Slovakia), users, investors, NGOs and academic experts—participated through dedicated surveys. Regulators and ESG rating agencies were included through ESG desktop analysis.

Internal stakeholders were also involved, including Group ESG, Group Financial & Regulatory Reporting, Group Risk Management, Group Compliance, Group's Senior Management and the Group's Board of Directors. Their contributions ensured a comprehensive understanding of topic relevance, supported the validation of priorities and, together with affected stakeholders, strengthened the robustness of the analysis.

In 2025, the identification of impacts, risks and opportunities was conducted through a top-down approach, whereby the UniCredit Group defined its set of material IROs, also taking into account the results of questionnaires submitted to the UniCredit Group's Legal Entities (including UniCredit Bank Czech Republic and Slovakia). This year, UniCredit Group further strengthened its engagement approach by improving questionnaire accessibility and expanding participation among local Legal Entities, thereby incorporating diverse perspectives from multiple countries. UniCredit Group defined an initial set of potentially material IROs, which was then compared with the long lists prepared by the other Group entities, ensuring consistent alignment across the entire consolidation perimeter.

Following the identification phase, the long list of impacts and opportunities was reviewed and validated by UniCredit Group's Top Management, specifically by the members of the Group Executive Committee (GEC). The long list of risks was examined by Group Risk Management to ensure its applicability and consistency with the Group's reality and with the Risk Inventory.

In parallel, external stakeholders - including investors, academics, corporate and retail clients, and non-governmental organisations - provided input through a dedicated survey.

Based on internal analyses and external feedback, the GEC members assessed the long list of IROs as complete and accurate, consistent with management views and aligned with the UniCredit Group's business context.

Within this phase, UniCredit Group adopted a structured and systematic approach, extending its analysis to key environmental themes—from climate change to pollution, from water resource management to biodiversity, and up to circular economy topics. Although the UniCredit Group's activities are not inherently environmentally intensive, certain potential negative impacts were identified, such as financing of high-pollution or water-intensive sectors or potential waste generation along the value chain. In the assessment and determination phase, these impacts were ultimately not deemed material.

Opportunities were also identified in areas such as energy efficiency, recycling, dematerialisation and the development of green financial products.

3. Assessment and determination of material IROs

The assessment phase was based on a structured, multidimensional approach that combined numerical analyses with qualitative considerations. The evaluation focused on gross impacts, risks and opportunities—that is, prior to the application of mitigation measures—thus enabling a clear distinction between the nature of each impact and the management actions linked to it.

The assessment of IROs involved both internal stakeholders (Top Management) and external stakeholders (e.g., clients, investors, NGOs and academics).

Internal stakeholders involved included:

- Group ESG, Group Financial & Regulatory Reporting and other relevant internal functions (e.g., Risk Management, Compliance), which contributed to the identification and evaluation of impacts, risks and opportunities;
- Senior Management (GEC members), primarily responsible for identifying material impacts and opportunities, followed by final oversight, validation and approval of the materiality assessment. GEC members considered the UniCredit Group's exposures, geographical footprint, client profile and risk framework—across both own operations and the value chain—solely as contextual factors in their qualitative assessment, without applying quantitative weightings in the scoring;
- The Board of Directors, informed about the results of the double materiality assessment.

In 2025, UniCredit Group further strengthened its stakeholder-engagement approach, building on the feedback collected during the previous materiality assessment. The process was enhanced to make participation easier and more meaningful, including the introduction of a more accessible and intuitive questionnaire and deeper involvement of local entities (including UniCredit Bank Czech Republic and Slovakia), ensuring perspectives from multiple geographies were integrated.

External stakeholders were engaged to provide feedback on impacts, risks and opportunities and to corroborate the UniCredit Group's materiality determination. UniCredit Group distinguishes between interested stakeholders and users:

- Interested stakeholders are individuals or groups whose interests are or may be affected—positively or negatively—by UniCredit Group's activities and its direct and indirect business relationships along the value chain.
- Users are the primary users of general-purpose financial reporting and sustainability statements.
- Interested stakeholders include clients, communities, consumers, suppliers and specific users; users include investors, academics, NGOs, ESG rating agencies, regulators, industry associations, media and government agencies.

Internal Materiality Analysis

Impact Materiality

The GEC's assessment of impacts followed a scoring methodology evaluating impacts along two dimensions: severity and likelihood. For positive impacts, severity was assessed based on scale and scope. Scale refers to the seriousness of the impact on people or the environment. Scope refers to the extent of the impact. For negative impacts, severity included a third criterion: irremediability, which captures how difficult or impossible it is to reverse the impact. In line with the ESRS framework, severity is considered holistically across all three criteria. The second dimension assessed for potential impacts is likelihood, referring to the possibility that a given potential impact may occur. Each impact received a numerical score from 1 to 4 for each severity dimension, and likelihood was assessed qualitatively and then translated into a numerical score from 1 to 4. The final score reflects the product of these two dimensions—severity and likelihood—evaluated on a qualitative scale. For potential negative human-rights impacts, severity was given greater weight through a multiplier, resulting in a higher score and therefore greater relevance in the final materiality determination.

Based on management's evaluation results, UniCredit Group defined a materiality threshold of 10 to determine the relevance of each impact, ensuring that only the most significant impacts—with substantial effects on people and the environment—were considered. This threshold aligns with UniCredit Group's strategic objectives and ensures consistency between ESG priorities and the UniCredit Group's broader strategy. It also allows resources and investments to be focused on the most critical topics emerging from the double materiality analysis. In the assessment of negative impacts, UniCredit Group also considered its integrated due-diligence approach and related findings. Further details on due-diligence processes are provided in GOV-4 – Statement on Due Diligence Obligations.

Financial Materiality

In assessing financial materiality, UniCredit Group considered the magnitude and likelihood of risks and opportunities, taking into account potential financial effects on financial position, performance, cash flows, access to finance or cost of capital over the short, medium and long term, both for own operations and along the value chain. Where available, quantification was based on the time horizon with the highest expected financial effect.

Consequently, the process of risks identification, assessment and management was fully integrated into the UniCredit Group's overall risk-management process, supporting the evaluation of the UniCredit Group's overall risk profile. Integration covers the Risk Appetite, ICAAP, credit and market-risk strategies, liquidity impacts, credit-risk models and provisions. For non-financial risks, it includes controversial-sector policies, business-continuity assessments, reputational assessments and estimates of future liabilities from disputes. UniCredit Group assessed the financial materiality of risks and opportunities using a numerical scoring system (1 to 4) to estimate magnitude and likelihood for each risk and opportunity.

- For risks: the risk assessment was carried out on a gross basis and was generally based on empirical evidence. Group Risk Management adopted a quantitative approach for E1 (Climate Change), while for E2–E4 and for social and governance topics, a qualitative assessment was conducted, using quantitative evidence (e.g., portfolio analysis for market/credit risks related to E2–E4 and S2, historical loss data for ESG-related operational risks) as a starting point and applying the highest available exposure level as the materiality threshold;
- For opportunities: scoring combined a qualitative and a quantitative parameter. The qualitative assessment considered potential effects on competitiveness, reputation and alignment with emerging market expectations. The quantitative assessment examined the potential contribution to net profit. A materiality threshold, aligned with stakeholder expectations and UniCredit Group strategic direction, ensured the selection of the most relevant and actionable opportunities.

For risks, the threshold defining materiality was designed to appropriately prioritise:

- low-likelihood risks with potentially very high magnitude (magnitude = 4);
- risks already occurring, even with low magnitude (likelihood = 4);
- probable risks with low-to-medium potential financial effects.

For opportunities, the threshold mirrored stakeholder views and the thresholds applied to risks. Sustainability-related risks were classified as priority risks, given their relevance for all stakeholders involved in the internal risk-identification process and the results of the financial-materiality assessment.

Integrating opportunities into management processes represents a strategic priority for UniCredit Group—particularly those identified as material in the double materiality assessment. These opportunities mainly relate to ESG-driven product and service innovation and reflect the UniCredit Group's commitment to a sustainability-oriented growth model.

Material ESG opportunities are incorporated into UniCredit Group's strategic offering portfolio, especially in financing solutions. By aligning ESG opportunities with the development of innovative financial products and services, the UniCredit Group ensures that its offering addresses emerging market needs while contributing to broader environmental and social objectives. This confirms the role of ESG innovation as a lever for long-term sustainable value creation.

Integration of external-stakeholder perspectives

External-stakeholder engagement played a central role in validating and refining the assessment of impacts, risks and opportunities. UniCredit Group conducted a structured engagement process through a detailed questionnaire distributed to a representative sample of external stakeholders—including clients, investors, NGOs and academics. The questionnaire presented each identified impact, risk and opportunity, including its position within the value chain, and invited stakeholders to express their level of agreement with the preliminary materiality evaluation.

The volume and diversity of feedback—significantly higher in 2025 due to improvements in the engagement approach—were carefully analysed and compared with the initial scoring. Stakeholder input helped identify areas of convergence and divergence from the preliminary assessment. Where feedback revealed differing expectations or highlighted emerging themes, UniCredit Group revisited underlying assumptions, impact pathways and exposure levels, ensuring that final results reflected both quantitative evidence and the priorities of those most directly affected by the UniCredit Group's activities.

After integrating this feedback, Top Management performed a final review to verify completeness, consistency and accuracy. This included cross-checks with previous years' analyses, verification of compliance with the ESRS framework and alignment with the content of the Sustainability Statement. The completeness of the list was also confirmed, ensuring all relevant actors along the value chain were adequately represented.

UniCredit Bank Czech Republic and Slovakia contributed to the final validation through specific feedback, ensuring a clear and coherent consolidated-reporting framework and enabling the inclusion of stakeholder perspectives from the various countries in which UniCredit Group operates.

External engagement was conducted through an online questionnaire shared across all geographies where UniCredit Group operates, designed to validate the IROs identified as material by Top Management. The questionnaire also provided a framing of each IRO within the value chain, enabling stakeholders to indicate their agreement or disagreement with the materiality assigned by Top Management.

These enhancements resulted in a significant increase in the number of responses collected, confirming both the effectiveness of the improved approach and the growing interest of stakeholders in UniCredit Group's ESG priorities.

Local approach: UniCredit Bank Czech Republic and Slovakia

UniCredit Bank Czech Republic and Slovakia benefited from an internal and external analysis proceed by UniCredit Group. Using information arising from such analysis and documentation, and also from workshops with internal experts and stakeholders, UniCredit Bank Czech Republic and Slovakia could identify dependencies and resources, business relationships and geographical footprint (with reference to own operations, upstream/downstream value chain) and confirm affected stakeholders.

In order to identify the impacts, risks and opportunities to be assessed for double materiality, UniCredit Bank Czech Republic and Slovakia benefited from conducted long list of IROs prepared by UniCredit Group which we reviewed to the local specifics,

Given the aforementioned steps, UniCredit Bank Czech Republic and Slovakia used the following steps approach:

- Analyzed own ESG policies and procedures, strategies and risk frameworks in order to identify if any changes occurred from last year's exercise.
- Analyzed local peer CSRD reports to identify the local market practice with regards to ESRS topics. Considered the international peer analysis performed by UniCredit Group to be also aligned with the group's strategy.
- Considered the raters and other international sources identified by UniCredit Group in its own analysis to have a holistic view over the ESRS topics.
- Risks were assessed following a gross-risk approach. A quantitative methodology was applied for climate-related risks (E1), while qualitative methodologies—supported by portfolio analyses, historical loss data and the UniCredit Bank Czech Republic and Slovakia's risk framework—were employed for E2–E4 and for the social and governance domains.
- UniCredit Bank Czech Republic and Slovakia performed a complex stakeholder consultation with internal stakeholders in order to have an enhanced understanding of how local stakeholders view the ESG topics. Within this consultation internal stakeholders and external stakeholders (Corporate Clients, Suppliers, Academic specialists etc.) were involved.
- Bank considered whether material differences exist between the countries in which UniCredit Bank Czech Republic and Slovakia operates (i.e., the Czech Republic and Slovakia) in the areas of environmental, social, and governance topics identified within the Group-level Double Materiality Assessment (DMA), and, where significant CZ/SK differences were identified, disclosure of data separately for each country; other data were disclosed in an aggregated form for the entire UniCredit Bank Czech Republic and Slovakia due to immaterial differences between the countries or the unavailability of data at the individual-country level

After the stakeholders' evaluation, the results were consolidated, and the double materiality assessment results were shared with the relevant Top Managers (CFO, CRO, CEO) and consequently with Management Board for final approval to ensure that the results were fully aligned with UniCredit Bank Czech Republic and Slovakia's strategic vision and meet the expectations of all stakeholders.

Once feedback from all UniCredit Group entities had been integrated, the final list of material impacts, risks and opportunities, and the related ESRS, was consolidated and presented to the Board of Directors.

Overall, the local double materiality assessment performed by UniCredit Bank Czech Republic and Slovakia confirmed alignment with the UniCredit Group double materiality assessment.

4. Reporting

The reporting has been prepared in accordance with the requirements of ESRS 2 and the relevant applicable topical standards, ensuring that the information provided is accurate, complete and consistent with the UniCredit Bank Czech Republic and Slovakia's business model and strategic objectives.

For further details on the outcomes of the double materiality analysis, please refer to the following sections of the Sustainability Statement:

- SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and the business model, which outlines the IROs identified as material and their connection to the UniCredit Bank Czech Republic and Slovakia's strategy and business model;
- IRO-2, which provides a detailed overview of the material topics and the corresponding ESRS standards included in the Sustainability Statement;
- ESRS 2 GOV-2 – Information provided to the administrative, management and supervisory body, which describes the information flows to the administrative, management and supervisory body in relation to sustainability topics and material IROs.

Climate Change:

UniCredit Bank Czech Republic and Slovakia acknowledges that its activities and business generate greenhouse gas (GHG) emissions, both directly through its own energy consumption (Scope 1 and 2) and indirectly across its upstream and downstream activities (Scope 3). However, the Bank is also actively contributing to the green transition by fostering awareness and commitments related to climate change. Through financial support for energy efficiency initiatives and renewable energy projects, UniCredit Bank Czech Republic and Slovakia aims to mitigate its environmental impact and drive sustainable progress in the years to come. For instance, building on positive impacts, UniCredit Bank Czech Republic and Slovakia has identified key opportunities to further support the green transition. These include investing in and financing green and environmental projects, developing new products and services to help clients achieve their decarbonization targets, and supporting green technology start-ups. Additionally, the Bank sees potential in expanding into new markets, such as carbon emissions trading, reinforcing its commitment to sustainable innovation and environmental responsibility.

Climate change has gained increasing importance in recent years and this is reflected in global frameworks such as the Paris Agreement and the UN's 2030 Agenda for Sustainable Development, which UniCredit Group and also UniCredit Bank Czech Republic and Slovakia have always supported. Specifically, the process to identify and assess impacts, risks and opportunities related to climate change and GHG emissions has been based on recognizing that climate change has consistently been one of the most significant issues for UniCredit, both internally and in terms of financing. In fact, as highlighted in previous years reporting, UniCredit constantly monitors its own emissions and financed counterparties', which represent actual impacts that the Bank has on the environment. In parallel, UniCredit fosters climate-related awareness across counterparties and its commitment is concretized through the support towards energy efficiency initiatives and renewables sources financial projects.

As described in the chapter Strategy - Material impacts, risks and opportunities and their interaction with strategy and business model, UniCredit Group and UniCredit Bank Czech Republic and Slovakia approach to climate and other environmental topics is based on tangible actions that generate direct and indirect impacts. The UniCredit Bank Czech Republic and Slovakia is committed to limiting negatives and generating positive impacts to preserve natural capital for the benefit of the communities in which UniCredit Bank Czech Republic and Slovakia operates and itself. The UniCredit Bank Czech Republic and Slovakia strategic approach is based on the double materiality concept which considers both impact and financial perspective.

Impact perspective: manage the direct and indirect impacts that UniCredit Group and UniCredit Bank Czech Republic and Slovakia operations and lending have on the environment:

Indirect impacts - accompany UniCredit Bank Czech Republic and Slovakia clients on their green transition journey by:

- assessing and monitoring UniCredit Bank Czech Republic and Slovakia portfolio exposure towards most climate-related sectors;
- identifying and evaluating the impacts on climate;
- adopting a sector policy framework;
- defining the journey towards Net Zero on portfolio emissions.

Direct impacts - reduce our environmental footprint by:

- steering UniCredit Bank Czech Republic and Slovakia behavior towards Net Zero on Group own emissions;
- procuring electricity from renewable sources;
- improving energy and space efficiency;
- fostering the efficient use of resources.

Financial perspective - prepare to measure the business consequences of climate stress and the associated socio-economic transition and take advantage of emerging opportunities by:

- executing UniCredit Bank Czech Republic and Slovakia strategy;
- correctly managing climate and environmental risks, in line with the agreed Risk Appetite Framework (RAF) and the ECB climate stress test requirement.

UniCredit Bank Czech Republic and Slovakia strategy incorporates identifying and understanding climate and environmental risks (C&E) and opportunities that the Bank may encounter. C&E factors are related to the quality and functioning of the natural environment and its systems (Natural Capital) and include factors such as climate change, biodiversity, energy consumption, pollution and waste management.

UniCredit Bank Czech Republic and Slovakia strategy and risk framework is based on a detailed assessment and analysis of the climate risk. The table below provides an overview of each identified climate-related risk, its potential impacts, the corresponding time horizons (short, medium and long-term) and the actions undertaken to monitor and mitigate these risks.

POTENTIAL CLIMATE-RELATED RISKS	TIME HORIZON	MAIN POTENTIAL IMPACTS	SPECIFIC ACTIONS	OVERARCHING ACTIONS
Transition risks Changes in or introduction of public policies and/or environmental regulations	Short and medium/long-term	Reduction of business for corporate clients with potential drawbacks on creditworthiness/solvency Financial implications arising from environmental/ESG regulations and GHG emission limits and/or taxes applied to clients operating in specific economic sectors Reduction of Group profits deriving from concentration on sectors more sensitive to climate-related risks	Inclusion of ESG risks considering both counterparty scoring (including the use of an internally developed questionnaire) and energy performance certificates (EPC) when assessing credit applications Enhancement of Market and Liquidity risk framework to incorporate the assessment, monitoring and control of ESG risks Integration of industry steering signals within the Credit Risk Strategies framework, based on relevant Climate & Environmental (C&E) factors	Definition of data governance processes and related IT investments to integrate ESG risks into the risk management framework Participation in international working groups and commitments related to climate, such as the UNEP FI, stakeholder engagement initiatives and active collaboration with policy makers Risk identification process and materiality assessment, including stress tests, to evaluate the significance of climate-related risks in the short, medium and long-term horizons
Transition risks Technological changes	Short and medium/long-term	Increase in costs for corporate clients with potential drawbacks on creditworthiness/solvency		
Transition risks Changes in customer/consumer preferences	Short and medium/long-term	Reduction of business for corporate clients with potential drawbacks on creditworthiness/solvency Potential changes to the offering of products and services to clients		Inclusion of specific KPIs related to transition and physical risks within the Risk Appetite Framework. The risk appetite is then cascaded to more granular levels via risk strategies and policies
Transition risks Changes in customer or community perceptions	Short and medium/long-term	Reputational impacts or negative perceptions from the community or Stakeholders due to inadequate management of climate-related risks	Environmental sector policies and their subsequent implementation Reputational Risk assessment to evaluate the positioning of clients and specific projects in relation to climate-related topics	Promoting a sustainable culture within the organisation by developing ESG training courses and workshops

POTENTIAL CLIMATE-RELATED RISKS	TIME HORIZON	MAIN POTENTIAL IMPACTS	SPECIFIC ACTIONS	OVERARCHING ACTIONS
Physical risks Acute Extreme weather events, such as floods, droughts, heavy rainfalls, heatwaves, fires and hail Chronic Chronic weather events, such as variations in average temperatures and sea level rise	Short and medium/long-term	Financial implications resulting from corporate /retail clients being damaged by extreme weather events, potentially impacting their creditworthiness/solvency Potential damage to the Group's infrastructure and the potential disruption of activities Increase in energy supply costs due to higher heat/electricity demand Potential fires, driven by rising temperatures, affecting areas in proximity to the Group's buildings Potential impact of sea level rise on buildings located near the sea Reduced productivity due to higher temperatures	Inclusion of ESG risks considering counterparty scoring Monitoring of physical risks both on counterparties within portfolio and individual collaterals	Definition of data governance processes and related IT investments to integrate ESG risk into the risk management framework Participation in international working groups and commitments related to climate, such as the UNEP FI, stakeholder engagement initiatives and active collaboration with policymakers Risk identification process and materiality assessment, including stress tests, to evaluate the significance of climate-related risks in the short, medium and long-term horizons Inclusion of specific KPIs related to transition and physical risks within the Risk Appetite framework. The risk appetite is then cascaded to more granular levels via risk strategies and policies Promoting a sustainable culture within the organisation by developing ESG training courses and workshops

				Signing (2022) of the Finance for Biodiversity Pledge (FfB) and participation as member to the working table on Biodiversity of the UNEP FI (United Nations Environment Programme Finance Initiative)

Climate Risk Management

UniCredit Group recognizes Climate and Environmental Risk factors as crucial elements in safeguarding its clients' portfolios and assets from climate-related risks. To achieve this goal, UniCredit is integrating climate and environmental factors into its risk management processes and procedures. Climate Risk management encompasses the identification, measurement, and monitoring of these risks as well as the implementation of mitigation measures. The Group actively engages and supports its corporate clients in transitioning to a lower carbon business model, fully exploiting green business opportunities. Furthermore, the Group aims to assist its clients in achieving a just transition, ensuring fairness throughout the process.

Risk Identification

As reported in section "Internal Capital Adequacy Assessment Process (ICAAP) and Risk Appetite", UniCredit Group's first step is the identification and mapping of all the risks embedded in the Group and in the relevant legal entities, with particular focus on the risks not explicitly covered by the Pillar I framework.

This process, defined as the risk identification process, is a comprehensive framework to proactively identify all potential risks the Group may encounter and is performed on an annual basis. The primary outcome of this activity is UniCredit's risk inventory, which comprises a comprehensive list of the quantitative and qualitative risks to which the Group is or may be exposed. The risk identification process enables UniCredit to assess which risks are, or are likely to be, material considering their exposures. Material risks are determined annually using a quantitative approach that involves assessing the risk level against the materiality threshold.

In line with the European Banking Authority's (EBA) and the European Central Bank's (ECB) expectations, UniCredit's risk identification process covers ESG risks dimensions considering that these could positively or negatively affect the risk types already incorporated in UniCredit's risk management framework.

Environmental, Social & Governance (ESG) risks pertain to any adverse financial consequences that may arise for the Group due to the existing or prospective impacts of ESG factors on its counterparties or invested assets;

Climate and Environmental (C&E) factors are related to the quality and functioning of the natural environment and its systems and include factors such as climate change, biodiversity, energy consumption, water, pollution, and waste management.

Social and Governance factors, for which the Group assigned an impact on reputational risk, revolve around the rights, well-being and interests of individuals and communities and include governance arrangements for the environmental and social factors in the policies and procedures of counterparties. In coherence with the "ECB Guide on climate-related and environmental risks" (2020), climate related risks can be divided into two major categories: (i) risks related to the transition to a lower-carbon economy and (ii) risks related to the physical impacts of climate change, described in detail below.

Transition risks refer to the risks arising from the transition to a lower-carbon economy, which may entail extensive policy, legal, technology, and market changes to address mitigation and adaptation requirements related to climate change. Depending on the nature, pace, and focus of these changes, transition risks can pose different levels of financial and reputational risk for organizations.

- policy and legal risks stemming from continuously evolving policy actions, attempting to either constrain actions that contribute to the adverse effects of climate change or seeking to promote adaptation to climate change, and from litigation or legal risks;
- technology risk stemming from technological improvements or innovations that support the transition to a lower-carbon, energy-efficient economic system and that can have a significant impact on organisations to the extent that new technology replaces old systems and disrupts some parts of the existing economic system; Market risk stemming from the potential shifts in supply and demand for certain commodities, products and services; Reputational risks stemming from changing client or community perceptions of the organisation's contribution to or detracting from the transition to a lower-carbon economy.

Physical risks refer to the risks related to the physical impact of climate change. These types of risk can be event driven (acute) or long-term shifts (chronic) in climate patterns and, as such, their effects can be felt both in the short and medium/long-term horizon.

- Acute physical risks are event-driven, including increased severity of extreme weather events (e.g., droughts, floods, etc.);
- Chronic risks refer to longer-term shifts in climate patterns (e.g., sustained higher temperatures).

The connections between climate risk drivers and the risks faced by banks are referred to as transmission channels.

Understanding these transmission channels is crucial for assessing the impact of climate risk drivers in UniCredit's risk management framework. The figure below illustrates the climate-related risk drivers, relevant transmission channels and risk types that may be affected.

CLIMATE-RELATED RISK DRIVERS	TRANSMISSION CHANNELS	RISK TYPES POTENTIALLY IMPACTED
» Physical risk drivers • Acute • Chronic » Transition to low carbon Economy risk drivers • Policy changes • Technological changes • Behavioural/consumer preferences changes • Client or community perception changes	• Carbon price/carbon tax • New climate-related regulations • Stranded assets • Damages to property • Shifts in prices and asset values • Increased volatility of asset prices • Lower asset performance • Operational disruption • Productivity changes • Losses of business opportunity • Dispute, claims • Interest rates level • Changes in individuals' habits • Changes in clients' expectations • Political decisions • Energy Performance Certificates • Insurance availability/affordability/pricing	• Credit Risk • Market Risk • Operational Risk • Reputational Risk • Business Risk • Real Estate Risk • Inter-risk diversification • Liquidity Risk

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

With particular reference to the identification and monitoring of Climate Change, an annual portfolio materiality assessment, integrated into the Double Materiality Assessment according to the process described in section "Material impacts, risks and opportunities and their interaction with strategy and business model", is performed to identify the climate-related risk drivers which may materially impact the portfolio at single risk category level, leveraging on common metrics and a unique threshold for risks and time horizons, through scenario analysis. For each risk and under the short- (12 months), medium- (2028) and long-term (up to 2050), the metrics are defined according to an annualized unexpected loss concept, while the threshold for a risk driver to be identified as material is set consistently with the internal ICAAP materiality threshold.

The set of climate scenarios considered for the analysis is provided by a qualified external provider and is meant to assess and quantify potential vulnerabilities for the short and medium/long-term horizons. The main climate assumptions embedded in the scenarios in terms of transition policies and level of emissions/temperature are consistent with the NGFS/IEA²'s ones to ensure consistency with scientific climate change pathways to properly assess the impact of physical and transition risk drivers. The scenarios are extended with a more comprehensive set of variables (climate and macro-economic related) disaggregated at higher level of granularity to better fit the Bank's risk profile.

In particular, a central scenario (namely, Baseline), which considers the current Transition policies, the central macro-economic outlook and climate assumptions similar to the International Energy Agency (IEA) STEPS scenario incorporating policies deemed sufficiently credible to materialize into action, as well as two polarized stressed scenarios with very low probability of occurrence are considered.

² Network for Greening the Financial System/International Energy Agency

To account for the pure climate risk impact, a Baseline Counterfactual scenario is considered, removing from the Baseline scenario any impact deriving from climate risk.

The scenarios' narratives for 2025 climate-risk scenario analysis are described below.

BASELINE	DELAYED TRANSITION	CLIMATE DISTRESS
Central scenario. <i>Narrative:</i> Projection of commitment and measures currently adopted by different countries. Climate assumptions aligned with the IEA's Stated Policies Scenario	Transition risk stressed scenario. <i>Narrative:</i> policies are introduced in 2030, starting the transition. The delayed start implies that a more stringent policy is required to achieve similar climate outcomes by 2050, resulting in greater economic impacts. Aggressive and uncertain carbon taxation policies cause substantial inflationary pressures, stranded assets and financial instability. Government carbon tax revenues are sufficient to cover the fiscal costs of the transition	Physical risk stressed scenario. <i>Narrative:</i> uncertain climate policies and waning ambition hinder the energy transition, with green investment failing and fossil fuel dependence persisting. Emission rise sharply, leading to significant physical risk impacts. The scenario also includes physical damage estimates attributed to changes in temperature volatility and the increasing likelihood of acute events

The Baseline scenario and the polarized stressed scenarios are modelled as deviations from the Baseline Counterfactual scenario's macroeconomic outlook and, as such, are meant to capture climate risk driven outcomes, with varying mixes of physical (main driver of Climate Distress scenario) and transition risk (main driver of Delayed Transition scenario) or both (Baseline).

The outcomes of the 2025 portfolio materiality assessment suggest a limited impact of climate-related risk drivers in the short-term, while they show medium impact of physical risk in the long-term for Credit Risk. Physical risk is hence to be considered a relevant risk driver for UniCredit portfolio. Although transition risk for Credit Risk has been assessed as not material according to the current quantitative framework, it has nevertheless been considered as managerially material, taking into account the context characterized by market uncertainty and evolving transition pathways and the significant external attention and supervisory expectations associated with climate-related transition risks, thus confirming the strong commitment of the Group on this topic as evidenced by the robust risk governance framework in place (including dedicated policies, monitoring and controls).

		Credit Risk	Market Risk	Operational Risk	Business Risk	Real Estate Risk	Reputational Risk
Transition Risk	Short Term						
	Medium Term						
	Long Term						
Physical Risk	Short Term						
	Medium Term						
	Long Term						

The outcome on the Baseline scenario, not reported above, shows the low magnitude of transition and physical risks in all the considered horizons.

As described above, the portfolio materiality assessment is the starting point allowing to identify the risk drivers which shall be included in the overall risk management framework to properly manage, monitor and mitigate them.

Within the overall risk management framework, the potential impacts of climate risks have been incorporated in methodology IFRS9 provisioning and into the Internal Capital Adequacy Assessment Process to evaluate the capital adequacy of the bank relative to climate-related risks. The latter, performed through scenario analysis, envisages the full coverage of risk types (e.g., credit risk, market risk, etc.) and the integration of forward-looking elements. Based on the estimates, Climate risk is included in Economic Capital calculation and the Bank's resilience is ensured in all the time-horizons.

The integration of transition risk and physical risk into RAF and into credit portfolio is described in the sections below. Moreover, additional details are reported also for Financial and Non-Financial risks, considering their relevance for UniCredit Group.

Integration of climate risk into RAF

UniCredit's Risk Appetite provides an integrated view of business and risk strategy ensuring strategic plan execution within the risk capacity a bank is willing to assume. It establishes the Group's desired risk profile, driving short-term and long-term strategic objectives, and is supervised by the UniCredit Group Board of Directors.

The Risk Appetite Framework (RAF) is composed of three key elements:

- Risk Appetite Statement (RAS) - provides a strategic view of and guidance on the target risk profile and is expressed via qualitative statements;
- Risk Appetite Dashboard - quantitative KPIs with related targets and risk tolerance thresholds for proactive risk steering;
- Risk Strategies - ensure the cascading of the Risk Appetite to more granular levels via operative indicators, limits and controls.

Since 2020, dedicated Risk Appetite Statements are drawn up regarding Climate & Environmental (C&E) risks at UniCredit Group level, including the definition of UniCredit's commitment to assist its clients in a just and fair transition and the continuous integration of C&E risks within the Risk Management framework. Dedicated quantitative C&E risk related KPIs have been included in the Risk Appetite Dashboard since 2022, addressing both transitional and physical C&E risks.

As of 2025, the following C&E KPIs are included in the Risk Appetite Dashboard and quarterly monitored at Group level and main Legal Entities:

- High Transition risk exposure KPI - aimed at measuring the Group's exposure against largest counterparties that appear more vulnerable along the transition path towards a lower-carbon economy, based on information retrieved through Climate and Environmental Questionnaire during credit application.
- Physical risk KPI - designed to measure potential damages that extreme climate-related acute physical risks events could cause to the Group's collateral portfolio.
- Net Zero KPI has been defined on the following 3 priority sectors with the same metrics used to set 2030 targets (financed emissions and physical intensity), to steer the portfolio accordingly in 2025:
 - Oil & Gas: Financed Emissions (MtCO₂e);
 - Power generation: Physical intensity (gCO₂e/kWh);
 - Automotive: Physical intensity (gCO₂/vkm).

Starting from 2025 RAF Dashboard, the KPI Net Zero also includes also the following sectors:

- Commercial Real Estate: Physical intensity (KgCO₂e/m²);
- Residential Real Estate: Physical intensity (KgCO₂e/m²)

The KPI is monitored at Group level and cascaded to all relevant Legal Entities for the 3 priority sectors, while for Commercial Real Estate only to Italy, Germany and Austria (being this the scope of Net Zero commitment) and for Residential Real Estate only for Monitoring purposes (no RAF target/thresholds), being the 2030 target not externally communicated as for other sectors.

Being an integral part of the Group Risk Appetite monitoring process, C&E KPIs are subject to an escalation process (in the case of risk tolerance threshold breaches) with related corrective/mitigation actions to be defined, when needed. The Group Board of Directors is informed of the breach and remedy actions (if any) on a quarterly basis in the periodical information sharing process. In the following sections, the integration of transition risk and physical risk into credit portfolio will be further described. Additional details are reported also for Financial and Non-Financial risks, considering their relevance for UniCredit Group.

Locally, RAF 2025 Dashboard includes the KPI Net Zero in following sectors:

- Oil & Gas: Financed Emissions (MtCO₂e);
- Power generation: Physical intensity (gCO₂e/kWh).

Integration of transition risk into credit portfolio – Credit Risk strategy and counterparty level.

UniCredit has been working on the identification, measurement, monitoring and mitigation of transition risk. The transition risk of the portfolio is measured with different metrics, also including the distribution of the credit portfolio by industry.

A comprehensive approach has been developed to assess and manage transition risk; the Risk Management framework defined is fully consistent with the RAF and is based on 3 pillars:

- specific reputation risk policies set-up (refer to subparagraph "Non-Financial Risks" below);
- dedicated Industry steering signals, based on relevant C&E factors (linked to transition risk) included in the Credit Risk Strategies framework reviewed at least once a year;
- assessment at customer group or single client level, mainly leveraging a dedicated C&E questionnaire/external provider score.

In particular, the Industry steering signals and the related industry limits embed relevant C&E factors, mainly leveraging a heatmap based on harmonized transition risk scores (integrating C&E questionnaire where available) by economic activity.

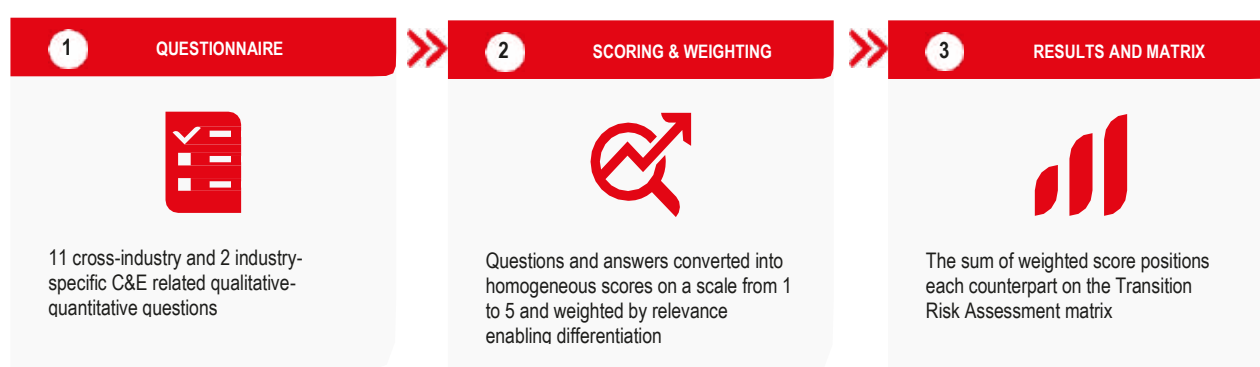
Further principles are also integrated within qualitative guidelines (including Net zero indication where relevant) for the business to assess and mitigate the risks for each specific industry. The cascading to the legal entities of the Group, together with the monitoring and escalation processes at local and Parent company level, steer different credit portfolios in alignment with the RAF. To determine the extent to which the Bank's credit counterparties (subject to the C&E questionnaire perimeter) are exposed to Climate and Environmental risks, the C&E questionnaire is based on a

set of both cross-industry questions (in total 11 considering the different sections) and industry-specific questions (an additional 2 for specific sectors), measuring qualitative and quantitative current and forward-looking key indicators across the following three main drivers.

The three main drivers of the C&E questionnaire are:

- C&E exposure - the 5 questions allow an analysis of the current level of exposure of the Economic Group under assessment: (i) level of Greenhouse Gas (GHG) emission (Scope 1, 2 and 3); (ii) Alignment to EU Taxonomy (iii) Water consumption, (iv) Energy consumption; (v) Waste production and recycling;
- C&E vulnerability - the 4 questions allow an analysis of the climate change management maturity level on a forward-looking basis, covering: (i) Company's investment plan to shift to lower emission level business model, (ii) GHG emissions reduction target;
- Economic Impact - the 2 questions allow an analysis of the potential impacts on corporate clients' financial and industrial performance in terms of cost and revenues.

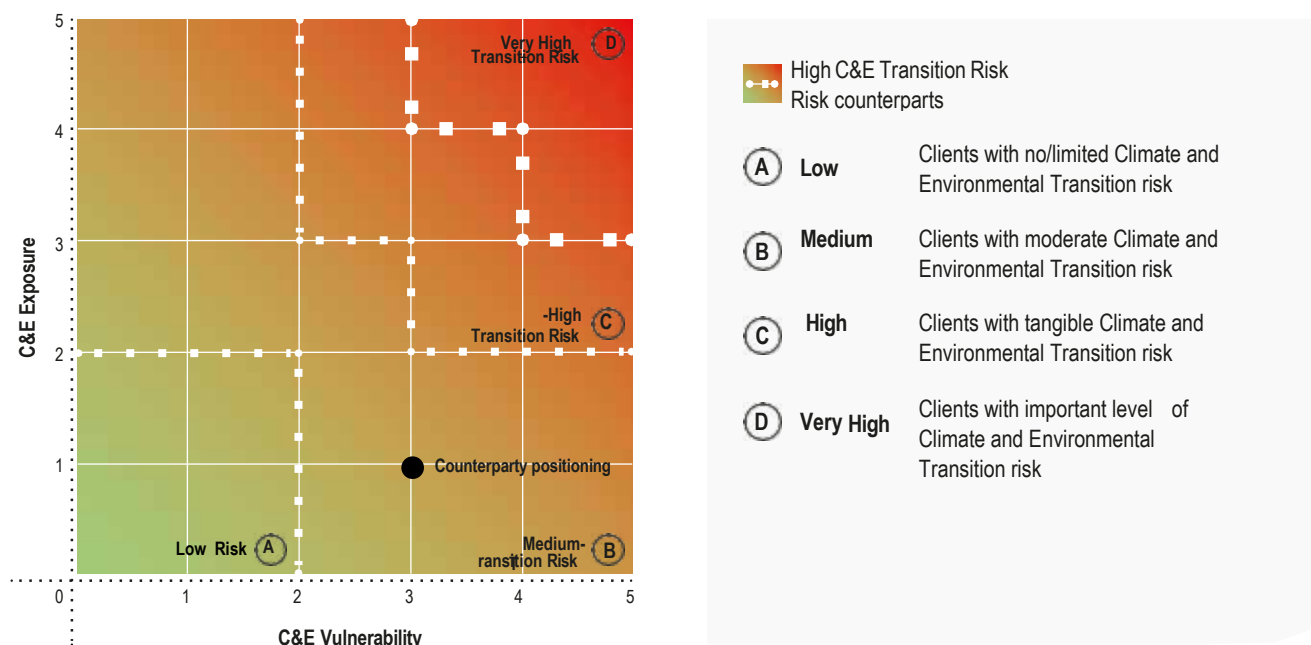
Three steps are applied in order to determine the questionnaire result as shown below:



In detail:

- calculation of question-specific indicators based on the answers provided (a penalty system is in place and applied when information could not be retrieved);
- conversion of indicators, related to single questions, to standardize the scores of different responses and guarantee comparability of results;
- weighting of question-specific scores according to a pre-defined table (that takes into account the relevance of the questions) and calculation of the summary score for the different dimensions:
 - sum of question-specific scores (and penalties if necessary) for each question in the Exposure cluster; the result is plotted on the vertical axis of the matrix;
 - sum of question-specific scores (and penalties if necessary) for each question in the Vulnerability cluster; the result is plotted on the horizontal axis of the matrix;
- determination of C&E score ratings (1-Low; 2-Medium; 3-High; 4-Very High Risk), as shown in the matrix below.

Scoring methodology matrix



In 2025 the C&E Questionnaire (go live starting from beg 2026) has been refined by integrating a more comprehensive set of indicators, thereby strengthening the evaluation of clients' nature-related considerations. Additional indicators were introduced to capture nature-related risks more comprehensively. These include biodiversity (presence of operations in biodiversity-sensitive areas), pollution (amount of pollutants released into air, water, and soil), water consumption intensity, and waste production (total waste, diverted from disposal and hazardous). These enhancements aim to ensure greater comparability across industries, align with regulatory frameworks such as the CSRD, and maintain methodological continuity with the existing risk framework applied in credit processes.

In order to guarantee the robustness of the model and the correctness of the data collected, specific controls have been put in place and a window dedicated to the uploading of documents used by the relationship manager to collect the data has been set up in order to verify the sources and correctness of the information. The results of the climate and environmental assessment are integrated in the credit application, allowing the decision maker to effectively take climate and environmental factors into account during the credit decision phase. A specific process, factoring in transition risk (together with reputational risk, Net Zero and physical risk whenever relevant), has been designed and cascaded to the Group Legal entities through a dedicated Group Operational regulation in order to address the inclusion of Climate and Environmental considerations into the overall evaluation of the client. Leveraging on transition risk score, the process application results in specific strategies (in terms of eligible products) to steer the corporate portfolio's exposure fostering the clients' green transition and reducing at the same time UniCredit's exposure to C&E Risks. More in details, in case the client is subject to high or very high transition risk, the strategy foresees prevalence or exclusivity of ESG related products, respectively. Outcome of physical risk assessment at counterparty level is meant to complement the strategy with the request of physical risk mitigation action whenever deemed necessary.

Transition risk at collateral level

With the aim of measuring transition risk associated with assets accepted as collateral to fulfill regulatory obligations (Pillar 3, EU Taxonomy, Stress Tests) and meet managerial needs, a collection of Energy Performance Certification (EPC) data has been conducted:

- for the stock, where the data could not be punctually retrieved, the Group leveraged on external specialised providers, which developed an estimation model.
- for the new flows, the following transition risk KPIs are collected and properly taken in consideration during origination phase:
 - Energy Performance Certification label (EPC) with flag indicating estimated/reported;
 - Primary Energy Demand (PED) measured as kWh/sqm;
 - Energy Performance Certification label issuance year.

Such information is available in the local systems.

Physical risk in the credit portfolio and collateral evaluation

Physical risk is carefully monitored for both counterparties within the UniCredit Bank Czech Republic and Slovakia portfolio and individual collateral assets. This involves the assessment of a wide range of hazard events, with particular attention given to the following:

- material hazard events related to physical risk at counterparty level; and

- material hazard events related to physical risk at collateral level.

UniCredit Group's guidelines to integrate physical risk and transition risk KPIs into collateral evaluation, issued through a CRO Letter in 2023, have been transposed and embedded in a Group Operational Regulation published in January 2024 and properly cascaded to all the Legal Entities.

According to the guidelines, the appraiser is delegated to evaluate, based on own independent assessment, the extent of transition risk (leveraging on EPC) and physical risk (through a homogeneous set of hazards to be assessed and evaluated with a dedicated taxonomy provided by the guidelines) and to embed also these components in the overall assessment and final value assigned to the collateral.

Financial Risk

With regards to financial risks (market risk, liquidity risk and counterparty credit risk), C&E risk is integrated into the financial risk management framework. The key pillars of the approach followed include:

- an overall methodological approach for incorporating C&E drivers within the Financial Risk framework has been refined, leveraging on a combination of assessment methodologies already employed by the Group. The methodological framework measures transition and physical risks within the Financial Risk relevant perimeter. For this purpose, both internal (transition) risk scores as well as externally sourced scores are applied. For the purpose of transition risk these scores are complemented by industry scores to further increase the data coverage. For the relevant market risk perimeter (Corporates&Financials) in the trading book for transition risk a very high coverage can be accomplished (almost 100%) and for physical risk about >60% coverage can be obtained. For the investment portfolio relevant perimeter (Corporates&Financials) for transition risk an almost full coverage and for physical risk about 50% coverage can be obtained, similarly also for the purpose of counterparty credit risk and liquidity risk (Counterbalancing Capacity - CBC);
- C&E KPIs are included within market risk \ counterparty credit risk strategy in line with Group ESG strategy; a dedicated limits and warning levels are applied. Specifically:
 - Granular Market Limits (GMLs) for equities and credit exposure vs high transition and physical risk score in the trading-book;
 - Granular Market Limits (GMLs) for non-sovereign debt securities exposure vs high transition and physical risk score in the investment portfolio, i.e., in the banking book;
 - Early Warning for sovereign debt securities exposure vs high transition and physical risk score in the investment portfolio, i.e., in the banking book;
 - Stress Test Warning Levels (STWL) on dedicated climate scenarios;
 - Early Warnings on Pre-Settlement exposure for counterparties with High Transition and Physical Risk score;
- the assessment of C&E drivers is incorporated into the process for evaluating new financial products within the Group. When assessing new products, LEs are responsible for verifying whether any C&E risk is embedded in the product's payoff/structure and for ensuring consistency with Group's ESG strategy by involving the local competent function if needed;
- specific inclusion and exclusion criteria for investment process and transaction due diligence in coherence with Coal and Oil & Gas sector policies.

Concerning Monitoring and Reporting, the Financial Risk function monitors and reports monthly to competent corporate governing bodies the concentration towards climate risk with reference to equity risk and corporate and financial bonds in the trading book, corporate and financial bonds in the investment portfolio, counterparty credit risk exposures and counterbalancing capacity. The monitoring framework includes physical and transition risks within the Financial Risk relevant perimeter complemented also by an analysis with respect to physical risk hazards. Additionally, also a Carbon Foot printing analysis for the corporates and financial bonds in the investment portfolio is included.

Market Risk Stress Test Program is run on the Scenarios described in Section "IRO-1 - Description of the processes to identify and assess material impacts, risks and opportunities".

Investment Portfolio in UniCredit Bank Czech Republic and Slovakia:

Transition and Physical Risk scores are available for 100% and 45% respectively of the relevant perimeter of the Investment Portfolio (Corporates and Financials exposure). The distribution of the investment portfolio is mainly concentrated in Medium-High category (67%) for transition risk and in Low category (81%) for physical risk. No exposure with high transition and physical risk score.

Transition Risk:

High – 0%
Medium High – 67%
Medium Low – 30%
Low – 3%

Physical Risk:

High – 0%
Medium High – 0%
Medium Low – 19%
Low – 81%

Trading Portfolio in UniCredit Bank Czech Republic and Slovakia:

The overall materiality of climate-related exposure is very low. The split between equity-related and credit-related risk in the trading book is illustrated below:

Equity risk in the trading book:

Direct Transition and Physical Risk Scores are available for 99% and 91% respectively of the relevant perimeter of the Portfolio (Corporates and Financials exposure). Risk distribution is mainly concentrated in the Medium-Low category for both Transition (45%) and Physical (34%) Risk. Currently there is almost no exposure for a high-risk score for either transition or physical risk.

Transition Risk:

High – 0%
Medium High – 18%
Medium Low – 37%
Low – 45%

Physical Risk:

High – 26%
Medium High – 10%
Medium Low – 30%
Low – 34%

Credit risk in the trading book in UniCredit Bank Czech Republic and Slovakia:

Transition and Physical Risk Scores are available for about 100% and 70% respectively of the relevant perimeter of the Portfolio (Corporates and Financials exposure).

Risk distribution is mainly concentrated in the Medium-Low category (51%) for Transition Risk and in the Low category (60%) for Physical Risk. Currently there is almost no exposure for a high-risk score for either transition or physical risk.

Transition Risk:

High – 1%
Medium High – 41%
Medium Low – 51%
Low – 7%

Physical Risk:

High – 0%
Medium High – 6%
Medium Low – 34%
Low – 60%

The materiality for financial risk is assessed via the standard ICAAP framework as described earlier and is complemented by further concentration analyses and stress scenarios. Based on these assessments, combined also with qualitative considerations on UniCredit's trading business model, appears to be no materiality of climate & environmental drivers on market risk exposures.

Similarly, the outcome of the liquidity impact of climate risks reveals a limited materiality of the exposures to these risks also in ILAAP. Climate risk could cause material net cash outflows or depletion of liquidity buffers, mainly stemming from the financial impact on the held assets of a changing climate (i.e., physical risk) or the institution's financial loss that can result, directly or indirectly, from the process of adjustment towards a lower-carbon and more environmentally sustainable economy (i.e., transition risk). According to the definition of physical and transition risk, the transmission of climate risk to liquidity comes through the following channels: i) Counterbalancing Capacity (CBC): risk premia on securities of carbon-intensive issuers (transitional risk) or issuers particularly exposed to extreme climate events (physical risk) could increase, deteriorating the market value of the liquidity buffer;

- Deposits: withdrawals of deposits mainly due to high liquidity needs and credit losses that could stem from corporate clients with high CO2 emissions, which could have to adapt their technologies and production plants to more carbon-neutral economies (transitional risk) or from customers hit by severe weather events (physical risk), which reduce profitability and potentially increase credit risk and liquidity needs; Undrawn credit and liquidity facilities, whose usage might increase for the same reasons listed for deposits; Market valuation changes on derivatives transactions climate related price shocks and increased market volatility may result in increased derivative exposures and related margin-calls.

Additionally, the transition risk might appear if UniCredit itself fails in adapting its practices to the new climate regulations, thus leading to reputational impacts. Such a risk is regularly monitored through the name crisis scenario of the liquidity stress test.

In order to assess the materiality of the liquidity risk arising from climate factors related with deposits and committed lines, UniCredit's customers are classified according to a climate risk score defined through an internal questionnaire or acquired by external information providers. A stressed liquidity outflow ratio (from granted committed lines or from outstanding deposits) is applied on those customers labelled with high or medium high

risk: the underlying assumptions of the impact analysis is that these customers will have increased liquidity needs comparable to those simulated in the severe internal liquidity stress test analysis. In addition, in order to factor in the Net Zero strategy adopted by the Group (for main sectors Oil&Gas, Power Generation, Automotive) on Transition Risk, the shocks applied on non-financial corporates credit lines are differentiated.

The potential deterioration of the value of the counterbalancing capacity or the change in the value of derivatives (generating margin calls) is estimated by applying specific climate scenarios to the most relevant market variables (the same scenarios used in the ICAAP analysis). The above-described effects are applied to the operative maturity ladder and the liquidity coverage ratio to assess the climate risk impact on the short-term perspective. Similarly, the effects are applied to the net stable funding ratio to simulate the structural liquidity changes produced by the above-described simulations. The resulting impact is compared with the internal inherent risk severity thresholds. In general, longer-term effects (on the balance sheet structure) are low for physical risk, as the liquidity structure of the Group balance sheet is sound and ensures enough time to absorb potential climate related changes. In case physical risk materializes the channel through which the risk would transmit to liquidity is mostly from the potential deposit outflows.

As far as the short-term effects (direct impacts on liquidity) are concerned, the exposure to physical risk is classified as medium-low: the impact of deposit outflows has a higher weight on short term metrics.

Also for transitional risks the impacts are negligible on the longer term horizon. Short term metrics are instead more impacted both by the potential higher usage of deposits from customers with high or medium high exposure to transition risk and from the potential margin calls connected with the higher volatility of commodity prices. The overall impact for the Group will remain anyway medium low, according to the internal severity scale.

Both for physical and transitional risks the identified impacts (classified as medium-low) can be easily absorbed by the liquidity buffers available in the UniCredit Group.

Non-financial risk

Non-financial risks can be influenced by environmental factors in general and by the climate change in two different ways:

- Reputational risk - Risk for UniCredit Bank Czech Republic and Slovakia of being perceived and criticized for supporting activities and projects through its financial products and services that harm the environment and contribute to worsen the climate change scenario;
- Operational risk - Risk for UniCredit Bank Czech Republic and Slovakia of facing temporary disruption or unavailability of key premises (e.g., data centres, operational centres, headquarters) or for the discontinuity of services suffered by some of its third-party service providers due to adverse extreme climate conditions.

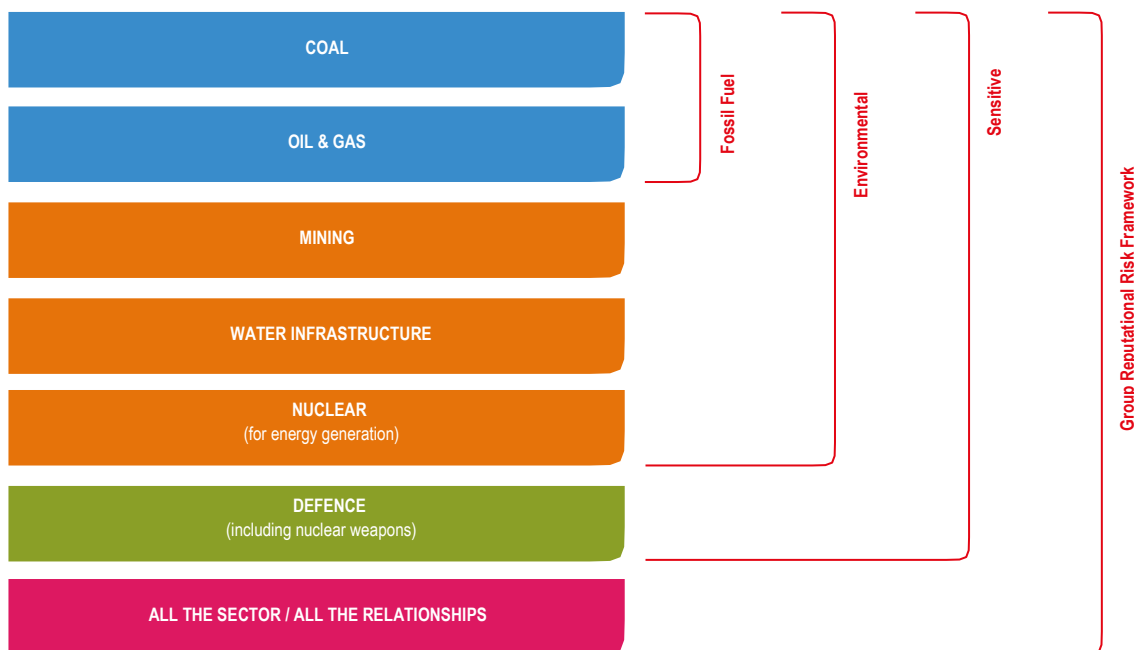
The UniCredit Group and therefore UniCredit Bank Czech Republic and Slovakia has implemented adequate processes to mitigate the above-mentioned risks.

With regards to **reputational risk**, the UniCredit Group defines Reputational Risk as the current or prospective risk to earnings and capital resulting from the negative perception of the Financial Institution's image by various stakeholders including clients, shareholders/investors, regulators, employees, debtholders, market analysts, civil society, NGOs, media and other relevant parties.

The management of reputational risk relies on:

- setting clear general rules and guidelines for:
 - defining the profile of relationships (with clients as well as with other relevant counterparties such as suppliers) and operations (mainly financial support, but also investments and other financial products and services offered) that the UniCredit Group is available to manage and develop;
 - defining the profile of what the UniCredit Group does not consider to be in line with its foundation principles and reputational standards. These rules and guidelines are designed to ensure alignment with laws, internal and external regulations, best practices within the sector and reflect the risk appetite and the sensitivity of the UniCredit Group;
- setting additional specific rules and guidelines for sectors considered sensitive (Coal, Oil & Gas, Defence, Nuclear, Mining, Water Infrastructures) and contributing to the UniCredit Group commitments for specific topics (Rainforest, Tobacco, Human Rights, Natural Capital/Biodiversity);
- requiring for each relationship the evaluation of the conformity to the rules and guidelines mentioned above;
- ensuring respect of the rules mentioned above for each operation, performing a specific Reputational Risk Assessment involving the dedicated Reputational Risk function and other specialist/competent functions (e.g., ESG, Compliance, Legal) in cases of potential deviation and rejecting operations in breach of such rules;
- setting conditions, controls or limitations, where deemed necessary, in order to reduce the material residual Reputational Risk for UniCredit Group, regardless of the sector connected to the case;
- independently from the sector, evaluation of the liability/litigation risk that can derive from supporting a deal which could produce a negative environmental or social impact, when the deal is under the Equator Principles (EP) framework;
- taking the right decisions at the right level of authorization in cases of potential reputational risk, involving the UniCredit Group Non-Financial Risks Committee (GNFRC) for the highest risk cases and/or for strategic decisions.

The UniCredit Group, in its continuous monitoring of the market and stakeholder's expectations, has identified six «sensitive sectors» for which it has adopted a dedicated additional set of provisions and rules described in specific internal regulations listed below. These rules are also implemented in UniCredit Bank Czech Republic and Slovakia



In addition, UniCredit Group has signed specific commitments regarding the exit from Tobacco industry and from activities that favor deforestation or forest degradation and also reinforced its positioning on Human Rights commitment.

The inclusion of a sector among the sensitive ones and the provisions of the existing ones are renewed on a continuous basis, taking into account the evolution of the market and the sensitivity of the UniCredit Group and therefore UniCredit Bank Czech Republic and Slovakia towards these sectors.

Global policy on Reputational risk sets minimum requirements for subjects and deals regardless the sector of belonging (e.g. no operation is UNESCO/protected areas IUCN I-IV,...).

For each sensitive sector, the specific regulation covers the following aspects:

- the scope of the sector (type of subjects and activities);
- the forbidden activities (activities that the UniCredit Group is not available to support with its financial products and services, e.g., controversial weapons, nuclear weapons, coal-related activities, oil & gas activities in the Arctic region);
- the classification of clients:
 - Class A - clients completely in line with the provisions and for which the UniCredit Group is available to provide full financial support;
 - Class B - clients partially in line with positive transitions and moving in the right direction. The UniCredit Group is available to support these clients with its financial products and services, refraining from providing other types of financial products and services that do not align with the transition towards more sustainable practices;
 - Class C - clients not aligned with the provisions of the UniCredit Group or moving in a different direction and for which the UniCredit Group is not available to provide any kind of financial support. In these cases, a phase-out of the relationship may be considered.

UniCredit Group and therefore UniCredit Bank Czech Republic and Slovakia has defined a process for assessing Reputational Risk, identifying cases where a dedicated assessment is necessary.

The decision-making bodies responsible for assessing cases of reputational risk can vary according to the relevance of the case and alignment with the policy provisions.

For UniCredit S.p.A., cases that envisage a potential high relevance with appetite already set are brought to the attention of Head of Group Non financial risks (with the support of RRO³, if the case).

Cases that envisage a potential high relevance with appetite not set yet are brought to the attention and decision of the Group Non-Financial Risks Committee (GNFRC) chaired by the Group CEO.

³ Reputational Risk Office, which includes the representatives of the Group Specialist Functions

Similar structures have been established in UniCredit Bank Czech Republic and Slovakia At local level, RRO and GNFRFC are collapsed in the LNFRC (Local Non-Financial Risk Committee), chaired by the local CEO.

Cases where reputational risks are deemed to be of significant relevance within UniCredit Bank Czech Republic and Slovakia are submitted to the Holding company for further validation (Non Binding Opinion - NBO).

A Reputational Risk decision taken at local level in UniCredit Bank Czech Republic and Slovakia also requires an NBO by the Parent Company in two specific situations:

- when the case, authorised by the Local NFR Committee, presents a High Reputational Risk and has to be submitted to a Group Credit Committee (GCC or GTCC);
- when explicitly requested by the policy. e.g., exceptions granting, Green Project Financing in the Oil & Gas or Coal sectors, granted to a B class client, requires an NBO to double check that the Green project is currently aligned with the EU Taxonomy.

Whenever a further scrutiny of a case is deemed necessary, Legal Entities can ask the Parent Company for an NBO for cases other than the two mentioned above.

Any unplanned and unforeseen situations related to a specific relationship or deal and not aligned with the standard provisions of the policy are evaluated case by case. Expert judgement is required for evaluating the alignment of the case with UniCredit Group general principles on Reputational Risk. Any decisions must diligently consider the provisions of the applicable policy and the characteristics and context of the case under examination.

• Reputational Risk assessment by Sectors

- Number of assessments by sectors in 2025 in UniCredit Bank Czech Republic and Slovakia: 353

- Coal: 55
- Defence: 188
- Mining: 27
- Nuclear: 16
- Oil & Gas: 11
- Water Infrastructures: 5
- Chemical: 1
- Negative news: 50

With regard to **Operational risk**, for all Legal Entities the UniCredit Group carries out an assessment aimed at identifying critical locations where unavailability could harm business continuity (e.g., data centres, headquarters, operational centres).

In 2023, 3 buildings were selected for the assessment of Czech Republic and Slovakia. Each location has been classified according to current risks from extreme adverse climate conditions (river floods, flash floods and wildfire) that could affect the location itself.

None of the buildings resulted as potentially exposed to high or medium high risk.

Wherever the business continuity plan highlighted the inadequacy of the backup building (e.g., exposed to the same risk as the primary location), adequate mitigants were identified (e.g. definition of a new backup location, full smart-working implementation, etc). For one building a formal taking risk has been taken by the Legal Entity Management Board, considering that additional mitigants were not identified.

Moreover, in 2023, exposure to the perceived risk in a scenario of +4°C in 2030 has been considered. In this case, no additional buildings have been identified currently exposed to such risks.

In order to assess the resilience of third-party service providers with regard to climate change, the Third-Party Assessment (performed during onboarding of new suppliers, then yearly) has been enhanced by also considering the business continuity plans adopted to manage potential adverse climate events.

Biodiversity and ecosystems:

Beyond climate, UniCredit Group has conducted a thorough screening of its operations and site locations to assess actual and potential impacts, risks and opportunities related to other environmental factors: pollution, water consumption, biodiversity and waste management. While the core business activities of the UniCredit Group and therefore activities of UniCredit Bank Czech Republic and Slovakia are not inherently highly emitting in terms of pollution, water use, or waste generation, UniCredit Group remains committed to monitoring its environmental impact.

Although the UniCredit Group and therefore UniCredit Bank Czech Republic and Slovakia does not carry out operational activities that are intrinsically high-impact in terms of biodiversity, it recognises the materiality of biodiversity and ecosystems in relation to its business model, particularly with regard to the indirect impacts generated through its financing activities and the opportunities to make a positive contribution to the protection of natural capital.

The screening process therefore considered the main ways in which the UniCredit Group's activities may influence biodiversity and ecosystem services along the value chain.

Specific attention was devoted to sectors that are more dependent on ecosystems and have a higher potential impact on biodiversity, such as agriculture and construction, as these activities can affect land use, habitat quality and the functioning of ecosystem services. However, these sectors represent only a limited share of the UniCredit Group's overall operations. Moreover, the UniCredit Group does not own operational sites located within or near areas of high biodiversity sensitivity; as a result, no significant direct impacts on ecosystems from owned sites were identified.

During the analysis, potential indirect negative impacts on biodiversity were identified, linked to the financing of activities that may lead to ecosystem alterations or habitat loss along the value chain. However, these impacts were not assessed as material from a risk perspective, given the UniCredit Group's limited overall exposure to such activities and the existing environmental management, assessment and monitoring controls already in place.

At the same time, the screening highlighted positive impacts and material opportunities related to biodiversity, particularly through the financing of sectors, projects and initiatives that promote sustainable practices, ecosystem conservation and the protection of natural capital. The development and promotion of financial products and services oriented towards green and sustainable investments represent an additional strategic lever through which the UniCredit Group and therefore UniCredit Bank Czech Republic and Slovakia can contribute to safeguarding biodiversity and reducing pressures on ecosystems.

Overall, the screening therefore concluded that, even in the absence of direct negative impacts or material physical, transition or systemic risks, biodiversity and ecosystems constitute a material topic for the UniCredit Group in relation to the positive impacts and opportunities arising from its role as a financial intermediary in supporting the transition to more sustainable economic models.

Business Conduct:

To identify impacts related to business conduct matters, UniCredit Bank Czech Republic and Slovakia has conducted an in-depth analysis of its internal structure, policies, and business model. The process specifically considered factors such as internal corporate culture, the approach to combating corruption and bribery, supplier relationships and payment practices, as well as adherence to whistleblowing procedures. The analysis incorporated relevant criteria, including the location and activity of the operations, the sectoral context, and the structure of transactions, ensuring a comprehensive approach to assessing business conduct matters.

From this analysis, several opportunities were identified, including the enhancement of reputation through investments in the development of innovative tools to manage, monitor and prevent corruption and bribery. Additionally, opportunities were recognized in improving the quality of products and services purchased by fostering a more sustainable supply chain and prioritising certified products that meet minimum environmental criteria. However, the assessment also identified risks such as the potential for fraud, money laundering, sanctions violations, bribery and corruption and failures in Know Your Customer (KYC) compliance.

Disclosure requirements in ESRS covered by the undertaking's sustainability statement

IRO-2 List of disclosure requirements complied with

Some E, S and G topics and sub-topics, as prescribed by ESRS1 AR16, were identified material during the DMA process. Consequently, specific information and detailed Data Points (DPs) were selected for disclosure. Accordingly, the following tables connect the double materiality results with the specific ESRS disclosure requirements that UniCredit Bank Czech Republic and Slovakia reports in the Sustainability Statement 2025.

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IRO-2 - All the datapoints deriving from other EU legislation

IRO-2 Par. 56 - DPs that derive from other EU legislation

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ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).	Phased in
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).	Phased in
ESRS E1-9 Degree of exposure of the portfolio climate-related to opportunities paragraph 69	Phased in
ESRS E2-4 Amount of each pollutant listed in Annex E-PRT II of the Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Not material
ESRS E3-1 Water and marine resources paragraph 9	Not material
ESRS E3-1 Dedicated policy paragraph 13	Not material
ESRS E3-1 Sustainable oceans and seas paragraph 14	Not material
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Not material
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	Not material
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ESRS E4-2 Sustainable oceans/seas practices or policies paragraph 24 (c)	408
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	408
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Not material
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Not material

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ESRS 2 - SBM3 - S1 Information about countries or geographic areas with operations considered at significant risk of incidents of forced labour or compulsory labour 14 f (ii)	Not material
ESRS 2 - SBM3 - S1 Information about type of operations at significant risk of incidents of child labour 14 g (i)	Not material
ESRS 2 - SBM3 - S1 Information about countries or geographic areas with operations considered at significant risk of incidents of child labour 14 g (ii)	Not material
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ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21	413
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	Not material
ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	Not material
ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32 (c)	Not material
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Not material
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Not material
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	435
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	435
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	437
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	437
ESRS 2 - SBM3 - S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Not material
ESRS S2-1 Human rights policy commitments paragraph 17	Not material
ESRS S2-1 Policies related to value chain workers paragraph 18	Not material
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Not material
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19	Not material
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Not material
ESRS S3-1 Human rights policy commitments paragraph 16	438
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	438
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Minimum disclosure requirement on policies and actions

MDR-P - Policies adopted to manage material sustainability matters

UniCredit Group's policies represent the tangible expression of its commitment to ESG principles. These policies are implemented within UniCredit Bank Czech Republic and Slovakia and fully respected by our entity. Specifically, the topics and sub-topics identified as material through our double materiality assessment are comprehensively addressed within the policies outlined below. Further details on material IROs covered by each policy are declined under each topic-specific section.

Smart office workplace global policy:

The global policy Smart Office Workplace and its guidelines define internal principles, rules and guidelines for the planning and occupancy of the UniCredit Bank Czech Republic and Slovakia's larger offices, to enable efficient and sustainable long-term real estate investments and to provide a state-of-the-art workplace environment in line with the UniCredit Group's culture while respecting workplace ergonomics for the well-being of employees. The policy also aims to support the UniCredit Group's commitment to reduce operational CO2 emissions and to become Net-Zero compliant: it will have an impact on energy consumption and related emissions of headquarters buildings impacted by space-optimisation projects, since it defines space efficiency KPIs and provides guidelines on energy efficiency measures.

This policy is applicable in both countries – Czech Republic and Slovakia -, and it should be evaluated, adopted, and reviewed at the following trigger events: office opening/lease extension/relocation decision, major refurbishment or need for adoption to significant changes in the size of the workforce. Overall, the adoption of this document is subject to monitoring by Group Real Estate with the support of the local Real Estate department or the reference point of the UniCredit Czech Republic and Slovakia. These policies are locally implemented into the UniCredit Bank Czech Republic and Slovakia internal policy Smart Office.

Sensitive sectors policies:

Guidelines for sensitive sectors policies (i.e. Civil nuclear, Coal, Oil and Gas, Mining, Water infrastructure, Defence), listed below, are approved by UniCredit Group Non-Financial Risks and Controls Committee, and they apply to UniCredit S.p.A. and to the Group legal entities including UniCredit Bank Czech Republic and Slovakia according to the Operational Risk Oversight model. Specifically, these policies on sensitive sectors define criteria for identifying subjects and activities in scope; and the process, roles, and responsibilities for performing the Reputational and ESG Risk Assessment, aiming at assessing the situation and characteristics of each sector-specific subject or activity. A summary of the policies is available on UniCredit Group's website.

The monitoring of policies in sensitive sectors is carried out through a structured system that combines ongoing compliance checks, formal assessments, and reporting to the UniCredit Group's central functions. Within this framework, the Operational & Reputational Risk Management (RepRisk) function contributes to the control perimeter by providing specialised analyses and assessments of reputational risks related to clients, counterparties, transactions, and stakeholders, in line with European requirements on due diligence, value chain governance, and ESG risk management set out by the evolving CSRD and the simplified ESRS.

In line with regulations on sensitive sectors, every client and every deal must undergo a reputational screening to verify compliance and admissibility. These are directive and pre-emptive controls established by internal regulations to ensure the consistent and preventive application of UniCredit Group rules. Transactions are reviewed to ensure adherence to general rules and the specific guidelines applicable to sectors classified as sensitive. Whenever potential deviations from internal standards emerge, a dedicated Reputational Risk Assessment must be activated, involving the competent functions in defining any conditions or limitations to be applied.

Some sector policies also establish specific monitoring requirements and periodic reporting duties — including formal obligations for UniCredit Bank Czech Republic and Slovakia to report to the UniCredit Group — to secure systematic oversight of associated reputational risks and continuous alignment with UniCredit Group governance. This oversight is further reinforced by dedicated bodies such as the Group Non-Financial Risks and Controls Committee – Reputational Risk session, which represents the highest level of control over reputational risks linked to activities in sensitive sectors.

The monitoring process is the same across all sectors in which UniCredit Bank Czech Republic and Slovakia operates and is detailed in the Group Reputational Risk Management Global Policy, publicly available on Group website. Ongoing first-level controls are carried out by Business functions (line controls), while second-level controls are performed ex-post by local UniCredit Bank Czech Republic and Slovakia RepRisk functions, together with oversight controls conducted by the UniCredit Group RepRisk Function. This ensures a multilayered supervision of policy compliance and of the consistent application of rules at UniCredit Group level.

Civil nuclear:

The sector regulation on civil nuclear establishes standards and guidelines that address the risks associated with the Civil Nuclear sector. Specifically, it defines criteria for identifying subjects and activities in scope; and the process, roles, and responsibilities for performing the

Reputational and ESG Risk Assessment, aiming at assessing the specific situation and characteristics of each civil nuclear-related subject or activity.

The specific provisions of civil nuclear sector regulation apply to all subjects, defined as prospective or active corporate customers who operate as owners or operators of Nuclear Power Plants (NPP) and operators of non-commercial civil nuclear activities (i.e. civil nuclear energy research for improving safety standards). The provisions also apply to any specific purposes/transaction financing or supports, irrespective of the subject, when related to:

- engineering, construction, maintenance, expansion, upgrading, refurbishment and decommissioning of the NPP and ancillary services, key components, infrastructure and equipment for auxiliary systems, facilities for the receipt and interim storage of fuel and safeguard systems subject to safety requirements;
- nuclear waste processing activities;
- civil non-commercial nuclear activities (i.e. fusion nuclear energy research for improving the safety standards of the nuclear energy sector or for developing advanced technologies (e.g. ITER Project) outside the military field, or research and development in the medical sector).

Coal sector:

The sector regulation on coal establishes standards and guidelines that address the risks associated with the Coal sector.

The specific provisions of coal regulation apply to all subjects, defined as potential or active customers, belonging to corporate or corporate key clients or large corporates, and operating in the Coal-Fired Power Generation area (CFPPs), as owners, operators, subcontractors or suppliers of key components/infrastructures, coal traders and energy traders of coal-generated electricity or in the thermal coal mining area, as owners, operators, subcontractors, suppliers of key components/infrastructures, coal traders/sellers and distributors of coal.

Moreover, the provisions apply to activities related to:

- for CFPPs: design, building (as well as expansion and/or upgrading), maintenance, ordinary operations and distribution (if regarding electricity directly produced from CFPPs);
- for thermal coal mines: design, building (as well as expansion and/or upgrading), maintenance, ordinary operations and distribution (thermal coal sale or trading of the commodity);
- for key infrastructures (e.g.: distribution network directly connected to the plant, railway network connected to the mine): design, building (as well as expansion and/or upgrading), maintenance and ordinary operations.

UniCredit Group understands the increasing adverse effects that CFPPs, as well as the thermal coal mining sector, have on the climate system and is aware of its responsibility towards society and future generations in terms of environmental preservation (resources/ecosystem quality), as well as human health and pollution. This regulation aims therefore at assessing the potential environmental, social and reputational impacts of the UniCredit Group's involvement in coal sector projects/transactions and, through the implementation of appropriate management and mitigation measures on the UniCredit Group clients or counterparts' side, to limit associated risks for UniCredit Group. Through this regulation, the UniCredit Group wants to support and accelerate the coal sector energy transition and the related improvement of its environmental/social footprint.

Defence/Weapons:

The sector regulation on Defence establishes standards and guidelines that address the risks associated with the defence sector.

The specific provisions of Defence regulation apply to all the subjects, defined as potential or effective corporate customers belonging to the following categories:

- all the companies operating in the defence sector, as designers, producers, traders, distributors or suppliers of weapons, their components, their infrastructures, and their services;
- all companies whose activity of export of military goods is submitted to specific authorisation from the local authorities;
- all companies whose business is related to dual use products - are subject to reputational risk assessment - unless the customer provides a specific declaration certifying that the goods and services supplied are exclusively for civil use.

The provisions also apply to activities related to design, manufacturing, testing, trading, export, maintenance, ordinary operations related to the weapons or other products destined to the Defence (military goods), their key components, or to the related key infrastructures, and key services requested for their effective and efficient operations.

UniCredit Group understands the increasing adverse impacts that defence-related activities, controversial and nuclear ones, have on environment, health, and humanitarian principles violation. The UniCredit Group is aware of its responsibilities towards society and has a position against the financing of such weapons, while acknowledging that certain types of weapons are necessary for the effective pursuit of morally sound and internationally accepted goals, such as peacekeeping and national self-defence.

Mining sector policy:

The sector regulation on Mining establishes standards and guidelines that address the risks associated with the mining sector.

The specific provisions of mining regulations apply to all the subjects who operate in the mining area for minerals and raw materials which include (but are not limited to) base metals, precious metals, ferrous and non-ferrous metals, coal, uranium, asbestos, gemstones, salts, and industrial or agricultural minerals, as owners, operators, subsidiaries, subcontractors or suppliers of key components. The provisions also apply to all the activities related to:

- prospecting, exploration and mining production of mineral raw materials, which include (but not limited to) base metals, precious metals, ferrous and non-ferrous metals, coal, uranium, asbestos, gemstones, salts, and industrial or agricultural minerals;
- development, construction, and operation of facilities to mine, process, and transport mineral raw materials, as well as supporting infrastructure;
- all the decommissioning, closure, rehabilitation, and post-closure monitoring activities associated with mines.

This regulation aims to assess the potential environmental and social impacts originating from financing mining sector-related activities and to limit associated risks to the UniCredit Group's reputation through the implementation of appropriate management and mitigation measures.

Oil & Gas sector:

The sector regulation on Oil & Gas establishes standards and guidelines that address the risks associated with the oil and gas sector.

The specific provisions of oil and gas regulation apply to all the subjects, defined as potential or active customers belonging to Corporate or Corporate Key Clients or Large Corporates business division, when applicable and active in the oil and gas upstream and midstream sectors, as owners, operators, subcontractors or suppliers of key components/infrastructures/services (e.g. EPC contractors). The provisions also apply to all the activities (design, building, as well as expansion and/or upgrading, maintenance and ordinary operations) related to upstream and midstream segments of the oil and gas sector.

UniCredit Group understands the increasing adverse impacts that oil and gas-related activities, unconventional and Arctic risks have on the climate system and is aware of its responsibilities towards society and future generations in terms of environmental preservation (resources/ecosystem quality), as well as human health and pollution. This regulation aims therefore to assess the potential environmental, social and reputational impacts of the UniCredit Group's involvement in the oil and gas sector projects/transactions and, through the implementation of appropriate management and mitigation measures on UniCredit Group clients or counterparties, to limit associated risks for UniCredit Group. The UniCredit Group wants to support and accelerate the oil and gas sector energy transition and the related improvement of its environmental/social footprint.

Tobacco sector commitment:

UniCredit Group's public Commitment on Tobacco outlines the position of our UniCredit Group towards the tobacco sector and our initiatives to play an active role in addressing global environmental and social priorities. UniCredit Group committed to exit the industry by the end of 2025: this refers to our exposure to manufacturers and producers of tobacco products (distributors of tobacco products and producers of packaging for tobacco products are not in scope) in all countries where we operate.

2022 represented a one-year phase-in period to start our customer engagement: we explained the above reasons to our clients and introduced the application of our commitment. In this period, UniCredit Group did not acquire new customers in the tobacco sector and at the same time did not allow any tobacco-related project financing. From 2026, we will phase out relationships with all manufacturers and producers of tobacco products.

UniCredit Group has signed the Tobacco Free Finance Pledge with the aim to have an active role in addressing global environmental and social priorities, as outlined in the Sustainable Development Goals (SDGs), including SDG 3 - Health and Well-Being and SDG 17 - Partnerships for the Goals, and recognised by the World Health Organization Framework Convention on Tobacco Control. Together with the other institutions who joined the Pledge, we aim to raise awareness among financial institutions of the essential role the finance sector must play to assist effective tobacco control and to encourage the transition towards tobacco-free finance policies.

The Commitment applies to all UniCredit Group business lines, and it was approved by the CEO. The process of its monitoring is the same for all sectors in which the UniCredit Group operates and is described in detail in the Group's global Reputational Risk Management Policy.

Water infrastructure (Large dams)

The sectoral regulation on water infrastructure establishes standards and guidelines addressing the risks associated with large-scale water projects, with particular focus on environmental impacts on ecosystems and biodiversity, as well as potential social and reputational effects on the communities involved.

The specific provisions of Water Infrastructures (Large dams) apply to prospective or active corporate customers who operate as owners or operators of large dams, and to any specific purposes/transaction financing or supports, irrespective of the subject, when related to engineering, construction, maintenance, expansion, upgrading, refurbishment, and decommissioning works of large dams and related infrastructure (e.g. hydropower plant), ancillary services, key components and equipment.

UniCredit Bank Czech Republic and Slovakia is aware of the importance of the water industry and related activities which, if not managed in a responsible way, can have adverse impacts on the biodiversity, environment and on involved communities. The sector relevance is even more important in the current context, where climate change remains one of the biggest threats facing the planet, and for the relevant contribution to the Net-Zero targets achievement to which UniCredit Group and therefore UniCredit Bank Czech Republic and Slovakia is strongly committed. Therefore, large dams and hydropower plants could play a key role in the energy transition path.

Statement of natural capital and biodiversity:

The statement illustrates UniCredit Group's commitment towards natural capital and biodiversity preservation. It represents our first comprehensive Natural Capital framework in which biodiversity and climate issues are interrelated: we are committed to protecting natural capital by delivering sustainable financing solutions to clients and reducing the environmental impacts of our direct operations. Avoid operations in areas protected for biodiversity conservation purpose as well as combat deforestation and forest degradation are fundamental principles for the UniCredit Group.

The Statement has been developed considering the point of view of stakeholders such as regulators, investors, civil society, NGOs, and it is based on the following internationally recognized standards and initiatives:

- Equator Principles;
- International Finance Corporation (IFC) Performance Standards on Environmental and Social Sustainability;
- World Bank Group Environmental, Health and Safety (EHS) Guidelines;
- Finance for Biodiversity Pledge (FfBP).

The document represents a positioning paper on the topics of natural capital and biodiversity, and it is published on our institutional website.

ESG product guidelines:

In 2022 the ESG Product Guidelines Policy was introduced aiming at establishing a consistent and comprehensive methodology for the classification and reporting of UniCredit Group's ESG offering and at preventing the related risks of green washing and social washing, also in communication. On this aspect the objective is to provide all useful indications for correctly and consistently defining communication and marketing messages and the related validation processes.

The ESG product guidelines are based on external regulations:

- EU Taxonomy (Regulation 2020/852) and available Delegated Acts;
- Commission Delegated regulation 2022/1288 (April 2022), Regulatory technical standards about the principle of 'do no significant harm';
- Commission Delegated regulation (EU) 2021/2139 of 4 June 2021 - Technical screening criteria for determining the conditions under which an economic activity qualifies as contributing substantially to climate change mitigation or climate change adaptation and for determining whether that economic activity causes no significant harm to any of the other environmental objectives;
- International Capital Market Association (ICMA): Green Bond Principles (GBP) 2025, Sustainability Bond Guidelines (SBP) 2021, ICMA Social Bond Principles 2025, Sustainability Linked Bond Principles 2024, Climate Transition Finance Handbook 2023, Harmonized Framework for Impact Reporting, 2024;
- Guidelines ISDA 2021 on Sustainability-Linked Derivatives;
- Loan Market Association (LMA): Green Loan Principles 2025, Social Loan Principles 2025, Sustainability Linked Loan Principles 2025;
- Platform on Sustainable Finance: Transition Finance report 2022; Building trust in transition: core elements for assessing corporate transition plans, 2025, ANNEX to the Commission Recommendation on facilitating finance for the transition to a sustainable economy June 2023;
- EU Transition Finance Recommendation, 2023;
- EU Sustainable Finance Disclosure Regulation 2019/2088 (SFDR);
- Directive 2014/65/EU - MiFID 2;
- European Securities and Markets Authority (ESMA): Guidelines on funds' names using ESG or sustainability-related terms, 2024.

The perimeter of application covers all UniCredit Group's legal entities and business lines: lending products, bonds, investment, hedging, capital market, transactional and insurance products. The ESG Product Guidelines are approved by Group Non-Financial Risks and Controls Committee at Group Level, and each legal entity is responsible for the policy implementation at local level. Specifically, each legal entity is made responsible to set up specific processes for the verification of the ESG features of deals and products. Moreover, the central ESG function supports the legal entities in structuring deals compliant with market standards and guidelines, performing ex-post checks on a periodical basis on new deals (social/green/transitional/ESG linked).

The document is regularly reviewed to amend or include additional qualifying activities and/or criteria based on market trends or business needs and to comply with regulatory requirements. For example, in the last review we introduced new criteria based on standards market for simplifying the assessment of financing including National/Supranational initiatives in relation to green and social financing.

The UniCredit Group's rule ESG Product Guidelines are locally implemented within UniCredit Bank Czech Republic and Slovakia through the internal policies, specifically the internal rule "ESG".

Human rights commitment:

The human rights commitment outlines UniCredit Group's dedication to upholding human rights across its key stakeholder groups, including employees, customers, suppliers, and communities. This document summarizes the roles and responsibilities as well as the principles, rules, procedures and systems adopted by UniCredit Group to comply with generally accepted international and local standards and regulations for preventing, managing and, where possible, reducing human rights impacts.

Grounded in international standards and conventions, this commitment contributes to equal opportunities, secure and quality employment, and the promotion of adequate wages, supported by social dialogue and collective bargaining. It also enhances employee well-being through dedicated activities and fosters skill development through training and professional growth programmes. Opportunities include positioning UniCredit Group as an employer of choice, improving employee performance with forward-thinking training, and ensuring transparent performance reviews and career development plans.

UniCredit Group's human rights commitment leverages on and respects:

- the Universal Declaration of Human Rights;
- the International Covenant on Civil and Political Rights;
- the International Covenant on Economic, Social and Cultural Rights;
- the International Labour Organization's (ILO) Fundamental Human Rights conventions (29, 87, 98, 100, 105, 111, 138 and 182);
- the UN Guiding Principles on Business and Human Rights;
- the OECD Guidelines for Multinational Enterprises;
- the UN Global Compact principles;
- the UN Principles for Responsible Investment;
- the International Finance Corporation (IFC) Performance Standards;
- the World Bank Group Environmental, Health and Safety (EHS) Guidelines;
- the United Nations Environment Programme Finance Initiative (UNEP FI) Principles for Responsible Banking;
- the Equator Principles (EP);
- the Women's Empowerment Principles;
- the UN Declaration on the Rights of Indigenous Peoples;
- the Declaration on Human Rights Defenders.

The Commitment applies to all UniCredit Group including UniCredit Bank Czech Republic and Slovakia, while sole legal entities may develop local specific human rights best practices which can be disseminated across our Group, with a view to promoting continuous improvement.

The current version of the Human Rights Commitment was approved by the Group Non Financial Risk Committee chaired by the Group CEO in June 2024. The monitoring of the effectiveness of the human rights commitment leverages on existing processes detailed in other UniCredit Group's policies and managed by the related functions (for example, the Group Reputational Risk Management Global Policy, the Whistleblowing Global Policy, the Global Policy against harassment, sexual misconduct, bullying and retaliation).

The Commitment is communicated to all employees through various internal initiatives that include, among others, internal communication and news on our intranets and statements on our websites. The Commitment is also published on the UniCredit Group website for the relevant internal and external stakeholders to consult.

These commitments are locally implemented within UniCredit Bank Czech Republic and Slovakia through the internal policies, specifically the Code of Conduct and the Whistleblowing Policy.

Diversity, equity and inclusion global policy:

The objective of the Diversity, Equity and Inclusion Global Policy is to set out the principles by which UniCredit Group enhances inclusion throughout the whole organisation, aiming to ensure that our policies, procedures, and behaviours promote diversity, equity and inclusion and create an environment where individual differences are valued.

The diversity, equity and inclusion global policy positively impacts UniCredit Group by fostering equal opportunities, securing employment, and enhancing employee well-being through dedicated benefits and a healthy work environment. The policy also ensures respect for diversity, advancing an inclusive corporate climate through initiatives that actively prevent discrimination. Key opportunities include becoming an employer of choice by cultivating a flexible, inclusive culture and improving employee performance through forward-looking training programmes.

This policy is aligned with all applicable international, national, and local laws and regulations, and it applies to behaviours internally and externally in all legal entities and to all employees of the UniCredit Group. All UniCredit employees play an active role and are responsible for its application while specific functions play key roles in the process, as outlined.

Although the UniCredit Group cannot control the conduct of Third Parties, it does not condone behaviours not aligned with the principles of this Policy and will adopt any appropriate consequence management.

UniCredit Group will measure and communicate progress towards Group Diversity, Equity and Inclusion strategy through the disclosure of relevant data, commitments and initiatives leveraging the Sustainability Statements and dedicated communication assets, available both internally and externally.

The local DE&I Team actively works to integrate the principles of diversity, equity, and inclusion into the daily operations, decisions and work environment of our employees in Czech Republic and Slovakia.

These commitments are locally implemented within UniCredit Bank Czech Republic and Slovakia through the internal policies, specifically the Code of Conduct and the Employee Recruitment Process.

Group remuneration policy:

The UniCredit Group Remuneration policy defines the principles and standards which UniCredit Group applies in designing, implementing and monitoring the UniCredit Group compensation practices, plans and systems. The policy aligns with UniCredit Group's long-term strategy and commitment to sustainability by ensuring compensation is linked to risk-adjusted performance and discourages excessive risk-taking, including in the context of sustainability risks. This policy positively impacts the promotion of equal opportunities, quality employment, and fair compensation, further reinforced through social dialogue and collective bargaining. Opportunities arising from this policy include strengthening UniCredit Group's position as an employer of choice, promoting diversity, fostering an inclusive culture, and offering flexible work-life balance solutions that meet evolving employee needs.

The principles of the UniCredit Group Remuneration policy are valid across the entire organisation and shall be reflected in the remuneration practices applying to employee categories across businesses, including staff belonging to external distribution networks, considering their remuneration peculiarities. In compliance with the UniCredit Group remuneration policy and local regulation, legal entities, countries, and divisions apply the compensation framework for all employees. Furthermore, the elements of the policy are fully applied across the entire Material Risk Taker population, with local adaptations based on specific regulations and/or business specifics, consistent with the overall UniCredit Group approach. Monitoring is carried out through the existing governance mechanisms, which include continuous oversight of the evolution of market practices and trends, as well as the ongoing review of the UniCredit Group's remuneration practices and systems.

On an annual basis, the UniCredit Group Remuneration policy, as proposed by the Remuneration Committee, is defined by the Board of Directors, and then presented to the shareholders' Annual General Meeting for approval, in line with regulatory requirements.

This policy is locally implemented within UniCredit Bank Czech Republic and Slovakia through the internal policies, specifically Guidelines for Developing and Updating Variable Pay Schemes.

People & Culture policy framework:

This People & Culture Framework is meant as a central reference to all People & Culture Global Rules, plans, programmes, processes of UniCredit S.p.A. and of its Group's Legal Entities and Foreign Branches; a new, updated version is now available. It provides a framework to ensure that People & Culture management is performed consistently across the UniCredit Group and to create the conditions for which all persons can have the needed professional skills for the exercise of the responsibilities attributed to them. The People & Culture Policy Framework establishes a unified approach to managing human resources across UniCredit Group, ensuring consistency in practices, processes, and programmes. It aims to equip all employees with the necessary skills and competencies to fulfil their responsibilities effectively, aligning with the UniCredit Group's strategic goals. This internal framework also ensures compliance with regulatory requirements, promoting a culture of professionalism and accountability across the organisation.

The revised P&C Policy Framework also contains guidelines for training and education.

In UniCredit Bank Czech Republic and Slovakia we are following the rules and standards set by the Global Policy as this document is meant as a central reference to all People & Culture divisions and functions within UniCredit Group.

It provides a framework to ensure that People & Culture management is performed consistently in the accordance with the standards set in the UniCredit Group Policy.

Recruiting process:

The recruiting process regulation aims to establish a structured framework for UniCredit Group's recruitment and selection processes, promoting transparency and consistency across all hiring practices. It ensures compliance with relevant labour laws and regulations⁴ while aligning with the Bank's core values and Code of Conduct. By fostering a fair and unbiased recruitment process, the regulation guarantees that all candidates are treated with respect and given equal opportunity based on their skills and qualifications, thereby upholding the integrity and ethical standards of UniCredit Group.

The recruiting process regulation is intended for internal use, and UniCredit Group People & Culture functions and line managers are responsible for its implementation.

This policy is locally implemented within UniCredit Bank Czech Republic and Slovakia through the internal policies, specifically Employee Recruitment Process.

Global policy against harassment, sexual misconduct, bullying and retaliation:

4 Including CONSOB Regulation, n.17221 March 2010, See Title V, Chapter 5 of the Bank of Italy Circular of 27 December 2006, 263 "New prudential supervisory provisions for the Bank" (the "Regulations on Bank of Italy") and pursuant to the art.136 of Legislative Decree of 1 September 1993, 385 "Consolidated Law on banking and credit" (the "Legislative Decree 385/1993").

The policy, aligned with the Universal Declaration of Human Rights and the UniCredit Group's values, outlines UniCredit Group's commitment to fostering a respectful and professional workplace free from harassment, sexual misconduct, bullying, and retaliation. The aim of this policy is the prevention, detection, enforcement, and ongoing monitoring of harassment, bullying, sexual misconduct and retaliation, including by providing support for individuals who report (both employees and third parties) and protecting them from retaliation. The policy upholds equal treatment and dignity for all, ensuring a safe work environment where any behaviour undermining these principles is not tolerated, while emphasising the need for employees to be mindful of how their actions may be perceived.

The policy, published on our website, applies to behaviours internally and externally in UniCredit Bank Czech Republic and Slovakia and to all employees of our Bank, and it has positive impacts for the workplace by promoting specific initiatives for diversity and fostering an inclusive working environment. It increases opportunities for UniCredit Bank Czech Republic and Slovakia to be seen as an attractive employer, confirming diversity and inclusion as central principles.

This policy is locally implemented within UniCredit Bank Czech Republic and Slovakia through the internal policies, specifically Code of Conduct and Whistleblowing Policy.

Statement on Modern Slavery Act and human trafficking:

UniCredit Group's statement demonstrates its commitment on promoting the respect for human rights, and it must be read in conjunction with human rights commitment. Specifically, the statement describes the measures taken by UniCredit Group to mitigate the risk of slavery and human trafficking, within our businesses or our supply chain, in accordance with section 54 of the United Kingdom's Modern Slavery Act 2015, the International Labour Organization's (ILO) Fundamental Human Rights Conventions, the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, the UN Guiding Principles on Business and Human Rights, the UNEP FI Principles for Responsible Banking.

UniCredit Group has been publishing this statement every year since 2016 covering the following contents: UniCredit Group's commitment to international norms; internal policies to ensure employees act with integrity; measures to ensure business and supply chains are slavery and human trafficking free; trainings available to employees to raise awareness on human rights. In UniCredit Group, suppliers and contractors must meet certain minimum requirements and are subject to appropriate review and assessment, both prior to being engaged and on an ongoing basis.

The last statement has been approved by the Board of Directors and signed by the CEO in June 2025.

This statement is locally implemented within UniCredit Bank Czech Republic and Slovakia through the internal policies, specifically Code of Conduct and Operations Back Office Incident Management.

UniCredit Group Privacy Policy:

UniCredit Group Global Privacy Policy aims at assuring a homogeneous approach at UniCredit Group level among all Legal Entities including UniCredit Bank Czech Republic and Slovakia for the protection of personal data of individuals, both employees, clients and other categories of individuals including individual companies, self-employers and individuals connected to corporates (e.g. legal representatives). UniCredit Group guidelines and principles are intended for internal use as they represent the framework adopted for compliance with (EU) General Data Protection Regulation 2016/679 and local regulations and that, through advisory to business, monitoring and education, aims at making UniCredit Group a reliable counterpart for our customers and stakeholders in assuring utmost commitment in protecting their personal data. Specifically, it is the Data Controller, through its delegated functions according to their scope of responsibility, who is accountable to comply with privacy/data protection requirements supported by Data Protection Officer advice.

Customer Protection rules:

The Customer Protection rules relating to the offer of banking products and services define principles and standards for managing the obligations arising from the regulatory requirements set forth in the external sectorial regulations. Specifically, the regulatory requirements refer to:

- Consumer Credit Directive - Directive 2008/48/EC;
- Mortgage Credit Directive - Directive 2014/17/EU;
- Payment Accounts Directive - Directive 2014/92/EU;
- Payment Services Directive "PSD2" - Directive 2015/2366/EU only for the part relating to banking transparency requirements;
- Deposit Guarantee Schemes Directive - Directive 2014/49/ EU;
- Guidelines on product oversight and governance arrangements for retail banking products, EBA-GL-2015.

The relevant Policy and related internal regulations are approved by the UniCredit Group Compliance Officer, and apply to all UniCredit Group companies which offer banking products and services in the scope of the external regulations mentioned above. As for any other internal rules in the bank, the implementation is monitored through intranet tools and processes.

These rules are locally implemented within UniCredit Bank Czech Republic and Slovakia through the internal policies, specifically Protection of Personal Data, Banking Secrecy and Data Protection Officer.

Code of Conduct:

The Code of Conduct is available on UniCredit Group's website as well as on Czech and Slovak version of UniCredit Bank Czech Republic and Slovakia. In line with corporate culture and values (Caring, Ownership, Integrity), the Code of Conduct entails principles which all employees and partnering third parties of UniCredit Group must comply with, to ensure high standards of professional conduct and integrity related to their activity in, or on behalf of UniCredit Group. This Code provides general principles of conduct about key compliance risk (i.e., client interest protection, antitrust, market integrity, anti-money laundering and counter-terrorist financing, financial sanctions, anti-bribery and anti-corruption, data protection), which are periodically monitored by respective functions.

The Code of Conduct is approved by the UniCredit Group's Board of Directors and applies to all UniCredit Group's legal entities including UniCredit Bank Czech Republic and Slovakia. The Board of Directors of UniCredit Group, the Chief Executive Officer, as well as the rest of the top management of UniCredit Group and the UniCredit Bank Czech Republic and Slovakia are responsible for creating a general culture of risk management in the organization and ensuring the oversight of the desired conduct. In this regard, they play an active role to enforce the behavioural standards described in this policy⁵.

These rules are locally implemented within UniCredit Bank Czech Republic and Slovakia through the internal policies, specifically Code of Conduct and Whistleblowing Policy.

Group Tax Strategy Policy:

UniCredit Group complies, in form and substance, with all domestic, international or supranational tax laws, regulations and practices, and cooperates with full transparency with the Tax Authorities of all jurisdictions where it operates. In particular, the goal of UniCredit Group is to pay all taxes due and promptly implement all obligations required by applicable tax laws; and at the same time, maintain the UniCredit Group's global tax efficiency, avoiding double taxation.

The UniCredit Group also seeks to establish good and cooperative relationships and dialogue with the Tax Authorities in the various countries in which it conducts business. UniCredit S.p.A. in fact, has joined the Italian Tax Cooperative Compliance Regime since 2016.

In addition, given the complexity of tax law, to ensure the achievement of such objectives, the UniCredit Group has adopted a comprehensive monitoring system to verify that its tax obligations are complied with on time and in full.

The Tax Strategy Policy is approved by the UniCredit Group's Board of Directors, and it is brought to the attention of all the companies including UniCredit Bank Czech Republic and Slovakia, also through its availability on UniCredit Group intranet and internet website. The Policy is subject to periodic review by UniCredit Group's internal experts on tax and compliance. In particular, the Tax Function is in charge of the tax strategy policy implementation and update.

This policy is locally implemented within UniCredit Bank Czech Republic and Slovakia through the internal policies, specifically Tax Agenda Management in the Bank.

Whistleblowing procedure:

The principal object of the Whistleblowing procedure is to promote an environment where UniCredit Group's employees and third parties are encouraged to report unacceptable conduct (through the defined adequate communication channels), recognizing their significant contribution to self-correction and excellence, as highlighted in the "**Global Policy on Whistleblowing**". The Whistleblowing procedure is also designed to guarantee the protection of the whistleblowers who report misconduct referred or impacted on the working environment, and to ensure the absence of retaliation, in line with the European Whistleblowing Directive 1937/2019.

Unacceptable conduct refers to any action and/or omission in a work-related context or impacting it, that is or could be harmful to or jeopardise the UniCredit Group and/or its Employees and that is:

- illegal, unfair or unethical;
- a breach of laws and regulations, including but not limited to European Union laws; or
- a failure to comply with internal rules.

The UniCredit Group respects, and all the employees and the third parties are required to comply with, all applicable international, national, and local laws and regulations. The UniCredit Group applies the highest standards set out in the "Global Policy on Whistleblowing", regardless of whether the reported conduct is prohibited by law. The "Global Policy on Whistleblowing" should be read in conjunction with the Code of Conduct and the "Global Policy against harassment, sexual misconduct, bullying and retaliation". The Global Policy on Whistleblowing is available on the UniCredit Group website and the local Whistleblower Protection policy is available on both the Czech and Slovak websites,

This policy is locally implemented within UniCredit Bank Czech Republic and Slovakia through the internal policies, specifically Compliance Reporting Obligations and Whistleblower Protection.

⁵ UniCredit S.p.A. has established additional rules of conduct in the Code of Ethics 231/2001 as an integral part of the Organization and Management Model pursuant to the Legislative Decree 231/2001 ("Model"). Each Legal Entity falling within the Group's L.D. 231/2001 perimeter has adopted its own Model and its own Code of Ethics 231/2001 within the Model pursuant to the Legislative Decree 231/2001.

Global Policy on anti-bribery and anti-corruption:

The UniCredit Group has adopted a regulation which demonstrates adherence to the values of integrity, transparency and accountability and promotes a culture of respect for which corruption is never acceptable. The global policy anti-bribery and anti-corruption aims to:

- articulate UniCredit Group's commitment to prohibiting bribery and corruption;
- define principles for identifying and preventing potential bribery and corruption;
- communicate anti-bribery and anti-corruption principles both to internal and external stakeholders;
- provide a framework for a UniCredit Group-wide anti-corruption programme.

The Policy also covers external regulation requirements: UK Bribery Act, Foreign Corrupt Practices Act, SAPIN II, and OECD Convention on combating bribery of foreign public officials in international business transactions.

The Policy, available on the website, is addressed to all UniCredit Group legal entities including UniCredit Czech Republic and Slovakia and applies to all members of strategic, control and executive bodies, employees, tied agents (e.g., financial advisors) and temporary employees, and all business activities, and shall be applied in compliance with legal requirements and regulations in force. In case Czech or Slovak legal requirements are more restrictive than the principles of this policy, the more restrictive requirements of local laws in force must be adopted by the respective UniCredit Group legal entities.

This policy is locally implemented within UniCredit Bank Czech Republic and Slovakia through the internal policies, specifically Anti-Corruption Policy, Compliance Reporting Obligations and Whistleblower Protection.

Anti-fraud Policy:

The objective of the Anti-fraud Policy is to ensure that the internal and external fraud risks are adequately identified, understood, and assessed. Specifically, the purpose of this document is to define the fraud management framework that each legal entity of the UniCredit Group including UniCredit Bank Czech Republic and Slovakia is requested to implement, in order to establish a proactive environment to effectively deal with the present fraud risks with the aim of protecting its assets; and the main roles and responsibilities of the functions involved in the fraud governance process. All employees are responsible for reporting any behavior that is not consistent with the principles of this policy through the dedicated channels.

This Policy also covers requirements from the European directive (EU) 2015/2366 and it is directly applicable to UniCredit S.p.A. and addressed to all the legal entities of the UniCredit Group including UniCredit Czech Republic and Slovakia. Group Security is responsible for its implementation.

This policy is locally implemented within UniCredit Bank Czech Republic and Slovakia through the internal policies, specifically Fraud Management Policy.

Supplier qualification process:

Aligned with International Labour Organization's (ILO) Fundamental Human Rights Conventions and the UN Global Compact principles, the supplier qualification process defines the criteria and methods of third-party screening prior to the involvement of the supplier in a possible sourcing action for the purchase of goods/services as part of the activities managed by Procurement. The qualification of suppliers allows to:

- identify adequate suppliers based on compliance, sustainability and economic-financial criteria in line with the UniCredit Group's policies and guidelines;
- manage risks associated with third parties (e.g. corruption risk, reputational risks, economic risks, etc.) by excluding suppliers who have not succeeded in the qualification process;
- promote, to suppliers, ethical principles and policies in sustainability;
- arrange from time to time a list of successful suppliers in the qualification process that can be used for sourcing activities managed by Procurement structures.

The supplier qualification process is performed when the negotiation and purchase of goods/services are carried out centrally by UniCredit Group Procurement, which is the responsible function: not all UniCredit Group purchases are handled by Procurement, as there are purchase categories and/or thresholds managed outside of Procurement.

The screening on suppliers is based on risk scores provided by external risk info-providers and on other specific controls acted by Procurement and/or Compliance to verify mainly anti-corruption aspects and negative news. When risk scores are unavailable from info-providers the supplier evaluation is based, by exception, on supplier's questionnaires, which also take into consideration environmental and social aspects. The supplier qualification must be periodically reviewed. In any case, a monitoring functionality, able to notify risk-related incidents or changing in the risk scores, is in place.

This policy is locally implemented within UniCredit Bank Czech Republic and Slovakia through the internal policies, specifically Fraudulent Conduct Policy.

Expenditure regulation:

This Global Policy has the purpose to define principles and minimum requirements necessary to manage expenditures and investments, from demand to pay.

This policy applies to all disbursements incurred to perform activities in all legal entities of the UniCredit Group including UniCredit Bank Czech Republic and Slovakia, classified in expenditures and investments according to the following:

- expenditures are all disbursements linked to the procurement of goods and services that have economic impact on P&L;
- investments are related to the procurement of goods and services that are long-term and have a multi-year utility.

The functions involved in the process disciplined by such policy are:

- Group Cost Management, in charge of steering the expenditure approval process at Group level, monitoring the evolution of UniCredit Group and UniCredit S.p.A. NHR costs, managing the ICT demand process at Group level and the activities related to Group Projects & Expenses Committee (PEC);
- Group Procurement, in charge of managing centrally the purchases of goods and services for the Group in order to achieve cost optimization. This policy is locally implemented within UniCredit Bank Czech Republic and Slovakia through the internal policies, specifically Management of Non-personnel Costs.

Environmental information

Environmental information

Disclosure pursuant to Article 8 of Regulation 2020/852 (EU Taxonomy Regulation)

Introduction

The following tables display the disclosure obligations under Article 8 of the Disclosures Delegated Act supplementing the EU Taxonomy Regulation (2020/852). The EU Taxonomy Regulation (Regulation (EU) 2020/852) establishes a classification system for environmentally sustainable economic activities. Article 8 of this Regulation requires undertakings subject to non-financial reporting obligations under Articles 19a and 29a of Directive 2013/34/EU to disclose how and to what extent their activities are associated with Taxonomy-aligned economic activities. For financial institutions, these requirements are further detailed in Commission Delegated Regulation (EU) 2021/2178, which specifies the content, methodology, and presentation of disclosures. Additional amendments, such as Delegated Regulation (EU) 2022/1214, introduced specific rules for nuclear and fossil gas activities, while the Environmental Delegated Act (EU) 2023/2486 expanded the scope to cover all six environmental objectives.

As of today, for the GAR calculation, actual data disclosed by counterparties are necessary to assess banks' Taxonomy-related KPIs for financial and non-financial undertakings. This means that undertakings that are not covered by mandatory non-financial disclosure are excluded, and the data gap is reflected on the bank's ratio. Due to technical limitation following tables contain data only for the parent company of the Group, i.e. UniCredit Bank Czech Republic and Slovakia. The difference between value of total assets gross carrying amount at individual basis and consolidated basis about 1% and thus not significant.

Together, these regulatory initiatives underscore the European Union's commitment to addressing pressing sustainability challenges and aligning economic activities with broader ESG objectives. In addition to the existing framework, on 4 July 2025, the European Commission introduced a Delegated Act to simplify Taxonomy reporting (part of the Omnibus package, published in the Official Journal on 8 January 2026 and entering into force on 28 January 2026), reducing administrative burden and streamlining templates. Despite efforts to adapt, companies are still navigating significant regulatory uncertainty. Evolving guidance from the European Commission and technical complexities in implementing Taxonomy disclosures make compliance planning challenging. This uncertainty particularly affects the alignment of reporting systems and the comparability of ESG data across the market.

Therefore, in line with the current regulatory framework, UniCredit Bank Czech Republic and Slovakia confirms that, for the reporting of financial year 2025, it has applied the version of the Disclosures Delegated Act that was in effect prior to the amendments introduced by the Omnibus Delegated Act. Moreover, in accordance with the amendments introduced by Delegated Regulation (EU) 2026/73 — which revises the disclosure requirements under Article 8 of Regulation (EU) 2020/852 — and as further clarified in the European Commission's interpretative guidance (FAQs) introducing phased-in obligations, UniCredit Bank Czech Republic and Slovakia does not disclose Reporting Templates 6 (Fees and Commissions) and 7 (Trading Book) for the current reporting period. Under the amended framework, the obligation to report on fee and commission income and on trading book exposures applies to credit institutions only from the 2027 reporting year.

In accordance with Regulation criteria, UniCredit Bank Czech Republic and Slovakia is disclosing financial specific metrics falling under the subsequent templates – explained in Annex VI of Delegated Regulation EU 2021/2178:

- Template 0: Summary of KPIs;
- Template 1: Assets for the calculation of GAR;
- Template 2: GAR sector information;
- Template 3: GAR KPI stock;
- Template 4: GAR KPI flow;
- Template 5: KPI off-balance sheet exposure.

In addition to the above-mentioned templates, the Delegated Regulation EU 2022/1214 requires the following additional templates on Nuclear and Gas related activities:

- Template 1: Nuclear and fossil gas related activities;
- Template 2: Taxonomy-aligned economic activities (denominator);
- Template 3: Taxonomy-aligned economic activities (numerator);
- Template 4: Taxonomy-eligible but not Taxonomy-aligned economic activities;
- Template 5: Taxonomy non-eligible economic activities.

Contextual information

The disclosure covers the perimeter of UniCredit Bank Czech Republic and Slovakia, where the Green Asset Ratio (GAR) is calculated on covered assets as defined in Annex V of Delegated Regulation (EU) 2021/2178, excluding exposures to central governments, central banks, and supranational issuers.

According to regulatory instructions, Taxonomy KPIs have been computed as the exposure-weighted average of counterparties' Taxonomy-aligned shares (Turnover/CapEx), using reported KPIs of undertakings in scope of CSRD. Data sources include counterparty reports collected via external providers. Despite significant efforts, data limitations persist, particularly for counterparties outside the CSRD scope.

Therefore, the GAR is still not representative of UniCredit Banks Czech Republic and Slovakia's commitment to support the green transition, at least for now. Limited data availability has been a constraint, which reduced the percentage of alignment and did not make it representative of the Banks' overall effort. Moreover, the ratio is further reduced by the defined calculation methodology itself. Indeed, actual data disclosed by counterparties are necessary to assess banks' Taxonomy-related KPIs for financial and non-financial undertakings. This means that undertakings that are not covered by mandatory non-financial disclosure are excluded, and the data gap is reflected on the Bank's ratio.

This year, the Turnover-based (TB) GAR is 1,53% (0,28% at YE24) and CapEx-based (CB) GAR is 1,75% (0,54% at YE24). The GAR is mainly explained by exposures contributing to the climate change mitigation objective.

Calculation approach

In accordance with the templates provided by Regulation, for the calculation of the GAR KPIs, the portfolio has been differentiated by assets and applied different calculation approaches, where required. Only undertakings subject to the CSRD with mandatory disclosures have been included, excluding exposures to central governments, central banks, and supranational issuers. In detail, below a description of the applied approach to specific categories.

(Financial and Non-Financial) and Financial guarantees

Taxonomy KPIs consist of the weighted average of financing activities and the proportion of Taxonomy-aligned economic activities of each counterparty. The collection of disclosures published by UniCredit Bank Czech Republic and Slovakia counterparties under the CSRD was carried out with the support of external providers.

When identifying CSRD counterparties, all corporations which, either by themselves or indirectly, fulfil the criteria of the mandatory CSRD requirements have been included. In this context, 'indirectly' refers to counterparties that do not publish a standalone CSRD report but are consolidated within a parent undertaking subject to mandatory CSRD reporting. In such cases, the counterparty's contribution is reflected by applying the KPIs disclosed by the Parent Company. In the same way, when a counterparty has contributed to the parent's reported KPIs, we have included the value for the counterparty by using the KPIs of the Parent Company.

We encountered cases where a counterparty, in its CSRD disclosure, did not report the breakdown of its Taxonomy KPIs among the specific environmental objectives (CCM, CCA, WTR, CE, PPC, and BIO). In that case, it has been decided to include the KPIs in the TOTAL columns. Therefore, the values in the total columns might be greater than the sum of the single components.

Households - Loan collateralised

For this portfolio, the share of "green loans" has been identified by applying the criteria of the Delegated Regulation 2021/2139 - that is, the best performance buildings with punctual Energy Performance Contract (EPC) and Primary Energy Demand (PED) data have been considered. We only consider documented EPC (adequate/punctual documentation), therefore using a conservative approach.

The calculation approach also integrates the analysis of climate physical risks in the Do Not Significant Harm (DNSH) assessment, which is aligned with the thresholds and climate data used for the Pillar 3 Template 5 disclosure - "Banking book - Indicators of potential climate change physical risk: Exposures subject to physical risk (Group)". Adaptation plans or other mitigants are not included, therefore applying a conservative approach.

Flow KPIs (New Business)

The flow has been calculated by identifying new transactions solely based on their presence at time T (31 December 2025) and absence at time T-1 (31 December 2024), therefore considering only new transactions originated during this period.

Asset Under Management (AuM)

The reporting perimeter of the AuM KPIs is based on the volumes of collective investment funds which the UniCredit Bank Czech Republic and Slovakia reports in the Full Year Results Market Presentation and other external communications. The numerator is calculated as a weighted average of the share of Taxonomy-aligned economic activities at the aggregated portfolio level, over total investments.

The collection of portfolios aggregated KPIs, which are the results of calculations performed on underlying holdings' actual KPIs available to the market, was collected through an external provider.

Total AuM includes all types of asset class funds, while "of which" breakdowns reflect provider classifications (e.g., commodities may be unclassified). As a result, the total value of AuM might be greater than the sum of the 'of which debts' and 'of which equity' single components.

Additional disclosure of Nuclear and Gas related activities

A similar approach is applied for the additional disclosure on Nuclear and Gas (N&G) related activities, where additional Templates disclosing eligibility, non-eligibility, and alignment of nuclear energy and fossil gas related activities are expected according to Delegated Regulation EU 2022/1214. The nuclear energy and fossil gas-related activities' KPIs have been computed on stock figures, by using the most recently available data and key performance indicators of our non-financial corporations' counterparties, therefore only considering undertakings subject to CSRD.

Template 1 related to "Nuclear and fossil gas related activities" represents a summary of UniCredit exposures towards EU Taxonomy 4.26, 4.27, 4.28 (Nuclear energy related activities) and 4.29, 4.30, 4.31 (Fossil gas related activities), through YES/NO answers to the following list:

- Activity 4.26 – "UniCredit funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle";
- Activity 4.27 – "UniCredit funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies";
- Activity 4.28 – "UniCredit funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades";
- Activity 4.29 – "UniCredit funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels";
- Activity 4.30 – "UniCredit funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels";
- Activity 4.31 – "UniCredit funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels"

Annex VI – Template for the KPIs of credit institutions

0 Summary of KPIs to be disclosed by credit institutions under Article 8 Taxonomy Regulation

(MCZK)

(MILION)						
MAIN KPI	TOTAL ENVIRONMENTALLY SUSTAINABLE ASSETS	KPI TURNOVER BASED	KPI CAPEX BASED	COVERAGE OVER TOTAL ASSETS	% OF ASSETS EXCLUDED FROM THE NUMERATOR OF THE GAR (ARTICLE 7 (2) AND (3) AND SECTION 1.1.2. OF ANNEX V)	% OF ASSETS EXCLUDED FROM THE DENOMINATOR OF THE GAR (ARTICLE 7 (1)) AND SECTION 1.2.4 OF ANNEX V)
31.12.2025						
Green Assets Ratio (GAR) stock	10 030	1.53 %	1.75 %	66.24 %	43.52 %	33.76 %
ADDITIONAL KPI	TOTAL ENVIRONMENTALLY SUSTAINABLE ASSETS	KPI TURNOVER BASED	KPI CAPEX BASED	COVERAGE OVER TOTAL ASSETS	% OF ASSETS EXCLUDED FROM THE NUMERATOR OF THE GAR (ARTICLE 7 (2) AND (3) AND SECTION 1.1.2. OF ANNEX V)	% OF ASSETS EXCLUDED FROM THE DENOMINATOR OF THE GAR (ARTICLE 7 (1)) AND SECTION 1.2.4 OF ANNEX V)
31.12.2025						
GAR flow	2 290	1.92 %	5.49 %	15.55 %	24.97 %	59.48 %
Trading book	-	-	-	-	-	-
Financial Guarantees	15	0.50 %	4.91 %	-	-	-
Assets Under Management	825	7.74 %	11.61 %	-	-	-
Fees and commissions income	-	-	-	-	-	-

0 Summary of KPIs to be disclosed by credit institutions under Article 8 Taxonomy Regulation

(MCZK)

MAIN KPI	TOTAL ENVIRONMENTALLY SUSTAINABLE ASSETS	KPI TURNOVER BASED 31.12.2024	KPI CAPEX BASED	COVERAGE OVER TOTAL ASSETS	% OF ASSETS EXCLUDED FROM THE NUMERATOR OF THE GAR (ARTICLE 7 (2) AND (3) AND SECTION 1.1.2. OF ANNEX V)	% OF ASSETS EXCLUDED FROM THE DENOMINATOR OF THE GAR (ARTICLE 7 (1)) AND SECTION 1.2.4 OF ANNEX V)
Green Assets Ratio (GAR) stock	1 830	0,28%	0,54%	66,26%	50,32%	33,74%
ADDITIONAL KPI	TOTAL ENVIRONMENTALLY SUSTAINABLE ASSETS	KPI TURNOVER BASED 31.12.2024	KPI CAPEX BASED	COVERAGE OVER TOTAL ASSETS	% OF ASSETS EXCLUDED FROM THE NUMERATOR OF THE GAR (ARTICLE 7 (2) AND (3) AND SECTION 1.1.2. OF ANNEX V)	% OF ASSETS EXCLUDED FROM THE DENOMINATOR OF THE GAR (ARTICLE 7 (1)) AND SECTION 1.2.4 OF ANNEX V)
GAR flow	680	0,57%	1,00%	13,11%	-	-
Trading book	-	-	-	-	-	-
Financial Guarantees	31	3,73%	7,58%	-	-	-
Assets Under Management	595	7,65%	11,54%	-	-	-
Fees and commissions income	-	-	-	-	-	-

1 Assets for the calculation of GAR - CapEx based

(MCZK)

31.12.2025															
a	b	c	d	e	f	g	h	i	j	k	l	m	n		
TOTAL GROSS CARRYING AMOUNT	CLIMATE CHANGE MITIGATION (CCM)					CLIMATE CHANGE ADAPTATION (CCA)					WATER AND MARINE RESOURCES (WTR)				
	OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)						
	OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)		OF WHICH TRANSITIONAL		OF WHICH ENABLING		OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)		OF WHICH TRANSITIONAL		OF WHICH ENABLING				
		OF WHICH USE OF PROCEEDS	OF WHICH USE OF PROCEEDS	OF WHICH USE OF PROCEEDS	OF WHICH USE OF PROCEEDS	OF WHICH USE OF PROCEEDS	OF WHICH USE OF PROCEEDS	OF WHICH USE OF PROCEEDS	OF WHICH USE OF PROCEEDS	OF WHICH USE OF PROCEEDS	OF WHICH USE OF PROCEEDS	OF WHICH USE OF PROCEEDS	OF WHICH USE OF PROCEEDS		
GAR - Covered assets in both numerator and denominator															
	Loans and advances, debt securities and equity instruments not HT eligible for GAR calculation	243 987	139 537	9 617	1 496	6 464	8 565	1 827	0	68	13	-	-		
1															
2	Financial undertaking	27 511	16 231	4 130	167	3 498	2 619	552	0	29	-	-	-		
3	Credit institutions	992	235	19	5	3	3	0	0	0	-	-	-		
4	Loans and advances	992	235	19	5	3	3	0	0	0	-	-	-		
5	Debt securities, including LoP	-	-	-	-	-	-	-	-	-	-	-	-		
6	Equity instruments	0	0	0	0	0	0	-	-	-	-	-	-		
7	Other financial corporation	26 519	15 996	4 111	163	3 495	2 616	552	0	29	-	-	-		
8	Of which: investment firms	-	-	-	-	-	-	-	-	-	-	-	-		
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-		
10	Debt securities, including LoP	-	-	-	-	-	-	-	-	-	-	-	-		
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-		
12	Of which: management companies	0	-	0	0	0	-	-	-	-	-	-	-		
13	Loans and advances	0	-	0	0	0	-	-	-	-	-	-	-		
14	Debt securities, including LoP	-	-	-	-	-	-	-	-	-	-	-	-		
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-		
16	Of which: insurance undertakings	51	-	3	0	1	-	0	0	-	-	-	-		
17	Loans and advances	51	-	3	0	1	-	0	0	-	-	-	-		
18	Debt securities, including LoP	-	-	-	-	-	-	-	-	-	-	-	-		
19	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-		
20	Non-financial undertakings	47 779	14 708	5 373	1 215	2 985	5 946	1 275	0	38	13	-	-		
21	Loans and advances	43 114	13 394	4 417	972	2 478	5 946	1 275	0	6	0	-	-		
22	Debt securities, including LoP	4 664	1 314	956	242	487	-	-	-	33	13	-	-		
23	Equity instruments	0	0	0	0	0	-	-	-	0	0	-	-		
24	Households	168 698	168 598	114	114	-	-	-	-	-	-	-	-		
25	Of which: loans collateralised by residential immovable property	152 482	152 382	114	114	-	-	-	-	-	-	-	-		
26	Of which: building renovation loans	16 216	16 216	-	-	-	-	-	-	-	-	-	-		
27	Of which: motor vehicle loans	-	-	-	-	-	-	-	-	-	-	-	-		
28	Local governments financing	-	-	-	-	-	-	-	-	-	-	-	-		
29	Housing financing	-	-	-	-	-	-	-	-	-	-	-	-		
30	Other local government financing	-	-	-	-	-	-	-	-	-	-	-	-		

continued: 1 Assets for the calculation of GAR - CapEx based

MCZK

31.12.2025																	
CIRCULAR ECONOMY (CE)				POLLUTION (PPC)				BIODIVERSITY AND ECOSYSTEMS (BIO)				TOTAL (CEM + CCA + WTR + CE + PPC + BIO)					
OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)					
OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)				OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)				OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)				OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)					
OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS					
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continued: 1 Assets for the calculation of GAR - CapEx based

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		CLIMATE CHANGE MITIGATION (CCM)				CLIMATE CHANGE ADAPTATION (CCA)				WATER AND MARINE RESOURCES (WTR)				
TOTAL GROSS CARRYING AMOUNT		OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				
		OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)		OF WHICH USE OF PROCEEDS		OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)		OF WHICH USE OF PROCEEDS		OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)		OF WHICH USE OF PROCEEDS		
		OF WHICH TRANSITIONAL		OF WHICH ENABLING		OF WHICH TRANSITIONAL		OF WHICH ENABLING		OF WHICH TRANSITIONAL		OF WHICH ENABLING		
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-	-	-	-	-	-	-	-	-	-	-	-
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)	467 946	-	-	-	-	-	-	-	-	-	-	-	-
33	Financial and Non-Financial undertaking	390 722	-	-	-	-	-	-	-	-	-	-	-	-
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	270 187	-	-	-	-	-	-	-	-	-	-	-	-
35	Loans and advances	268 375	-	-	-	-	-	-	-	-	-	-	-	-
36	of which: loans collateralised by commercial immovable property	104 557	-	-	-	-	-	-	-	-	-	-	-	-
37	of which: building renovation loans	-	-	-	-	-	-	-	-	-	-	-	-	-
38	Debt securities	1 807	-	-	-	-	-	-	-	-	-	-	-	-
39	Equity instruments	6	-	-	-	-	-	-	-	-	-	-	-	-
40	Non-EU country counterparties not subject to NFRD disclosure obligations	627	-	-	-	-	-	-	-	-	-	-	-	-
41	Loans and advances	627	-	-	-	-	-	-	-	-	-	-	-	-
42	Debt securities	-	-	-	-	-	-	-	-	-	-	-	-	-
43	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-
44	Derivatives	10 937	-	-	-	-	-	-	-	-	-	-	-	-
45	On demand interbank loans	2 965	-	-	-	-	-	-	-	-	-	-	-	-
46	Cash and cash-related assets	3 645	-	-	-	-	-	-	-	-	-	-	-	-
47	Other categories of assets (e.g. Goodwill, commodities etc.)	59 677	-	-	-	-	-	-	-	-	-	-	-	-
48	Total GAR assets	649 579	170 213	3 503	286	2 737	2	2	-	-	48	5	-	-
49	Assets not covered for GAR calculation	330 534	-	-	-	-	-	-	-	-	-	-	-	-
50	Central governments and supranational issuers	98 418	-	-	-	-	-	-	-	-	-	-	-	-
51	Central banks exposure	206 976	-	-	-	-	-	-	-	-	-	-	-	-
52	Trading book	25 440	-	-	-	-	-	-	-	-	-	-	-	-
53	Total assets	980 413	170 213	3 503	286	2 737	2	2	-	-	48	5	-	-
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations														
54	Financial guarantees	831	310	63	15	36	-	-	-	-	-	-	-	-
55	Assets under management	7 777	1 919	867	53	422	111	30	-	14	17	-	-	-
56	of which: debt securities	2 905	852	295	23	120	33	13	-	2	5	-	-	-
57	of which: equity instruments	3 204	631	341	14	193	54	10	-	8	8	-	-	-

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continued: 1 Assets for the calculation of GAR - CapEx based

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1 Assets for the calculation of GAR - Turnover based

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1 Assets for the calculation of GAR - Turnover based

	a	b	c	d	e	f	g	h	i	j	k	l	m	n	(MCZK)
31.12.2024															
CLIMATE CHANGE MITIGATION (CCM)			CLIMATE CHANGE ADAPTATION (CCA)										WATER AND MARINE RESOURCES (WTR)		
TOTAL GROSS CARRYING AMOUNT			OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)			OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)			OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)			OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)			
			OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)			OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)			OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)			OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)			
			OF WHICH USE OF PROCEEDS	OF WHICH TRANSITIONAL	OF WHICH ENABLING	OF WHICH USE OF PROCEEDS	OF WHICH TRANSITIONAL	OF WHICH ENABLING	OF WHICH USE OF PROCEEDS	OF WHICH TRANSITIONAL	OF WHICH ENABLING	OF WHICH USE OF PROCEEDS	OF WHICH TRANSITIONAL	OF WHICH ENABLING	
GAR - Covered assets in both numerator and denominator															
1	Loans and advances, debt securities and equity instruments not HT eligible for GAR calculation	181 632	169 208	1 787	-	219	1 314	1	-	-	9	0	-	-	-
2	Financial undertaking	8 740	7 778	1 033	-	1	1 027	0	-	-	-	-	-	-	-
3	Credit institutions	465	120	3	-	0	0	0	-	-	-	-	-	-	-
4	Loans and advances	465	120	3	-	0	0	0	-	-	-	-	-	-	-
5	Debt securities, including LoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	Equity instruments	0	0	0	-	-	0	-	-	-	-	-	-	-	-
7	Other Financial corporation	8 275	7 658	1 030	-	1	1 027	-	-	-	-	-	-	-	-
8	Of which: investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Debt securities, including LoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12	Of which: management companies	0	-	0	-	-	-	-	-	-	-	-	-	-	-
13	Loans and advances	0	-	0	-	-	-	-	-	-	-	-	-	-	-
14	Debt securities, including LoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
16	Of which: insurance undertakings	-	-	-	-	-	-	-	-	-	-	-	-	-	-
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18	Debt securities, including LoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20	Non-Financial undertakings	11 613	1 659	720	-	185	287	1	-	-	9	0	-	-	-
21	Loans and advances	10 000	1 150	283	-	48	84	1	-	-	1	0	-	-	-
22	Debt securities, including LoP	1 613	510	437	-	137	203	-	-	-	8	0	-	-	-
23	Equity instruments	0	0	0	-	0	0	-	-	-	-	-	-	-	-
24	Households	161 277	159 770	34	-	34	-	-	-	-	-	-	-	-	-
25	Of which: loans collateralised by residential immovable property	157 816	156 309	34	-	34	-	-	-	-	-	-	-	-	-
26	Of which: building renovation loans	3 462	3 462	-	-	-	-	-	-	-	-	-	-	-	-
27	Of which: motor vehicle loans	-	-	-	-	-	-	-	-	-	-	-	-	-	-
28	Local governments financing	3	-	-	-	-	-	-	-	-	-	-	-	-	-
29	Housing financing	3	-	-	-	-	-	-	-	-	-	-	-	-	-
30	Other local government financing	-	-	-	-	-	-	-	-	-	-	-	-	-	-

(MCZK)

(MCZK)

(MCZK)

a	b	c	d	e	f	g	h	i	j	k	l	m	n
31.12.2024													
CLIMATE CHANGE MITIGATION (CCM)						CLIMATE CHANGE ADAPTATION (CCA)				WATER AND MARINE RESOURCES (WTR)			
TOTAL GROSS CARRYING AMOUNT		OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)			
		OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)		OF WHICH USE OF TRANSITIONAL		OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)		OF WHICH USE OF ENABLING		OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)		OF WHICH USE OF ENABLING	
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-	-	-	-	-	-	-	-	-	-	-
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)	467 946	-	-	-	-	-	-	-	-	-	-	-
33	Financial and Non-Financial undertaking	390 722	-	-	-	-	-	-	-	-	-	-	-
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	270 187	-	-	-	-	-	-	-	-	-	-	-
35	Loans and advances	269 375	-	-	-	-	-	-	-	-	-	-	-
36	of which: loans collateralised by commercial immovable property	104 557	-	-	-	-	-	-	-	-	-	-	-
37	of which: building renovation loans	-	-	-	-	-	-	-	-	-	-	-	-
38	Debt securities	1 807	-	-	-	-	-	-	-	-	-	-	-
39	Equity instruments	6	-	-	-	-	-	-	-	-	-	-	-
40	Non-EU country counterparties not subject to NFRD disclosure obligations	627	-	-	-	-	-	-	-	-	-	-	-
41	Loans and advances	627	-	-	-	-	-	-	-	-	-	-	-
42	Debt securities	-	-	-	-	-	-	-	-	-	-	-	-
43	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-
44	Derivatives	10 937	-	-	-	-	-	-	-	-	-	-	-
45	On demand interbank loans	2 865	-	-	-	-	-	-	-	-	-	-	-
46	Cash and cash-related assets	3 645	-	-	-	-	-	-	-	-	-	-	-
47	Other categories of assets (e.g. Goodwill, commodities etc.)	59 677	-	-	-	-	-	-	-	-	-	-	-
48	Total GAR assets	169 206	1 787	219	1 314	1	-	-	-	9	0	-	-
49	Assets not covered for GAR calculation	330 834	-	-	-	-	-	-	-	-	-	-	-
50	Central governments and supranational issuers	98 418	-	-	-	-	-	-	-	-	-	-	-
51	Central banks exposure	206 976	-	-	-	-	-	-	-	-	-	-	-
52	Trading book	25 440	-	-	-	-	-	-	-	-	-	-	-
53	Total assets	989 413	1 787	219	1 314	1	-	-	-	9	0	-	-
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations													
54	Financial guarantees	831	31	1	21	0	0	-	-	-	-	-	-
55	Assets under management	7 777	576	39	311	148	19	-	7	10	-	-	-
56	of which: debt securities	781	216	20	92	71	11	-	2	3	-	-	-
57	of which: equity instruments	2 994	360	4	419	57	8	-	5	7	-	-	-

continued: 1 Assets for the calculation of GAR - Turnover based

(MCZK)																	
	o	p	q	r	s	t	u	v	w	x	z	aa	ab	ac	ad	ae	af
	31.12.2024																
	CIRCULAR ECONOMY (CE)				POLLUTION (PPC)				BIODIVERSITY AND ECOSYSTEMS (B/D)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
	OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				OF WHICH TOWARDS TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				
	OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (TAXONOMY-ALIGNED)		
	OF WHICH USE OF PROCEEDS	ENABLING	OF WHICH USE OF PROCEEDS	ENABLING	OF WHICH USE OF PROCEEDS	ENABLING	OF WHICH USE OF PROCEEDS	ENABLING	OF WHICH USE OF PROCEEDS	ENABLING	OF WHICH USE OF PROCEEDS	ENABLING	OF WHICH USE OF PROCEEDS	ENABLING	OF WHICH USE OF PROCEEDS	ENABLING	OF WHICH USE OF PROCEEDS
Collateral obtained by taking possession: residential and commercial immovable properties	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Assets excluded from the numerator for G&R calculation (covered in the denominator)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Financial and Non-Financial undertaking	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
of which: loans collateralised by commercial immovable property	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
of which: building renovation loans	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Debt securities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Non-EU country counterparties not subject to NFRD disclosure obligations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Debt securities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Derivatives	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
On demand interbank loans	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cash and cash-related assets	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other categories of assets (e.g. Goodwill, commodities etc.)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total G&R assets	3	-	-	-	3	-	-	-	-	-	-	-	169 539	1 830	-	219	1 314
Assets not covered for G&R calculation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Central governments and supranational issuers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Central banks exposure	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trading book	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total assets	3	-	-	-	3	-	-	-	-	-	-	-	169 539	1 830	-	219	1 314
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Financial guarantees	0	-	-	-	-	-	-	-	-	-	-	-	262	31	-	1	21
Assets under management	143	-	-	-	169	-	-	-	19	-	-	-	1 990	595	-	39	319
of which: debt securities	51	-	-	-	20	-	-	-	9	-	-	-	935	227	-	20	94
of which: equity instruments	67	-	-	-	119	-	-	-	6	-	-	-	627	211	-	4	145

(MCZK)

2 GAR sector information - Capex based

31.12.2025																	MCZK	
a	b	e	f	i	j	m	n	q	r	u	v	y	z					
CLIMATE CHANGE MITIGATION (CCM) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		CLIMATE CHANGE ADAPTATION (CCA) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		WATER AND MARINE RESOURCES (WTR) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		CIRCULAR ECONOMY (CE) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		POLLUTION (PPC) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		BIODIVERSITY AND ECOSYSTEMS (BIO) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)						
GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT						
OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCA)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (WTR)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (CE)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (BIO)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM + CCA + WTR + CE + PPC + BIO)						
BREAKDOWN BY SECTOR - NACE 4-DIGITS LEVEL (CODE AND LABEL)																		
1.	A02.10	Silviculture and other forestry activities	-	-	-	-	-	-	-	-	-	-	-					
2.	A02.20	Logging	-	-	-	-	-	-	-	-	-	-	-					
3.	A02.30	Gathering of wild growing non-wood products	-	-	-	-	-	-	-	-	-	-	-					
4.	A02.40	Support services to forestry	-	-	-	-	-	-	-	-	-	-	-					
5.	C16.10	Sawmilling and planing of wood	-	-	-	-	-	-	-	-	-	-	-					
6.	C16.21	Manufacture of veneer sheets and wood-based panels	-	-	-	-	-	-	-	-	-	-	-					
7.	C16.22	Manufacture of assembled parquet floors	-	-	-	-	-	-	-	-	-	-	-					
8.	C16.23	Manufacture of other builders' carpentry and joinery	-	-	-	-	-	-	-	-	-	-	-					
9.	C16.24	Manufacture of wooden containers	-	-	-	-	-	-	-	-	-	-	-					
10.	C16.29	Manufacture of other products of wood, manufacture of articles of cork, straw and plaiting materials	-	-	-	-	-	-	-	-	-	-	-					
11.	C17.11	Manufacture of pulp	-	-	-	-	-	-	-	-	-	-	-					
12.	C17.12	Manufacture of paper and paperboard	-	-	-	-	-	-	-	-	-	-	-					
13.	C17.21	Manufacture of corrugated paper and paperboard and of containers of paper and paperboard	-	-	-	-	-	-	-	-	-	-	-					
14.	C17.22	Manufacture of household and sanitary goods and of toilet requisites	-	-	-	-	-	-	-	-	-	-	-					
15.	C17.23	Manufacture of paper stationery	-	-	-	-	-	-	-	-	-	-	-					
16.	C17.24	Manufacture of wallpaper	-	-	-	-	-	-	-	-	-	-	-					
17.	C17.29	Manufacture of other articles of paper and paperboard	-	-	-	-	-	-	-	-	-	-	-					
18.	C20.11	Manufacture of industrial gases	-	-	-	-	-	-	-	-	-	-	-					
19.	C20.13	Manufacture of other inorganic basic chemicals	-	-	-	-	-	-	-	-	-	-	-					
20.	C20.14	Manufacture of other organic basic chemicals	-	-	-	-	-	-	-	-	-	-	-					
21.	C20.15	Manufacture of fertilisers and nitrogen compounds	-	-	-	-	-	-	-	-	-	-	-					
22.	C20.16	Manufacture of plastics in primary forms	-	-	-	-	-	-	-	-	-	-	-					
23.	C22.11	Manufacture of rubber tyres and tubes; retreading and rebuilding of rubber tyres	119	-	-	-	-	-	-	-	-	-	119					
24.	C22.19	Manufacture of other rubber products	0	-	-	-	-	-	-	-	-	-	0					
25.	C22.21	Manufacture of plastic plates, sheets, tubes and profiles	-	-	-	-	-	-	-	-	-	-	-					
	C22.22	Manufacture of plastic packing goods	-	-	-	-	-	-	-	-	-	-	-					

(MC:7K)

(MC:7K)

continued: 2 GAR sector information – Capex based

31.12.2025														(M2K)	
a	b	e	f	i	j	m	n	q	r	u	v	y	z		
BREADDOWN BY SECTOR - NACE 4 DIGITS LEVEL (CODE AND LABEL)															
CLIMATE CHANGE MITIGATION (CCM) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		CLIMATE CHANGE ADAPTATION (CCA) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		WATER AND MARINE RESOURCES (WTR) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		CIRCULAR ECONOMY (CE) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		POLLUTION (PPC) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		BIODIVERSITY AND ECOSYSTEMS (BIO) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)			
GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT			
OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCA)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (WTR)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (CE)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (BIO)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM + CCA + WTR + CE + PPC + BIO)			
52	n.e.c.	-	-	-	-	-	-	-	-	-	-	-	-		
53	C24.10 Manufacture of basic iron and steel and of ferro-alloys	-	-	-	-	-	-	-	-	-	-	-	-		
54	C24.20 Manufacture of tubes, pipes, hollow profiles and related fittings, of steel	-	-	-	-	-	-	-	-	-	-	-	-		
55	C24.31 Cold drawing of bars	-	-	-	-	-	-	-	-	-	-	-	-		
56	C24.32 Cold rolling of narrow strip	-	-	-	-	-	-	-	-	-	-	-	-		
57	C24.33 Cold forming or folding	-	-	-	-	-	-	-	-	-	-	-	-		
58	C24.34 Cold drawing of wire	-	-	-	-	-	-	-	-	-	-	-	-		
59	C24.42 Aluminium production	-	-	-	-	-	-	-	-	-	-	-	-		
60	C24.51 Casting of iron	-	-	-	-	-	-	-	-	-	-	-	-		
61	C24.52 Casting of steel	-	-	-	-	-	-	-	-	-	-	-	-		
62	C24.53 Casting of light metals	-	-	-	-	-	-	-	-	-	-	-	-		
63	C25.11 Manufacture of metal structures and parts of structures	-	-	-	-	-	-	-	-	-	-	-	-		
64	C25.12 Manufacture of doors and windows of metal	-	-	-	-	-	-	-	-	-	-	-	-		
65	C25.21 Manufacture of central heating radiators and boilers	-	-	-	-	-	-	-	-	-	-	-	-		
66	C25.29 Manufacture of other tanks, reservoirs and containers of metal	-	-	-	-	-	-	-	-	-	-	-	-		
67	C25.30 Manufacture of steam generators, except central heating hot water boilers	-	-	-	-	-	-	-	-	-	-	-	-		
68	C25.40 Manufacture of weapons and ammunition	-	-	-	-	-	-	-	-	-	-	-	-		
69	C25.50 Forging, pressing, stamping and roll-forming of metal; powder metallurgy	-	-	-	-	-	-	-	-	-	-	-	-		
70	C25.61 Treatment and coating of metals	-	-	-	-	-	-	-	-	-	-	-	-		
71	C25.62 Machining	-	-	-	-	-	-	-	-	-	-	-	-		
72	C25.71 Manufacture of cutlery	-	-	-	-	-	-	-	-	-	-	-	-		
73	C25.72 Manufacture of locks and hinges	-	-	-	-	-	-	-	-	-	-	-	-		
74	C25.73 Manufacture of tools	-	-	-	-	-	-	-	-	-	-	-	-		
75	C25.91 Manufacture of steel drums and similar containers	-	-	-	-	-	-	-	-	-	-	-	-		
76	C25.92 Manufacture of light metal packaging	-	-	-	-	-	-	-	-	-	-	-	-		

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continued: 2 GAR sector information - Capex based

	31.12.2025												M27K	
	a	b	e	f	i	j	m	n	q	r	u	v	y	z
	CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)		WATER AND MARINE RESOURCES (WTR)		CIRCULAR ECONOMY (CE)		POLLUTION (PPC)		BIODIVERSITY AND ECOSYSTEMS (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)	
	NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	
	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCA)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (WTR)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CE)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (BIO)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM + CCA + WTR + CE + PPC + BIO)
BREACKDOWN BY SECTOR - NACE 4 DIGITS LEVEL (CODE AND LABEL)														
102 C28.13 Manufacture of other pumps and compressors	-	-	-	-	-	-	-	-	-	-	-	-	-	-
103 C28.14 Manufacture of other taps and valves	-	-	-	-	-	-	-	-	-	-	-	-	-	-
104 C28.15 Manufacture of bearings, gears, gearing and driving elements	-	-	-	-	-	-	-	-	-	-	-	-	-	-
105 C28.21 Manufacture of ovens, furnaces and furnace burners	-	-	-	-	-	-	-	-	-	-	-	-	-	-
106 C28.22 Manufacture of filling and handling equipment	-	-	-	-	-	-	-	-	-	-	-	-	-	-
107 C28.23 Manufacture of office machinery and equipment (except computers and peripheral equipment)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
108 C28.24 Manufacture of power-driven hand tools	-	-	-	-	-	-	-	-	-	-	-	-	-	-
109 C28.25 Manufacture of non-domestic cooling and ventilation equipment	-	-	-	-	-	-	-	-	-	-	-	-	-	-
110 C28.29 Manufacture of other general-purpose machinery n.e.c.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
111 C28.30 Manufacture of agricultural and forestry machinery	-	-	-	-	-	-	-	-	-	-	-	-	-	-
112 C28.41 Manufacture of metal forming machinery	-	-	-	-	-	-	-	-	-	-	-	-	-	-
113 C28.49 Manufacture of other machine tools	-	-	-	-	-	-	-	-	-	-	-	-	-	-
114 C28.91 Manufacture of machinery for metallurgy	-	-	-	-	-	-	-	-	-	-	-	-	-	-
115 C28.92 Manufacture of machinery for mining, quarrying and construction	-	-	-	-	-	-	-	-	-	-	-	-	-	-
116 C28.93 Manufacture of machinery for food, beverage and tobacco processing	-	-	-	-	-	-	-	-	-	-	-	-	-	-
117 C28.94 Manufacture of machinery for textile, apparel and leather production	-	-	-	-	-	-	-	-	-	-	-	-	-	-
118 C28.95 Manufacture of machinery for paper and paperboard production	-	-	-	-	-	-	-	-	-	-	-	-	-	-
119 C28.96 Manufacture of plastics and rubber machinery	-	-	-	-	-	-	-	-	-	-	-	-	-	-
120 C28.99 Manufacture of other special-purpose machinery n.e.c.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
121 C29.10 Manufacture of motor vehicles	-	-	-	-	-	-	-	-	-	-	-	-	-	-
122 C30.11 Building of ships and floating structures	-	-	-	-	-	-	-	-	-	-	-	-	-	-
123 C30.12 Building of pleasure and sporting boats	-	-	-	-	-	-	-	-	-	-	-	-	-	-
124 C30.20 Manufacture of railway locomotives and rolling stock	594	594	-	-	-	-	-	-	-	-	-	-	594	594
125 C30.91 Manufacture of motorcycles	-	-	-	-	-	-	-	-	-	-	-	-	-	-
126 C30.92 Manufacture of bicycles and invalid carriages	-	-	-	-	-	-	-	-	-	-	-	-	-	-

continued: 2 GAR sector information - Capex based

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31.12.2025																									
a	b	e	f	i	j	m	n	q	r	u	v	y	z												
CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)		WATER AND MARINE RESOURCES (WTR)		CIRCULAR ECONOMY (CE)		POLLUTION (PPC)		BIODIVERSITY AND ECOSYSTEMS (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)													
NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)													
GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCA)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (WTR)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CE)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (BIO)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM + CCA + WTR + CE + PPC + BIO)												
BREADDOWN BY SECTOR - NACE 4 DIGITS LEVEL CODE AND LABEL																									
127	C30.99 Manufacture of other transport equipment n.e.c.	-	-	-	-	-	-	-	-	-	-	-	-												
128	C33.12 Repair of machinery	-	-	-	-	-	-	-	-	-	-	-	-												
129	C33.15 Repair and maintenance of ships and boats	-	-	-	-	-	-	-	-	-	-	-	-												
130	C33.17 Repair and maintenance of other transport equipment	-	-	-	-	-	-	-	-	-	-	-	-												
131	D35.11 Production of electricity	5 069	3 055	-	-	33	13	20	3	-	-	-	5 122 3 071												
132	D35.12 Transmission of electricity	-	-	-	-	-	-	-	-	-	-	-	-												
133	D35.13 Distribution of electricity	-	-	-	-	-	-	-	-	-	-	-	-												
134	D35.21 Manufacture of gas	-	-	-	-	-	-	-	-	-	-	-	-												
135	D35.22 Distribution of gaseous fuels through mains	-	-	-	-	-	-	-	-	-	-	-	-												
136	D35.30 Steam and air conditioning supply	-	-	-	-	-	-	-	-	-	-	-	-												
137	E36.00 Water collection, treatment and supply	-	-	-	-	-	-	-	-	-	-	-	-												
138	E37.00 Sewerage	-	-	-	-	-	-	-	-	-	-	-	-												
139	E38.11 Collection of non-hazardous waste	-	-	-	-	-	-	-	-	-	-	-	-												
140	E38.21 Treatment and disposal of non-hazardous waste	-	-	-	-	-	-	-	-	-	-	-	-												
141	E38.32 Recovery of sorted materials	-	-	-	-	-	-	-	-	-	-	-	-												
E39.00	Remediation activities and other waste management	-	-	-	-	-	-	-	-	-	-	-	-												
142	services	-	-	-	-	-	-	-	-	-	-	-	-												
143	F41.10 Development of building projects	-	-	-	-	-	-	-	-	-	-	-	-												
F41.20	Construction of residential and non-residential buildings	0	0	-	-	-	-	-	-	-	-	0	0												
145	F42.11 Construction of roads and motorways	817	732	-	4	0	100	6	4	-	-	926	739												
146	F42.12 Construction of railways and underground railways	-	-	-	-	-	-	-	-	-	-	-	-												
147	F42.13 Construction of bridges and tunnels	-	-	-	-	-	-	-	-	-	-	-	-												
148	F42.21 Construction of utility projects for fluids	-	-	-	-	-	-	-	-	-	-	-	-												
F42.22	Construction of utility projects for electricity and telecommunications	-	-	-	-	-	-	-	-	-	-	-	-												
149	telecommunications	-	-	-	-	-	-	-	-	-	-	-	-												
150	F42.91 Construction of water projects	-	-	-	-	-	-	-	-	-	-	-	-												
F42.99	Construction of other civil engineering projects n.e.c.	-	-	-	-	-	-	-	-	-	-	-	-												

continued: 2 GAR sector information – Capex based

31.12.2025															(MCZK)		
a	b	e	f	i	j	m	n	q	r	u	v	y	z				
CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)		WATER AND MARINE RESOURCES (WTR)		CIRCULAR ECONOMY (CE)		POLLUTION (PPC)		POLLUTION (PPC)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)					
NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)					
GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT					
OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCA)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (WTR)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (CE)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM + CCA + WTR + CE + PPC + BIO)					
BREAKDOWN BY SECTOR - NACE 4 DIGITS LEVEL CODE AND LABEL																	
152	F43.11	Demolition	-	-	-	-	-	-	-	-	-	-	-	-			
153	F43.12	Site preparation	-	-	-	-	-	-	-	-	-	-	-	-			
154	F43.13	Test drilling and boring	-	-	-	-	-	-	-	-	-	-	-	-			
155	F43.21	Electrical installation	-	-	-	-	-	-	-	-	-	-	-	-			
156	F43.22	Plumbing, heat and air-conditioning installation	-	-	-	-	-	-	-	-	-	-	-	-			
157	F43.29	Other construction installation	-	-	-	-	-	-	-	-	-	-	-	-			
158	F43.31	Plastering	-	-	-	-	-	-	-	-	-	-	-	-			
159	F43.32	Joinery installation	-	-	-	-	-	-	-	-	-	-	-	-			
160	F43.33	Floor and wall covering	-	-	-	-	-	-	-	-	-	-	-	-			
161	F43.34	Painting and glazing	-	-	-	-	-	-	-	-	-	-	-	-			
162	F43.39	Other building completion and finishing	-	-	-	-	-	-	-	-	-	-	-	-			
163	F43.91	Roofing activities	-	-	-	-	-	-	-	-	-	-	-	-			
164	F43.99	Other specialised construction activities n.e.c.	-	-	-	-	-	-	-	-	-	-	-	-			
165	H49.10	Passenger rail transport, interurban	-	-	-	-	-	-	-	-	-	-	-	-			
166	H49.20	Freight rail transport	0	0	-	-	-	-	-	-	-	-	0	0			
167	H49.31	Urban and suburban passenger land transport	46	40	46	-	-	-	-	-	-	-	92	40			
168	H49.32	Taxi operation	-	-	-	-	-	-	-	-	-	-	-	-			
169	H49.39	Other passenger land transport n.e.c.	-	-	-	-	-	-	-	-	-	-	-	-			
170	H49.41	Freight transport by road	-	-	-	-	-	-	-	-	-	-	-	-			
171	H49.50	Transport via pipeline	-	-	-	-	-	-	-	-	-	-	-	-			
172	H60.10	Sea and coastal passenger water transport	-	-	-	-	-	-	-	-	-	-	-	-			
173	H60.20	Sea and coastal freight water transport	-	-	-	-	-	-	-	-	-	-	-	-			
174	H60.30	Inland passenger water transport	-	-	-	-	-	-	-	-	-	-	-	-			
175	H60.40	Inland freight water transport	-	-	-	-	-	-	-	-	-	-	-	-			
176	H62.21	Service activities incidental to land transportation	-	-	-	-	-	-	-	-	-	-	-	-			

continued: 2 GAR sector information - Capex based

BREAkdOWN BY SECTOR - NACE 4 DIGITS LEVEL CODE AND LABEL	31.12.2023												(M CZK)	
	a	b	e	f	i	j	m	n	q	r	u	v	y	z
	CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)		WATER AND MARINE RESOURCES (WTR)		CIRCULAR ECONOMY (CE)		POLLUTION (PPC)		BIODIVERSITY AND ECOSYSTEMS (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)	
	NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	
	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCA)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (WTR)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CE)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (BIO)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM + CCA + WTR + CE + PPC + BIO)
177 H62.22 Service activities incidental to water transportation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
178 H63.10 Postal activities under universal service obligation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
179 H63.20 Other postal and courier activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J59.11 Motion picture, video and television programme production activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J59.12 Motion picture, video and television programme post-production activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J59.13 Motion picture, video and television programme distribution activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J59.14 Motion picture production activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J60.20 Sound recording and music publishing activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R60.10 Radio broadcasting	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R60.20 Television programming and broadcasting activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R61.10 Wired telecommunications activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R61.20 Wireless telecommunications activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
R61.30 Satellite telecommunications activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J61.90 Other telecommunications activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J62.01 Computer programming activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J62.02 Computer consultancy activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J62.03 Computer facilities management activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J62.09 Other information technology and computer service activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J63.11 Data processing, hosting and related activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
K65.12 Non-life insurance	-	-	-	-	-	-	-	-	-	-	-	-	-	-
K65.20 Reinsurance	-	-	-	-	-	-	-	-	-	-	-	-	-	-
L68.10 Buying and selling of own real estate	-	-	-	-	-	-	-	-	-	-	-	-	-	-
L68.20 Rental and operating of own or leased real estate	4 701	-	4 701	992	-	-	3 013	-	-	-	-	-	12 414	992
L68.31 Real estate agencies	-	-	-	-	-	-	-	-	-	-	-	-	-	-
L68.32 Management of real estate on a fee or contract basis	-	-	-	-	-	-	-	-	-	-	-	-	-	-

continued: 2 GAR sector information - Capex based

31.12.2025															(M)CZK								
a	b	e	f	i	j	m	n	q	r	u	v	y	z										
BREAkdOWN BY SECTOR - NACE 4 DIGITS LEVEL (CODE AND LABEL)	CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)		WATER AND MARINE RESOURCES (WTR)		CIRCULAR ECONOMY (CE)		POLLUTION (PPC)		BIODIVERSITY AND ECOSYSTEMS (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)										
	NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)										
	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCA)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (WTR)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CE)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (BIO)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM + CCA + WTR + CE + PPC + BIO)									
202	M71.11 Architectural activities															-	-	-	-	-	-	-	-
203	M71.12 Engineering activities and related technical consultancy															-	-	-	-	-	-	-	-
204	M71.20 Technical testing and analysis															-	-	-	-	-	-	-	-
205	M72.11 Research and experimental development on biotechnology															-	-	-	-	-	-	-	-
206	M72.19 Other research and experimental development on natural sciences and engineering															-	-	-	-	-	-	-	-
207	M72.20 Research and experimental development on social sciences and humanities															-	-	-	-	-	-	-	-
208	N77.11 Rental and leasing of cars and light motor vehicles															-	-	-	-	-	-	-	-
209	N77.12 Rental and leasing of trucks															-	-	-	-	-	-	-	-
210	N77.21 Rental and leasing of recreational and sports goods															-	-	-	-	-	-	-	-
211	N77.34 Rental and leasing of water transport equipment															-	-	-	-	-	-	-	-
212	N77.39 Rental and leasing of other machinery, equipment and tangible goods n.e.c.															-	-	-	-	-	-	-	-
213	P85.10 Pre-primary education															-	-	-	-	-	-	-	-
214	P85.20 Primary education															-	-	-	-	-	-	-	-
215	P85.31 General secondary education															-	-	-	-	-	-	-	-
216	P85.32 Technical and vocational secondary education															-	-	-	-	-	-	-	-
217	P85.41 Post-secondary non-tertiary education															-	-	-	-	-	-	-	-
218	P85.42 Tertiary education															-	-	-	-	-	-	-	-
219	P85.51 Sports and recreation education															-	-	-	-	-	-	-	-
220	P85.52 Cultural education															-	-	-	-	-	-	-	-
221	P85.53 Driving school activities															-	-	-	-	-	-	-	-
222	P85.59 Other education n.e.c.															-	-	-	-	-	-	-	-
223	P85.60 Educational support activities															-	-	-	-	-	-	-	-
224	Q87.10 Residential nursing care activities															-	-	-	-	-	-	-	-
225	Q87.20 Residential care activities for mental retardation, mental health and substance abuse															-	-	-	-	-	-	-	-
226	Q87.30 Residential care activities for the elderly and disabled															-	-	-	-	-	-	-	-

continued: 2 GAR sector information - Capex based

(MCZK)

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BREAKDOWN BY SECTOR - NACE 4 DIGITS LEVEL (CODE AND LABEL)		CLIMATE CHANGE MITIGATION (CCM) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	GROSS CARRYING AMOUNT	CLIMATE CHANGE ADAPTATION (CCA) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	GROSS CARRYING AMOUNT	WATER AND MARINE RESOURCES (WTR) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	GROSS CARRYING AMOUNT	CIRCULAR ECONOMY (CE) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	GROSS CARRYING AMOUNT	POLLUTION (PPC) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	GROSS CARRYING AMOUNT	BIODIVERSITY AND ECOSYSTEMS (BIO) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	GROSS CARRYING AMOUNT	TOTAL (CCM + CCA + WTR + CE + PPC + BIO) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)
227	087.90 Other residential care activities	-	-	-	-	-	-	-	-	-	-	-	-	-
228	R80.01 Performing arts	-	-	-	-	-	-	-	-	-	-	-	-	-
229	R80.02 Support activities to performing arts	-	-	-	-	-	-	-	-	-	-	-	-	-
230	R80.03 Artistic creation	-	-	-	-	-	-	-	-	-	-	-	-	-
231	R80.04 Operation of arts facilities	-	-	-	-	-	-	-	-	-	-	-	-	-
232	R81.01 Library and archives activities	-	-	-	-	-	-	-	-	-	-	-	-	-
233	R81.02 Museums activities	-	-	-	-	-	-	-	-	-	-	-	-	-
234	R81.03 Operation of historical sites and buildings and similar	-	-	-	-	-	-	-	-	-	-	-	-	-
234	R81.04 Botanical and zoological gardens and nature reserves	-	-	-	-	-	-	-	-	-	-	-	-	-
235	activities	-	-	-	-	-	-	-	-	-	-	-	-	-
236	S95.21 Repair of consumer electronics	-	-	-	-	-	-	-	-	-	-	-	-	-
237	S95.22 Repair of household appliances and home and garden equipment	-	-	-	-	-	-	-	-	-	-	-	-	-

2 GAR sector information - Turnover based

MCZK

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CLIMATE CHANGE MITIGATION (CCM) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		CLIMATE CHANGE ADAPTATION (CCA) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		WATER AND MARINE RESOURCES (WTR) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		CIRCULAR ECONOMY (CE) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		POLLUTION (PPC) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		BIODIVERSITY AND ECOSYSTEMS (BIO) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)														
GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT														
OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCA)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (WTR)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (CE)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (BIO)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM + CCA + WTR + CE + PPC + BIO)														
BREAKDOWN BY SECTOR - NACE 4 DIGITS LEVEL CODE AND LABEL																										
1.	A02.10	Livestock and other forestry activities																								
2.	A02.20	Logging																								
3.	A02.30	Gathering of wild growing non-wood products																								
4.	A02.40	Support services to forestry																								
5.	C16.10	Sawmilling and planing of wood																								
6.	C16.21	Manufacture of veneer sheets and wood-based panels																								
7.	C16.22	Manufacture of assembled parquet floors																								
8.	C16.23	Manufacture of other builders' carpentry and joinery																								
9.	C16.24	Manufacture of wooden containers																								
10.	C16.29	Manufacture of other products of wood: manufacture of articles of cork, straw and plaiting materials																								
11.	C17.11	Manufacture of pulp																								
12.	C17.12	Manufacture of paper and paperboard																								
13.	C17.21	Manufacture of corrugated paper and paperboard and of containers of paper and paperboard																								
14.	C17.22	Manufacture of household and sanitary goods and of toilet requisites																								
15.	C17.23	Manufacture of paper stationery																								
16.	C17.24	Manufacture of wallpaper																								
17.	C17.29	Manufacture of other articles of paper and paperboard																								
18.	C20.11	Manufacture of industrial gases																								
19.	C20.13	Manufacture of other inorganic basic chemicals																								
20.	C20.14	Manufacture of other organic basic chemicals																								
21.	C20.15	Manufacture of fertilisers and nitrogen compounds																								
22.	C20.16	Manufacture of plastics in primary forms																								
23.	C22.11	Manufacture of rubber tyres and tubes; retreading and rebuilding of rubber tyres																								
24.	C22.19	Manufacture of other rubber products																								
25.	C22.21	Manufacture of plastic plates, sheets, tubes and profiles																								
26.	C22.22	Manufacture of plastic packing goods																								

continued: 2 GAR sector information - Turnover based

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		31.12.2023													
BREAKDOWN BY SECTOR - NACE 4 DIGITS LEVEL CODE AND LABEL		CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)		WATER AND MARINE RESOURCES (WTR)		CIRCULAR ECONOMY (CE)		POLLUTION (PPC)		BIODIVERSITY AND ECOSYSTEMS (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)	
		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	
		GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCA)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (WTR)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CE)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (BIO)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM + CCA + WTR + CE + PPC + BIO)
27	C22.23 Manufacture of builders ware of plastic	-	-	-	-	-	-	-	-	-	-	-	-	-	-
28	C22.29 Manufacture of other plastic products	-	-	-	-	-	-	-	-	-	-	-	-	-	-
29	C23.11 Manufacture of flat glass	-	-	-	-	-	-	-	-	-	-	-	-	-	-
30	C23.12 Shaping and processing of flat glass	-	-	-	-	-	-	-	-	-	-	-	-	-	-
31	C23.13 Manufacture of hollow glass	-	-	-	-	-	-	-	-	-	-	-	-	-	-
32	C23.14 Manufacture of glass fibres	-	-	-	-	-	-	-	-	-	-	-	-	-	-
33	C23.19 Manufacture and processing of other glass, including technical glassware	-	-	-	-	-	-	-	-	-	-	-	-	-	-
34	C23.20 Manufacture of refractory products	-	-	-	-	-	-	-	-	-	-	-	-	-	-
35	C23.31 Manufacture of ceramic tiles and flags	-	-	-	-	-	-	-	-	-	-	-	-	-	-
36	C23.32 Manufacture of bricks, tiles and construction products, in baked clay	-	-	-	-	-	-	-	-	-	-	-	-	-	-
37	C23.41 Manufacture of ceramic household and ornamental articles	-	-	-	-	-	-	-	-	-	-	-	-	-	-
38	C23.42 Manufacture of ceramic sanitary fixtures	-	-	-	-	-	-	-	-	-	-	-	-	-	-
39	C23.43 Manufacture of ceramic insulators and insulating fittings	-	-	-	-	-	-	-	-	-	-	-	-	-	-
40	C23.44 Manufacture of other technical ceramic products	-	-	-	-	-	-	-	-	-	-	-	-	-	-
41	C23.49 Manufacture of other ceramic products	-	-	-	-	-	-	-	-	-	-	-	-	-	-
42	C23.51 Manufacture of cement	-	-	-	-	-	-	-	-	-	-	-	-	-	-
43	C23.52 Manufacture of lime and plaster	-	-	-	-	-	-	-	-	-	-	-	-	-	-
44	C23.61 Manufacture of concrete products for construction purposes	-	-	-	-	-	-	-	-	-	-	-	-	-	-
45	C23.62 Manufacture of plaster products for construction purposes	-	-	-	-	-	-	-	-	-	-	-	-	-	-
46	C23.63 Manufacture of ready-mixed concrete	-	-	-	-	-	-	-	-	-	-	-	-	-	-
47	C23.64 Manufacture of mortars	-	-	-	-	-	-	-	-	-	-	-	-	-	-
48	C23.65 Manufacture of fibre cement	-	-	-	-	-	-	-	-	-	-	-	-	-	-
49	C23.69 Manufacture of other articles of concrete, plaster and cement	-	-	-	-	-	-	-	-	-	-	-	-	-	-
50	C23.70 Cutting, shaping and finishing of stone	-	-	-	-	-	-	-	-	-	-	-	-	-	-
51	C23.91 Production of abrasive products	-	-	-	-	-	-	-	-	-	-	-	-	-	-

continued: 2 GAR sector information – Turnover based

31.12.2025															(MCZK)	
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CLIMATE CHANGE MITIGATION (CCM) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		CLIMATE CHANGE ADAPTATION (CCA) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		WATER AND MARINE RESOURCES (WTR) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		CIRCULAR ECONOMY (CE) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		POLLUTION (PPC) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		BIODIVERSITY AND ECOSYSTEMS (BIO) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT				
OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCA)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (WTR)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (CE)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (BIO)		OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM + CCA + WTR + CE + PPC + BIO)				
BRENDOWN BY SECTOR - NACE 4 DIGITS LEVEL (CODE AND LABEL)																
52	C23.99	Manufacture of other non-metallic mineral products	-	-	-	-	-	-	-	-	-	-	-			
53	C24.10	Manufacture of basic iron and steel and of ferro-alloys	-	-	-	-	-	-	-	-	-	-	-			
54	C24.20	Manufacture of tubes, pipes, hollow profiles and related fittings, of steel	-	-	-	-	-	-	-	-	-	-	-			
55	C24.31	Cold drawing of bars	-	-	-	-	-	-	-	-	-	-	-			
56	C24.32	Cold rolling of narrow strip	-	-	-	-	-	-	-	-	-	-	-			
57	C24.33	Cold forming or folding	-	-	-	-	-	-	-	-	-	-	-			
58	C24.34	Cold drawing of wire	-	-	-	-	-	-	-	-	-	-	-			
59	C24.42	Aluminium production	-	-	-	-	-	-	-	-	-	-	-			
60	C24.51	Casting of iron	-	-	-	-	-	-	-	-	-	-	-			
61	C24.52	Casting of steel	-	-	-	-	-	-	-	-	-	-	-			
62	C24.53	Casting of light metals	-	-	-	-	-	-	-	-	-	-	-			
63	C25.11	Manufacture of metal structures and parts of structures	-	-	-	-	-	-	-	-	-	-	-			
64	C25.12	Manufacture of doors and windows of metal	-	-	-	-	-	-	-	-	-	-	-			
65	C25.21	Manufacture of central heating radiators and boilers	-	-	-	-	-	-	-	-	-	-	-			
66	C25.29	Manufacture of other tanks, reservoirs and containers of metal	-	-	-	-	-	-	-	-	-	-	-			
67	C25.30	Manufacture of steam generators, except central heating hot water boilers	-	-	-	-	-	-	-	-	-	-	-			
68	C25.40	Manufacture of weapons and ammunition	-	-	-	-	-	-	-	-	-	-	-			
69	C25.50	Forging, pressing, stamping and roll-forming of metal; powder metallurgy	-	-	-	-	-	-	-	-	-	-	-			
70	C25.61	Treatment and coating of metals	-	-	-	-	-	-	-	-	-	-	-			
71	C25.62	Machining	-	-	-	-	-	-	-	-	-	-	-			
72	C25.71	Manufacture of cutlery	-	-	-	-	-	-	-	-	-	-	-			
73	C25.72	Manufacture of locks and hinges	-	-	-	-	-	-	-	-	-	-	-			
74	C25.73	Manufacture of tools	-	-	-	-	-	-	-	-	-	-	-			
75	C25.91	Manufacture of steel drums and similar containers	-	-	-	-	-	-	-	-	-	-	-			
	C25.92	Manufacture of light metal packaging	-	-	-	-	-	-	-	-	-	-	-			

continued: 2 GAR sector information – Turnover based

31.12.2025																												MČZK	
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CLIMATE CHANGE MITIGATION (CCM)				CLIMATE CHANGE ADAPTATION (CCA)				WATER AND MARINE RESOURCES (WTR)				CIRCULAR ECONOMY (CE)				POLLUTION (PPC)				BIODIVERSITY AND ECOSYSTEMS (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)					
NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)				NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)				NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)				NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)				NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)				NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)				NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)					
GROSS CARRYING AMOUNT				GROSS CARRYING AMOUNT				GROSS CARRYING AMOUNT				GROSS CARRYING AMOUNT				GROSS CARRYING AMOUNT				GROSS CARRYING AMOUNT				GROSS CARRYING AMOUNT					
OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM)				OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCA)				OF WHICH ENVIRONMENTALLY SUSTAINABLE (WTR)				OF WHICH ENVIRONMENTALLY SUSTAINABLE (CE)				OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)				OF WHICH ENVIRONMENTALLY SUSTAINABLE (BIO)				OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM + CCA + WTR + CE + PPC + BIO)					
BREADDOWN BY SECTOR - NACE 4 DIGITS LEVEL (CODE AND LABEL)																													
77		C25.93		Manufacture of wire products, chain and springs		-		-		-		-		-		-		-		-		-		-		-			
78		C25.94		Manufacture of fasteners and screw machine products		-		-		-		-		-		-		-		-		-		-		-			
79		C25.99		Manufacture of other fabricated metal products n.e.c.		-		-		-		-		-		-		-		-		-		-		-			
80		C26.11		Manufacture of electronic components		-		-		-		-		-		-		-		-		-		-		-			
81		C26.12		Manufacture of loaded electronic boards		-		-		-		-		-		-		-		-		-		-		-			
82		C26.20		Manufacture of computers and peripheral equipment		-		-		-		-		-		-		-		-		-		-		-			
83		C26.30		Manufacture of communication equipment		-		-		-		-		-		-		-		-		-		-		-			
84		C26.40		Manufacture of consumer electronics		-		-		-		-		-		-		-		-		-		-		-			
85		C26.51		Manufacture of instruments and appliances for measuring, testing and navigation		-		-		-		-		-		-		-		-		-		-		-			
86		C26.52		Manufacture of watches and clocks		-		-		-		-		-		-		-		-		-		-		-			
87		C26.60		Manufacture of irradiation, electromedical and electrotherapeutic equipment		-		-		-		-		-		-		-		-		-		-		-			
88		C26.70		Manufacture of optical instruments and photographic equipment		-		-		-		-		-		-		-		-		-		-		-			
89		C26.80		Manufacture of magnetic and optical media		-		-		-		-		-		-		-		-		-		-		-			
90		C27.11		Manufacture of electric motors, generators and transformers		-		-		-		-		-		-		-		-		-		-		-			
91		C27.12		Manufacture of electricity distribution and control apparatus		-		-		-		-		-		-		-		-		-		-		-			
92		C27.20		Manufacture of batteries and accumulators		-		-		-		-		-		-		-		-		-		-		-			
93		C27.31		Manufacture of fibre optic cables		-		-		-		-		-		-		-		-		-		-		-			
94		C27.32		Manufacture of other electronic and electric wires and cables		-		-		-		-		-		-		-		-		-		-		-			
95		C27.33		Manufacture of wiring devices		-		-		-		-		-		-		-		-		-		-		-			
96		C27.40		Manufacture of electric lighting equipment		-		-		-		-		-		-		-		-		-		-		-			
97		C27.51		Manufacture of electric domestic appliances		-		-		-		-		-		-		-		-		-		-		-			
98		C27.52		Manufacture of non-electric domestic appliances		-		-		-		-		-		-		-		-		-		-		-			
99		C27.90		Manufacture of other electrical equipment		-		-		-		-		-		-		-		-		-		-		-			
100		C28.11		Manufacture of engines and turbines, except aircraft, vehicle and cycle engines		-		-		-		-		-		-		-		-		-		-		-			
101		C28.12		Manufacture of fluid power equipment		-		-		-		-		-		-		-		-		-		-		-			

continued: 2 GAR sector information – Turnover based

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	a	b	e	f	i	j	m	n	q	r	u	v	y	z
	CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)		WATER AND MARINE RESOURCES (WTR)		CIRCULAR ECONOMY (CE)		POLLUTION (PPC)		BIODIVERSITY AND ECOSYSTEMS (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)	
	NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	
	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCA)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (WTR)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CE)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (BIO)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM + CCA + WTR + CE + PPC + BIO)
BREKDOWN BY SECTOR - NACE 4 DIGITS LEVEL (CODE AND LABEL)														
102 C28.13 Manufacture of other pumps and compressors	-	-	-	-	-	-	-	-	-	-	-	-	-	-
103 C28.14 Manufacture of other taps and valves	-	-	-	-	-	-	-	-	-	-	-	-	-	-
104 C28.15 Manufacture of bearings, gears, gearing and driving elements	-	-	-	-	-	-	-	-	-	-	-	-	-	-
105 C28.21 Manufacture of ovens, furnaces and furnace burners	-	-	-	-	-	-	-	-	-	-	-	-	-	-
106 C28.22 Manufacture of filling and handling equipment	-	-	-	-	-	-	-	-	-	-	-	-	-	-
107 C28.23 Manufacture of office machinery and equipment (except computers and peripheral equipment)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
108 C28.24 Manufacture of power-driven hand tools	-	-	-	-	-	-	-	-	-	-	-	-	-	-
109 C28.25 Manufacture of non-domestic cooling and ventilation equipment	-	-	-	-	-	-	-	-	-	-	-	-	-	-
110 C28.29 Manufacture of other general-purpose machinery n.e.c.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
111 C28.30 Manufacture of agricultural and forestry machinery	-	-	-	-	-	-	-	-	-	-	-	-	-	-
112 C28.41 Manufacture of metal forming machinery	-	-	-	-	-	-	-	-	-	-	-	-	-	-
113 C28.49 Manufacture of other machine tools	-	-	-	-	-	-	-	-	-	-	-	-	-	-
114 C28.91 Manufacture of machinery for metallurgy	-	-	-	-	-	-	-	-	-	-	-	-	-	-
115 C28.92 Manufacture of machinery for mining, quarrying and construction	-	-	-	-	-	-	-	-	-	-	-	-	-	-
116 C28.93 Manufacture of machinery for food, beverage and tobacco processing	-	-	-	-	-	-	-	-	-	-	-	-	-	-
117 C28.94 Manufacture of machinery for textile, apparel and leather production	-	-	-	-	-	-	-	-	-	-	-	-	-	-
118 C28.95 Manufacture of machinery for paper and paperboard production	-	-	-	-	-	-	-	-	-	-	-	-	-	-
119 C28.96 Manufacture of plastics and rubber machinery	-	-	-	-	-	-	-	-	-	-	-	-	-	-
120 C28.99 Manufacture of other special-purpose machinery n.e.c.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
121 C29.10 Manufacture of motor vehicles	-	-	-	-	-	-	-	-	-	-	-	-	-	-
122 C30.11 Building of ships and floating structures	-	-	-	-	-	-	-	-	-	-	-	-	-	-
123 C30.12 Building of pleasure and sporting boats	-	-	-	-	-	-	-	-	-	-	-	-	-	-
124 C30.20 Manufacture of railway locomotives and rolling stock	811	811	-	-	-	-	-	-	-	-	-	-	811	811
125 C30.91 Manufacture of motorcycles	-	-	-	-	-	-	-	-	-	-	-	-	-	-
126 C30.92 Manufacture of bicycles and invalid carriages	-	-	-	-	-	-	-	-	-	-	-	-	-	-

continued: 2 GAR sector information – Turnover based

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CLIMATE CHANGE MITIGATION (CCM) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		CLIMATE CHANGE ADAPTATION (CCA) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		WATER AND MARINE RESOURCES (WTR) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		CIRCULAR ECONOMY (CE) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		POLLUTION (PPC) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		BIODIVERSITY AND ECOSYSTEMS (BIO) NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)														
GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCA)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (WTR)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CE)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (BIO)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM + CCA + WTR + CE + PPC + BIO)													
BREADDOWN BY SECTOR - NACE 4 DIGITS LEVEL (CODE AND LABEL)																										
127	C30.99 Manufacture of other transport equipment n.e.c.	-	-	-	-	-	-	-	-	-	-	-	-													
128	C33.12 Repair of machinery	-	-	-	-	-	-	-	-	-	-	-	-													
129	C33.15 Repair and maintenance of ships and boats	-	-	-	-	-	-	-	-	-	-	-	-													
130	C33.17 Repair and maintenance of other transport equipment	-	-	-	-	-	-	-	-	-	-	-	-													
131	D35.11 Production of electricity	2 487	1 073	-	13	1	8	-	8	-	-	2 515	1 074													
132	D35.12 Transmission of electricity	-	-	-	-	-	-	-	-	-	-	-	-													
133	D35.13 Distribution of electricity	-	-	-	-	-	-	-	-	-	-	-	-													
134	D35.21 Manufacture of gas	-	-	-	-	-	-	-	-	-	-	-	-													
135	D35.22 Distribution of gaseous fuels through mains	-	-	-	-	-	-	-	-	-	-	-	-													
136	D35.30 Steam and air conditioning supply	-	-	-	-	-	-	-	-	-	-	-	-													
137	E36.00 Water collection, treatment and supply	-	-	-	-	-	-	-	-	-	-	-	-													
138	E37.00 Sewerage	-	-	-	-	-	-	-	-	-	-	-	-													
139	E38.11 Collection of non-hazardous waste	-	-	-	-	-	-	-	-	-	-	-	-													
140	E38.21 Treatment and disposal of non-hazardous waste	-	-	-	-	-	-	-	-	-	-	-	-													
141	E38.32 Recovery of sorted materials	-	-	-	-	-	-	-	-	-	-	-	-													
142	E39.00 Remediation activities and other waste management services	-	-	-	-	-	-	-	-	-	-	-	-													
143	F41.10 Development of building projects	-	-	-	-	-	-	-	-	-	-	-	-													
144	F41.20 Construction of residential and non-residential buildings	8	1	-	-	-	-	-	-	-	-	-	-													
145	F42.11 Construction of roads and motorways	917	692	-	4	4	62	-	12	-	0	8	1													
146	F42.12 Construction of railways and underground railways	-	-	-	-	-	-	-	-	-	-	985	708													
147	F42.13 Construction of bridges and tunnels	-	-	-	-	-	-	-	-	-	-	-	-													
148	F42.21 Construction of utility projects for fluids	-	-	-	-	-	-	-	-	-	-	-	-													
149	F42.22 Construction of utility projects for electricity and telecommunications	-	-	-	-	-	-	-	-	-	-	-	-													
150	F42.91 Construction of water projects	-	-	-	-	-	-	-	-	-	-	-	-													
151	F42.99 Construction of other civil engineering projects n.e.c.	-	-	-	-	-	-	-	-	-	-	-	-													

continued: 2 GAR sector information – Turnover based

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		31.12.2025													
BREADOWN BY SECTOR - NACE 4 DIGITS LEVEL (CODE AND LABEL)		CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)		WATER AND MARINE RESOURCES (WTR)		CIRCULAR ECONOMY (CE)		POLLUTION (PPC)		BIODIVERSITY AND ECOSYSTEMS (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)	
		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	
		GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCA)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (WTR)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CE)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (BIO)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM + CCA + WTR + CE + PPC + BIO)
152	F43.11 Demolition	-	-	-	-	-	-	-	-	-	-	-	-	-	-
153	F43.12 Site preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
154	F43.13 Test, drilling and boring	-	-	-	-	-	-	-	-	-	-	-	-	-	-
155	F43.21 Electrical installation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
156	F43.22 Plumbing, heat and air-conditioning installation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
157	F43.29 Other construction installation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
158	F43.31 Plastering	-	-	-	-	-	-	-	-	-	-	-	-	-	-
159	F43.32 Joinery installation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
160	F43.33 Floor and wall covering	-	-	-	-	-	-	-	-	-	-	-	-	-	-
161	F43.34 Painting and glazing	-	-	-	-	-	-	-	-	-	-	-	-	-	-
162	F43.39 Other building completion and finishing	-	-	-	-	-	-	-	-	-	-	-	-	-	-
163	F43.91 Roofing activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
164	F43.99 Other specialised construction activities n.e.c.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
165	H49.10 Passenger rail transport, interurban	0	0	-	-	-	-	-	-	-	-	-	-	0	0
166	H49.20 Freight rail transport	35	23	-	-	-	-	-	-	-	-	-	-	35	23
167	H49.31 Urban and suburban passenger land transport	-	-	-	-	-	-	-	-	-	-	-	-	-	-
168	H49.32 Taxi operation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
169	H49.39 Other passenger land transport n.e.c.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
170	H49.41 Freight transport by road	-	-	-	-	-	-	-	-	-	-	-	-	-	-
171	H49.50 Transport via pipeline	-	-	-	-	-	-	-	-	-	-	-	-	-	-
172	H60.10 Sea and coastal passenger water transport	-	-	-	-	-	-	-	-	-	-	-	-	-	-
173	H60.20 Sea and coastal freight water transport	-	-	-	-	-	-	-	-	-	-	-	-	-	-
174	H60.30 Inland passenger water transport	-	-	-	-	-	-	-	-	-	-	-	-	-	-
175	H60.40 Inland freight water transport	-	-	-	-	-	-	-	-	-	-	-	-	-	-
176	H62.21 Service activities incidental to land transportation	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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continued: 2 GAR sector information – Turnover based

	31.12.2025												MČZK	
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	CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)		WATER AND MARINE RESOURCES (WTR)		CIRCULAR ECONOMY (CE)		POLLUTION (PPC)		BIODIVERSITY AND ECOSYSTEMS (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)	
	NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM)	NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCA)	NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	OF WHICH ENVIRONMENTALLY SUSTAINABLE (WTR)	NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CE)	NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)	NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	OF WHICH ENVIRONMENTALLY SUSTAINABLE (BIO)	NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)	
BRENDOWN BY SECTOR - NACE 4 DIGITS LEVEL (CODE AND LABEL)	GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT		GROSS CARRYING AMOUNT	
177 J62.22 Service activities incidental to water transportation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
178 J63.10 Postal activities under universal service obligation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
179 J63.20 Other postal and courier activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J69.11 Motion picture, video and television programme production activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J69.12 Motion picture, video and television programme post-production activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J69.13 Motion picture, video and television programme distribution activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J69.14 Motion picture projection activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J69.20 Sound recording and music publishing activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J85.10 Radio broadcasting	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J86.20 Television programming and broadcasting activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J87.10 Wired telecommunications activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J88.10 Wireless telecommunications activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J89.30 Satellite telecommunications activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J90.90 Other telecommunications activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J92.01 Computer programming activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J92.02 Computer consultancy activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J92.03 Computer facilities management activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J92.09 Other information technology and computer service activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J93.11 Data processing, hosting and related activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J96.12 Non-life insurance	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J97.20 Reinsurance	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J68.20 Buying and selling of own real estate	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J68.20 Rental and operating of own or leased real estate	4 701	-	4 701	2 731	-	-	545	-	-	-	-	-	9 946	2 731
J68.31 Real estate agencies	-	-	-	-	-	-	-	-	-	-	-	-	-	-
J68.32 Management of real estate on a fee or contract basis	-	-	-	-	-	-	-	-	-	-	-	-	-	-

continued: 2 GAR sector information – Turnover based

	31.12.2025														MČZK)		
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	CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)		WATER AND MARINE RESOURCES (WTR)		CIRCULAR ECONOMY (CE)		POLLUTION (PPC)		BIODIVERSITY AND ECOSYSTEMS (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
	NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)				
	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCA)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (WTR)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CE)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (BIO)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM + CCA + WTR + CE + PPC + BIO)			
BRENDOWN BY SECTOR - NACE 4 DIGITS LEVEL (CODE AND LABEL)																	
202 N71.11 Architectural activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
203 N71.12 Engineering activities and related technical consultancy	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
204 N71.20 Technical testing and analysis	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
205 N72.11 Research and experimental development on biotechnology	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
206 N72.19 Other research and experimental development on natural sciences and engineering	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
207 N72.20 Research and experimental development on social sciences and humanities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
208 N77.11 Rental and leasing of cars and light motor vehicles	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
209 N77.12 Rental and leasing of trucks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
210 N77.21 Rental and leasing of recreational and sports goods	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
211 N77.34 Rental and leasing of water transport equipment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
N77.39 Rental and leasing of other machinery, equipment and tangible goods n.e.c.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
212 N77.39 Rental and leasing of other machinery, equipment and tangible goods n.e.c.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
213 P85.10 Pre-primary education	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
214 P85.20 Primary education	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
215 P85.31 General secondary education	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
216 P85.32 Technical and vocational secondary education	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
217 P85.41 Post-secondary non-tertiary education	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
218 P85.42 Tertiary education	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
219 P85.51 Sports and recreation education	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
220 P85.52 Cultural education	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
221 P85.53 Driving school activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
222 P85.59 Other education n.e.c.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
223 P85.60 Educational support activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
224 Q87.10 Residential nursing care activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Q87.20 Residential care activities for mental retardation, mental health and substance abuse	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
225 Q87.30 Residential care activities for the elderly and disabled	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

continued: 2 GAR sector information – Turnover based

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		31.12.2025													
BREADDOWN BY SECTOR - NACE 4 DIGITS LEVEL CODE AND LABEL	CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)		WATER AND MARINE RESOURCES (WTR)		CIRCULAR ECONOMY (CE)		POLLUTION (PPC)		BIODIVERSITY AND ECOSYSTEMS (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)		
	NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		NON-FINANCIAL CORPORATES (SUBJECT TO NFRD)		
	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCA)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (WTR)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CE)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (PPC)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (BIO)	GROSS CARRYING AMOUNT	OF WHICH ENVIRONMENTALLY SUSTAINABLE (CCM + CCA + WTR + CE + PPC + BIO)	
227	687.90 Other residential care activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
228	R60.01 Performing arts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
229	R60.02 Support activities to performing arts	-	-	-	-	-	-	-	-	-	-	-	-	-	-
230	R60.03 Artistic creation	-	-	-	-	-	-	-	-	-	-	-	-	-	-
231	R60.04 Operation of arts facilities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
232	R81.01 Library and archives activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
233	R81.02 Museums activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
234	R91.03 Operation of historical sites and buildings and similar visitor attractions	-	-	-	-	-	-	-	-	-	-	-	-	-	-
235	R91.04 Botanical and zoological gardens and nature reserves	-	-	-	-	-	-	-	-	-	-	-	-	-	-
236	S95.21 Repair of consumer electronics	-	-	-	-	-	-	-	-	-	-	-	-	-	-
237	S95.22 Repair of household appliances and home and garden equipment	-	-	-	-	-	-	-	-	-	-	-	-	-	-

(M27K)

3 GAR KPI (stock) - Capex based - % (compared to total covered assets in the denominator)

	31.12.2025											
	a	b	c	d	e	f	g	h	i	j	k	
	CLIMATE CHANGE MITIGATION (CCM)					CLIMATE CHANGE ADAPTATION (CCA)					WATER AND MARINE RESOURCES (WTR)	
	PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)	
% (COMPARED TO TOTAL COVERED ASSETS IN THE DENOMINATOR)	PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)	
	OF WHICH USE OF PROCEEDS					OF WHICH USE OF PROCEEDS					OF WHICH USE OF PROCEEDS	
	TRANSITIONAL					TRANSITIONAL					TRANSITIONAL	
GAR - Covered assets in both numerator and denominator												
1	Loans and advances, debt securities and equity instruments not HTF eligible for GAR calculation	30.50 %	1.47 %	-	0.23 %	0.99 %	1.31 %	0.28 %	-	0.01 %	0.00 %	-
2	Financial underlinings	2.48 %	0.63 %	-	0.03 %	0.53 %	0.40 %	0.08 %	-	0.00 %	-	-
3	Credit institutions	0.04 %	-	-	0.00 %	0.00 %	0.00 %	0.00 %	-	0.00 %	-	-
4	Loans and advances	0.04 %	-	-	0.00 %	0.00 %	0.00 %	0.00 %	-	0.00 %	-	-
5	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-
6	Equity instruments	-	-	-	-	-	-	-	-	-	-	-
7	Other Financial corporation	2.45 %	0.63 %	-	0.02 %	0.53 %	0.40 %	0.00 %	-	0.00 %	-	-
8	Of which: investment firms	-	-	-	-	-	-	-	-	-	-	-
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-
10	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-
12	Of which: management companies	-	-	-	-	-	-	-	-	-	-	-
13	Loans and advances	-	-	-	-	-	-	-	-	-	-	-
14	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-
16	Of which: insurance underlinings	-	0 %	-	0.00 %	0.00 %	-	-	-	-	-	-
17	Loans and advances	-	0 %	-	0.00 %	0.00 %	-	-	-	-	-	-
18	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-
19	Equity instruments	-	-	-	-	-	-	-	-	-	-	-
20	Non-Financial underlinings	2.25 %	0.82 %	-	0.19 %	0.45 %	0.91 %	0.19 %	-	0.01 %	0.00 %	-
21	Loans and advances	2.05 %	0.68 %	-	0.15 %	0.38 %	0.91 %	0.19 %	-	0.00 %	0.00 %	-
22	Debt securities, including UoP	0.20 %	0.15 %	-	0.04 %	0.07 %	-	-	-	0.01 %	0.00 %	-
23	Equity instruments	-	-	-	-	-	-	-	-	-	-	-
24	Households	25.77 %	0.02 %	-	0.02 %	-	-	-	-	-	-	-
25	Of which: loans collateralised by residential immovable property	23.29 %	0.02 %	-	0.02 %	-	-	-	-	-	-	-
26	Of which: building renovation loans	2.48 %	-	-	-	-	-	-	-	-	-	-
27	Of which: motor vehicle loans	-	-	-	-	-	-	-	-	-	-	-
28	Local governments financing	-	-	-	-	-	-	-	-	-	-	-
29	Housing financing	-	-	-	-	-	-	-	-	-	-	-
30	Other local government financing	-	-	-	-	-	-	-	-	-	-	-
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-	-	-	-	-	-	-	-	-	-
32	Total GAR assets	30.50 %	1.47 %	-	0.23 %	0.99 %	1.31 %	0.28 %	-	0.01 %	0.00 %	-

continued: 3 GAR KPI (stock) - Capex based - % (compared to total covered assets in the denominator)

31.12.2025																			af
n	o	p	q	r	s	t	u	v	w	x	y	z	aa	ab	ac	ad	ae	af	
CIRCULAR ECONOMY (CE)				POLLUTION (PPC)				BIODIVERSITY AND ECOSYSTEMS (BIO)				TOTAL ECM + CCA + WTR + CE + PPC + BIO							
PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)							
PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)							
OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS							
OF WHICH ENABLING				OF WHICH ENABLING				OF WHICH ENABLING				OF WHICH ENABLING							
GAR - Covered assets in both numerator and denominator																			
1	Loans and advances, debt securities and equity instruments not HTI eligible for GAR calculation	0.85 %	0.00 %	-	-	-	-	-	-	-	-	-	32.68 %	1.75 %	-	0.23 %	0.99 %	24.71 %	
2	Financial undertakings	0.26 %	-	-	0.00 %	-	-	-	-	-	-	-	3.15 %	0.72 %	-	0.03 %	0.33 %	2.79 %	
3	Credit institutions	0.00 %	-	-	0.00 %	-	-	-	-	-	-	-	0.04 %	0.00 %	-	0.00 %	0.00 %	0.10 %	
4	Loans and advances	0.00 %	-	-	0.00 %	-	-	-	-	-	-	-	0.04 %	0.00 %	-	0.00 %	0.00 %	0.10 %	
5	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
6	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
7	Other financial corporation	0.26 %	-	-	0.00 %	-	-	-	-	-	-	-	3.11 %	0.71 %	-	0.02 %	0.53 %	2.69 %	
8	Of which: investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
10	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
12	Of which: management companies	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
13	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
14	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
16	Of which: insurance undertakings	-	-	-	-	-	-	-	-	-	-	-	0.00 %	0.00 %	-	0.00 %	0.00 %	0.01 %	
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	0.00 %	0.00 %	-	0.00 %	0.00 %	0.01 %	
18	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
19	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
20	Non-financial undertakings	0.99 %	0.00 %	-	0.00 %	-	-	-	-	-	-	-	3.76 %	1.02 %	-	0.19 %	0.45 %	4.84 %	
21	Loans and advances	0.99 %	0.00 %	-	0.00 %	-	-	-	-	-	-	-	3.55 %	0.87 %	-	0.15 %	0.38 %	4.37 %	
22	Debt securities, including UoP	0 %	0.00 %	-	-	-	-	-	-	-	-	-	0.21 %	0.15 %	-	0.04 %	0.07 %	0.47 %	
23	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
24	Households	-	-	-	-	-	-	-	-	-	-	-	25.77 %	0.02 %	-	0.02 %	-	17.08 %	
25	Of which: loans collateralised by residential immovable property	-	-	-	-	-	-	-	-	-	-	-	23.29 %	0.02 %	-	0.00 %	-	15.44 %	
26	Of which: building renovation loans	-	-	-	-	-	-	-	-	-	-	-	2.48 %	-	-	-	-	1.64 %	
27	Of which: motor vehicle loans	-	-	-	-	-	-	-	-	-	-	-	0.00 %	0.00 %	-	0.00 %	-	0.00 %	
28	Local governments financing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
29	Housing financing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
30	Other local government financing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
32	Total GAR assets	0.85 %	0.00 %	-	0.00 %	-	-	-	-	-	-	-	32.68 %	1.75 %	-	0.23 %	0.99 %	66.24 %	

3 GAR KPI (stock) - Capex based - % (compared to total covered assets in the denominator)

%	a	b	c	d	e	f	g	h	i	j	k	l	m
%	a	b	c	d	e	f	g	h	i	j	k	l	m
%	a	b	c	d	e	f	g	h	i	j	k	l	m
%	a	b	c	d	e	f	g	h	i	j	k	l	m
%	a	b	c	d	e	f	g	h	i	j	k	l	m
%	a	b	c	d	e	f	g	h	i	j	k	l	m
%	a	b	c	d	e	f	g	h	i	j	k	l	m
%	a	b	c	d	e	f	g	h	i	j	k	l	m
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%	a	b	c	d	e	f	g	h	i	j	k	l	m
%	a	b	c	d	e	f	g	h	i	j	k	l	m
%	a	b	c	d	e	f	g	h	i	j	k	l	m
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%	a	b	c	d	e	f	g	h	i	j	k	l	m
%	a	b	c	d	e	f	g	h	i	j	k	l	m
%	a	b	c	d	e	f	g	h	i	j	k	l	m
%													

31.12.2024																		
n	o	p	q	r	s	t	u	v	w	x	y	z	aa	ab	ac	ad	ae	af
CIRCULAR ECONOMY (CE)				POLLUTION (PC)				BIODIVERSITY AND ECOSYSTEMS (BIO)				TOTAL (CEM + PCA + MPC + CE + BPC + BIO)						
PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)						
PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)						
OF WHICH USE OF PROCEEDS ENABLING				OF WHICH USE OF PROCEEDS ENABLING				OF WHICH USE OF PROCEEDS ENABLING				OF WHICH USE OF PROCEEDS ENABLING						
% COMPARED TO TOTAL COVERED ASSETS IN THE DENOMINATOR																		
GAR - Covered assets in both numerator and denominator																		
1	Loans and advances, debt securities and equity instruments not yet eligible for GAR calculation	-	-	0.00%	-	-	-	-	-	-	-	-	26.27%	0.54%	-	0.04%	0.42%	18.53%
2	Financial undertakings	-	-	-	-	-	-	-	-	-	-	-	1.31%	0.31%	-	0.00%	0.30%	0.88%
3	Credit institutions	-	-	-	-	-	-	-	-	-	-	-	0.03%	0.00%	-	0.00%	0.00%	0.05%
4	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	0.02%	0.00%	-	0.00%	0.00%	0.03%
5	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8	Other financial corporation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
14	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
16	Of which: insurance undertakings	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20	Non-financial undertakings	0.00%	-	0.00%	-	-	-	-	-	-	-	-	0.45%	0.22%	-	0.04%	0.13%	1.18%
21	Loans and advances	0.00%	-	0.00%	-	-	-	-	-	-	-	-	0.25%	0.05%	-	0.01%	0.02%	1.02%
22	Debt securities, including UoP	0.00%	-	0.00%	-	-	-	-	-	-	-	-	0.20%	0.17%	-	0.03%	0.11%	0.16%
23	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	0.00%	0.00%	-	-	0.00%	0.00%
24	Households	-	-	-	-	-	-	-	-	-	-	-	24.60%	0.01%	-	0.01%	-	16.45%
25	Of which: loans collateralised by residential immovable property	-	-	-	-	-	-	-	-	-	-	-	24.06%	0.01%	-	0.01%	-	16.10%
26	Of which: building renovation loans	-	-	-	-	-	-	-	-	-	-	-	0.53%	-	-	-	-	0.35%
27	Of which: motor vehicle loans	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
28	Local governments financing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
29	Housing financing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00%
30	Other local government financing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-															

3 GAR KPI (stock) - Turnover based - % (compared to total covered assets in the denominator)

	a	b	c	d	e	f	g	h	i	k	m
	31.12.2023										
	CLIMATE CHANGE MITIGATION (CCM)					CLIMATE CHANGE ADAPTATION (CCA)					WATER AND MARINE RESOURCES (WTR)
% COMPARED TO TOTAL COVERED ASSETS IN THE DENOMINATOR	PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)
	PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)
	OF WHICH USE OF PROCEEDS					OF WHICH USE OF PROCEEDS					OF WHICH USE OF PROCEEDS
	TRANSITIONAL					OF WHICH ENABLING					OF WHICH ENABLING
(GAR - Covered assets in both numerator and denominator)											
1	29.99 %	0.78 %	-	0.12 %	0.53 %	1.30 %	0.75 %	-	-	0.00 %	-
2	2.46 %	0.33 %	-	0.05 %	0.25 %	0.40 %	0.23 %	-	-	0.00 %	-
3	0.04 %	0.00 %	-	0.00 %	0.00 %	0.00 %	0.00 %	-	-	0.00 %	-
4	0.04 %	0.00 %	-	0.00 %	0.00 %	0.00 %	0.00 %	-	-	0.00 %	-
5	-	-	-	-	-	-	-	-	-	-	-
6	-	-	-	-	-	-	-	-	-	-	-
7	2.43 %	0.33 %	-	0.05 %	0.25 %	0.40 %	0.23 %	-	-	0.00 %	-
8	-	-	-	-	-	-	-	-	-	-	-
9	-	-	-	-	-	-	-	-	-	-	-
10	-	-	-	-	-	-	-	-	-	-	-
11	-	-	-	-	-	-	-	-	-	-	-
12	-	-	-	-	-	-	-	-	-	-	-
13	-	-	-	-	-	-	-	-	-	-	-
14	-	-	-	-	-	-	-	-	-	-	-
15	-	-	-	-	-	-	-	-	-	-	-
16	-	0.00 %	-	0.00 %	0.00 %	-	-	-	-	-	-
17	-	0.00 %	-	0.00 %	0.00 %	-	-	-	-	-	-
18	-	-	-	-	-	-	-	-	-	-	-
19	-	-	-	-	-	-	-	-	-	-	-
20	1.75 %	0.43 %	-	0.06 %	0.28 %	0.90 %	0.52 %	-	-	0.00 %	-
21	1.56 %	0.29 %	-	0.01 %	0.22 %	0.90 %	0.52 %	-	-	0.00 %	-
22	0.19 %	0.14 %	-	0.05 %	0.06 %	-	-	-	-	0.00 %	-
23	-	-	-	-	-	-	-	-	-	-	-
24	25.77 %	0.02 %	-	0.02 %	-	-	-	-	-	-	-
25	-	-	-	-	-	-	-	-	-	-	-
26	23.29 %	0.02 %	-	0.02 %	-	-	-	-	-	-	-
27	-	-	-	-	-	-	-	-	-	-	-
28	0.00 %	0.00 %	-	0.00 %	-	-	-	-	-	-	-
29	-	-	-	-	-	-	-	-	-	-	-
30	-	-	-	-	-	-	-	-	-	-	-
31	-	-	-	-	-	-	-	-	-	-	-
32	29.99 %	0.78 %	-	0.12 %	0.53 %	1.30 %	0.75 %	-	-	0.00 %	-
33	Total GAR assets										

continued: 3 GAR KPI stock - Turnover based - % (compared to total covered assets in the denominator)

	n	o	p	q	r	s	t	u	v	w	x	z	aa	ab	ac	ad	ae
	CIRCULAR ECONOMY (CE)				POLLUTION (PPC)				BIODIVERSITY AND ECOSYSTEMS (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
% COMPARED TO TOTAL COVERED ASSETS IN THE DENOMINATOR	PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)		PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)		PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)		PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)		PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)		PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)		PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)		PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)		PROPORTION OF ASSETS COVERED
	OF WHICH USE OF PROCEEDS	OF WHICH ENABLING	OF WHICH USE OF PROCEEDS	OF WHICH ENABLING	OF WHICH USE OF PROCEEDS	OF WHICH ENABLING	OF WHICH USE OF PROCEEDS	OF WHICH ENABLING	OF WHICH USE OF PROCEEDS	OF WHICH ENABLING	OF WHICH USE OF PROCEEDS	OF WHICH ENABLING	OF WHICH USE OF PROCEEDS	OF WHICH ENABLING	OF WHICH USE OF PROCEEDS	OF WHICH ENABLING	
GAR - Covered assets in both numerator and denominator																	
1	Loans and advances, debt securities and equity instruments not HTF eligible for GAR calculation	0.17 %	0.00 %	-	-	-	-	0.00 %	-	-	-	31.46 %	1.53 %	-	0.12 %	0.53 %	24.71 %
2	Financial undertakings	0.05 %	-	-	-	-	-	0.00 %	-	-	-	2.92 %	0.57 %	-	0.05 %	0.25 %	2.79 %
3	Credit institutions	0.00 %	-	-	-	-	-	0.00 %	-	-	-	0.04 %	0.00 %	-	0.00 %	0.00 %	0.10 %
4	Loans and advances	0.00 %	-	-	-	-	-	0.00 %	-	-	-	0.04 %	0.00 %	-	0.00 %	0.00 %	0.10 %
5	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	Other financial corporation	0.05 %	-	-	-	-	-	0.00 %	-	-	-	2.89 %	0.56 %	-	0.05 %	0.25 %	2.69 %
8	Of which: investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12	Of which: management companies	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
14	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
16	Of which: insurance undertakings	-	-	-	-	-	-	-	-	-	-	0.00 %	0.00 %	-	0.00 %	0.00 %	0.01 %
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	0.00 %	0.00 %	-	0.00 %	0.00 %	0.01 %
18	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20	Non-financial undertakings	0.12 %	0.00 %	-	-	-	-	0.00 %	-	-	-	2.76 %	0.95 %	-	0.06 %	0.28 %	4.84 %
21	Loans and advances	0.11 %	0.00 %	-	-	-	-	0.00 %	-	-	-	2.57 %	0.81 %	-	0.01 %	0.22 %	4.37 %
22	Debt securities, including UoP	0.00 %	-	-	-	-	-	0.00 %	-	-	-	0.20 %	0.14 %	-	0.05 %	0.06 %	0.47 %
23	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
24	Households	-	-	-	-	-	-	-	-	-	-	25.77 %	0.02 %	-	0.02 %	-	17.08 %
25	Of which: loans collateralised by residential immovable property	-	-	-	-	-	-	-	-	-	-	23.29 %	0.02 %	-	0.02 %	-	15.44 %
26	Of which: building renovation loans	-	-	-	-	-	-	-	-	-	-	2.48 %	-	-	-	-	1.64 %
27	Of which: motor vehicle loans	-	-	-	-	-	-	-	-	-	-	0.00 %	0.00 %	-	0.00 %	-	0.00 %
28	Local governments financing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
29	Housing financing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
30	Other local government financing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Collateral obtained by taking possession: residential and commercial immovable properties																	
31	Total GAR assets	0.17 %	0.00 %	-	-	-	-	0.00 %	-	-	-	31.46 %	1.53 %	-	0.12 %	0.53 %	66.24 %

3 GAR KPI (stock) - Turnover based - % (compared to total covered assets in the denominator)

	a	b	c	d	e	f	g	h	i	k	l	m
	31.12.2024											
	CLIMATE CHANGE MITIGATION (CCM)						CLIMATE CHANGE ADAPTATION (CCA)					
	PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)			PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)			PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)			PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)		
	OF WHICH: USE OF PROCEEDS			OF WHICH: USE OF PROCEEDS			OF WHICH: USE OF PROCEEDS			OF WHICH: USE OF PROCEEDS		
	OF WHICH: TRANSITIONAL			OF WHICH: TRANSITIONAL			OF WHICH: TRANSITIONAL			OF WHICH: TRANSITIONAL		
% COMPARED TO TOTAL COVERED ASSETS IN THE DENOMINATOR	OF WHICH: TRANSITIONAL			OF WHICH: TRANSITIONAL			OF WHICH: TRANSITIONAL			OF WHICH: TRANSITIONAL		
GAR - Covered assets in both numerator and denominator	OF WHICH: TRANSITIONAL			OF WHICH: TRANSITIONAL			OF WHICH: TRANSITIONAL			OF WHICH: TRANSITIONAL		
1 Loans and advances, debt securities and equity instruments not HTI eligible for GAR calculation	26.05%	0.28%		0.03%	0.20%	0.00%	0.00%			0.00%		0.00%
2 Financial undertakings	1.20%	0.18%		0.00%	0.16%							
3 Credit institutions	0.02%	0.03%		0.00%	0.00%							
4 Loans and advances	0.02%	0.00%		0.00%	0.00%							
5 Debt securities, including UoP												
6 Equity instruments												
7 Other financial corporations	1.16%	0.16%		0.00%	0.16%							
8 Of which: investment firms												
9 Loans and advances												
10 Debt securities, including UoP												
11 Equity instruments												
12 Of which: management companies												
13 Loans and advances												
14 Debt securities, including UoP												
15 Equity instruments												
16 Of which: insurance undertakings												
17 Loans and advances												
18 Debt securities, including UoP												
19 Equity instruments												
20 Non-financial undertakings	0.26%	0.11%		0.03%	0.04%	0.00%	0.00%			0.00%		0.00%
21 Loans and advances	0.18%	0.04%		0.01%	0.01%	0.00%	0.00%			0.00%		0.00%
22 Debt securities, including UoP	0.08%	0.07%		0.02%	0.03%					0.00%		0.00%
23 Equity instruments												
24 Households	24.60%	0.01%		0.01%								
25 Of which: loans collateralised by residential immovable property	24.06%	0.01%		0.01%								
26 Of which: building renovation loans	0.33%											
27 Of which: motor vehicle loans	-	-		-								
28 Local governments financing												
29 Housing financing												
30 Other local government financing												
31 Collateral obtained by taking possession: residential and commercial immovable properties												
32 Total GAR assets	26.05%	0.28%		0.03%	0.20%	0.00%	0.00%			0.00%		0.00%

continued: 3 GAR KPI stock - Turnover based - % (compared to total covered assets in the denominator)

	n	o	p	q	r	s	t	u	v	w	x	y	z	aa	ab	ac	ad	ae	af																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
	CIRCULAR ECONOMY (CE)				POLLUTION (PPC)				BIO DIVERSITY AND ECOSYSTEMS (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
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USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS				OF WHICH USE OF PROCEEDS							

4 GAR KPI flow - Capex based - % (compared to flow of total eligible assets)

	31.12.2023											m	
	a	b	c	d	e	f	g	h	i	j	k		
	CLIMATE CHANGE MITIGATION (CCM)						CLIMATE CHANGE ADAPTATION (CCA)				WATER AND MARINE RESOURCES (WTR)		
	PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)			PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)			PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)			PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)			
% COMPARED TO FLOW OF TOTAL ELIGIBLE ASSETS)	OF WHICH USE OF PROCEEDS			OF WHICH TRANSITIONAL			OF WHICH USE OF PROCEEDS			OF WHICH USE OF PROCEEDS			
	(GAR - Covered assets in both numerator and denominator)												
1	23.16 %	5.44 %	-	0.98 %	3.52 %	0.04 %	0.03 %	-	-	0.03 %	-	-	
2	8.44 %	2.38 %	-	0.03 %	2.11 %	0.00 %	0.00 %	-	-	0.00 %	-	-	
3	0.03 %	0.00 %	-	0.00 %	0.00 %	0.00 %	0.00 %	-	-	0.00 %	-	-	
4	0.03 %	0.00 %	-	0.00 %	0.00 %	0.00 %	0.00 %	-	-	0.00 %	-	-	
5	-	-	-	-	-	-	-	-	-	-	-	-	
6	-	-	-	-	-	-	-	-	-	-	-	-	
7	8.40 %	2.38 %	-	0.03 %	2.11 %	0.00 %	0.00 %	-	-	0.00 %	-	-	
8	-	-	-	-	-	-	-	-	-	-	-	-	
9	-	-	-	-	-	-	-	-	-	-	-	-	
10	-	-	-	-	-	-	-	-	-	-	-	-	
11	-	-	-	-	-	-	-	-	-	-	-	-	
12	-	-	-	-	-	-	-	-	-	-	-	-	
13	-	-	-	-	-	-	-	-	-	-	-	-	
14	-	-	-	-	-	-	-	-	-	-	-	-	
15	-	-	-	-	-	-	-	-	-	-	-	-	
16	0.00 %	-	-	0.00 %	0.00 %	-	-	-	-	-	-	-	
17	0.00 %	-	-	0.00 %	0.00 %	-	-	-	-	-	-	-	
18	-	-	-	-	-	-	-	-	-	-	-	-	
19	-	-	-	-	-	-	-	-	-	-	-	-	
20	5.20 %	3.05 %	-	0.93 %	1.41 %	0.03 %	0.03 %	-	-	0.03 %	0.01 %	-	
21	4.43 %	2.43 %	-	0.78 %	1.08 %	0.03 %	0.03 %	-	-	0.00 %	-	-	
22	0.78 %	0.62 %	-	0.15 %	0.33 %	-	-	-	-	0.03 %	0.01 %	-	
23	-	-	-	-	-	-	-	-	-	-	-	-	
24	9.52 %	0.01 %	-	0.01 %	-	-	-	-	-	-	-	-	
25	6.95 %	0.01 %	-	0.01 %	-	-	-	-	-	-	-	-	
26	2.57 %	-	-	-	-	-	-	-	-	-	-	-	
27	-	-	-	-	-	-	-	-	-	-	-	-	
28	-	-	-	-	-	-	-	-	-	-	-	-	
29	-	-	-	-	-	-	-	-	-	-	-	-	
30	-	-	-	-	-	-	-	-	-	-	-	-	
31	23.16 %	5.44 %	-	0.98 %	3.52 %	0.04 %	0.03 %	-	-	0.03 %	0.01 %	-	
32	-	-	-	-	-	-	-	-	-	-	-	-	
33	-	-	-	-	-	-	-	-	-	-	-	-	
34	-	-	-	-	-	-	-	-	-	-	-	-	
35	-	-	-	-	-	-	-	-	-	-	-	-	
36	-	-	-	-	-	-	-	-	-	-	-	-	
37	-	-	-	-	-	-	-	-	-	-	-	-	
38	-	-	-	-	-	-	-	-	-	-	-	-	
39	-	-	-	-	-	-	-	-	-	-	-	-	
40	-	-	-	-	-	-	-	-	-	-	-	-	
41	-	-	-	-	-	-	-	-	-	-	-	-	
42	-	-	-	-	-	-	-	-	-	-	-	-	
43	-	-	-	-	-	-	-	-	-	-	-	-	
44	-	-	-	-	-	-	-	-	-	-	-	-	
45	-	-	-	-	-	-	-	-	-	-	-	-	
46	-	-	-	-	-	-	-	-	-	-	-	-	
47	-	-	-	-	-	-	-	-	-	-	-	-	
48	-	-	-	-	-	-	-	-	-	-	-	-	
49	-	-	-	-	-	-	-	-	-	-	-	-	
50	-	-	-	-	-	-	-	-	-	-	-	-	
51	-	-	-	-	-	-	-	-	-	-	-	-	
52	-	-	-	-	-	-	-	-	-	-	-	-	
53	-	-	-	-	-	-	-	-	-	-	-	-	
54	-	-	-	-	-	-	-	-	-	-	-	-	
55	-	-	-	-	-	-	-	-	-	-	-	-	
56	-	-	-	-	-	-	-	-	-	-	-	-	
57	-	-	-	-	-	-	-	-	-	-	-	-	
58	-	-	-	-	-	-	-	-	-	-	-	-	
59	-	-	-	-	-	-	-	-	-	-	-	-	
60	-	-	-	-	-	-	-	-	-	-	-	-	
61	-	-	-	-	-	-	-	-	-	-	-	-	
62	-	-	-	-	-	-	-	-	-	-	-	-	
63	-	-	-	-	-	-	-	-	-	-	-	-	
64	-	-	-	-	-	-	-	-	-	-	-	-	
65	-	-	-	-	-	-	-	-	-	-	-	-	
66	-	-	-	-	-	-	-	-	-	-	-	-	
67	-	-	-	-	-	-	-	-	-	-	-	-	
68	-	-	-	-	-	-	-	-	-	-	-	-	
69	-	-	-	-	-	-	-	-	-	-	-	-	
70	-	-	-	-	-	-	-	-	-	-	-	-	
71	-	-	-	-	-	-	-	-	-	-	-	-	
72	-	-	-	-	-	-	-	-	-	-	-	-	
73	-	-	-	-	-	-	-	-	-	-	-	-	
74	-	-	-	-	-	-	-	-	-	-	-	-	
75	-	-	-	-	-	-	-	-	-	-	-	-	
76	-	-	-	-	-	-	-	-	-	-	-	-	
77	-	-	-	-	-	-	-	-	-	-	-	-	
78	-	-	-	-	-	-	-	-	-	-	-	-	
79	-	-	-	-	-	-	-	-	-	-	-	-	
80	-	-	-	-	-	-	-	-	-	-	-	-	
81	-	-	-	-	-	-	-	-	-	-	-	-	
82	-	-	-	-	-	-	-	-	-	-	-	-	
83	-	-	-	-	-	-	-	-	-	-	-	-	
84	-	-	-	-	-	-	-	-	-	-	-	-	
85	-	-	-	-	-	-	-	-	-	-	-	-	
86	-	-	-	-	-	-	-	-	-	-	-	-	
87	-	-	-	-	-	-	-	-	-	-	-	-	
88	-	-	-	-	-	-	-	-	-	-	-	-	
89	-	-	-	-	-	-	-	-	-	-	-	-	
90	-	-	-	-	-	-	-	-	-	-	-	-	
91	-	-	-	-	-	-	-	-	-	-	-	-	
92	-	-	-	-	-	-	-	-	-	-	-	-	
93	-	-	-	-	-	-	-	-	-	-	-	-	
94	-	-	-	-	-	-	-	-	-	-	-	-	
95	-	-	-	-	-	-	-	-	-	-	-	-	
96	-	-	-	-	-	-	-	-	-	-	-	-	
97	-	-	-	-	-	-	-	-	-	-	-	-	
98	-	-	-	-	-	-	-	-	-	-	-	-	
99	-	-	-	-	-	-	-	-	-	-	-	-	
100	-	-	-	-	-	-	-	-	-	-	-	-	

continued: 4 GAR KPI flow - Capex based - % (compared to flow of total eligible assets)

	n	o	p	q	r	s	t	u	v	w	x	z	aa	ab	ac	ad	ae	af				
	CIRCULAR ECONOMY (CE)				POLLUTION (PPC)				BIO DIVERSITY AND ECOSYSTEMS (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)		PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)		PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)	
	PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)				PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)													
	OF WHICH USE OF PROCEEDS OF WHICH ENABLING				OF WHICH USE OF PROCEEDS OF WHICH ENABLING				OF WHICH USE OF PROCEEDS OF WHICH ENABLING													
% (COMPARED TO FLOW OF TOTAL ELIGIBLE ASSETS)	GAR - Covered assets in both numerator and denominator																					
1	Loans and advances, debt securities and equity instruments not HTI eligible for GAR calculation	0.02 %	0.00 %	-	-	0 %	-	-	0.00 %	-	-	-	23.25 %	5.49 %	-	0.98 %	3.52 %	15.55 %				
2	Financial undertakings	0.00 %	-	-	-	0 %	-	-	0.00 %	-	-	-	8.45 %	2.38 %	-	0.03 %	2.11 %	5.57 %				
3	Credit institutions	0.00 %	-	-	-	-	-	-	0.00 %	-	-	-	0.03 %	0.00 %	-	0.00 %	0.00 %	0.07 %				
4	Loans and advances	0.00 %	-	-	-	-	-	-	0.00 %	-	-	-	0.03 %	0.00 %	-	0.00 %	0.00 %	0.07 %				
5	Debt securities, including LoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
6	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
7	Other financial corporation	0.00 %	-	-	-	0 %	-	-	-	-	-	-	8.41 %	2.38 %	-	0.03 %	2.11 %	5.50 %				
8	Of which: investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
10	Debt securities, including LoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
12	Of which: management companies	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
13	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
14	Debt securities, including LoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
16	Of which: insurance undertakings	-	-	-	-	-	-	-	-	-	-	-	0.01 %	0.00 %	-	0.00 %	0.00 %	0.02 %				
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	0.01 %	0.00 %	-	0.00 %	0.00 %	0.02 %				
18	Debt securities, including LoP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
19	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
20	Non-financial undertaking	0.02 %	0.00 %	-	-	0 %	-	-	-	-	-	-	5.29 %	3.10 %	-	0.93 %	1.41 %	6.12 %				
21	Loans and advances	0.00 %	-	-	-	0 %	-	-	-	-	-	-	4.46 %	2.46 %	-	0.78 %	1.08 %	4.98 %				
22	Debt securities, including LoP	0.02 %	0.00 %	-	-	-	-	-	-	-	-	-	0.82 %	0.63 %	-	0.15 %	0.33 %	1.14 %				
23	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
24	Households	-	-	-	-	-	-	-	-	-	-	-	9.52 %	0.01 %	-	0.01 %	-	3.86 %				
25	Of which: loans collateralised by residential immovable property	-	-	-	-	-	-	-	-	-	-	-	6.95 %	0.01 %	-	0.01 %	-	2.82 %				
26	Of which: building renovation loans	-	-	-	-	-	-	-	-	-	-	-	2.57 %	-	-	-	-	1.04 %				
27	Of which: motor vehicle loans	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
28	Local governments financing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
29	Housing financing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
30	Other local government financing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
32	Total GAR assets	0.02 %	0.00 %	-	-	0 %	-	-	0.00 %	-	-	-	23.25 %	5.49 %	-	0.98 %	3.52 %	15.55 %				

4 GAR KPI flow - Turnover based - % (compared to flow of total eligible assets)

	a	b	c	d	e	f	31.12.2025			j	k	l	m			
							CLIMATE CHANGE MITIGATION (CCM)	CLIMATE CHANGE ADAPTATION (CCA)	WATER AND MARINE RESOURCES (WTR)							
														PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)	PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)	PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)
% COMPARED TO FLOW OF TOTAL ELIGIBLE ASSETS)																
GAR - Covered assets in both numerator and denominator																
1	Loans and advances, debt securities and equity instruments not IFRS eligible for GAR calculation	20.17 %	1.92 %	-	0.31 %	1.33 %	0.00 %	0.00 %	-	-	0.01 %	0.00 %	-			
2	Financial underlinings	8.13 %	0.91 %	-	0.01 %	0.85 %	0.00 %	0.00 %	-	-	0.00 %	-	-			
3	Credit institutions	0.03 %	0.00 %	-	0.00 %	0.00 %	0.00 %	0.00 %	-	-	0.00 %	-	-			
4	Loans and advances	0.03 %	0.00 %	-	0.00 %	0.00 %	0.00 %	0.00 %	-	-	0.00 %	-	-			
5	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-	-			
6	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-			
7	Other Financial corporation	8.10 %	0.91 %	-	0.01 %	0.85 %	0.00 %	0.00 %	-	-	-	-	-			
8	Of which: investment firms	-	-	-	-	-	-	-	-	-	-	-	-			
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-			
10	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-	-			
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-			
12	Of which: management companies	-	-	-	-	-	-	-	-	-	-	-	-			
13	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-			
14	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-	-			
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-			
16	Of which: insurance underlinings	-	0.00 %	-	0.00 %	0.00 %	-	-	-	-	-	-	-			
17	Loans and advances	-	0.00 %	-	0.00 %	0.00 %	-	-	-	-	-	-	-			
18	Debt securities, including UoP	-	-	-	-	-	-	-	-	-	-	-	-			
19	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-			
20	Non-Financial underlining	2.52 %	0.99 %	-	0.29 %	0.48 %	0.00 %	0.00 %	-	-	0.01 %	0.00 %	-			
21	Loans and advances	1.57 %	0.23 %	-	0.02 %	0.15 %	0.00 %	0.00 %	-	-	0.00 %	-	-			
22	Debt securities, including UoP	0.95 %	0.76 %	-	0.27 %	0.33 %	-	-	-	-	0.01 %	0.00 %	-			
23	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-			
24	Households	9.52 %	0.01 %	-	0.01 %	-	-	-	-	-	-	-	-			
25	Of which: loans collateralised by residential immovable property	6.95 %	0.01 %	-	0.01 %	-	-	-	-	-	-	-	-			
26	Of which: building renovation loans	2.57 %	-	-	-	-	-	-	-	-	-	-	-			
27	Of which: motor vehicle loans	-	-	-	-	-	-	-	-	-	-	-	-			
28	Local governments financing	-	-	-	-	-	-	-	-	-	-	-	-			
29	Housing financing	-	-	-	-	-	-	-	-	-	-	-	-			
30	Other local government financing	-	-	-	-	-	-	-	-	-	-	-	-			
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-	-	-	-	-	-	-	-	-	-	-			
32	Total GAR assets	20.17 %	1.92 %	-	0.31 %	1.33 %	0.00 %	0.00 %	-	-	0.01 %	0.00 %	-			

[illegible]

[illegible][illegible][illegible]

[illegible]

% (COMPARED TO TOTAL ELIGIBLE OFF-BALANCE SHEET ASSETS)												
		a	b	c	d	e	31.12.2025					
		CLIMATE CHANGE MITIGATION (CCM)					CLIMATE CHANGE ADAPTATION (CCA)					
		PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)			WATER AND MARINE RESOURCES (WTR)		
		PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)			PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)		
		OF WHICH USE OF PROCEEDS					OF WHICH USE OF PROCEEDS			OF WHICH USE OF PROCEEDS		
		OF WHICH TRANSITION					OF WHICH ENABLING			OF WHICH ENABLING		
1	Financial guarantees (FinGuar KPI)	15.22 %	4.91 %	0.05 %	0.50 %	0.01 %	0.01 %	0.00 %	-	-	-	-
	Assets under management (Aum KPI)	33.24 %	11.16 %	0.75 %	5.51 %	2.21 %	0.45 %	0.04 %	0.07 %	-	-	-

[illegible]

5 KPI off-balance sheet exposures stock - Turnover based - % (compared to total eligible Off-Balance-Sheet assets)

% (COMPARED TO TOTAL ELIGIBLE OFF-BALANCE SHEET ASSETS)	a	b	c	d	e	f	g	h	i	j	k	l	m						
	31.12.2023																		
	CLIMATE CHANGE MITIGATION (CCM)					CLIMATE CHANGE ADAPTATION (CCA)								WATER AND MARINE RESOURCES (WTR)					
	PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)								PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)					
	PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)					OF WHICH USE OF PROCEEDS OF WHICH ENABLING					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)			
1. Financial guarantees (FinGuar KPI)	8.92 %	0.50 %	-	0.02 %	0.08 %	0.01 %	0.00 %	-	-	-	-	-	-						
2. Assets under management (AUM KPI)	26.30 %	7.59 %	-	0.57 %	3.97 %	0.85 %	0.16 %	-	0.03 %	0.05 %	-	-	-						

continued: 5 KPI off-balance sheet exposures stock - Turnover based - % (compared to total eligible Off-Balance-Sheet assets)

																			31.12.2025																													
																			POLLUTION (PPC)					BIODIVERSITY AND ECOSYSTEMS (BIO)					TOTAL (CCM + CCA + WTR + CE + PPC + BIO)																			
% COMPARED TO TOTAL ELIGIBLE OFF-BALANCE-SHEET ASSETS)																			PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ELIGIBLE)														
																			PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)					OF WHICH USE OF PROCEEDS OF WHICH ENABLING					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)					OF WHICH USE OF PROCEEDS OF WHICH ENABLING					PROPORTION OF TOTAL COVERED ASSETS FUNDING TAXONOMY RELEVANT SECTORS (TAXONOMY-ALIGNED)					OF WHICH USE OF PROCEEDS OF WHICH ENABLING				
																			OF WHICH USE OF PROCEEDS					OF WHICH ENABLING					OF WHICH USE OF PROCEEDS					OF WHICH ENABLING					OF WHICH USE OF PROCEEDS					OF WHICH ENABLING				
1	Financial guarantees (FinGuar KPI)	0.01 %	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8.98 %	0.51 %	-	0.02 %	0.08 %																									
2	Assets under management (AUM KPI)	3.80 %	-	-	-	4.01 %	-	-	-	-	-	-	-	-	-	-	-	-	35.07 %	7.74 %	-	0.57 %	3.99 %																									

Additional disclosure on Nuclear and Gas related activities

1 Nuclear and fossil gas related activities - Green Assets Ratio - Stock

NUCLEAR ENERGY RELATED ACTIVITIES		YES/NO
4.26	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle	YES
4.27	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies	YES
4.28	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades	YES
FOSSIL GAS RELATED ACTIVITIES		YES/NO
4.29	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels	YES
4.30	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels	YES
4.31	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels	YES

2 Taxonomy-aligned economic activities (denominator) - CapEx based

(CZK '000)

ECONOMIC ACTIVITIES		AMOUNT AND PROPORTION					
		TOTAL (CCM + CCA)		CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)	
		AMOUNT	%	AMOUNT	%	AMOUNT	%
1	Taxonomy-aligned economic activities (denominator) - Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
2	Taxonomy-aligned economic activities (denominator) - Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
3	Taxonomy-aligned economic activities (denominator) - Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	101 301	0.02 %	101 301	0.02 %	-	-
4	Taxonomy-aligned economic activities (denominator) - Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
5	Taxonomy-aligned economic activities (denominator) - Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
6	Taxonomy-aligned economic activities (denominator) - Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
7	Taxonomy-aligned economic activities (denominator) - Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	11 342 727	1.73 %	9 515 920	1.45 %	1 826 807	0.28 %
8	Taxonomy-aligned economic activities (denominator) - Total applicable KPI	11 444 028	1.75 %	9 617 220	1.47 %	1 826 807	0.28 %

2 Taxonomy-aligned economic activities (denominator) - Turnover based

(CZK '000)

ECONOMIC ACTIVITIES	AMOUNT AND PROPORTION					
	TOTAL (CCM + CCA)		CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)	
	AMOUNT	%	AMOUNT	%	AMOUNT	%
1 Taxonomy-aligned economic activities (denominator) - Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
2 Taxonomy-aligned economic activities (denominator) - Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
3 Taxonomy-aligned economic activities (denominator) - Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	323 150	0.05 %	323 150	0.05 %	-	-
4 Taxonomy-aligned economic activities (denominator) - Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
5 Taxonomy-aligned economic activities (denominator) - Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
6 Taxonomy-aligned economic activities (denominator) - Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
7 Taxonomy-aligned economic activities (denominator) - Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	9 690 534	1.48 %	4 769 575	0.73 %	4 920 960	0.75 %
8 - Total applicable KPI	10 013 684	1.53 %	5 092 725	0.78 %	4 920 960	0.75 %

3 Taxonomy-aligned economic activities (numerator) - CapEx based

(CZK '000)

ECONOMIC ACTIVITIES		AMOUNT AND PROPORTION					
		TOTAL (CCM + CCA)		CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)	
		AMOUNT	%	AMOUNT	%	AMOUNT	%
1	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	-	-	-	-	-	-
2	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	53 113	0.46 %	53 113	0.46 %	-	-
3	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	499 912	4.37 %	499 912	4.37 %	-	-
4	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	-	-	-	-	-	-
5	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	-	-	-	-	-	-
6	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	25 225	0.22 %	25 225	0.22 %	-	-
7	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI	10 865 778	94.95 %	9 038 971	78.98 %	1 826 807	15.96 %
8	Total amount and proportion of taxonomy-aligned economic activities in the numerator of the applicable KPI	11 444 028	100 %	9 617 220	84.04 %	1 826 807	15.96 %

3 Taxonomy-aligned economic activities (numerator) - Turnover based

(CZK '000)

ECONOMIC ACTIVITIES	AMOUNT AND PROPORTION					
	TOTAL (CCM + CCA)		CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)	
	AMOUNT	%	AMOUNT	%	AMOUNT	%
1 Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	-	-	-	-	-	-
2 Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	-	-	-	-	-	-
3 Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	922 619	9.21 %	922 619	9.21 %	-	-
4 Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	-	-	-	-	-	-
5 Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	532	0.01 %	532	0.01 %	-	-
6 Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	-	-	-	-	-	-
7 Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI	9 090 533	90.78 %	4 169 573	41.64 %	4 920 960	49.14 %
8 Total amount and proportion of taxonomy-aligned economic activities in the numerator of the applicable KPI	10 013 684	100 %	5 092 725	50.86 %	4 920 960	49.14 %

4 Taxonomy-eligible but not taxonomy-aligned economic activities - CapEx based

(CZK '000)

ECONOMIC ACTIVITIES	AMOUNT AND PROPORTION					
	TOTAL (CCM + CCA)		CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)	
	AMOUNT	%	AMOUNT	%	AMOUNT	%
1 Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
2 Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
3 Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
4 Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	1 761 913	0.27 %	1 761 913	0.27 %	-	-
5 Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	669 789	0.10 %	669 789	0.10 %	-	-
6 Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
7 Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	194 225 998	29.69 %	187 488 080	28.66 %	6 737 917	1.03 %
8 Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the applicable KPI	196 657 699	30.06 %	189 919 782	29.03 %	6 737 917	1.03 %

4 Taxonomy-eligible but not taxonomy-aligned economic activities - Turnover based

(CZK '000)

ECONOMIC ACTIVITIES	AMOUNT AND PROPORTION					
	TOTAL (CCM + CCA)		CLIMATE CHANGE MITIGATION (CCM)		CLIMATE CHANGE ADAPTATION (CCA)	
	AMOUNT	%	AMOUNT	%	AMOUNT	%
1 Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
2 Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
3 Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
4 Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	1 781 981	0.27 %	1 781 981	0.27 %	-	-
5 Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	277 478	0.04 %	277 478	0.04 %	-	-
6 Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	25 225	0.00 %	25 225	0.00 %	-	-
7 Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	192 540 091	29.43 %	188 984 940	28.89 %	3 555 152	0.54 %
8 Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the applicable KPI	194 624 776	29.75 %	191 069 625	29.21 %	3 555 152	0.54 %

5 Taxonomy non-eligible economic activities

(CZK '000)

ECONOMIC ACTIVITIES	TURNOVER		CAPEX	
	AMOUNT	PERCENTAGE	AMOUNT	PERCENTAGE
1 Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-
2 Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	399	0.00 %
3 Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	133	0.00 %	-	-
4 Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-
5 Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-
6 Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	-	-	-	-
7 Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	448 378 751	68.54 %	440 430 170	67.32 %
8 Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the applicable KPI	448 378 884	68.54 %	440 430 569	67.32 %

E1 - Climate change

Strategy

E1-1 - Transition plan for climate change mitigation

UniCredit Bank Czech Republic and Slovakia fully adopt and support transition plan of UniCredit Group, that supports our ambition to reach Net Zero by 2030 on own emissions and by 2050 on financed emissions through our 2030 intermediate Net Zero targets. The plan was set up in 2023 in line with UNEP FI guidelines and the Glasgow Financial Alliance for Net Zero (GFANZ), published in January 2024 for the first time, and constantly monitored and updated.

Alignment of our Transition Plan with the overall business strategy

At UniCredit Bank Czech Republic and Slovakia we place clients at the center of our Bank and decision-making, directly guided by their needs. It is our responsibility to support them in achieving a just and fair transition as we progress towards our ESG targets, leveraging on Net Zero commitment and Transition Plan as outlined in our ESG Strategic Framework and consistently with our ESG Strategy.

Through our Transition Plan, we are continuing to strengthen our support to clients, accelerating their transition and providing effective advisory services, tools and appropriate financing solutions. We empower clients and communities by financing renewable energy projects and energy efficiency efforts.

Our business functions focus on supporting clients that are more advanced in their decarbonization strategy while engaging those still at the early stage of their transition, using internally developed tools to assess clients' transition pathways. Furthermore, we have strong sector-specific policies, which we continuously monitor and update, aimed at ceasing financing of controversial carbon-intensive activities, such as energy production from thermal coal and the most impactful oil and gas operations (e.g. tar sands, fracking, ultra-deepwater drilling, arctic extraction, etc.).

Progress in the implementation of our Transition Plan

In 2025, thanks to the combined effort of our cross-functional Net Zero team – spanning ESG, Risk, Finance, Digital, Business and Real Estate functions both at UniCredit Group and local levels and therefore also in UniCredit Bank Czech Republic and Slovakia we achieved significant progress across all four pillars of our transition plan: Metrics and Targets, Implementation strategy, Engagement strategy, and Governance. With regards to own emissions, we continued with our Net Zero by 2030 ambition (Scope 1 and 2 market-based), focusing on improving energy efficiency, amongst other factors.

For financed emissions, our focus was on consolidating the integration of our Net Zero 2030 commitments into core Bank processes, in line with our vision of embedding Net Zero into the way we operate, while fostering meaningful engagement with clients and stakeholders to support climate transition. These efforts are also reflected in the progress we achieved in the emission baselines across all Net Zero sectors.

For more details, please refer to E1-4 Targets related to climate and E1-3 - Actions and resources in relation to climate change policies sections.

OUR TRANSITION PLAN FRAMEWORK

Foundation

Our ambition to reach Net Zero by 2030 on own emissions and by 2050 on financed emissions

1. Metrics and targets

How we set targets and monitor progress towards Net Zero

- a. Own emissions
- b. Financed emissions

2. Implementation strategy

How we embed Net Zero in our activities and decision-making process

- a. Target setting
- b. Monitoring
- c. Risk Management
- d. Products and Services
- e. Supporting tools

3. Engagement strategy

How we engage key stakeholders in the transition path

- a. Client engagement
- b. Stakeholders engagement

4. Governance

How we include Net Zero in our ESG governance

1. Metrics and Targets

In line with our ambition, UniCredit Group defined for all local banks and therefore also for UniCredit Bank Czech Republic and Slovakia Net Zero targets on own emissions (Scope 1 and 2 market-based) and on financed emissions (Scope 3, Category 15) for the Oil&Gas, Power Generation,

Automotive, Steel, Shipping and Commercial Real Estate sectors, compatible with the limiting of global warming to 1.5°C, in line with the Paris Agreement.

The targets have been set considering the Group as a whole. The approach reflects our belief in the importance of collective accountability and Group-wide consistency when addressing global challenges like climate change. By adopting a centralised framework, we aim to foster coherence in our efforts, leverage synergies across business units, and maintain a unified strategic direction.

UniCredit Bank Czech Republic and Slovakia such as whole UniCredit Group is not excluded from the EU Paris-aligned benchmarks.

Specifically on financed emissions, in 2024 we completed the definition of 2030 intermediate targets on six of the most carbon intensive sectors: Oil & Gas, Power Generation, Automotive, Shipping, and Commercial Real Estate. For Residential Real Estate, the bank identified a 2022 baseline to track its progress over time while a declaration of non-materiality has been done for Aluminum, Aviation, and Cement. For Agriculture, future developments of European and local policy frameworks and the evolution of recognised methodologies and data availability will be monitored, as prerequisites for a proper target definition. On Coal, UniCredit Group has already defined a phase out policy by 2028.

In 2025, in an effort to expand the coverage of our targets and align with stakeholders' requests, metrics for Net Zero targets of Oil & Gas and Power generation have been reviewed. In addition, for all Net Zero sectors with an intensity metric, the absolute financed emissions have been computed and disclosed on the same perimeter (i.e., clients' value chain and emissions scope).

For more details, please refer to E1-4 Targets related to climate change mitigation and adaptation section.

2. Implementation Strategy

Our objective to reach Net Zero by 2030 on own emissions was set in 2021. As a Group target, also UniCredit Bank Czech Republic and Slovakia contribute to its achievement. Progress towards this objective is monitored through our annual Group GHG Inventory accounting process. Forward looking analysis of contributing factors, in particular with regards to our energy consumption needs, is carried out at regular intervals.

In order to operationalize our 2030 intermediate targets on financed emissions, UniCredit Group have set and are following a cross-functional implementation plan, which defines how we integrate Net Zero considerations into all our core business activities and decision-making processes and is based on the following key components:

- a. Target setting** to ensure we structurally embed Net Zero into our planning process by cascading the Group intermediate Net Zero ambition through the definition of internal yearly targets by sector at group and local levels;
- b. Monitoring** to effectively track our progress against our targets and to identify corrective measures in case of deviations;
- c. Risk management** to ensure we adequately manage the different risks (reputational risk, climate and environmental risk and credit risk) linked to our clients' transition to more sustainable business model;
- d. Products and services** to effectively assist our clients' journey to Net Zero;
- e. Supporting tools** to ensure the organisation has all the relevant information to operate in this space.

Below a description of achievements and progress on all the five components.

a. Target setting

Starting from 2021 UniCredit Group activated a process with a broad cross-functional working group involving ESG, Risk Management, Finance and Business functions to define Group intermediate 2030 targets on most-carbon intensive sectors to support our ambition of climate neutrality on financed emissions by 2050. This process focused on estimating the starting point of our emissions baseline and defining an intermediate ambition aligned with a Net Zero pathway and backed by strong feasibility analysis, highlighting key levers and actions required.

UniCredit Group then structurally embedded Net Zero in the planning process in order to define and cascade every year internal targets by sector from Group level to UniCredit Bank Czech Republic and Slovakia with one common target for both countries. This structured process is crucial for an effective steering of the evolution of the portfolio and emission baseline and to pursue the achievement of the Bank 2030 targets.

During 2025 the process and tools dedicated to the annual internal breakdown and cascading of Group targets have been optimized and consolidated for all Net Zero sectors. Considering the recent evolution of the KPIs and our 2030 ambition for each sector, a deep analysis was performed to define the 2026 short term targets at Group level and in UniCredit Bank Czech Republic and Slovakia.

b. Monitoring

UniCredit Group completed the industrialization of the monitoring for all Net Zero sectors in order to effectively support the annual disclosure of the progress on Net zero baseline and targets to the external stakeholders and to make internally available on quarterly basis information related to the evolution of our Net Zero KPIs to all involved Bank functions and for UniCredit Bank Czech Republic and Slovakia. Key monitoring data at portfolio and client levels are provided to:

- Business central functions and Relationship Manager into a dedicated "cockpit" (see section on "Supporting tools" for more details), to support the client engagement and the continuous steering of the portfolio;
- Finance, Risk functions and relevant Bank Committees to periodically review the progress in the achievement of annual targets, included in the Planning process and Risk Appetite Framework.

Our monitoring process is established on a clear data strategy that identifies the most appropriate granular data (both internally and externally available), as well as estimates and proxies (where actual granular data not available) considering sector peculiarities.

c. Risk management

As part of our commitment to sustainability, UniCredit Bank Czech Republic and Slovakia has fully embedded climate and Net Zero considerations into Risk Management Framework, building on and strengthening previous efforts to incorporate climate and environment risks over recent years. On a continuous basis and at least yearly, UniCredit Bank Czech Republic and Slovakia:

- Monitored the effectiveness of our Oil & Gas and Coal policies to ensure alignment with our Net Zero commitments and a comprehensive client engagement framework to support energy sectors transition; specific Net Zero provisions are fully embedded in our Oil&Gas policy as a driver for the reputational risk evaluation and assessment. For more details on sectoral policies, please refer to MDR-P - Policies adopted to manage material sustainability matters;
- Reassessed and reflected our climate and Net Zero considerations into the Credit Risk Strategies;
- Embedded ESG KPIs, Net Zero metrics, into our Risk Appetite Framework (RAF);
- Updated and embedded Transition Risk and Net Zero client strategies into the credit process, to assess the climate risk and Net Zero; considerations during the credit application (see “Engagement strategy” section for more details on Net Zero strategies).

d. Products and services

We are supporting many of our clients with dedicated products such as green loans (aligned to market standards such as EU Taxonomy or ICMA), green financing in partnership with public entities at local and European level (e.g. Kreditanstalt für Wiederaufbau, European Investment Fund, etc.), sustainability-linked loans and much more.

Moreover, since starting our Net Zero journey we realized that supporting our clients with dedicated transition finance is key to reaching our Net Zero ambition. Therefore, we have established our own internal definition of transition finance based on EU Commission recommendations and included it in our ESG Product Guidelines at the end of 2023. They aim to define a comprehensive methodology for the homogeneous classification and reporting of UniCredit Bank Czech Republic and Slovakia’s ESG products and services, defining criteria for eligibility, and at the same time, to protect the Group against greenwashing and social-washing risks.

The guidelines also require our clients to have transition plans certified by a third party to access transition finance, so that we ensure that the required financing is dedicated to eligible transition initiatives.

Finally, to effectively identify which of our products are most effective for our clients, we will continue to leverage our dedicated ESG functions, such as the UniCredit Group ESG advisory team with support of advisors in UniCredit Bank Czech Republic and Slovakia, which helps business network colleagues analyse clients’ ESG needs and identify the most appropriate products to support them.

e. Supporting tools

To provide all involved UniCredit functions with relevant Net Zero information and methodologies needed to effectively implement our transition strategy, along the 2025 UniCredit Bank Czech Republic and Slovakia have upgraded its supporting tools with new functionalities and extended to all Net Zero sectors:

- **Clients’ transition plans assessment** functionality included into Bank Climate & Nature Questionnaire, to assess the presence and credibility of the transition strategy of our clients (see “Client engagement” section for more details);
- **Net Zero section in the dedicated ESG “cockpit”**, providing an easy access to our business network of the Net Zero relevant data on clients and sectors, including key indicators to assess clients’ Net Zero cluster and recommended engagement strategy, and last available monitoring data on both client and overall Net Zero sector;
- **Net Zero simulation tools**, tailored for each Net Zero sector that support business colleagues in simulating the impact of a transaction on the sector emissions baseline.

In addition, in March 2023 UniCredit Group joined the Open-es partnership, an Alliance that brings together entrepreneurial, financial and associated networks. Through Open-es UniCredit Bank Czech Republic and Slovakia will strengthen the support in 2026 to our clients in their sustainable development with a digital and innovative platform that provides to our clients an ESG scoring (from an external Rating Agency) and support their decarbonisation path.

3. Engagement strategies

Our engagement strategy outlines how we can most effectively engage key stakeholders in the transition path. These stakeholders include our clients, as well as financial institutions, industry-led associations, regulators, governments and policymakers.

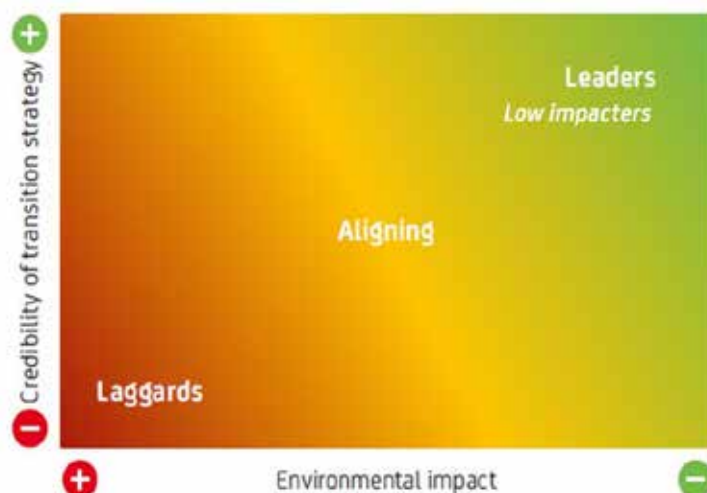
a. Client engagement

Partnering with our clients for a just and fair transition is one of the pillars of our ESG strategy. Our purpose is to help clients accelerate their transition by providing them advisory, tools and appropriate financing support.

We have defined a specific framework to tailor our engagement approach to clients. For each Net Zero sector, we assess our Net Zero clients on two dimensions: i. their actual impact on our financed emissions, ii. their forward-looking transition strategy. Based on this assessment, we cluster clients into three categories: transition leaders, clients aligning to transition and laggards. For each cluster and Net Zero sector we then differentiate engagement strategies, ranging from retaining or expanding our relationship with leaders, to actively engaging with aligning clients and gradually reducing support to laggards, which do not show progress on their transition path.

In all cases, we consider green and transition finance a key lever to support our clients’ transition, especially for those who are not yet leaders on the journey.

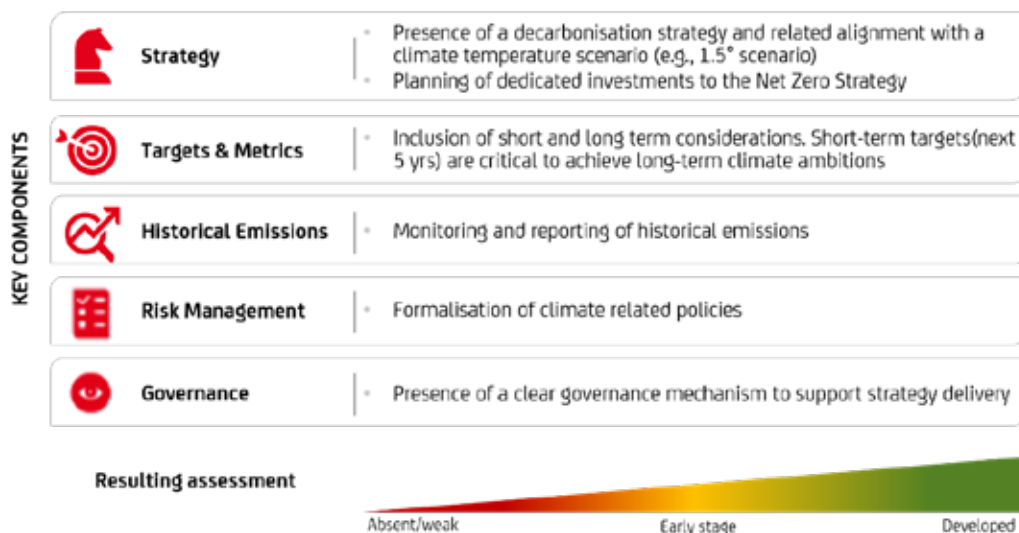
In 2025 we extended the assessment framework and engagement strategies to all UniCredit Net Zero sectors. The client assessment and clustering on all sectors are reviewed annually to reflect progress in clients' emission footprints and the evolution of their transition strategies and commitments.



To further strengthen its engagement and advisory capabilities and to support the above-mentioned clients' assessment, UniCredit has implemented a proprietary and structured Transition Plan methodology, based on internationally recognized frameworks and leading global initiatives such as GFANZ, CDP, and CA100+.

This methodology is designed to provide a rigorous and holistic assessment of counterparties' Transition Plans across five critical dimensions/components:

- Strategy
- Targets & Metrics
- Historical Emissions
- Risk Management
- Governance



Built on a comprehensive set of analytical questions, the methodology evaluates how effectively each company addresses these components within its Transition Plan. It integrates both qualitative and quantitative criteria, leveraging current and forward-looking indicators — including emissions trajectories, target setting practices, governance arrangements, and risk management processes — to assess the completeness, credibility, and maturity of clients' transition frameworks.

All questions are part of the Climate & Environment (C&E) questionnaire, which is completed annually in alignment with the Bank's credit processes. Responses are collected from customers and rely on information provided directly by them, complemented by the most recent publicly available disclosures (e.g., annual reports, corporate websites) or other counterparty data internally available within the Bank.

Using the scoring system, responses are translated into a score, resulting in three levels of assessment:

- Developed Transition Strategy
- Early-stage Transition Strategy
- Absent Transition Strategy

This approach constitutes a cornerstone of UniCredit Bank Czech Republic and Slovakia's Net Zero engagement strategy, enabling data driven, forward looking discussions with clients, supporting their transition journeys, and identifying new financing opportunities while proactively mitigating emerging risks.

In terms of client engagement, we are also leveraging the Bank's existing ESG functions, further promoting crucial capabilities, such as ESG advisory experts, that have pivotal roles in the client engagement process. Furthermore, in UniCredit Bank Czech Republic and Slovakia, we benefit from dedicated expert roles. For example, we have set up a team of ESG Experts to support Relationship Managers in the origination and structuring of ESG deals for corporate clients across all Italian commercial regions.

b. Stakeholder engagement

UniCredit Group constantly engages with industry-led associations and other external stakeholders to contribute to shape the financial institutions' role in supporting the real economy transition and regularly updates UniCredit Bank Czech Republic and Slovakia with global market trends and activities across whole Group.

Furthermore, UniCredit Group maintain an active dialogue with policymakers and regulators through sector associations such as the Institute of International Finance (IIF), the Association for Financial Markets in Europe (AFME) and the European Banking Federation (EBF), which provide input and feedback on the role of financial institutions in achieving climate goals, on the framework for transition finance and on transition planning. During the 2025, UniCredit Group also participated to selected UNEP FI working groups, contributing to the development of guidelines and standards supporting the definition of robust transition pathways in the banking industry.

Along the 2025 several initiatives that was organized by the UniCredit Group with the involvement of all geographies and therefore UniCredit bank Czech Republic and Slovakia

On 19 November 2025, UniCredit held the third ESG Day: "A NEW WORLD: Shaping the future of ESG". The one-day event focused on the difficult and unanswered questions about the future of environmental and social strategy, the social impacts of the climate crisis and why - despite headwinds - it is still necessary and urgent to commit to ESG. The event saw more than 10,000 participants join in either online or in person across ten different Group locations. As the last year, we also incorporated a pan-European dimension, with local events taking place in many of our markets beyond Italy to reflect our clients' different ESG experiences. UniCredit Bank Czech Republic and Slovakia organized special ESG day for corporate clients both in Czech Republic and Slovakia where we have introduced best practices from key clients.

Starting from 2024, UniCredit Bank Czech Republic and Slovakia together with UniCredit Group launched the Skills for Transition social program that delivers strategic training to young people and companies expected to be impacted by the green transition.

The program, fully funded by the UniCredit Group, was split into two streams, aimed at two different audiences: one for students and NEETS (Not in Education, Employment or Training), and one for workers at our corporate clients, helping both parties to play an active role in a just and fair transition.

4. Governance

Over the last years, we have continued to evolve our organization to further integrate climate-related criteria into the Group Strategy.

In support of our commitment to Net Zero, the dedicated project, established at Group level in 2022 and led by a cross-functional team composed by ESG, Finance, Risk Management, Business and Digital colleagues, is continuing its activities to further improve our contribution to transition and monitor the evolution of context and regulations.

Furthermore, the UniCredit Bank Czech Republic and Slovakia leverages its ESG expertise at both UniCredit Group and local level through dedicated teams of ESG specialists. At Group level, ESG Advisory Experts support clients in defining and implementing their sustainability strategies and assist coverage teams in securing sustainability related financing mandates. At local level dedicated ESG experts f.e. work to support relationship managers across the regions in offering standard products to small and mid-size corporate clients.

To increase awareness and upskill our colleagues on climate topics, in 2025 the UniCredit Group project team delivered new dedicated Net Zero training sessions for all internal functions involved in UniCredit Bank Czech Republic and Slovakia, added to the already existing courses on Net Zero: specific sessions of Net Zero fundamentals were held for Steel, Shipping, and Real Estate.

To ensure the right commitment of the organization, Transition Plan and Net Zero targets are subject to approval of Group CEO and review of Board of Directors. Therefore, our inaugural Transition Plan was approved by the UniCredit Group CEO during the Group Executive Committee meeting and finally reviewed by the Board of Directors in February 2024. The same formal process had been followed for the approval and review of Net Zero intermediate 2030 targets before disclosure to the market.

In addition, our Remuneration Policy is aligned to Net Zero objectives. We introduced Net Zero KPIs in the Sustainability Section of our Top Management long-term performance conditions. The Sustainability Section (non-financial section of the scorecard) has a 20% weight of the overall long-term scorecard.

For more details on our Remuneration Policy, please refer to GOV-3 Integration of sustainability-related performance in incentive schemes section.

Decarbonisation levers and key actions

Since 2023, UniCredit Bank Czech Republic and Slovakia identified and worked on several decarbonisation levers to define actions able to reduce GHG emissions.

For own emissions, levers on our path towards Net Zero include renewable electricity sourcing, alongside space optimisation, energy efficiency measures, and heating systems transformations. More details on actions implemented and planned are provided in the E1-3 Actions and resources in relation to climate change policies section.

For financed emissions, identified levers differ from sector to sector and have been included in the section E1-3 Actions and resources in relation to climate change policies.

Resources to support our Transition Plan

Regarding operational and capital expenditures (OpEx and CapEx) to support our commitment to achieving Net Zero financed emissions by 2050, UniCredit Group established a dedicated Net Zero project at Group level in 2022, led by a cross-functional team – ESG, Finance, Risk Management, Business and Digital functions. This initiative involved around 150 employees to define 2030 sectoral ambitions and identify and implement the key actions needed to define and support our transition journey.

Currently, a central cross-functional team continue to operate, guiding the Net Zero developments and updates and centrally steering the implementation of our Transition Plan. Since Net Zero is now fully embedded in our Bank's processes, the implementation of the Transition Plan involves all local functions that directly engage with or support client engagement across Group geographies, including local ESG advisory experts. To provide all involved UniCredit functions with relevant Net Zero information and methodologies for effectively implementation of our transition strategy, also in 2025 UniCredit Group have invested in ICT infrastructure to enhance supporting tools and introduce new functionalities (see "Supporting tools" section for more details). It should be noted that the financial resources invested in the ICT infrastructure in 2025 for the action plan are not material in relation to the overall Group ICT budget.

Additionally, during the year, UniCredit Group continued to deliver dedicated Net Zero training sessions at Group level for central and pivotal functions involved in UniCredit Bank Czech Republic and Slovakia. In 2025 colleagues in relevant functions participated in further Net Zero trainings (for approximately three hours), focused on methodologies, key transition tools and levers for the latest Net Zero sectors where we have set interim targets. All Net Zero trainings are then tailored locally in UniCredit Bank Czech Republic and Slovakia and delivered to a broader audience.

Impact risk and opportunity management

Information on climate-related risks is described in detail in chapter IRO 1 – Description of the processes for identifying and assessing material impacts, risks and opportunities.

E1-2 - Policies related to climate change mitigation and adaptation

UniCredit Bank Czech Republic and Slovakia's commitment to Net Zero emissions is fostered through our specific policies on climate change, which address material impacts, risks and opportunities resulted from the Double Materiality Assessment:

Impacts:

- Generation of direct and indirect energy GHG emissions (Scope 1, 2 and 3) as a result of our own operations, as well as business activities performed by actors in the upstream and downstream value chain;
- Fostering awareness and commitments related to climate change and accelerating the green transition through the support of energy efficiency initiatives and renewable sources financial projects across counterparties for the next years.

Risks:

- Physical risk: Credit risk: impact on credit risk portfolio due to deterioration of the counterparty's creditworthiness due to damage, caused by acute and chronic events, to the counterparty's plants and production sites and decrease in the recoverable amount/market values of collateral due to damage, caused by acute and chronic events
- Transition Risk: Credit risk: impact on credit risk portfolio due to decrease in the creditworthiness of the counterparties affected by the need to transition to a greener economy and decrease in the recoverable amount/market values of collateral related to exposures guaranteed by buildings impacted on their market value by the introduction of EU regulations on the energy efficiency of buildings.

Opportunities:

- Creation of new products and services to support clients in their transition journey towards their decarbonization targets;
- Invest in/finance green tech (start-ups) as well as in the implementation of green/environmental projects, therefore accessing new markets (e.g., carbon emissions trading).

In particular, the Smart Office Workplace policy focuses on space and energy consumption optimisation and curbing GHG emissions in the UniCredit Bank Czech Republic and Slovakia's offices.

Sector-specific policies (covering Civil Nuclear, Coal, Defence, Mining, Oil & Gas, Tobacco, and Water infrastructure) address climate change adaptation and mitigation strategies among UniCredit Bank Czech Republic and Slovakia's credit portfolio: these policies aim to manage financed GHG emissions and mitigate risks associated with counterparties' financial stability, which may be affected by climate-related events that could harm their production sites and reduce the market value or recoverability of collateral. Additionally, the ESG Product Guidelines include a comprehensive methodology for classifying and reporting UniCredit Bank Czech Republic and Slovakia's ESG offering, with a focus on financing energy efficiency, renewable energy deployment, and climate change mitigation and adaptation initiatives: this represents a possibility for UniCredit Group to invest in green projects while creating new ESG products.

For more details on climate-related policies, please refer to MDR-P Policies adopted to manage material sustainability matters section.

E1-3 - Actions and resources in relation to climate change policies

Key levers for transition and progress achieved on Net Zero targets

Own Emissions

In 2025 our Group GHG emissions arising from own operations amounted to: 29,095 tCO₂e (Scope 1); 27,142 tCO₂e (Scope 2 market-based). In 2025 GHG emissions in Czech Republic and Slovakia were: 1,161 tCO₂e (Scope 1); 29 tCO₂e (Scope 2 market-based).

Indeed, UniCredit Group hold ourselves to the same standards that we expect from our partners and have established well-defined objectives to contain our environmental footprint, in particular the reduction of GHG emissions arising from our own operations. This includes reducing our energy consumption mainly through space optimisation measures, procuring electricity from renewable sources, improving the energy efficiency of our premises and data centres, and transforming our heating systems from fossil fuels to more sustainable sources (heating pumps or district heating).

In addition to renewable energy sourcing, we are also committed to improving space and energy efficiency in our buildings. The Smart Office Workplace Policy published in 2023 aims at defining space efficiency KPIs and provide guidelines on energy efficiency measures and improve the quality of the built office environment with a focus on hybrid solutions, health, well-being and sustainability.

In light of the hybrid way of working, UniCredit Bank Czech Republic and Slovakia continue towards optimizing the footprint of our headquarters (HQ) by releasing selected buildings and creating newly refurbished spaces while improving the space occupancy in our premises during holiday periods.

In most of our buildings, we continue to work towards consolidating our efforts on energy efficiency by applying smart energy control systems, improving thermal insulation and implementing LED solutions.

Moreover, thanks to improved algorithms that manage Heating, Ventilation, and Air Conditioning (HVAC) and lighting controls, we have optimised both energy consumption and workplace comfort.

The UniCredit Group's guidelines for dedicated energy management measures allow to continuously reduce our energy consumption thanks to specific actions including heating and cooling systems working hours reduction, sustainable temperature set-points and lighting time frame reduction.

Natural gas, diesel and oil heating systems transformations (to electrical heat pump or district heating) is always considered a preferred option in case of planned maintenance replacement.

Moreover, renewable energy sourcing is a crucial step on our path towards Net Zero on own emissions. We also make use of self-produced renewable electricity at selected premises.

Our UniCredit Group target is set to Net Zero on own emissions (Scope 1 and 2 market-based) by 2030. Within the premises we occupy, our efforts towards the achievement of this target consist of reducing as much as possible from our own operational consumption and procuring energy from green/renewable sources.

UniCredit bank Czech Republic and Slovakia will continue to act on the following levers:

- space optimization;
- energy efficiency;
- heating system transformation: in the coming years, we are planning to transform a significant number of fossil fuel heating systems into highly efficient electrical heat pumps or district heating;
- electricity and District Heating/cooling purchased from certified renewable sources;
- self-produced electricity.

Financed emissions

Actions and progress made on financed emissions in respect to Net Zero 2030 intermediate targets are reported below for each sector and refer to 2024, in line with the latest climate data available on our clients.

Oil & Gas

Key levers for transition and actions

Traditional business models in the Oil & Gas industries continue to evolve as they respond to the worsening effects of climate change and ever-relevant challenges of energy security. Tailored solutions are necessary to tackle questions of geography, offtake industry, and infrastructure while channelling investments into climate friendly, clean energy projects. A key strategic challenge for Oil & Gas companies is aligning existing skills and capital with new requirements of energy transition.

UniCredit Group believe that Oil & Gas players have several opportunities to play a meaningful role in the energy transition, therefore we are working to encourage the industry transition on multiple fronts:

- engaging with clients to educate them about transition and make them aware of the importance of clear transition plans as a pre-requisite for transition project financing;
- rebalancing our loan portfolio:
 - supporting clients investing in alternative, more sustainable fuels;
 - gradually reducing the financing of the most carbon-intensive activities;
- collaborating in sector-led initiatives and new ventures for sector technology innovation;
- assisting clients in diversifying activities, helping them address sector challenges linked to the energy crisis, such as the need to provide energy security.

Scale-up of new technologies such as hydrogen, hydrogen derivatives, biofuels, and carbon capture, utilization and storage (CCUS) are crucial to this sector, and as UniCredit Bank Czech Republic and Slovakia, we are keen to promote initiatives that facilitate the growth and spread of these technologies.

One such alternative can be found in biofuels. Supported by regulatory targets, biofuels provide a multifold solution to transitioning the Oil & Gas sectors. With lower carbon emissions, biofuels fulfil regulatory mandates for carbon emissions, while bridging technological gaps for hard-to-abate sectors as they often act as “drop-in” fuels easily substituting their fossil counterparts. Utilizing existing infrastructure, biofuels make the adoption easier avoiding the need for costly infrastructure. They also contribute to the circular economy by utilizing waste and reducing environmental impact.

Another decarbonization path for Oil and Gas comes via the Carbon Capture route. UniCredit Group supported one of the leading CCS clusters in the UK, HyNet, through the Liverpool Bay CCS project which will act as the backbone of the HyNet Cluster transporting and storing up to 4.5 million tons of CO₂ per year in the first phase alone. This landmark project will reduce emissions for a range of industries from hydrogen and energy to cement becoming one of the first low-carbon clusters in the world.

For the past four years, UniCredit Group has sponsored the World Hydrogen Congress, an event which brings together thousands of experts and professionals encouraging knowledge sharing and innovation of this budding industry. Since 2021, we have also been a member of the European Clean Hydrogen Alliance, established by the European Commission to support the development of green hydrogen projects to drive the energy transition. Through this alliance, we successfully contribute to the deployment of low carbon solutions across Europe, working closely with key industry players and regulators. The alliance also enables us to stay abreast of the latest developments in the rapidly growing green hydrogen and hydrogen derivative sectors.

Progress

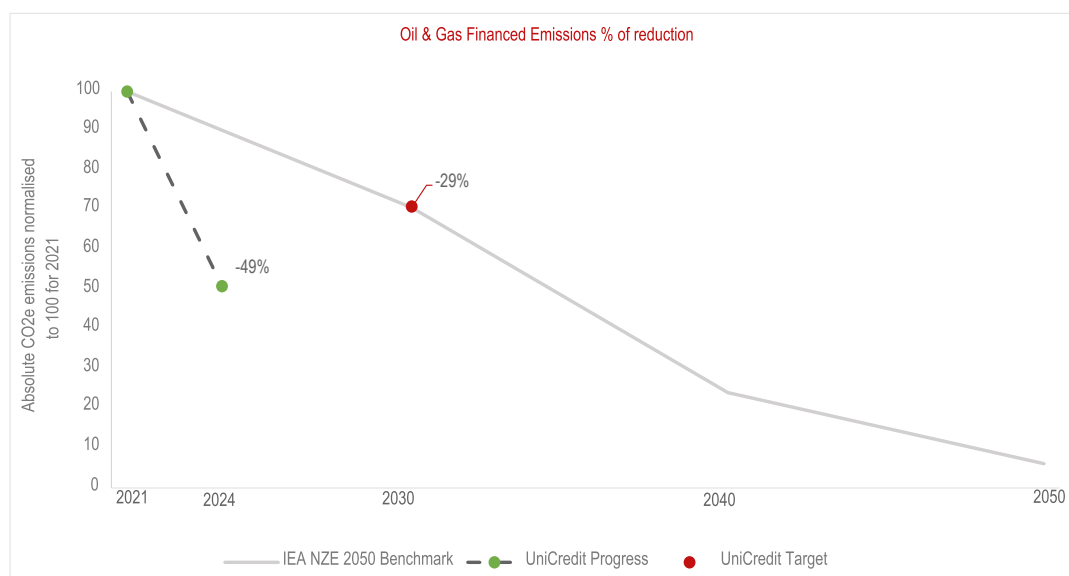
In 2024, UniCredit Group's financed emissions decreased by 49% compared with the 2021 revised ⁶baseline, reaching 9,9 MtCO₂e, already below the UniCredit Group's 2030 target.

This reduction was mainly driven by the significant decrease in exposure to Russian clients over recent years, as well as the deleveraging of non-strategic clients that had not committed to a clear transition path.

A temporary increase in financed emissions may materialise in the coming years, considering the volatility of the metric (e.g., potential changes in EVIC) and the UniCredit Group's intention to continue supporting clients in the sector with credible transition plans.

For this reason, despite the positive results achieved to date, we confirm the UniCredit Group's Net Zero target for 2030 of a 29% reduction compared with the revised 2021 baseline.

⁶ Inclusion of bond securities and new clients' emissions coverage – more details available in section E1-4 Targets related to climate change mitigation and adaptation.



**In scope exposure
YE2024:**
€5,4bn

**Financed emissions
baseline YE2021:**
19,4 MtCO₂e

**Financed emissions
YE2024 vs YE2021:**
- 49% (to 9,9 MtCO₂e)

**Financed emissions
2030 Target vs 2021:**
- 29%

Notes:

IEA NZE 2050 Benchmark: Percentage reduction of the NZ IEA World scenario, including Oil & Gas only.

In scope exposure includes lending draws and bond securities.

Financed emissions: Computed on portfolio in scope when data available.

UniCredit Progress is linear interpolation between new revised baseline and last available progress, given the recasting.

Power Generation

Key Levers for transition and actions

In the Power Generation sector our strategy is primarily focused on supporting our clients to shift from fossil fuel energy production to more sustainable sources of energy (e.g., pure renewables).

To this extent, our industry experts work with clients that want to refocus their business model and also with clients that want to further invest in renewable energy projects. Thanks to our extended network, we are also able to serve pure renewable players through project financing initiatives. This year, UniCredit Bank Czech Republic and Slovakia supported a client's path toward decarbonization by financing a modernization of a heating plant. The client currently uses a mix of lignite and biomass for energy production. The project will enable a transition to 100% biomass combustion by 2028, significantly reducing emissions. The shift will be gradual, with co-firing lignite and wood chips during the construction phase.

In UniCredit Bank Czech Republic and Slovakia, we actively engage with clients who continue to rely on coal and work to identify financing solutions that support their transition to more sustainable energy sources.

In the Czech Republic and Slovakia, we contribute to the development of the renewable energy sector through its membership in the Solar Association, the largest professional organization representing solar energy entrepreneurs.

In the Czech Republic, the Bank also partners with Climate & Sustainable Leaders, a unique national platform dedicated to promoting sustainability and climate protection.

Progress

In 2024 UniCredit Group's portfolio emissions intensity in the sector has reached 93 gCO₂e/kWh, already below the 2030 intermediate target and representing a 55% reduction from the revised⁷ baseline of 209 gCO₂e/kWh.

As in 2023, this positive trend was primarily driven by the increased exposure to counterparties operating in the renewables business ("pure" renewable players) and by our continued support to the traditional power producers that are increasing the share of renewables in their generation mix, reducing their emissions intensity and progressing in their climate transition.

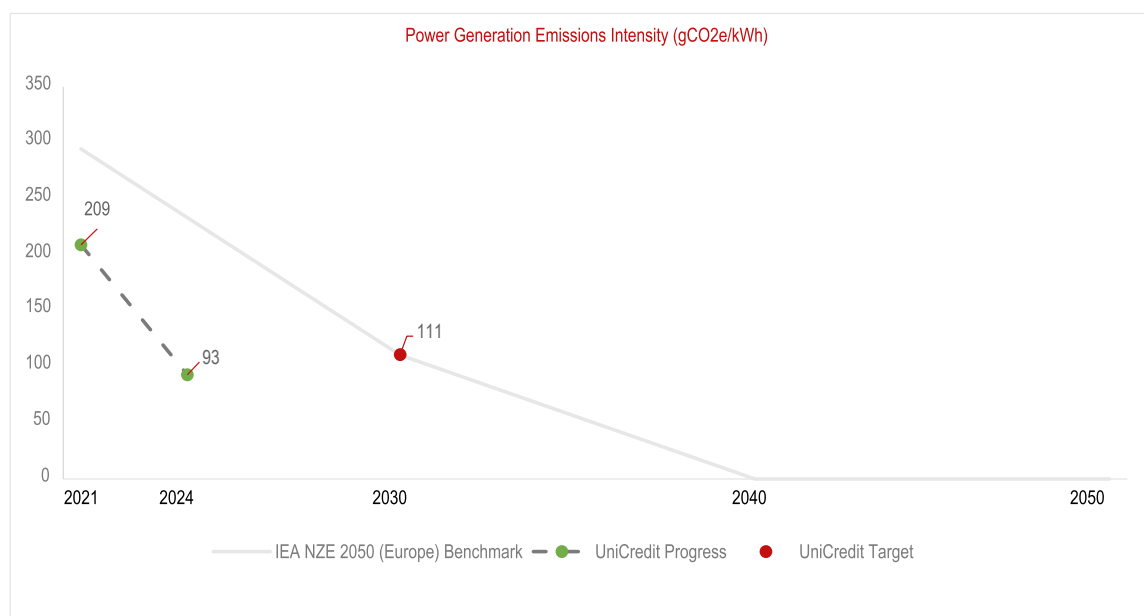
At the year-end 2024, more than €5,8 bn of our Power generation portfolio was related to lending to "pure" renewable players and to green loans granted to traditional players to support renewable-based power production.

As power producers continue to invest heavily and shift towards renewable energy sources for electricity generation, clients' emissions data and UniCredit Group emissions baseline improve accordingly.

⁷ Inclusion of bond securities and new clients emissions coverage – more details available in section E1-4 Targets related to climate change mitigation and adaptation.

Although 2024 emissions intensity is already below our intermediate target for the sector, we confirm a target of 111 gCO₂e/kWh for 2030, expecting a possible temporary increase of physical emissions in the coming years resulting from the Bank's support of green transition of traditional power producers and countries where we operate.

Progress and actions taken to achieve Net Zero targets



**In scope exposure
YE2024:**
€9,7bn

**Emissions Intensity
baseline YE2021:**
209 gCO₂e/kWh

**Emissions Intensity
YE2024:**
93 gCO₂e/kWh

**Emissions Intensity
2030:**
111 gCO₂e/kWh

Notes:
IEA NZE 2050 (Europe) Benchmark: Scenario scaled down to European level (excluding Ammonia and Hydrogen).
In scope exposure includes on balance sheet lending and bond securities.
Emissions Intensity: Computed on portfolio in scope when data available.
UniCredit Progress is linear interpolation between new revised baseline and last available progress, given the recasting.

Automotive

Key levers for transition and actions

The automotive sector is a pillar of the global economy and at the same time one of the major contributors to climate change. Road transport in Europe accounts for around one fifth of greenhouse gas (GHGs) emissions.

Europe, driven by its ambitious Fit for 55 legislation targets, is expected to electrify rapidly as all new cars sold in the EU will need to have zero tailpipe emissions by 2035 (Source: europa.eu). However, some European companies have scrapped their car electrification targets, citing challenges such as regulatory uncertainty, rising production costs, and increasing competition. Our strategy for the automotive sector aims to support our clients in their transition path and achieving their own targets, helping them in seizing new market opportunities across their value chain (including EV battery manufacturing, infrastructure management, etc.) as they shift towards low-emission vehicles. We have started to actively work with a range of our clients, including some of the top car manufacturers in the market, to finance specific projects entirely dedicated to electric vehicle production, such as finance for a new dedicated factory.

Progress

In 2024, UniCredit Group's portfolio emissions intensity decreased compared to both 2023 and initial 2021 baseline, reaching 108 gCO₂/vkm (-7% and -33% respectively vs. 2023 and 2021 baseline).

The value of our baseline is strongly impacted by the financing of specific projects dedicated to the production of electric vehicles (i.e., green loans to which we attribute a value of emissions intensity equal to 0), that already last year supported us in strongly reducing our emission baseline of the sector.

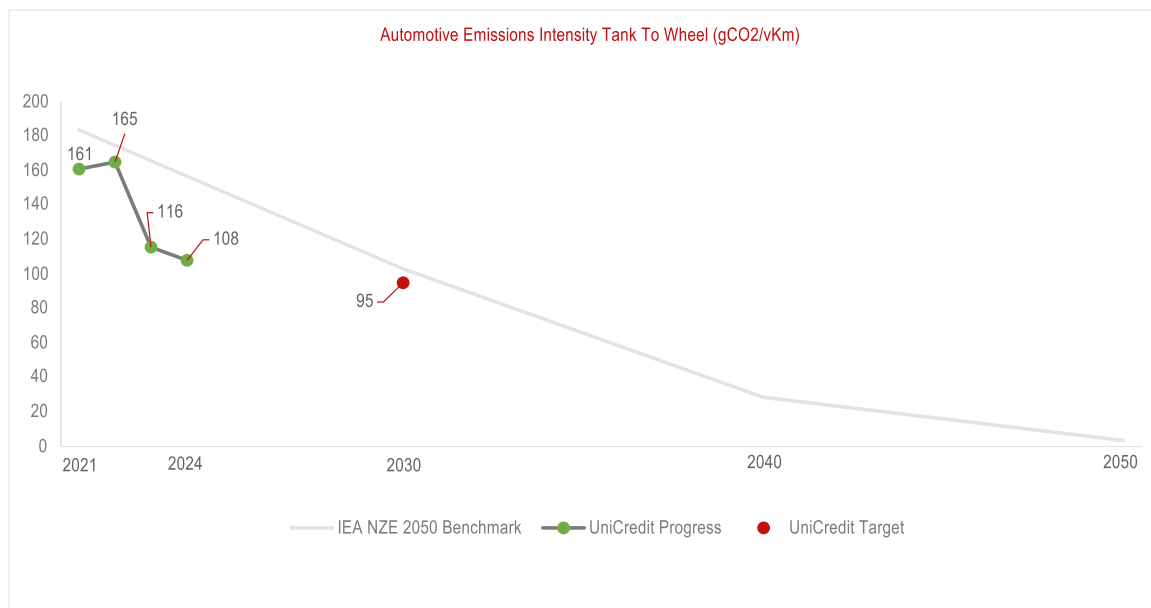
The further improvement of the metric in 2024 can be attributed to the following factors:

- Improvement of emission data of our automakers clients, who are progressively converting their production away from internal combustion engine (ICE) and more towards hybrids and electric vehicles;
- Portfolio composition, with a shift in our portfolio of the financing from higher to lower emitting automakers, confirming our effort in reinforcing our

support to client who show progress in the sector transition.

To reach our 2030 intermediate target, we will continue to support our clients' transition plans and finance projects that promote the production of hybrid and electric vehicles.

Progress and actions taken to achieve Net Zero targets



In scope on balance sheet lending YE2024:
€1,6bn

Emissions Intensity baseline YE2021:
161 gCO₂/vKm

Emissions Intensity YE2024:
108 gCO₂/vKm

Emissions Intensity 2030 Target:
95 gCO₂/vKm

Notes:
IEA NZE 2050 Benchmark: World scenario on whole fleet.
Emissions Intensity: Computed on portfolio in scope when data available.

Steel

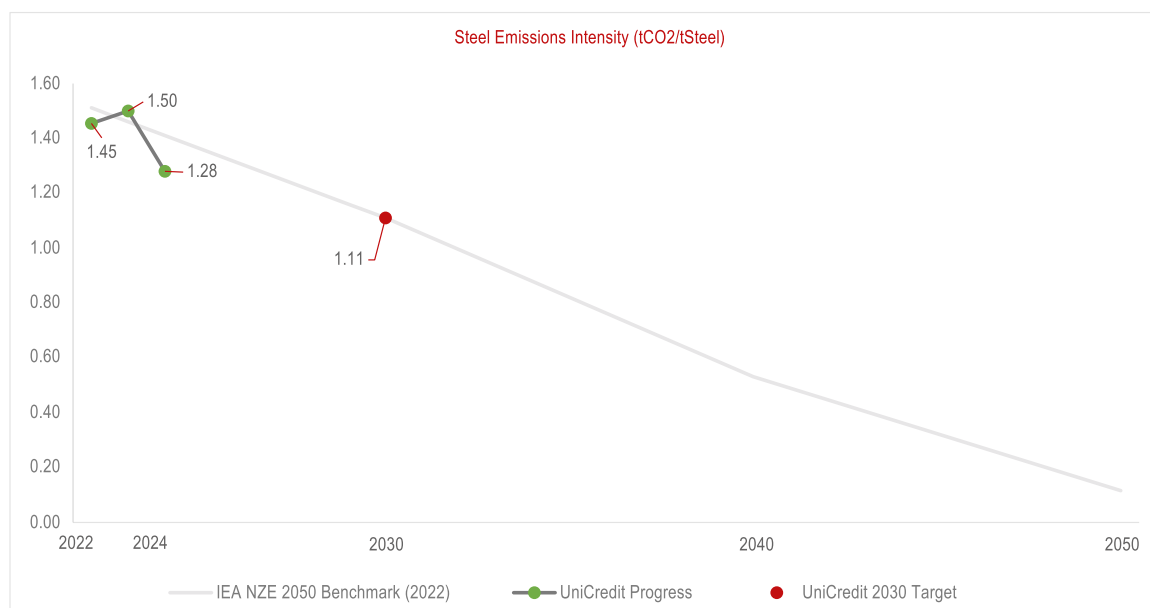
Key levers for transition

As the backbone of the economy, the Steel industry path to Net Zero remains the foundation for decarbonizing multiple other sectors including critical infrastructure. Decarbonization of this cornerstone industry requires the close cooperation of all stakeholders including regulators, producers, and final customers to determine the competitive solutions for each producer.

Steel is estimated to contribute over 7% of global CO₂ emissions while the demand is increasing, classifying it as one of the hard-to-abate sectors. At UniCredit Bank Czech Republic and Slovakia, we believe this is a key step to help the Steel industry transition into a greener future, as we continue to support our clients in their ambitions and engage in strategic industry discussions around the development of real investment projects. In recognition of the importance of collaboration between the financial world and the steel industry, we are a Signatory of the Sustainable Steel Principles, which was the result of the collaboration of the Steel Climate-Aligned Finance Working Group facilitated by RMI's Center for Climate-Aligned Finance. The Principles helped establish a sector-specific methodology, access to robust data, and a common measurement and disclosure platform that is essential to impactful client engagement and action in the real economy.

UniCredit Bank Czech Republic and Slovakia continues to support the decarbonisation of the full steel value chain and actively engage with clients looking to transition from the historically polluting technology to cleaner production paths which incorporate a myriad of solutions ranging from hydrogen-based technologies to green electrification of the production.

Progress and actions taken to achieve Net Zero targets



**In scope on balance
sheet lending YE2024:**
€1,8bn

**Emissions Intensity
baseline YE2022:**
1,45 tCO₂/tSteel

**Emissions Intensity
YE2024:**
1,28 tCO₂/tSteel

**Emissions Intensity
2030 Target:**
1,11 tCO₂/tSteel

Notes:

IEA NZE 2050 Benchmark: IEA trajectory is an enhancement of IEA NZE providing split trajectory on primary and secondary markets and following a fixed boundary approach.

In 2024, the UniCredit Group's portfolio emissions intensity decreased from 1,50 tCO₂/tSteel of 2023 to 1,28 tCO₂/tSteel (-14%). The reduction is mainly driven by a decrease of exposure of highest emitting clients and a positive contribution from the financing of green projects related to the low-carbon steel production. Moreover, the year-on-year improvement in the KPI also reflects an average decrease of clients' emissions in the portfolio – particularly among smaller producers.

Considering current value of the metric, the alignment score is equal to of -1,81, as the portfolio metric is better than the decarbonization pathway of the IEA benchmark⁸.

Over the coming years, UniCredit Group expects a further decrease in the metric driven by the Group's support to major low-carbon steel production projects as they progress.

UniCredit Group continues to support the decarbonisation of the entire steel value chain and actively engages with clients looking to transition from historically polluting technologies to cleaner production paths, which incorporate a wide range of solutions, from hydrogen-based technologies to green electrification of the production processes.

⁸ Alignment score is calculated every year based on updated IEA NZE and MPP benchmarks according to SSP methodology.

Metrics and targets

E1-4 - Targets related to climate change mitigation and adaptation

With regard to the relationship with policy objectives, please refer to MDR-P – Policies adopted to manage material sustainability matters section.

Net Zero target on own emissions

In UniCredit Group and therefore UniCredit Bank Czech Republic and Slovakia we have committed to pursuing Net Zero emissions on our own operations (Scope 1 and 2, market-based) by 2030, without interim targets. Our target is compatible with limiting global warming to 1.5°C in alignment with the Paris Agreement objectives. The target applies to the whole UniCredit Group.

The 2024 base year of our target has been re-cast following the reallocation within our GHG Inventory to Scope 1 and 2 of emissions arising from upstream leased assets, previously accounted for under Scope 3, category 8. This methodological change is in alignment with the Financial Control approach to emissions accounting required by the ESRS.

Renewable energy sourcing is a crucial step on our path towards Net Zero on our own emissions, along with space optimisation, energy efficiency, and the transformation of fossil fuel heating systems into highly efficient electrical heat pumps or district heating.

Net Zero targets on financed emissions

In line with our ambition to reach Net Zero by 2050 on financed emissions, UniCredit Group disclosed intermediate Net Zero targets on six sectors (i.e., Oil & Gas, Power Generation, Automotive, Steel, Shipping and Commercial Real Estate) at 2030 and emissions baseline for Residential Real Estate. On Coal, phase out by 2028 strategy and related policy are already in place. Those targets are fully set also for UniCredit Bank Czech Republic and Slovakia.

In 2025, in an effort to expand the coverage of our targets and align with stakeholders' requests, metrics for Net Zero targets of Oil&Gas and Power generation have been reviewed, keeping our ambition for the sectors unchanged. In addition, for all Net Zero sectors with an intensity metric, the absolute financed emissions have been computed and disclosed on the same perimeter (i.e., clients' value chain and emission scope).

We also made a review of our financing portfolios to confirm that we don't have a material exposure on Aluminum, Cement and Aviation. In particular, each of them represents less than 1% of our exposure to carbon intensive sectors, with lending on-balance sheet of less than €1 billion. Given their low materiality, these sectors will not be considered for the Net Zero target setting. However, the annual review will be done to monitor their evolution and ensure that our approach remains adaptable for future adjustments, if necessary.

On Agriculture, we confirm our intention to monitor future developments of European and local policy frameworks for the sector as well as the evolution of recognised methodologies and data availability, being the prerequisites for working to define a decarbonisation target and strategy.

Key design choices for setting Net Zero targets on financed emissions

The process for baseline and target definition involved a broad cross-functional working group with support from our ESG, Risk Management, Finance and Business functions. It entailed the development of a dedicated internal methodology to calculate our emissions baseline and to project its potential future trajectory, based on Net Zero reference market practices (SBTi, PCAF, IEA) and on sector guidelines (e.g. by UNEP FI). It also required gathering new information from external and internal data sources and using tools to model the future evolution of our financed emissions.

For the sectors in scope, the baseline and targets were defined on the emissions profile of the Bank's lending portfolio (on-balance sheet exposure). For Oil & Gas and Power, bond securities were also included in 2025, as this product is considered material. Since the metrics for Oil&Gas and Power have been reviewed, 2021 baseline values have been recalculated according to new assumptions; however, the 2030 ambitions remain unchanged.

For the other sectors, the previously defined and disclosed baselines and targets are confirmed and do not require any adjustment or restatement.

To define the Net Zero intermediate targets, we used science-based decarbonisation scenarios, in line with UNEP FI guidelines. In selecting the reference scenario, we mainly considered the level of scenario ambition (i.e., whether it aligns to the Paris Agreement temperature goals and with a 1.5°C temperature target pathway), credibility of the scenario provider, possibility for geographical breakdown computation and level of detail provided for customisation.

The Bank referred to the International Energy Agency (IEA) Net Zero 1.5°C scenarios (i.e., IEA NZ 2050 for Oil & Gas, Power Generation, Automotive, Steel, and Shipping), deriving, when needed and possible, sector-specific benchmarks and the CRREM v.2.01 scenario for Commercial Real Estate (also aligned to the 1.5°C pathway), tailored to the UniCredit Bank Czech Republic and Slovakia portfolio.

In setting Net Zero targets, UniCredit Bank Czech Republic and Slovakia has considered the impacts it has on climate while financing specific sectors. Also, potential risks and opportunities have been taken into account in order to ensure that our targets are consistent with reality. Our Net Zero targets are aligned with our climate-related policies' objectives.

UniCredit Bank Czech Republic and Slovakia does not consider client-purchased carbon offsets to achieve its 2030 Net Zero targets or for the monitoring of sectoral emission baselines.

The table and specific paragraphs below provide an overview of the sector-specific approach, data and metrics for the computation of emission baseline and the definition of the Net Zero intermediate target for each sector in UniCredit Group. The metrics used were chosen and updated in line with market standards and practices and detailed below for each sector.

Progresses for each sector reported in the table are detailed in the following E1-3 Actions and resources in relation to climate change policies section.

Net Zero targets and progress on financed emissions

SECTOR	SCOPE	VALUE CHAIN	METRIC	SCENARIO BENCHMARK	RETROSPECTIVE						TARGET 2030	FINANCED EMISSIONS in MtCO ₂ e 2024
					BASE YEAR	BASELINE	2024	2023	%2024/2023	%2024/BASELINE		
Oil & Gas	1, 2 and 3	Upstream, Midstream, Downstream	Absolute Financed Emissions MtCO ₂ e	IEA NZ 2050 (World)	2021	19.4	9.9	N/A	N/A	-49%	-29%	9.9
Power Generation	1	Power Generation	Emissions Intensity gCO ₂ e/kWh	IEA NZ 2050 (Europe)	2021	209	93	N/A	N/A	-55%	111	1.1
Automotive	3	Automotive Manufacturers (Light-duty Vehicles)	Emissions Intensity gCO ₂ /vKm	IEA NZ 2050 (World)	2021	161	108	116	-7%	-33%	95	0.5
Steel	1, 2 and 3	Crude steel makers	Emissions Intensity tCO ₂ /tSteel	IEA NZ 2050 (World)	2022	1.45	1.28	1.50	-14%	-11%	1.11	1.7

Notes:

Figures rounded.

Scope: Oil&Gas: for Scope 3 (Cat. 11), only upstream, refineries, integrated players; Automotive: Category 11 Tank-To-Wheel; Steel: Fixed System Boundary (definition according to the Sustainable Steel Principles) applied, for Scope 3, Category 1 and 10 considered;

Metric: Emissions intensity is exposure weighted.

Target 2030: When expressed in %, the value refers to reduction vs base year.

Oil & Gas

To calculate the baseline and target for Oil & Gas, the absolute financed emissions metric is used.

To ensure comprehensive emissions coverage, the end-to-end value chain is considered, including the upstream, midstream, and downstream segments of the oil and gas sector.

In 2022, the assessment for the baseline computation was focused only on Scope 3 emissions (Category 11), that constitute the majority of the sector emissions (approximately 90% of sector emissions). In 2025, following the ambition to enlarge portfolio coverage, the Bank included in the perimeter also the Scope 1 and 2 emissions for the entire client value chain and refocused Scope 3 emissions on upstream, refineries, and integrated players. In addition, bond securities have been added in the perimeter as became material on the total financial exposure of the sector, due to the progressive reduction of the lending in the last year.

Commodity traders are considered only above a materiality threshold computed on the financed production⁹, while diversified companies are included assessing the prevalence of the activities.

To calculate Scope 3 financed emissions, the following data inputs were used:

- counterparty-level emissions data: Scope 3 emissions for each company are computed leveraging production data, as well as emissions factors for each technology type (e.g. oil, gas)¹⁰; Scope 1 and 2 are currently computed based on Scope 3 emissions or retrieved by an external data provider;
- counterparty-level financial data: Company value and balance sheet lending are used to calculate the bank attribution factor (Exposure/ Company Value). Following PCAF methodology, the company value is measured using the EVIC (Enterprise Value including Cash) with the dynamic approach. If unavailable (e.g., in the case of an unlisted company), the Book Value of Debt and Equity is used or the Total Assets as a last resort.

The portfolio absolute financed emissions are computed as sum of the counterparty' financed emissions as per the following formula:

⁹ More than 2% of total portfolio financed production and 1% of total counterparty financed production.

¹⁰ Scope 3 emissions are computed for upstream, refinery and integrated companies. They are not computed for downstream and midstream companies.

$$\text{Financed Emissions}_{\text{portfolio}} = \sum_{i=1}^n (\text{Absolute Emissions Counterparty}_i * \text{Attribution Factor Counterparty}_i)$$

Initial emissions baseline for Oil & Gas sector refers to year end 2021. Considering the inclusion in the perimeter of the bond securities the reviewed 2021 in scope exposure is €9,7 billion (as of 31 December 2021).

The 2021 emissions baseline for the sector has been recalculated according to reviewed design elements and stands at 19,4 MtCO₂e¹¹.

UniCredit Group intermediate Net Zero target has been defined for the year 2030. The period considered to achieve the Net Zero target is 2021-2030.

To define the Net Zero target for the sector we compared our emissions baseline with the IEA Net Zero 2050 scenario (World scenario including only Oil & Gas). We decided to define our 2030 target in line with the percentage reduction 2021-2030 of the selected scenario, targeting a -29% reduction by 2030 vs. 2021 revised baseline (corresponding to a 13,7 MtCO₂e at 2030). Our level of ambition has not change, despite the revision of the metric and the recast of the initial baseline.

Power Generation

The primary metric selected for the Power Generation sector is the exposure-weighted physical intensity, as emissions per unit of energy (gCO₂e/kWh).

Carbon emissions from power generation were considered since they account for more than 90% of total emissions in the power value chain. The focus was on Scope 1 emissions, the most material for the sector. Scope 2 and 3 emissions were not considered, given their small impact in the overall power value chain and because of limited data availability.

Counterparty-level production data, sourced from an external data provider, were used to calculate the emissions intensity. Scope 1 emissions were calculated by applying an emissions factor to the power generated by technology type. The emissions factor is computed from the IEA dataset, using total emissions and generation per technology type.

The portfolio physical intensity is computed as sum of counterparty's physical intensity multiplied by the counterparty's exposure weight on the portfolio (given by the counterparty on balance-sheet exposure over the whole portfolio balance-sheet exposure), as per the following formula:

$$\text{Physical Intensity}_{\text{portfolio}} = \sum_{i=1}^n (\text{Physical Intensity Counterparty}_i * \text{exposure weight Counterparty}_i)$$

Initial emissions baseline for Power Generation sector refers to year end 2021. Considering the inclusion in the perimeter of the bond securities the reviewed 2021 in scope exposure is €9.4 billion (as of 31 December 2021).

The 2021 emissions baseline for the sector has been recalculated to include bonds and is equal to 209 gCO₂e/kWh. The UniCredit Group's emissions intensity for 2021 remains lower than the benchmark, reflecting the effort of the Bank to finance cleaner projects and counterparties already in place at the time of baseline definition.

UniCredit Group intermediate Net Zero target has been defined for the year 2030. The period considered to achieve the Net Zero target is 2021-2030.

To define the Net Zero target for the sector, we compared our emissions baseline with the IEA Net Zero 2050 scenario, scaled down to European level (excluding Ammonia and Hydrogen), because the majority of the Bank's portfolio is based in Europe.

A convergence approach has been chosen to define the 2030 target in line with the benchmark and market practices. Our 2030 Net Zero target value consequently defined equals to 111 gCO₂e/kWh, that remains unchanged.

Automotive

The primary metric selected for the Automotive sector is the exposure-weighted physical intensity (gCO₂/vKm), on Scope 3 Category 11 Tank-to-Wheel (TTW) emissions intensity.

The analysis of the sector was focused on producers of Light Duty Vehicles, which include passenger cars and light trucks, in line with market practices and guidance, and with current data availability.

The assessment of the portfolio's emissions profile focused on Scope 3 Category 11 Tank-to-Wheel (TTW) emissions, on which auto manufacturers have more levers for decarbonisation, such as the shift to electric vehicles and improved fuel efficiency.

¹¹ Computed on portfolio in scope when data available.

The following data inputs are used to calculate the emission- intensity: counterparty-level production data (number of vehicles produced, per technology type) and counterparty-level Scope 3 Category 11 TTW emissions of new vehicles sold, calculated by applying an emissions factor (CO2) to the production data, by technology type and manufacturer.

The portfolio physical intensity is computed as sum of counterparty's physical intensity multiplied by the counterparty's exposure weight on the portfolio (given by the counterparty on balance-sheet exposure over the whole portfolio balance-sheet exposure), as per the following formula:

$$\text{Physical Intensity portfolio} = \sum_{i=1}^n (\text{Physical Intensity Counterparty}_i * \text{exposure weight Counterparty}_i)$$

The initial emissions baseline for the Automotive sector refers to year-end 2021. Considering the selected design elements, on-balance sheet lending in scope for the sector in 2021 was €1.8 billion (as of 31 December 2021).

The 2021 emissions baseline for the sector has been estimated at 161 gCO2/vKm.

Group intermediate Net Zero target has been defined for the year 2030. The period considered to achieve the Net Zero target is 2021-2030. The IEA NZE 2050 scenario was selected as the benchmark to measure portfolio alignment and define Net Zero target. The scenario reflects an emissions intensity target inclusive of the entire existing fleet, while the Bank's baseline is calculated based on emissions intensity associated with manufacturers' new vehicle sales only, based on external data availability and market practice.

Our 2030 Net Zero target has been defined at 95gCO2/vKm, below the value of the selected scenario at 2030.

Steel

Exposure-weighted physical intensity in tons of CO2 emissions per tons of produced steel (tCO2/tSteel) is the selected metric to calculate the baseline and set our 2030 interim target. The portfolio alignment score is an additional metric that we consider and is calculated according to the definition of the Sustainable STEEL Principles.

As recommended by the Sustainable STEEL Principles Association, we defined the baseline and target for all crude steel Group producers¹² in the Bank's lending portfolio. Activities included in scope are:

- crude steel making and basic steel processing;
- steel sales and steel product production (related to crude steel making Groups).

In line with Sustainable STEEL Principles, the carbon emissions scope follows a Fixed System Boundary, which identifies a consistent boundary of activities to be reported on, regardless of whether they are executed by the steel mill itself, a supplier, or off-taker (i.e., regardless of whether they are Scope 1, 2 or 3 emissions of an individual company). This approach takes into account the steel sector's high degree of variability in emissions, particularly elements of Scope 3, depending on the ownership structure and level of vertical integration.

We have used the following inputs to calculate the Group emissions baseline and alignment score for the steel sector: production data, emissions data and scrap charge. This data was sourced from the third-party data provider

The initial emissions baseline for the steel sector refers to year-end 2022. Considering the selected design elements, the on-balance sheet lending in scope for the sector was €2.2 billion, as of 31 December 2022.

The 2022 baseline emission intensity of the steel sector, as per the Fixed System Boundary (Scope 1, 2 and 3, Category 1 and 10¹³) was estimated at 1.45 tCO2/ tSteel, which is lower than the value of the selected IEA Net Zero benchmark, equal to 1.51 tCO2/tSteel in 2022.

Group intermediate Net Zero target has been defined for the year 2030. The period considered to achieve the Net Zero target is 2022-2030.

We selected the IEA Net Zero 2050 scenario as the reference scenario to set the 2030 intermediate target. We used the IEA trajectory computed by the Sustainable Steel Principles Association, which is an enhancement of the IEA NZE benchmark (providing split trajectory for primary and secondary markets and following a fixed boundary approach). The benchmark has then been tailored to UniCredit portfolio scrap charge equal to 47% in 2022.

The portfolio physical intensity is computed as sum of counterparty's physical intensity multiplied by the counterparty's exposure weight on the portfolio (given by the counterparty on balance-sheet exposure over the whole portfolio balance-sheet exposure), as per the following formula:

¹² Steel manufacturers, that are processing crude steel purchased from third party (i.e., re-roller) are not considered; activities considered in the perimeter, following Sustainable Steel Principle, are: Crude steel making and basic steel processing and Steel sales and steel products production (related to crude steel making Groups); also exposure for Holding, Financial Service and Trading companies, if related to Steel Groups in perimeter, and other supporting business activities controlled by Steel Group.

¹³Category 1. Purchased goods and services and Category 10. Processing of sold products. All emissions in the Fixed System Boundary are included, as defined by the Sustainable Steel Principles.

$$Physical\ Intensity\ portfolio = \sum_{i=1}^n (Physical\ Intensity\ Counterparty_i * exposure\ weight\ Counterparty_i)$$

We are targeting a 2030 physical intensity of 1.11 tCO₂/tSteel in line with the 2030 value of the selected scenario.

E1-5 - Energy consumption and mix

Energy consumption at the end of reporting year has been collected by UniCredit Bank Czech Republic and Slovakia per each building included in the consolidation perimeter. Moreover, the data includes the fuel consumption of company owned or company leased cars used by employees. Reported data refers to energy consumption in MWh related to own operations.

For most energy consumption, data are collected through direct measurements (such as meters or supplier reporting), or calculation (e.g. invoices, landlord/condominium allocated costs)

When primary energy data are not available, consumption is estimated using reference energy intensity values derived from institutional databases or national/international benchmarks, or calculated on the basis of the buildings' Energy Performance Certificates (EPC).

2024 data has been recast as a result of the reallocation of the emissions source of upstream leased assets to our Scope 1 and 2 emissions accounting, formerly reported under Scope 3, Category 8. Consequently, energy consumptions relating to upstream leased assets are now included in the E1-5 tables.

Reported data refers to energy consumption in MWh related to own operations. Energy consumption data is solely validated by the appointed assurance provider.

Energy consumption and mix

ENERGY CONSUMPTION AND MIX	31.12.2025	31.12.2024
a) Total fossil energy consumption (MWh)	8 273	10 396
Share of fossil sources in total energy consumption (%)	51.7 %	58.9 %
b) Consumption from nuclear sources (MWh)	-	-
Share of consumption from nuclear sources in total energy consumption (%)	-	-
i) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	-	-
ii) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	7 699	7 257
iii) The consumption of self-generated non-fuel renewable energy (MWh)	42	-
c) Total renewable energy consumption (MWh)	7 741	7 257
Share of renewable sources in total energy consumption (%)	48.3 %	41.1 %
Total energy consumption (MWh)	16 014	17 654

Compared to the 2024 figures reported by UniCredit Bank Czech Republic and Slovakia, 6,961 MWh (originally reported as 10,693) were added to total energy consumption due to a new methodology, broken down as follows:

Total fossil energy consumption (MWh) increased by 4,485 MWh (originally 5,911 MWh), thereby changing the share of fossil sources in total energy consumption (%) from the originally reported 55% to the currently reported 58.9%

ii) Consumption of purchased or obtained electricity, heat, steam, and cooling from renewable sources (MWh) increased by 2,475 MWh (originally 4,782 MWh), thereby also changing c) Total energy consumption from renewable sources (MWh) by 2,475 (originally 4,782 MWh) and the Share of renewable sources in total energy consumption (%) from the originally reported 45% to the currently reported 41.1%

of which: high climate impact sector

ENERGY CONSUMPTION AND MIX	31.12.2025	31.12.2024
1) Fuel consumption from coal and coal products (MWh)	-	-
2) Fuel consumption from crude oil and petroleum products (MWh)	-	-
3) Fuel consumption from natural gas (MWh)	-	-
4) Fuel consumption from other fossil sources (MWh)	-	-
5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	-	-
6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	-	-
Share of fossil sources in total energy consumption (%)	-	-
7) Consumption from nuclear sources (MWh)	-	-
Share of consumption from nuclear sources in total energy consumption (%)	-	-
8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	-	-
9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	-	-
10) The consumption of self-generated non-fuel renewable energy (MWh)	-	-
11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	-	-
Share of renewable sources in total energy consumption (%)	-	-
Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)	-	-

Energy intensity per net revenue for high climate impact sectors

ENERGY INTENSITY PER NET REVENUE FOR HIGH CLIMATE IMPACT SECTORS	31.12.2025	31.12.2024	% CHANGE
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/CZK million)	-	-	-

Connectivity of energy intensity based on net revenue with financial reporting information

	31.12.2025	31.12.2024	% CHANGE
Net revenue from activities in high climate impact sectors used to calculate energy intensity	-	-	-
Net revenue (other)	43 942	47 501	- 7 %
Total net revenue (Financial statements)	43 942	47 501	- 7 %

million CZK

It should be noted that, in relation to the tables presented above, with respect to the approach applied in 2024, for financial year 2025 the UniCredit Group has aligned its methodology for "net revenues" in accordance with the definition set out in the directive on the annual and consolidated accounts of banks and other financial institutions. Therefore, the 2024 Net revenue (other) and the 2024 Total net revenue (Financial statements) have changed from 22 806 mil. CZK to 47 501 mil. CZK.

For 2025, the methodology for calculating these figures from the consolidated income statement has been amended – the following items are now aggregated: interest income and similar revenues, fee and commission income, dividends and similar revenues, net income/(loss) financial assets and liabilities held for trading, net profit/(loss) from fair value adjustments in hedge accounting, gains and losses on disposal/repurchase, net gains and losses on financial assets/liabilities designed at fair value, other operating income/charges, profit/(loss) on equity investments and gains and losses on tangible and intangible assets measured at fair value (positive values only)..

As a result, the 2024 figures presented in the tables above have been recalculated accordingly to ensure comparability with the current financial year.

For 2025, the methodology for the calculation based on the consolidated income statement was changed. As a result, 2024 figures disclosed in the tables reported above, have been restated accordingly to ensure comparability with the current financial year.

Regarding the high climate impact sectors considered, please refer to the disclosure below the table "Energy consumption and mix".

E1-6 - Gross Scope 1,2,3 and Total GHG emissions

With regards to operational emissions (Scope 1, 2, and 3 excluding Category 15), 2024 figures have been recast from those published in the Sustainability Statements 2024 as a consequence of:

- in continuity with our established methodology, updated emission factors have been applied to both 2024 and 2025 data. The application of updated emission factors to both years ensures that only the effect of changes in the underlying consumptions is reported within our emission trend and not because of improved emission factors between one year and the next.

the inclusion in Scope 1 and 2 of emissions arising from energy consumption at assets previously accounted as Scope 3, Category 8 – Upstream leased assets emissions. This change is in accordance with the financial control approach to emissions accounting required under the ESRS.

Operational emissions data is solely validated by the appointed assurance provider.

With regards to financed emissions (Scope 3, Category 15), 2025 is the second reporting year, thus progress in respect to the previous year is now available. For the 2030 Net Zero sectoral targets, the progress is reported and described in the E1-3 - Actions and resources in relation to climate change policies section.

Total GHG emissions disaggregated by Scopes 1 and 2 and significant Scope 3

	31.12.2025	31.12.2024	% CHANGE
Scope 1 GHG emissions			
Gross Scope 1 GHG emissions (tCO ₂ eq)	1 338	1 522	-12 %
Scope 2 GHG emissions			
Gross location-based Scope 2 GHG emissions (tCO ₂ eq)	2 564	2 927	-12 %
Gross market-based Scope 2 GHG emissions (tCO ₂ eq)	568	1 281	-56 %
Significant scope 3 GHG emissions			
Total Gross indirect (Scope 3) GHG emissions (tCO ₂ eq)	5 929 048	3 875 377	53 %
1. Purchased goods and services	10 210	9 161	12 %
1.1. Cloud computing and data center services	10 191	9 138	12 %
2. Capital goods	559	500	12 %
5. Waste generated in operations	11	12	-9 %
6. Business travel	28	36	-20 %
7. Employee commuting	352	405	-13 %
13. Downstream leased assets	-	-	-
15. Investments	5 917 887	3 865 263	53 %
Total GHG emissions			
Total GHG emissions (location-based) (tCO₂eq)	5 932 950	3 879 826	53 %
Total GHG emissions (market-based) (tCO₂eq)	5 930 954	3 878 180	53 %

Regarding the data on operational emissions for 2024, the emission categories most significantly affected—compared to our 2024 Sustainability Report—by the application of the aforementioned methodological change (i.e. the reallocation of energy-consumption-related emissions from assets previously accounted for under Scope 3, Category 8 – Upstream leased assets) and by updated emission factors are as follows:

- Scope 1, Gross GHG emissions (tCO₂eq): 1,379 (in the 2024 Sustainability Report); 1,522 (in the 2025 Sustainability Report);
- Scope 2, Gross GHG emissions (location-based) (tCO₂eq): 1,330 (in the 2024 Sustainability Report); 2,927 (in the 2025 Sustainability Report);
- Scope 2, Gross GHG emissions (market-based) (tCO₂eq): 23 (in the 2024 Sustainability Report); 1,281 (in the 2025 Sustainability Report);
- Scope 3, Total gross indirect GHG emissions (tCO₂eq): 3,141,679 (in the 2024 Sustainability Report); 3,875,377 (in the 2025 Sustainability Report);
- Scope 3, Category 1 Purchased goods and services (tCO₂eq): 229,579 (in the 2024 Sustainability Report); 9,161 (in the 2025 Sustainability Report);
- Scope 3, Category 1.1 Cloud computing and data-centre services (tCO₂eq): 229,556 (in the 2024 Sustainability Report); 9,138 (in the 2025 Sustainability Report);
- Scope 3, Category 2 Capital goods (tCO₂eq): 12,599 (in the 2024 Sustainability Report); 500 (in the 2025 Sustainability Report);
- Scope 3, Category 5 Waste generated in operations (tCO₂eq): 13 (in the 2024 Sustainability Report); 12 (in the 2025 Sustainability Report);
- Scope 3, Category 6 Business travel (tCO₂eq): 43 (in the 2024 Sustainability Report); 36 (in the 2025 Sustainability Report);

- Scope 3, Category 15 Investments (tCO₂eq): 2,897,522 (in the 2024 Sustainability Report); 3,865,263 (in the 2025 Sustainability Report);
- Total GHG emissions (location-based) (tCO₂eq): 3,144,388 (in the 2024 Sustainability Report); 3,879,826 (in the 2025 Sustainability Report);
- Total GHG emissions (market-based) (tCO₂eq): 3,143,080 (in the 2024 Sustainability Report); 3,878,180 (in the 2025 Sustainability Report).

The increase of category 15. Investments is due to the increase of emissions from Non Financial Corporation (+40% of 2025 vs 2024) and the inclusion of Sovereign debt securities.

GHG intensity based on net revenue

GHG INTENSITY BASED ON NET REVENUE	31.12.2025	31.12.2024
Total GHG emissions (location-based) per net revenue (tCO ₂ eq/CZK million)	135	81.7
Total GHG emissions (market-based) per net revenue (tCO ₂ eq/CZK million)	135	81.6

For 2025, the methodology for calculating these figures from the consolidated income statement has been amended – the following items are now aggregated: interest income and similar revenues, fee and commission income, dividends and similar revenues, net income/(loss) financial assets and liabilities held for trading, net profit/(loss) from fair value adjustments in hedge accounting, gains and losses on disposal/repurchase, net gains and losses on financial assets/liabilities designed at fair value, other operating income/charges, profit/(loss) on equity investments and gains and losses on tangible and intangible assets measured at fair value (positive values only).

As a result, the 2024 figures presented in the tables above have been recalculated accordingly to ensure comparability with the current financial year. With particular reference to the total revenues for 2024 used in the denominator of the above indicators, they amount to 47 501 million CZK, arising from the sum of the consolidated income statement items as specified above.

With respect to the total revenues for 2025 used in the denominator of the above indicators, these revenues amount to CZK 43,942 million CZK, which represents the sum of the items of the consolidated income statement as outlined above.

The biogenic emissions of CO₂ from the combustion or bio-degradation of Scope 1 biomass, biofuel, biogas or other bioenergy sources consumed by UniCredit Bank Czech Republic and Slovakia are equal to 0 tCO₂e in 2024 and 2025.

With regards to biogenic emissions of CO₂ from the combustion or bio-degradation of Scope 2 and Scope 3 biomass, biofuel, biogas or other bioenergy sources, such sources, and thus emissions, are not relevant for the sector in which our Group operates.

We have procured electricity from renewable energy sources for a number of years. Contractual instruments used in the purchase of electricity, steam and heating/cooling from renewable energy include, for example, Guarantees of Origin.

Scope 1 includes emissions arising from sources owned or controlled by our Group, which include direct energy consumption, road business travel and refrigerant gas leakages. Scope 2 includes indirect emissions arising from purchased electricity, steam and heating/cooling consumed by equipment or systems owned or controlled by our Group. Scope 3 includes indirect emissions occurring in our value chain arising from copy paper consumption; purchased ITC services; purchased IT equipment and furniture; employee homeworking; air and rail business travel; glass, paper, cardboard, cans and plastic waste disposal; energy consumption at downstream assets calculated considering the market-based method.

Figures and information relating to the Scope 1, Scope 2 and Scope 3 classes of greenhouse gas emissions have been prepared in accordance with "The Greenhouse Gas Protocol: A Corporate, Accounting and Reporting Standard (Revised Edition, 2004)".

The sources of emission factors applied to our GHG Inventory are reported below, divided by Scope. The most recently updated emission factors have been applied to both 2024 and 2025 data.

Scope 1:

- DEFRA, UK Government GHG Conversion Factors for Company Reporting (2025), for stationary combustion, road business travel and refrigerant gas leakages;
- European Commission, Climate Action, Refrigeration (https://climate.ec.europa.eu/eu-action/fluorinated-greenhouse-gases/climate-friendly-alternatives-f-gases/refrigeration_en, as at January 2026), for refrigerant gas leakages.

Scope 2:

- DEFRA, UK Government GHG Conversion Factors for Company Reporting (2025), for district heating;
- IEA (2025) Emission Factors Package, www.iea.org/data-and-statistics. All rights reserved; as modified by UniCredit S.p.A (2023 emission factors) - for electricity consumption – location-based method and in the market-based method where applicable;
- Association of Issuing Bodies (AIB), 2024 European Residual Mixes, V.1.1 (2025), for electricity consumption, market-based method (for European countries). AIB does not report emission factors for gases other than CO₂, thus related Scope 2 market-based emissions are expressed in tons of CO₂;

- The International Tracking Standard Foundation, (I-REC(E) Residual Mix (2023 data), for electricity consumption, market-based method (for non-European countries, excluding USA). Emission factors for gases other than CO₂ are not reported, thus related Scope 2 market-based emissions are expressed in tons of CO₂;
- 2024 Green-e® Residual Mix Emissions Rates (2022 data), for electricity consumption, market-based method (for USA). Emission factors for gases other than CO₂ are not reported, thus related Scope 2 market-based emissions are expressed in tons of CO₂.

Scope 3 (for Category 15, please refer to Reporting boundaries considered and calculation methods for estimating Scope 3 GHG emissions):

- CEPI, CEPI statistics (2024), for copy paper use;
- EUROSTAT - Environmental statistics and accounts; sustainable development (Consumption-based accounting tool; 2023), for purchased ICT services, IT equipment and furniture;
- DEFRA, UK Government GHG Conversion Factors for Company Reporting (2025), for business travel, waste disposal and homeworking
- Sources of emission factors for energy consumption at downstream assets:
 - DEFRA, UK Government GHG Conversion Factors for Company Reporting (2025), for stationary combustion and district heating consumption;
 - Association of Issuing Bodies (AIB), 2024 European Residual Mixes, V.1.1 (2025), for electricity consumption market-based method (for European countries). AIB does not report emission factors for gases other than CO₂, thus related market-based emissions are expressed in tons of CO₂;
 - IEA (2025) Emission Factors Package, www.iea.org//data-and-statistics. All rights reserved; as modified by UniCredit S.p.A. (2023 emission factors) - for electricity consumption where applicable;
 - The International Tracking Standard Foundation, (I-REC(E) Residual Mix, (2023 data), for electricity consumption, market-based method (for non-European countries, excluding USA). Emission factors for gases other than CO₂ are not reported, thus related market-based emissions are expressed in tons of CO₂;
 - 2024 Green-e® Residual Mix Emissions Rates (2022 data), for electricity consumption, market-based method (for USA). Emission factors for gases other than CO₂ are not reported, thus related market-based emissions are expressed in tons of CO₂.

With regards to the calculation of operational emissions, currently no significant events or changes occur between the reporting dates of entities in our value chain and the date of our financial statement, since our reporting period does not differ from the reporting period of the entities in our value chain.

Scope 3 GHG emissions categories that have been excluded

Category 3, Fuel and energy-related activities not included in Scope 1 or Scope 2: this category is deemed not sufficiently relevant considering our use of energy as a financial institution.

Category 4, Upstream transportation and distribution: as a financial institution, this category is not considered sufficiently relevant to be calculated.

Category 8, Upstream leased assets: in accordance with the financial control accounting approach, as of the present Sustainability Statements disclosure, emissions previously accounted as Scope 3, Category 8 are included in Scope 1 and 2 emissions.

Category 9, Downstream Transportation and distribution: as a financial institution, this category is not considered sufficiently relevant to be calculated.

Category 10, Processing of sold products: as a financial institution, this category is not considered sufficiently relevant to be calculated.

Category 11, Use of sold products: as a financial institution, this category is not considered sufficiently relevant to be calculated.

Category 12, End-of-life treatment of sold products: as a financial institution, this category is not considered sufficiently relevant to be calculated.

Category 14, Franchises: we do not have any franchises.

Reporting boundaries considered and calculation methods for calculating Scope 3 GHG emissions

The perimeter for the calculation of categories 1, 2, 5 and 13 is aligned with the perimeter of the financial statement.

For categories 6 and 7, the perimeter corresponds to the legal entities that have at least one Full Time Equivalent (FTE). The methodological reference for Scope 3 accounting (for categories other than Category 15) is the GHG Protocol, Technical Guidance for Calculating Scope Emissions.

Category 1, Purchased goods and services: Includes emissions arising from copy paper consumption for which the average-data method has been applied; purchased ITC services, for which the spend-based method has been applied and the relative emissions estimated based on the expenditure for purchased ITC services, as reported in our financial statement.

While emissions from copy paper consumption are typically not particularly significant for our organization, this source has nonetheless been included in continuity with our GHG Inventory accounting in previous years.

Category 2, Capital goods: Includes emissions arising from IT equipment, electronics and furniture purchases, for which the spend-based method has been applied and the relative emissions estimated based on the respective expenditure for the purchased goods, as reported in our financial statement.

Category 5, Waste generated in operations: Includes emissions arising from the disposal of paper, cardboard, plastic, cans, and glass, for which the waste-type-specific method has been applied.

While emissions from waste disposal are typically not particularly significant for our organization, this source has nonetheless been included in continuity with our GHG Inventory accounting in previous years.

Category 6, Business travel: Includes emissions arising from air and rail business travel, for which the distance-based method has been applied in both cases. Air travel data has been categorised in long (more than 3,700km), medium (more than 1,000km - less than 3,700km) and short (less than 1,000 km) distance.

Category 7, Employee commuting: Includes only emissions arising from homeworking for which the average-data method has been applied. Emissions are calculated based on the hours of homeworking completed by employees during the year, as registered in our HR systems. The GHG Protocol, Technical Guidance for Calculating Scope 3 Emissions indicates that emissions arising from employees working remotely may be accounted under this category, although a specific calculation methodology is not detailed.

Category 13, Downstream leased assets: Includes emissions arising from energy consumption by third parties at assets owned by the Group. The asset-specific method and, where relevant, the average-data method, have been applied.

Category 15, according to Regulation 2022/2453, institutions shall disclose their total financed emissions (Scope 1, 2, 3) and provide the related estimation associated with institutions' lending and investment activities.

Financed emissions have been estimated for Non-financial corporations, Households counterparties and Sovereign institutions, with the following approach:

- **Scope 3 emissions (Category 15 – financed emissions related to Non-financial corporations):** in line with the approach followed for Pillar III, UniCredit Group based the calculation of Scope 1, 2 and 3 of its financed emissions by gathering information on the counterparties (also with the support of an external provider).

UniCredit collected and determined GHG emissions information, according to Global GHG Accounting and Reporting Standard, developed by the PCAF, prioritizing, where available, reported data disclosed directly by companies in publicly available documents (e.g. Non-Financial Statements, Sustainability Reports) and otherwise using estimates based on the economic activity of the company.

In line with Pillar 3 requirements, the approach adopted for calculating financed emissions for NFC covers the following portfolios: loans and advances, debt securities, and equity. Within these scopes, CRE and project finance counterparties are also included, ensuring a consistent counterparty-based methodology across all segments.

The formula applied in Pillar 3 for the calculation of financed emissions is the following:

$$\text{Financed Emissions}_{ij} = \text{Company Emissions}_{ij} \times \text{Outstanding Amount}_{ij} / (\text{Total equity} + \text{debt})_{ij}$$

The portfolio distribution, in terms of GCA, according to the PCAF data quality score, is as follows:

- Score 1 and Score 2 – Emissions data directly reported by the company represent the 28% of the total portfolio;
- Score 4 – Estimated emissions, calculated using a revenue-based sector approach, account for the remaining 72%.

UniCredit further strengthened its framework, increasing the coverage with actual data and enhancing the methodology for proxies (with a focus on upstream categories, in line with market practices). In particular, the estimation procedure relies on official data from public sources (e.g. Eurostat) on emission intensity, broken down by NACE code and Country. This coefficient is further refined to enhance granularity and accuracy through analysis of sustainability reports and of the relevant literature. Emission factors are then used to determine the estimated emissions volume according to the specific economic activity carried out by the counterparty, assessed on the basis of information such as the sector of activity, location, and revenues (adjusted for inflation where applicable).

In line with the Pillar III, in accordance with the regulatory guidance (Commission Implementing Regulation (EU) 2022/2453), the financed emissions are calculated within the scope of exposures towards sectors that highly contribute to climate change, which in UniCredit amount to 180,2€ billion, corresponding to 77.9% of total GCA of Non-Financial Corporations. The effective coverage with actual data is 20%;

- **Scope 3 emissions (Category 15 - financed emissions related to Households counterparties):** they are estimated leveraging on the Net-Zero initiative on residential mortgages (including only loans collateralised by a residential asset for Italy, Germany and Austria geographies). Leasing business and other CEE&EE legal entities are excluded. Also for this category, the PCAF methodology has been applied.

The total exposure to residential mortgages to households on which Scope 3 Category 15 emissions have been calculated is 76,72€ billion, corresponding to 79.3% of total exposure of the Group to residential mortgages (percentage calculated on GCA). The coverage of punctual data on physical intensity is 27% while the remaining 73% is relying on estimated data;

- **Scope 3 emissions (Category 15 - financed emissions related to Sovereign institutions):** they are calculated on loans and debt securities to Governments according to civil law excluding the financial assets held for trading. Exposures versus other public sectors entities are excluded. The calculation is performed following the PCAF¹⁴ methodology. On Sovereigns, Scope 3 category 15 emissions have been calculated on total Group exposure portfolio and is equal to 118,34€ billion. The computation of financed emissions on Scope 1¹⁵ is based on actual data only; while for Scope 2 and 3 (representing roughly 39.6% of total sovereigns financed emissions), we used estimated data published by OECD GHG in bilateral trade year 2020 or provided by an external provider (based on OECD 2018 data).

UniCredit has not calculated financed emissions for its lending activities to financial institutions (including credit institutions and other financial corporations), as they are considered having very low Scope 1 and 2 emissions and data on Scope 3 emissions are still too volatile to be considered reliable in this moment. The total GCA of financial institutions is 171,08€ billion (or 24.3% of the total GCA¹⁶).

UniCredit Group will continue to work to enhance its coverage of different exposures while data and estimation approaches will become more widespread in the industry.

¹⁴ PCAF 2022. The Global GHG Accounting and Reporting Standard Part A: Financed Emissions. Second Edition.

¹⁵ Source: UNFCCC CRT National inventories.

¹⁶ The total GCA is the sum of the GCA related to Non-financial corporations, Households counterparties, Financial institutions and Sovereign institutions.

E1-7 - Removals and GHG mitigation projects financed through carbon credits

No data to be disclosed.

E1-8 - Internal carbon pricing

No data to be disclosed.

E4 - Biodiversity and ecosystems

Strategy

E4-1 - Transition plan and consideration of biodiversity and ecosystems in strategy and business model

UniCredit Group's strategy and therefore UniCredit Bank Czech Republic and Slovakia incorporates identifying and understanding climate and environmental risks (C&E) and opportunities that the Bank may encounter. C&E factors are related to the quality and functioning of the natural environment and its systems (Natural Capital) and include factors such as climate change, **biodiversity**, energy consumption, water, pollution, and waste management.

Nature-related assessment is at an early stage for the whole banking industry, with limitations in terms of data availability across drivers and sectors, lack of commonly agreed metrics and methodologies (e.g. scenarios). In this context, in 2024 the UniCredit Group performed an assessment to identify which industries are most exposed to nature-related risks in terms of impact on natural capital and dependency from ecosystems services.

In 2025 the assessment on impact has been furtherly enhanced by identifying 19 granular KPIs (at industry or at counterparty level) for the evaluation of 4 Environmental Factors being Biodiversity, Pollution, Water usage, Waste management. The analysis leverages on recognized and recommended global sources (e.g. Exiobase, Globio, Natura 2000, Encore) and on banking industry initiative guidance (e.g., TNFD, Nature Target Setting Guidance).

In 2025 the UniCredit Group performed the analysis to identify the dependency level of UniCredit Bank's portfolio from ecosystem services. The analysis leverages mainly on ENCORE tool and Ecosystem services that represent the link between nature and economic activities and the benefit that nature provides to enable or facilitate business production processes.

To have a comprehensive overview on the Nature-related assessment, the outcomes of Impact and Dependency analysis have been aggregated at industry level to create a portfolio heatmap.

Moreover, as described in IRO, to determine the extent to which the UniCredit Bank Czech Republic and Slovakia's credit counterparties are exposed to Climate and Environmental risks, the Climate & Environmental (C&E) questionnaire is used and includes a consist of qualitative and quantitative current and forward-looking key indicators (including also on beyond climate factors). In relation to nature-related factors, the UniCredit Group, in 2025, refined the C&E Questionnaire by integrating a more comprehensive set of indicators, thereby strengthening the evaluation of clients' nature-related considerations. In 2025 the UniCredit Group has worked on an assessment to identify which industries are most exposed to nature-related risks in terms of **impact on natural capital** and **dependency from natural factors**. The results are still at an early stage also considering lack of data availability. With the aim of evaluating an enhancement to our assessment methodology, we constantly monitor the evolution of industry practice/standards as well as the availability of reliable data at counterparty level.

In the context of UniCredit Group ESG Strategy, UniCredit Bank Czech Republic and Slovakia are starting to assess potential business opportunities connected to natural capital.

Impact risk and opportunity management

E4-2 - Policies related to biodiversity and ecosystems

UniCredit Bank Czech Republic and Slovakia's commitment to addressing **biodiversity** related issues is steadily taking shape. Although our commitment has not yet materialized into a dedicated policy, our **ESG Product Guidelines** address the material opportunity resulted from DMA, relating to Creation and promotion of innovative financial products/services focused on green and sustainable investments, thereby contributing to the protection of **natural capital, biodiversity and conservation of land use**.

According to the **ESG Product Guidelines** UniCredit Bank Czech Republic and Slovakia considers as "Green" the loans financing:

- economic activities, contributing substantially to one or more of the environmental objectives of the EU Taxonomy criteria (including the objective 6 on the "**Protection and restoration of biodiversity and ecosystems**");
- eligible green project categories (**biodiversity included**) and related criteria in alignment with the International Capital Market Association (ICMA).

We are committed to protecting natural capital by delivering sustainable financing solutions to clients and reducing the environmental impacts of our direct operations. **Avoid operations in areas protected for biodiversity conservation purpose as well as combat deforestation and forest degradation are fundamental principles for the Group**. Our principles are formalized in UniCredit Group's **Statement on Natural Capital and Biodiversity**, published in 2024.

As part of its Reputational Risk framework, UniCredit Bank Czech Republic and Slovakia applies minimum standards to assess all counterparties and transactions. These include principles such as the UN Global Compact's Ten Fundamental Principles, IFC Performance Standards on Environmental and Social Sustainability and Equator principles. Moreover, UniCredit does not finance or support projects considered forbidden or controversial, such as those impacting protected areas (IUCN I-IV), Ramsar wetlands, primary tropical forests, high conservation value forests, or critical natural habitats.

These rules help identify, assess, and manage environmental risks linked to financing infrastructure and industrial projects with potential adverse environmental impacts.

Additionally, within UniCredit Bank Czech Republic and Slovakia sectorial policies, particular attention on **habitat & biodiversity loss is taken into consideration for potential environmental impacts** based on internationally recognized standards. For example:

- Our Mining Industry policy aims to assess the potential environmental and social impacts of the UniCredit Group's Mining Finance transactions, and, through the implementation of appropriate management and mitigation measures on the part of the UniCredit Group's clients or customers, to limit associated risks to the UniCredit Group's reputation. Environmental damage or degradation, including **habitat and biodiversity loss and contamination of groundwater, surface water, sediments, soil, and air are considered**.
- Our Oil & gas sector policy is considering the increasing adverse impacts that Oil & Gas-related activities, Unconventional and Arctic ones have on the climate system and is aware of its responsibility towards society and future generations in terms of environmental preservation (**resources/ecosystem quality**), as well as human health and pollution.
- Our Civil Nuclear policy provides guidelines and standards, which are based on those accepted by the industry and by other stakeholders and represent best practice, in order to address the particular challenges posed by the nuclear sector and to minimize environmental and social risks associated with the financing of nuclear energy activities, with particular attention, amongst others, to **habitat & biodiversity loss**.
- Our Water Infrastructures (Large dams) regulation aims to assess and limit risks to the UniCredit Group's reputation with particular attention to **habitat & biodiversity loss**.

UniCredit Bank Czech Republic and Slovakia's willingness to protect ecosystems is further evidenced in UniCredit Group's **Commitment on rainforests**. The objective of our Commitment on Rainforest is to ensure that our activity does not favor deforestation or forest degradation, unless appropriately mitigated. We will not provide financial services to customers directly involved (and in case of specific projects also indirectly) in: illegal logging; wood registered in violation of traditional and civil rights; wood immersed in forests where high conservation values are threatened by industry; or forests converted illegally into planting or illegal use of fire. This Commitment refers to all transactions project related with a potential impact on rainforests.

In addition, the Group has signed specific commitments regarding Human Rights, the exit from Tobacco industry and from activities that favor deforestation or forest degradation.

For the year 2025, neither the UniCredit Group nor UniCredit Bank Czech Republic and Slovakia has established any policies related to agricultural practices, nor does it apply policies on ocean sustainability. However, the UniCredit Group has initiated an assessment of the potential introduction of internal guidelines in these areas.

For more details on described policies, reference is made to the "MDR-P Policies adopted to manage material sustainability matters".

E4-3 - Actions and resources related to biodiversity and ecosystems

Protecting biodiversity requires strong collaboration between financial and non-financial institutions to achieve tangible results.

Dialogue with stakeholders is fundamental. This is reason why external points of view are always taken into consideration also in setting up our guidelines and policies. We are following and participating in discussions at European level on regulatory frameworks (e.g. on deforestation, agriculture). UniCredit Group is member of the **IIF Sustainable Finance Nature Expert**, a platform to address evolving nature related issues and to support advocacy efforts related to nature initiatives.

Following our strengthened **engagement with NGOs and civil society at large**, UniCredit Group have dedicated initiatives with the most significant organizations to assess any gaps identified by them in our ESG strategic positioning and to highlight the UniCredit Group's improvements in areas of sustainability, focusing on material topics such as **Biodiversity**, Net Zero and policy updates.

To make good on our commitment, in 2025 we replicated our **ESG Day**. The one-day event saw more than 10,000 participants, joined either online from all the countries or in-person at our offices in Milan. At its core, the event was an opportunity to stimulate stakeholder dialogue while continuing to raise awareness of climate change, social inequalities, **biodiversity**, as well as our own role in fostering the necessary change in mindset. Attendees included colleagues, clients and partners, alongside a host of renowned experts who dived into a series of engaging discussions covering the full spectrum of ESG topics. For example we had an Interview with a representative of the department of Animal Ecology and Tropical Biology Biocenter of the University of Würzburg on the panel related to **integrating nature and biodiversity into financial decision-making**. A specific deep dive also on how AI could support in accelerating alternative economic models was taken on. The event was also open to the general public from Czech Republic and Slovakia.

Supporting the landscape and biodiversity in UniCredit Bank Czech Republic and Slovakia is also an integral part of our activities. Under the auspices of the organization Sázíme stromy and with the support of Mastercard, we planted a total of 50 linden and maple trees in Háječek near Prague, as well as another 50 mature fruit trees in Litostrov near Brno. In Slovakia, our volunteers, in cooperation with the Bratislava Conservation Association, planted up to 550 native tree species in Klišská Nemá near Komárno, thereby contributing to the partial revitalization of original habitats in the inland delta of the Danube.

Moreover, our commitment also applies to internal stakeholders as it is fundamental for us to disseminate **awareness on biodiversity**. This is the reason why UniCredit Group set up a specific training available to all employees in UniCredit Bank Czech Republic and Slovakia starting from 2025. Biodiversity is also included in the Skills for Transition training program which provides training for the workforce of UniCredit Bank Czech Republic and Slovakia's corporate clients and students in partnership Czech and Slovak universities, offering specific learning paths to address key skill gaps. The training courses started to be delivered in November 2024 via a digital platform in workers' local languages until the end of 2025. Roughly 1,500 users across the Europe benefitted from the training path.

At the end of the year also a specific training for Executives was organized. UniCredit Bank Czech Republic managers attended the ESG Outlook for Executives From MacroTrends to Industry Impact. A specific focus was related to Agriculture sector. Also a training path will be available for all the employees in 2026 on agriculture sector.

As stated in our **Group reputational risk management global policy**, UniCredit Group applies minimum requirements for supporting single deals. Any deals for which a Legal Entity of the Group is going to provide any financial product or service must not involve or affect any of the following:

- UNESCO World Heritage Sites;
- IUCN I-IV protected areas;
- Ramsar Convention on Wetlands;
- Critical Natural Habitat;
- Primary Tropical Moist Forests;
- Conservation Value Forests.

UniCredit group does not provide any financial support or service for activities not compliant with the UN Declaration on the Rights of Indigenous Peoples.

Environmental and social risk assessments are guided by our sustainability policies and by our Human Rights Commitment.

For transactions in Non-Designated Countries which are subject to the Equator Principles (EP), we work to ensure that potential environmental and social risks are determined, assessed and managed in line with the IFC's Performance Standards on Environmental and Social Sustainability (PS). **PS 6 refers specifically to Biodiversity Conservation and Sustainable Management of Living Natural Resources.**

The undertaking did not use biodiversity offsets in its biodiversity-related action plans.

UniCredit Group set the following ambitions:

- Since it is fundamental for us to disseminate **awareness on biodiversity**, we are working to reinforce our **Internal training** path which will be available for all the employees in 2026 on the topic of agriculture starting from the biodiversity training we had in 2025;
- **Business opportunities** will be evaluated to support our clients in the green transition.
- Set-up of a **policy on agriculture sector**

Metrics and targets

E4-4 - Targets related to biodiversity and ecosystems

Since large-scale quantitative information on biodiversity for the financed portfolio is not yet available, the UniCredit Group and therefore UniCredit Bank Czech Republic and Slovakia, by adopting the transitional provision, has not yet equipped itself with quantitative objectives for this environmental topic.

UniCredit Bank Czech Republic and Slovakia's commitment to biodiversity and ecosystems is fostered through our specific policies described in E4-2, which address material impacts, risks and opportunities resulted from the Double Materiality Assessment:

Impact:

- Participation to natural capital protection activities and the protection of biodiversity and land-use through the financial funding to sectors and activities that promote environmentally friendly practices and discourage factors that are responsible for biodiversity loss.

Opportunity:

- Creation and promotion of innovative financial products/services focused on green and sustainable investments, thereby contributing to the protection of natural capital, biodiversity and conservation of land use.



Social information

Social Information

S1 - Own workforce

Impact risk and opportunity management

S1-1 - Policies related to own workforce

UniCredit Bank Czech Republic and Slovakia's policies comprehensively address and manage material impacts and opportunities identified through the DMA process.

Impacts:

- Positive contribution to the objectives of ensuring equal opportunities, diversity, secure employment, generation of quality employment, the payment of adequate wages also through the promotion of social dialogue, anti-discrimination activities, collective bargaining agreements and workers' associations;
- Promotion of employee well-being through the implementation of dedicated well-being activities and benefits within a healthy and stimulating working environment;
- Improved employees' skills through training and professional development activities, general and technical programmes, also linked to personalised growth and evaluation objectives (e.g. career development plans);
- Contribution to the development of young talents through partnerships with national and international Universities, collaborations with communities in the IT and tech sector, often with a focus on women and creation of networks on several diversity traits.

Opportunities:

- Ensure a transparent performance review systems and professional growth plans with efficient training programs for the Group's entire population, allowing all employees to work to the best of their abilities as well as anticipate future trends;
- Becoming an employer of choice with widespread diversity, a culture of inclusion and concrete work-life balance solutions which encompass a new, flexible approach.

Key focus area include:

- **Well-Being, Inclusion, and Respect:** Fostering a supportive, inclusive, and healthy work environment that values diversity, encourages a sense of belonging, empowers employees to thrive, and ensures dedicated channels for reporting unacceptable behaviors, maintaining a respectful and safe workplace for all.
- **Fair Opportunities:** Ensuring equal opportunities for all employees based on merit and inclusive practices, while promoting social dialogue.
- **Skill Building and Development:** Enhancing employee skills through tailored training programs, upskilling, and career development plans.

The **commitment to respect human rights** is the principle of UniCredit Bank Czech Republic and Slovakia approach to people's interests within and outside the organization. The Commitment is inspired by both internationally and local recognized declarations, conventions, standards, principles, and guidelines and ensures that human rights are guaranteed to all.

UniCredit Bank Czech Republic and Slovakia requires its employees to contribute to creating and maintaining a work environment that is respectful, safe, and inclusive, where differences in gender identity, age, race, ethnicity, sexual orientation, ability, background, religious or ethical values system and political beliefs or any other category protected by law are embraced and promoted.

UniCredit Bank Czech Republic and Slovakia commitment to creating an inclusive environment incorporates efforts that promote our employees' well-being and help them to effectively manage personal and professional challenges. We support our employees across all stages of their lives, providing benefits designed to enhance their work-life balance.

This aligns with our aim to improve the working environment and create a stronger sense of inclusion and belonging, which will ensure a higher quality work conditions.

Our employees follow our Values of Integrity, Ownership and Caring as they represent our Culture.

- **Integrity** is doing the right thing even when no one is watching.
- **Ownership** is being accountable for our actions and commitments and feeling free to speak up when something doesn't look right.
- **Caring** for one another is about respecting and valuing our differences.

As an internationally recognized employer in financial sector, UniCredit Bank Czech Republic and Slovakia's principal asset is its highly skilled workforce. Thus, UniCredit Bank Czech Republic and Slovakia does not use child labour or forced labour in its business practices and is in full compliance with ILO's Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, the UN Guiding Principles on Business and Human Rights and with current local labour laws.

At UniCredit Bank Czech Republic and Slovakia, we recognize that an equitable and diverse workforce is essential to our business, creating a fairer, more inclusive working environment. We believe that when Diversity, Equity, and Inclusion (DE&I) work in harmony, great things happen:

- people feel respected and valued for their contributions, directly enhancing productivity.
- people experience a sense of belonging, connection, and shared pride, positively impacting well-being.
- people feel free to express their views and ideas, fueling creativity and innovation.
- people sense their potential is recognized, unlocking talent and boosting performance and job satisfaction.

These foundations position us as an employer of choice by fostering a diverse workforce, an inclusive culture, and tangible work-life balance solutions. This approach drives sustainable business growth while delivering value to our clients, communities, and shareholders.

Our approach to diversity emphasizes understanding, accepting, and valuing individual differences. We foster equity throughout the organization in recruitment, development, retention and our products and services. Inclusion is rooted in respect and accessibility, ensuring a barrier-free environment where everyone has a voice and is encouraged to thrive.

In line with our **Joint Declaration on “Equal Opportunities, Inclusion, and Non-Discrimination Culture”**, renewed in 2025, UniCredit Bank Czech Republic and Slovakia reaffirms its commitment to a Culture of inclusion and equal opportunity. Discrimination is not tolerated in any form: racial and ethnic origin, colour, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national extraction or social origin, or other forms of discrimination covered by Union regulation and national law. Additionally, by signing the **Global Framework Agreement with the UNI Global Union on Human Rights and Fundamental Labour Rights**, the whole UniCredit Group strengthens its commitment to combating discrimination.

The whole UniCredit Group adopts a **Zero-tolerance approach** to unacceptable behaviour. Since 2019, our **Global Policy against Harassment, Sexual Misconduct, Bullying, and Retaliation** set the rules against harassment and increases awareness of inappropriate behaviours, while highlighting Whistleblowing and other channels. By fostering a ‘speak up’ Culture, we ensure employees feel heard, supported and protected when reporting suspected misconduct. Our aim is to create and maintain a respectful and safe workplace where everyone can raise concerns in good faith, without fear of retaliation.

Our **DE&I Global Policy** aligns with our Culture transformation, increasing transparency and guiding us towards positive change across all diversity dimensions, while setting out the principles by which we enhance inclusion throughout the whole organization, aiming to ensure that our policies, procedures, and behaviours promote diversity, equity and inclusion and create a workplace where individual differences are valued. The policy principles go beyond guidelines, they’re ingrained in our mindset and visible in all internal and external interactions.

Our Code of Conduct underscores inclusion principles, focusing on objectivity, competence, professionalism, and equal opportunity in people-related processes while providing procedures to address discrimination, mobbing, or bullying.

As part of our **Group Remuneration Policy**, UniCredit Bank Czech Republic and Slovakia is committed to equal pay, ensuring fair treatment in remuneration based on role, responsibility, performance, and contribution quality, regardless of gender identity, age, race, ethnicity, sexual orientation, ability, or cultural background. Our gender-neutral remuneration and incentive policies foster genuine equality, guaranteeing equal pay for equal work and equal access to opportunities for all. Achieving gender parity at all organizational levels is integral to company’s DE&I approach, reflecting our belief in the transformative power of gender diversity within our organization and society. The level of employee remuneration is regularly benchmarked against prevailing market standards (peer banks).

As part of our broader ESG commitments, UniCredit’s CEO signed the **“Net Zero Gender Gap”** pledge, solidifying our commitment to gender equality and DE&I on our corporate agenda.

We are dedicated to challenging biases, micro-aggressions, and stereotypes, cultivating a Culture of inclusion. Our **DE&I Global Policy** applies to every stage of the employee journey, from recruitment and onboarding to learning, development, performance management, and compensation, ensuring unbiased, merit-based decisions and pay equality, irrespective of diversity traits.

- **Recruitment:** We strive for a gender-balanced, bias-free recruitment process, removing discriminatory or non-inclusive language from job descriptions to encourage diverse applicants.
- **Onboarding:** New joiners receive comprehensive support, tools and opportunities to help them fully realize their potential.
- **Learning and Development:** We provide equal learning opportunities to ensure all employees can meet business priorities. Training focuses on inclusive leadership, psychological safety, trust, recognizing and addressing unconscious bias, microaggressions, preventing harassment, misconduct, bullying, and retaliation.
- **Performance Management:** We maintain consistent performance standards with gender-balanced and diverse succession planning and promotion pathways.
- **Compensation:** Compensation is based on merit and aligned with DE&I goals, promoting pay equality and diversity commitments across

all levels.

Specifically, the **recruiting process** fosters the development of young talents through partnerships with universities and collaborations with communities in the banking, financial and tech sectors, with an emphasis on diversity and inclusion. This approach allows UniCredit Bank Czech Republic and Slovakia to cultivate a diverse workforce, strengthen its talent pipeline, drive innovation, and support its long-term talent acquisition goals.

For information on policies, refer to the section “MDR-P Policies adopted to manage material sustainability matters”.

Fostering a safe and respectful work environment

UniCredit Bank Czech Republic and Slovakia is committed to ensuring and guaranteeing the respect of human rights, principles and values of Code of Ethics and Code of Conduct and in numerous company policies.

This commitment, aimed at avoiding potential negative impacts on the workforce, consists of specific channels for employees, identified in the Global Policy against harassment, sexual misconduct, bullying and retaliation its attributes also implemented in local Code of Conduct. These channels allow us to manage and monitor the specific situations Legal and Labour function oversees.

As part of the continuous social dialogue, the Company collects reports from employees through their representatives to implement, improve and modify company processes and the working environment, where possible.

S1-2 - Process for engaging with own workers and workers' representatives about impacts

UniCredit Bank Czech Republic and Slovakia is following UniCredit Group Culture, e.g. through annual Managerial conference, quarterly Management in touch (open platform for all employees), Roadshows within the Czech Republic and Slovakia business divisions and ongoing social dialogue with trade unions (both in Czech Republic and Slovakia) ensuring fulfilment of our commitments (information, negotiations and discussions on different topics).

UniCredit's Group Culture and DE&I function aims to make corporate culture a core driver for achieving UniCredit Group's strategic goals. The Group has mobilised volunteer Culture Sponsors and Champions to support this company direction. Both Group and Local initiatives were implemented to inspire including Group Culture Days.

At UniCredit Bank Czech Republic and Slovakia, we believe that social dialogue contributes to value creation over time by strengthening our ability to collaborate, listen and understand national and international labour needs. Our continuous commitment to improving the social dialogue throughout the Group led to the 2007 creation of an international body, the European Works Council (EWC), composed of workers' representatives of the countries where UniCredit is present.

The **UniCredit European Works Council** (UEWC) reflects UniCredit's commitment to improving constantly the social dialogue's level in every geography of the Group and ensuring that employees' rights to information and consultation are upheld consistently across the Group. The UEWC represents employees from UniCredit group companies where UniCredit holds at least 50% of the share capital in EU Member States and other European countries. It enhances the Group's European identity, fosters social cohesion, and promotes constructive dialogue between management and employees.

Key functions of the UEWC:

- **Information Sharing:** Central Management provides timely and relevant data on significant transnational matters that affect employees across multiple countries.
- **Consultation:** UEWC members engage in dialogue with Central Management on Company measures, providing their view and feedback to support UniCredit in empowering accountable and sustainable progress in the best interest of our employees, customers and communities.

The UEWC meets twice a year with Group Top Management to receive updates on UniCredit strategy and discuss major transnational topics, particularly those impacting employees. Between these plenary meetings, the Central Management engages in dialogue with the Select Committee whenever a relevant cross-border issue arises, ensuring a vital link between employees and management.

Over the years, UniCredit Group and also UniCredit Bank Czech Republic and Slovakia has strengthened social dialogue through various Joint Declarations, covering Training, Learning, and Professional Development (2008); Equal Opportunities, Inclusion, and Non-Discrimination Culture (originally signed in 2009 and renewed in 2025); Responsible Sales (2015); Work-Life Balance (2019); and Remote Work (2020). This commitment was further reinforced in 2019 by signing a Global Framework Agreement (GFA) with UNI Global Finance, the global trade union for the banking and insurance sectors.

Channels used

UniCredit Bank Czech Republic and Slovakia in line with UniCredit Group approach has established dedicated channels through which employees can report incidents of discriminations and harassment.

They can report:

- Through the channels outlined in the Whistleblowing procedure. (The mechanism is described in detail in G1-1, chapter Mechanisms for identifying, reporting and investigating concerns about unlawful behaviour)
- To the People and Culture division.
- To their direct Line Manager.

Effectiveness of engagement

For various initiatives, such as training, events and meetings, feedback collection is a key step. The goal is to gather ideas and suggestions for continuous improvement. Surveys assess the quality of delivered programs to refine future editions. This process involves clustering feedback to identify actionable improvements.

UniCredit Bank Czech Republic and Slovakia in line with UniCredit Group is dedicated to addressing the needs of vulnerable and marginalized groups within its workforce, including women, people with disabilities, etc.. UniCredit Bank Czech Republic and Slovakia together with UniCredit Group hold awareness campaigns (e.g. Pride Month, International Women's Day, International Day of Persons with Disabilities, Mental Health Days

etc.), educational events and webinars; contributions to inclusive policies and guidelines; mentoring and leadership-building initiatives; cross-network collaboration and volunteering programs.

UniCredit Bank Czech Republic and Slovakia emphasizes inclusive recruitment, accessible workplace practices, such as flexible work options and accessibility enhancements, anti-discrimination policies, and regular inclusion training. Transparent reporting on diversity metrics reinforces UniCredit Groups and UniCredit Bank Czech Republic and Slovakia 's commitment to fair treatment and equal opportunity for all employees.

The local People and Culture department, in collaboration with other functions, ensures the organisation of awareness campaigns, educational events and webinars, as well as other related initiatives.

S1-4 - Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Fostering Inclusivity and Well-being at UniCredit

UniCredit Bank Czech Republic and Slovakia is committed to creating an inclusive Culture where every employee feels a sense of belonging. To promote awareness and celebrate diversity, equity, and inclusion (DE&I), UniCredit Bank Czech Republic and Slovakia together with UniCredit Group organises Group-wide DE&I and Well-being Days, marking events such as International Day of Education, International Women's Day, World Health Day, Pride Month, International Age Diversity Day, World Mental Health Day, International Day for Elimination of Violence against Women, International Day of Persons with Disabilities and International Volunteer Day. These events reflect our dedication to DE&I and our goal of building a truly inclusive workplace.

Concrete actions in place

UniCredit Bank Czech Republic and Slovakia is dedicated to fostering a workplace free of barriers, where all employees have a voice and a sense of belonging. Our Diversity, Equity, and Inclusion (DE&I) Strategy is integrated across the employee lifecycle, promoting behaviours and initiatives that advance an equitable, inclusive Culture.

- **Comprehensive parental leave and family support** - Beyond legally mandated leave, UniCredit Bank Czech Republic and Slovakia implemented a UniCredit Group-wide minimum standard for parental support, along with flexible work arrangements, including smart-working options. Additional welfare benefits for child-related activities underline UniCredit Bank Czech Republic and Slovakia's support for parents throughout their careers.
- **Inclusive culture programmes** - UniCredit Bank Czech Republic and Slovakia's DE&I guidelines promote inclusive language, recruitment practices, reducing unconscious bias and celebrating diversity with help of DE&I-specific training and inspirational lectures available in local languages online and in person.
- **Mentoring programme** supports meaningful knowledge-sharing, broadens professional perspectives, and helps individuals accelerate their growth by learning directly from experienced colleagues. Through these partnerships, the mentorship programme also contributes to breaking stereotypes, expanding career pathways, and empowering participants to reach their full potential.
- **Holistic well-being approach** - In 2025, the UniCredit Group focused on employee health and well-being, for example through various initiatives such as the Well-being Focus, thereby strengthening employee engagement and corporate culture.. Our commitment to well-being is embedded in our **Caring Culture, Diversity, Equity and Inclusion strategy** and **ESG framework**. Our starting point was addressing the work determinants of well-being, and the potential it has to catalyze a substantial shift in well-being across our organization evolving from a traditional model centered on the individual to one that supports human sustainability by promoting the **collective long-term well-being of employees, our organization, clients and society**. UniCredit Group's holistic well-being framework highlights the importance of five pillars: mental, physical, career, social and financial.

This April, UniCredit Group has organized first Group Well-being Focus, weeklong global well-being initiative consisted of different group and local activities and events, dedicated to well-being during which was aimed to show well-being drives focus, energy, collaboration, and results, hear bold insights from the voices of our leaders, colleagues, and expert speakers, encourage real conversations that break stigmas and build support, spread best practices and local well-being solutions. We are proud that 16,000 colleagues who took a part and 100 organized across all UniCredit Group markets, tailored to local needs, keep motivating us to stay persistent in our ambition to keep moving the scale from understanding well-being as individual to collective effort, taken holistically. UniCredit Bank Czech Republic and Slovakia's employees also participated in these events and activities.

Building a positive work environment

Our people are our greatest asset. UniCredit Bank Czech Republic and Slovakia is dedicated to a positive, safe, and collaborative environment, ensuring equal opportunities and supporting personal growth through a comprehensive well-being framework. Flexible working solutions, welfare offerings, and well-being initiatives across all regions meet diverse needs and promote a healthy workplace.

UniCredit Bank Czech Republic and Slovakia's specific well-being programmes include:

- **Mental well-being:** Within UniCredit Bank Czech Republic and Slovakia, mental health represents a strategic priority and constitutes one of the key areas to which we devote sustained attention and support. As part of our long-term commitment, we organize inspiring monthly webinars for all employees in both the Czech Republic and Slovakia with focus i.e. sleeping habits, energy management, stress management, longevity and many more. In 2025, we further strengthened our focus on this topic by organizing a dedicated Mental Health Day. In addition, employees can access a designated internal page, *Bud' v pohodě*, which serves as a comprehensive resource hub offering information, guidance, and materials related to mental well-being.
- **Physical well-being:** Physical well-being is another important pillar of our overall care for employees at UniCredit Bank Czech Republic and Slovakia. For colleagues based in Prague, we offer a wide range of sports activities, including a running club, yoga classes, and pilates sessions. We also organize running relays and marathons, fostering community and healthy competition across teams. Each year, in cooperation with our partner health insurance provider, we host Health Days for employees at our headquarters in Prague and Bratislava, as well as for colleagues across the regional branches. We regularly support education in this area by offering expert lectures for all

employees on topics such as healthy back care, eye health, or physical self-defence.

- **Career well-being:** Career well-being represents another fundamental component of our comprehensive approach to employee development at UniCredit Bank Czech Republic and Slovakia. We provide colleagues with a broad portfolio of learning opportunities aimed at strengthening key soft-skill competencies, including presentation skills, pitching skills, working effectively in a VUCA environment, emotional intelligence, and many others.
In addition, we actively support the growth of technical capabilities, particularly in the data area. Employees from both Czech Republic and Slovakia can regularly participate in our Data Academy, which offers a structured pathway for enhancing data literacy and analytical skills. We also place strong emphasis on internal career development and mobility. Through our mentoring programme and Coaching Club, employees can explore their long-term career aspirations, gain new perspectives, and receive tailored support. This year, we further enriched our offering by organizing a comprehensive series of Career Days—an initiative filled with inspiring lectures and sessions covering topics such as job crafting, how the human brain and learning processes work, and discussions on career development with new members of our Management Board, among many others.
- **Social well-being:** UniCredit Bank Czech Republic and Slovakia's employees are offered with free psychological help, different types of extra days off for different social / life situations – i.e. birthday holiday (1 day off for each employee in day of his/her birthday), regeneration days, unlimited number sick days in case of sickness etc. We support them when returning from maternity / parental leave by financial support or by offering of flexible working hours.
- **Financial well-being:** UniCredit Bank Czech Republic and Slovakia has programmes on financial education such as Junior Achievement or Teach for Slovakia. The specific role of UniCredit Bank Czech Republic and Slovakia in its collaboration with Junior Achievement and Teach for Slovakia is described in detail in chapter S3-4.

Through this well-being framework, UniCredit Bank Czech Republic and Slovakia aims to be an employer of choice, attracting and retaining talent by fostering an inclusive Culture and offering cross-country initiatives to ensure equal treatment for all employees.

UniCredit Bank Czech Republic and Slovakia identifies several key areas within employee well-being that require continuous attention and systematic strengthening. Although the bank strives to create a stable, safe and healthy working environment, challenges related to workload, organisational changes and the long-term sustainability of working conditions continue to emerge. These factors may influence employees' perception of well-being, their motivation and overall job satisfaction.

The bank recognises that a high-quality employee experience is a fundamental element for maintaining engagement and supporting the long-term health of its workforce. Therefore, it places emphasis on initiatives aimed at preventing excessive stress, achieving a more balanced distribution of workload, strengthening managerial dialogue and improving feedback mechanisms. UniCredit Bank Czech Republic and Slovakia continues to explore ways to foster a supportive and balanced working environment that sustainably reflects both employee needs and the evolving dynamics of the labour market.

UniCredit Bank Czech Republic and Slovakia is aware that the nature of work within the banking sector has in recent years been influenced by various factors that may affect the overall employee experience. These circumstances may be further amplified by the gradual reduction in the number of employees. Such developments can influence the perceived attractiveness of the working environment while also potentially increasing workload. The bank's ambition is to create conditions that support the effective distribution of work responsibilities, greater predictability, team stability and long-term employee satisfaction. It views the identified challenges as an opportunity for further improvement and for strengthening dialogue with employees as well as with the trade union organisation.

EDGE certification and DE&I recognition

UniCredit Group achieved Global EDGE Certification, recognising its work in gender equity and inclusion, positioning UniCredit Group as a global leader in advancing DE&I. Being a champion in gender diversity, equity and inclusion is an integral part of our culture and reinforces our commitment to a clear set of principles and values as a crucial component of our continued business success. The rich diversity within our teams creates the inclusive environment needed to provide best-in-class solutions to our growing client base across Europe.

EDGE certification is the leading global standard for Diversity, Equity, and Inclusion (DE&I), centred on a workplace gender and intersectional equity approach. It offers a holistic framework which organisations are measured against worldwide. To achieve this certification, UniCredit Group's banks (UniCredit Bank Czech Republic and Slovakia being one of them) underwent a rigorous third-party review of representation across the succession pipeline, pay equity, the effectiveness of policies and practices, and the inclusiveness of the organisation's culture. **After achieving the EDGE Assess level during our first evaluation, we advanced further in 2025 and reached the EDGE Move level.**

Culture programs and Champions

Major events like UniCredit Group Culture Day and Culture Bootcamps have engaged thousands of employees, as well as local initiatives advance the UniCredit Group's goal of a unified and inclusive workplace across geographies.

In 2025, UniCredit Group introduced a revamped **Culture & Strategy Roadshow, "Unlocking Excellence"**, providing colleagues all across the UniCredit Group with enhanced opportunities to engage in meaningful dialogue with Group Leadership. Each stop offered insights into strategy priorities, business ambitions, ESG direction, and local realities, while enabling employees to pitch innovative ideas directly to the Group CEO and Leadership Team. The top five proposals in each country were officially presented, and all submissions were reviewed for potential

implementation. In 2025, the Roadshow “Unlocking Excellence” visited, 11 Countries (including Czech Republic), 7 Italian regions and Holding, bringing together more than 27,000 colleagues (ca 4,500 in presence and 22,000 online), generating more than 1,700 innovative ideas.

UniCredit Group has developed Group-wide initiatives to support individual and organisational growth which UniCredit Bank Czech Republic and Slovakia adapted to own initiatives.

Key components include:

- **Digital channels:** Promoting job opportunities through UniCredit Group’s and UniCredit Bank Czech Republic and Slovakia’s website, LinkedIn, and job boards.
- **Events and partnerships:** On-going collaborating with universities
- **Targeted programmes:** Offering tailored internships and trainees’ programmes.

Learning and development

In 2022 UniCredit Group established its Corporate Academy, UniCredit Corporate University, initially launched in Italy before expanding across all countries including Czech Republic and Slovakia and functions. This Global Framework provides a unified and transparent approach to training and development opportunities throughout the entire UniCredit Group, in coherence with our purpose of empowering our people to grow, both professionally and personally. This Global Framework was also implemented by UniCredit Bank Czech Republic and Slovakia.

UniCredit Corporate University is articulated into four faculties: Business, Digital, People, and Risk.

Their content is developed according to several guidelines:

- consistency with the UniCredit Group's strategic imperatives
- evolving skills in line with market changes, digital transformation, and customer needs
- partnership with the business to identify priorities for skill development
- regulatory changes and resulting risk management

UniCredit Corporate University's approach is translated into:

- UniCredit Group guidelines and a structured offer at local/perimeter level
- a single platform for online content, with approximately 10,000 titles
- a user experience that combines in-person, online, and peer-to-peer trainings
- a skills acquisition system (onboarding, upskilling, reskilling, etc.) that supports individuals throughout their professional career
- a specific focus on target populations, such as:
 - new hires, who receive specific training courses in the main banking areas
 - high potentials, with specific attention to topics such as diversity & inclusion, and equal opportunities
 - executives, with a targeted offering integrated into the Group's strategic priorities

Specifically for executives, UniCredit Corporate University has developed a targeted Group-level offering, fully integrated into UniCredit Group's strategic priorities. The initiative is aimed at supporting the UniCredit Group in creating the foundations for a complete transformation of UniCredit Group and in promoting trust, empowerment, and a strong sense of belonging.

It encompasses a mixed development experience with initiatives that go beyond the traditional concept of formal classroom and are fully integrated into people's business challenges, including:

- Group Executive Programmes on strategic topics, such as Leadership, ESG and Artificial Intelligence
- Bespoke initiatives, such as Mentoring and Coaching.
- Immersive workshop and team coaching to support the Bank transformation and foster new leadership imperatives.

UniCredit Corporate University mission, consistently with UniCredit Group purpose of empowering our people to grow both professionally and personally, is to:

- Expand training opportunities, broaden the range of programs available to all employees.
- Develop targeted training paths that strengthen role-specific competencies, thereby improving employees' knowledge and skills to better address clients evolving needs.
- Boost employee engagement by providing new opportunities for professional development.

Training contents are consistent with UniCredit Bank Czech Republic and Slovakia strategy and designed to guarantee the sustainable growth of the Bank in the areas of leadership, digital – in particular Artificial Intelligence - risk management, ESG, wellbeing, generational mix and future proof skills by role being continuously updated to meet the evolving needs of our clients. The contents are defined to offer employees a tailored and continuous learning experience that aligns with both their current role requirements and future skill needs; moreover, they are complemented by yearly mandatory training programmes that serve as an important lever to prevent and mitigate risks, ensure the organizational internal and external reputation and spread risk culture at all levels of the organization.

The learning offers provided by UniCredit Corporate University is established through a structured annual process: needs are identified by dedicated meetings with the business, analysed and translated into tailored training solutions delivered at either local and global level, also involving workforce

representatives as needed to ensure a positive social dialogue and the involvement of all relevant stakeholders in the design and delivery of our employees' skills and knowledge.

Learning initiatives are designed and delivered leveraging on internal faculties and content experts that ensure the coherence to business and employees needs and that are ambassadors of UniCredit Group values of caring and accountability.

UniCredit Bank Czech Republic and Slovakia's well-being programmes focus on positive impacts across physical, mental, social, career, and financial well-being, with flexible work policies to improve work-life quality. Development opportunities, inclusive leadership programmes, community engagement, and transparent communication channels build trust and collaboration, fostering a supportive and engaging work environment.

Additionally, UniCredit Bank Czech Republic and Slovakia's recruiting process supports young talent development through partnerships with universities emphasising diversity and inclusion. This strategy strengthens UniCredit Bank Czech Republic and Slovakia's talent pipeline, supporting innovation, inclusivity, and long-term talent acquisition goals.

UniCredit Bank Czech Republic and Slovakia's is committed to support diversity and equality at all levels of organisation. The primary focus is to unlock the full potential of people fostering a positive and inclusive work environment. This approach ensures sustainable growth, new business opportunities, and a cohesive work environment focused on productivity, personal and professional well-being, and the continuous engagement of people. At UniCredit Bank Czech Republic and Slovakia, we are striving to create value for everyone, everywhere. We look forward to continuing this journey together and achieving our shared goals keeping our Values of Integrity, Ownership and Caring at the centre of everything we do.

Actions taken: effectiveness and results

UniCredit Group and therefore UniCredit Bank Czech Republic and Slovakia employs a robust tracking and assessment framework to evaluate the effectiveness of DE&I and learning initiatives. This includes monitoring specific metrics and KPIs, conducting regular feedback sessions, and benchmarking against industry standards. For DE&I, regular reports ensure transparency and accountability, with leadership evaluated on their progress toward DE&I goals during performance reviews. Similarly, all Learning and Development activities are systematically recorded in the UniCredit Group's Learning Management System (currently MyLearning), ensuring comprehensive monitoring and evaluation. These approaches collectively foster continuous improvement, enabling to drive meaningful impact and support a Culture of inclusivity and growth.

UniCredit Bank Czech Republic and Slovakia's remains committed to drive equal pay for equal work, ensuring fair remuneration based on role, responsibilities, and contributions without discrimination across any diversity strands.

Investments in training and development for people: UniCredit Corporate University, the UniCredit Group's Learning and Development Framework, offers structured leadership and functional expertise programmes for professional and personal growth. Partnerships with educational institutions support career development and continuous learning. Work-life balance solutions, including flexible working arrangements and well-being resources, further support our employees. These initiatives strengthen UniCredit Bank Czech Republic and Slovakia's position as an employer of choice.

In 2025, at UniCredit Group level, significant investments were made in training and development initiatives (€22 million). UniCredit Bank Czech Republic and Slovakia remains committed to further investing in its people allocating dedicated resources to fostering a supportive, inclusive environment that enhances well-being and professional growth.

UniCredit Bank Czech Republic and Slovakia proactively addresses workforce risks and opportunities through comprehensive policies and frameworks focused on well-being, equal opportunities, and career growth. The Human Rights Commitment, aligned with international standards, promotes fair wages, quality employment, and social dialogue, along with skill development through dedicated training programmes. Complementary policies, like the UniCredit Group remuneration policy, ensure that compensation aligns with risk-adjusted performance and sustainability goals while discouraging excessive risk-taking. The diversity, equity and inclusion global policy fosters an inclusive culture, actively preventing discrimination and enhancing employee performance through innovative training. UniCredit Group's global policy against harassment and bullying promotes a respectful workplace implemented also in UniCredit Bank Czech Republic and Slovakia's policies are reinforcing our reputation as an employer of choice. Recruiting initiatives focus on building a diverse talent pipeline through partnerships with universities ensuring long-term innovation and inclusivity. These efforts are supported by mandatory training programmes designed to uphold business conduct and safeguard the UniCredit Bank Czech Republic and Slovakia's reputation. The effectiveness of these actions is monitored through transparent performance reviews, career development plans, and continuous dialogue with employees, ensuring alignment with UniCredit's and UniCredit Bank Czech Republic and therefore Slovakia's strategic goals.

Mandatory training at the UniCredit Group level plays a critical role in preventing and mitigating business conduct risks, with implications for internal and external reputation, and legal liability of both employees and management.

UniCredit Bank Czech Republic and Slovakia fosters career growth, inclusivity, and work-life balance through the following initiatives:

- **Skill building and development:** UniCredit Bank Czech Republic and Slovakia provides comprehensive training programs, including mandatory and role-specific courses, to support upskilling, reskilling, and digital skills enhancement. UniCredit Corporate University, launched in 2022, offers a unified framework for learning and development, delivering tailored programs aligned with career phases like

onboarding and professional growth. Accessible through a dedicated platform and in-person training, the programs focus on strategic areas such as Leadership, ESG, Digital, and Risk Management.

- **Fair opportunities and growth:** UniCredit Bank Czech Republic and Slovakia ensures equal opportunities for all employees through merit-based and inclusive practices, while fostering a respectful work environment and promoting social dialogue.
- **DE&I and well-being:** UniCredit Bank Czech Republic and Slovakia advances diversity, equity, and inclusion by promoting inclusive hiring practices, mentorship programs to promote intergenerational dialogue, and dedicated training initiatives. UniCredit Bank Czech Republic and Slovakia together with UniCredit Group hold awareness campaigns, educational events and webinars, contributions to inclusive policies and guidelines, mentoring and leadership-building initiatives; cross-network collaboration and volunteering programs. A safe workplace is supported by the Global Policy Against Harassment, which includes dedicated channels for reporting unacceptable behaviours.

In addition, a significant number of employees, from all Competence Lines and from 13 countries, has been successfully involved in the UniCredit Group culture transformation programme. Presently, UniCredit Group has a Culture Network comprising over 1,500 individuals who have committed to being agents of transformation. Some of these agents have participated in training sessions offered through UniCredit Group culture learning programs. These include Culture Boostcamp, well-being workshops and other training initiatives for Culture Champions and Employee Networks. It should be noted that the mentioned programmes are not exhaustive, as additional training opportunities have been available under the Culture Learning offer. Moreover, these agents have also attended Culture progress events and actively contributed to brainstorming and implementing culture initiatives.

Metrics and targets

S1-5 - Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

UniCredit Group and therefore UniCredit Bank Czech Republic and Slovakia is committed to fostering a culture that empowers individuals, enhances the Bank's reputation, strengthens talent attraction, and promotes engagement and belonging.

Employee engagement and representation are an important part of UniCredit Bank Czech Republic and Slovakia's approach to setting and evaluating goals in the areas of culture and diversity, equity and inclusion (DE&I). When defining these goals, the bank uses employee feedback obtained through dialogue and discussions with internal communities focused on supporting an inclusive working environment.

Employees are also involved in ongoing progress monitoring through internal communication channels (SharePoint, email communication) and themed initiatives that provide regular feedback on the fulfilment of established goals and help identify areas for further improvement.

The insights and experiences gathered from employees are taken into account when evaluating and updating future culture and DE&I initiatives, contributing to the continuous improvement of an inclusive working environment and strengthening employee engagement across the entire organization.

Our DE&I initiatives are related to dedicated goals in areas such as:

- **Awareness and Education on DE&I:** Initiatives like the DE&I global policy and dedicated guidelines support employee understanding of biases, encouraging an inclusive mindset. All employees are invited to participate in webinars and inspirational lectures devoted to various aspects of DE&I.
- **Behavioural and Cultural Change:** We encourage employees to embrace inclusive behaviours, fostering a diverse, equitable environment that values each colleague.
- One of the key areas is **equal pay**, which we have been focusing on for a long time. For us, equal pay means the same salary for work of equal value, regardless of factors that are not related to employees' performance or experience. This includes eliminating pay differences based on gender, age, nationality, health limitations, or other characteristics. The Bank's current remuneration system is built on this foundation.

UniCredit Group supports a Culture of inclusion across all levels and geographies, working to be an employer of choice with a strong DE&I Culture. Employee Networks offer safe spaces, amplify diverse voices, and support communities.

UniCredit Bank Czech Republic and Slovakia DE&I ambitions include gender parity, ensure equal pay for equal work, wider ethnic and cultural diversity, a fully accessible environment for employees and clients, and promoting DE&I across all organisational levels, including stakeholders and suppliers. Accountability is maintained through our wider Culture & DE&I Network.

Progress towards DE&I targets is tracked and disclosed through transparent reporting and market benchmarking. Regular updates are provided to the Management Board ensuring UniCredit Bank Czech Republic and Slovakia's DE&I goals remain on track with corrective actions as needed.

Progress is also acknowledged externally through recognition and awards, such as EDGE Certification

By fostering a diverse, inclusive and supportive environment, UniCredit Bank Czech Republic and Slovakia enhances organisational success and individual well-being, aligning with sustainable growth and stakeholder expectations.

S1-6 - Characteristics of the undertaking's employees

Information on employee head count by gender

GENDER	31.12.2025		31.12.2024	
	NUMBER OF EMPLOYEES (HEAD COUNT)	NUMBER OF EMPLOYEES (HEAD COUNT - ANNUAL AVERAGE)	NUMBER OF EMPLOYEES (HEAD COUNT)	NUMBER OF EMPLOYEES (HEAD COUNT - ANNUAL AVERAGE)
Male	1 175	1 197	1 219	1 225
Female	2 124	2 186	2 247	2 261
Other	-	-	-	-
Not reported	-	-	-	-
Total employees	3 299	3 383	3 466	3 486

All figures are reported in head count as at the end of the period (31 December of the reporting year). HR system of UniCredit Bank Czech Republic and Slovakia provides 100% coverage and uses actual data, not estimates. Moreover, the total workforce figures are the same as indicated in the Financial Statement, but with different splits.

Information on the number of employees is provided in the notes to the consolidated financial statements, in Section V – Additional Information, item 9 – Administrative Expenses. The data on the total number of employees correspond to the figures disclosed in the financial statements, but are presented using a different breakdown (headcount in the CSRD report vs. full-time equivalent ("FTE") figures in the notes to the consolidated financial statements).

Employee head count in countries where the undertaking has at least 50 employees representing at least 10% of its total number of employees

COUNTRY	31.12.2025		31.12.2024	
	NUMBER OF EMPLOYEES (HEAD COUNT)	NUMBER OF EMPLOYEES (HEAD COUNT - ANNUAL AVERAGE)	NUMBER OF EMPLOYEES (HEAD COUNT)	NUMBER OF EMPLOYEES (HEAD COUNT - ANNUAL AVERAGE)
Czech Republic	2 351	2 396	2 450	2 446
Slovakia	948	988	1 016	1 040

Information on employees by contract type, broken down by gender (head count)

HEAD COUNT	31.12.2025				TOTAL
	FEMALE	MALE	OTHER	NOT REPORTED	
Number of employees (head count)	2 124	1 175	-	-	3 299
Number of employees (head count - annual average)	2 186	1 197	-	-	3 383
Number of permanent employees (head count)	1 984	1 081	-	-	3 065
Number of permanent employees (head count - annual average)	2 042	1 104	-	-	3 146
Number of temporary employees (head count)	140	94	-	-	234
Number of temporary employees (head count - annual average)	144	93	-	-	237
Number of non-guaranteed hours employees (head count)	-	-	-	-	-
Number of non-guaranteed hours employees (head count - annual average)	-	-	-	-	-
Number of full-time employees (head count)	1 878	1 141	-	-	3 019
Number of full-time employees (head count - annual average)	1 932	1 160	-	-	3 092
Number of part-time employees (head count)	246	34	-	-	280
Number of part-time employees (head count - annual average)	254	37	-	-	291

Information on employees by contract type, broken down by gender (head count)

HEAD COUNT	31.12.2024				TOTAL
	FEMALE	MALE	OTHER	NOT REPORTED	
Number of employees (head count)	2 247	1 219	-	-	3 466
Number of employees (head count - annual average)	2 261	1 225	-	-	3 486
Number of permanent employees (head count)	2 099	1 127	-	-	3 226
Number of permanent employees (head count - annual average)	2 086	1 124	-	-	3 209
Number of temporary employees (head count)	148	92	-	-	240
Number of temporary employees (head count - annual average)	176	101	-	-	277
Number of non-guaranteed hours employees (head count)	-	-	-	-	-
Number of non-guaranteed hours employees (head count - annual average)	-	-	-	-	-
Number of full-time employees (head count)	1 985	1 179	-	-	3 164
Number of full-time employees (head count - annual average)	2 004	1 184	-	-	3 188
Number of part-time employees (head count)	262	40	-	-	302
Number of part-time employees (head count - annual average)	258	41	-	-	298

Information on employees by contract type, broken down by region (head count)

HEAD COUNT	31.12.2025	
	CZECH REPUBLIC	SLOVAKIA
Number of employees (head count)	2 351	948
Number of employees (head count - annual average)	2 401	982
Number of permanent employees (head count)	2 183	882
Number of permanent employees (head count - annual average)	2 231	915
Number of temporary employees (head count)	168	66
Number of temporary employees (head count - annual average)	170	67
Number of non-guaranteed hours employees (head count)	-	-
Number of non-guaranteed hours employees (head count - annual average)	-	-
Number of full-time employees (head count)	2 098	921
Number of full-time employees (head count - annual average)	2 139	953
Number of part-time employees (head count)	253	27
Number of part-time employees (head count - annual average)	262	29

Information on employees by contract type, broken down by region (head count)

HEAD COUNT	31.12.2024	
	CZECH REPUBLIC	SLOVAKIA
Number of employees (head count)	2 450	1 016
Number of employees (head count - annual average)	2 446	1 040
Number of permanent employees (head count)	2 278	948
Number of permanent employees (head count - annual average)	2 258	951
Number of temporary employees (head count)	172	68
Number of temporary employees (head count - annual average)	188	89
Number of non-guaranteed hours employees (head count)	-	-
Number of non-guaranteed hours employees (head count - annual average)	-	-
Number of full-time employees (head count)	2 179	985
Number of full-time employees (head count - annual average)	2 180	1 008
Number of part-time employees (head count)	271	31
Number of part-time employees (head count - annual average)	267	32

Characteristics of the undertaking's Employees

NUMBER AND RATE OF EMPLOYEE TURNOVER	31.12.2025	31.12.2024
Employees who have left undertaking	(237)	(212)
Turnover rate	-7 %	-6 %
Number of employees previous year	3 466	3 505

Includes the employees who left voluntarily or due to dismissal, retirement, or death in service.

S1-7 - Characteristics of non-employee workers in the undertaking's own workforce

For non-employees, we will report data in terms of Head Count (HC).

The categories are as follows:

- **Leased Workers:** Individuals whose workforce is leased to UniCredit Bank Czech Republic and Slovakia, typically through external agencies (such as Adecco, Manpower, etc.), for a limited period. This is based on a contract between the agency and the UniCredit Bank Czech Republic and Slovakia. (NACE Code N78);
- **Contractors:** Individuals with temporary contracts related to a specific project or task, who have a direct contract with UniCredit Bank Czech Republic and Slovakia.

All figures are reported in HC as of the end of the period (31 December of the reporting year).

UniCredit Bank Czech Republic and Slovakia HR system provides 100% coverage and uses actual data, not estimates, including for non-employees.

As at 31 December 2025, the number of non-employees' workers is 502.

As at 31 December 2024, the number of non-employees' workers was 486.

S1-8 - Collective bargaining coverage and social dialogue

Collective bargaining coverage and social dialogue

COVERAGE RATE	COLLECTIVE BARGAINING COVERAGE		SOCIAL DIALOGUE
	EMPLOYEES – EEA (FOR COUNTRIES WITH >50 EMPLOYEES REPRESENTING > 10% TOTAL EMPLOYEES)	EMPLOYEES – NON-EEA (ESTIMATE FOR REGIONS WITH >50 EMPLOYEES REPRESENTING > 10% TOTAL EMPLOYEES)	WORKPLACE REPRESENTATION (EEA ONLY)(FOR COUNTRIES WITH >50 EMPLOYEES REPRESENTING > 10% TOTAL EMPLOYEES)
31.12.2025			
80-100%	Czech Republic, Slovakia	-	Czech Republic, Slovakia

Collective bargaining coverage and social dialogue

COVERAGE RATE	COLLECTIVE BARGAINING COVERAGE		SOCIAL DIALOGUE
	EMPLOYEES – EEA (FOR COUNTRIES WITH >50 EMPLOYEES REPRESENTING > 10% TOTAL EMPLOYEES)	EMPLOYEES – NON-EEA (ESTIMATE FOR REGIONS WITH >50 EMPLOYEES REPRESENTING > 10% TOTAL EMPLOYEES)	WORKPLACE REPRESENTATION (EEA ONLY)(FOR COUNTRIES WITH >50 EMPLOYEES REPRESENTING > 10% TOTAL EMPLOYEES)
31.12.2024			
80-100%	Czech Republic, Slovakia	-	Czech Republic, Slovakia

The collective bargaining agreement refers to national, sector and company level.

The above table refers to percentage of employees covered by collective bargaining agreements and social dialogue, in countries where applicable. Maintaining proactive and regular open dialogue with our employees is the basis for a stable and motivating working environment and strengthens company's spirit of collaboration and helps us unlock value creation. Transparent and constructive social dialogue between the bank's management and representatives of trade unions both in the Czech and Slovak Republic is conducted with the priority of negotiating with all employees and strengthening the stability of working conditions, improvement in the working environment and to maintain the long-term sustainability of the business model.

The collective agreement and its amendments are the result of bilateral negotiations and mutual compromises. The concluded collective agreements are binding for all contracting parties and apply to all employees working in an employment relationship, regardless of whether the employees are members of the trade unions or not. Collective bargaining is carried out in accordance with the Act on Collective Bargaining and is held regularly every year.

The results of collective bargaining between the employer and trade unions are communicated to all employees, including the full text of the collective agreement and its amendments, all these information can be found on company's intranet.

S1-9 - Diversity metrics

	31.12.2025		31.12.2024	
	NUMBER OF EMPLOYEES AT TOP MANAGEMENT LEVEL	PERCENTAGE OF EMPLOYEES AT TOP MANAGEMENT LEVEL BY GENDER	NUMBER OF EMPLOYEES AT TOP MANAGEMENT LEVEL	PERCENTAGE OF EMPLOYEES AT TOP MANAGEMENT LEVEL BY GENDER
Male	9	60 %	9	60 %
Female	6	40 %	6	40 %
Total	15	100 %	15	100 %

In the Top Management figures are considered members of Management Board and managers directly reporting to CEO and Deputy CEO.

Compared to 2024, when the number of men in senior positions was 35 (73%) and the number of women was 13 (27%), the calculation methodology has been revised. Originally, the total number included all managers directly reporting to all members of the Management Board. Under the new approach, the total number includes the members of the Management Board and only the managers directly reporting to the Chief Executive Officer and the Deputy Chief Executive Officer.

As a result, the previously reported 2024 figures were adjusted, reducing the number of men from 35 to 9 and the number of women from 13 to 6.

Employee distribution by Age Group

NUMBER OF EMPLOYEES (HEAD COUNT) BY AGE GROUP	31.12.2025		31.12.2024	
	NUMBER OF EMPLOYEES	%	NUMBER OF EMPLOYEES	%
Under 30 years old	295	9 %	319	9 %
30-50 years old	2 093	63 %	2 312	67 %
Over 50 years old	911	28 %	835	24 %

The age distribution of employees is determined by categorising the total headcount into three groups: employees under 30, employees between 30 and 50, and employees aged over 50. The headcount in each category is then divided by the total workforce, including both male and female employees, to ensure consistency in reporting.

S1-10 - Adequate wages

All employees receive adequate wages. Adequate wages are specified with reference to the Commission Delegated Regulation (EU) 2023/2772 supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standards, specifically to the benchmark referring to the Directive (EU) 2022/2041 of the European Parliament and of the Council on adequate minimum wages in the European Union. Adequate wage benchmark shall not be lower than the prevailing minimum wage established by local regulations. In the Czech Republic the minimum salary is set at 20 800 CZK, in Slovakia at 816 EUR (in case of more complex positions such minimums are multiplied by coefficient set by the local regulations).

UniCredit Bank Czech Republic and Slovakia considers transparency and clarity in the remuneration system to be key factors in strengthening employee trust in the fairness and stability of internal processes. Although remuneration is based on long-established principles, the bank continues to identify opportunities to further enhance the comprehensibility of specific rules, particularly in relation to variable pay components and their allocation.

Certain aspects of the current framework may be perceived by employees as less predictable, highlighting the need for increased transparency regarding the criteria, processes, and factors influencing remuneration levels. UniCredit Bank Czech Republic and Slovakia therefore continues to pursue initiatives aimed at improving clarity, accessibility of information, and open dialogue with employees and employee representatives, with the objective of ensuring that remuneration conditions are as clear, fair, and understandable as possible. These measures are essential for strengthening trust, motivation, and long-term employee engagement.

S1-11 - Social protection

All employees are covered by social protection through national programmes in accordance with local legislations (e.g. Social Security Insurance Act) for major life events (such as maternity leave, sickness, retirement, unemployment etc.).

S1-12 - Persons with disabilities

Employees with disabilities

NUMBER OF EMPLOYEES	31.12.2025	31.12.2024
Employees with disabilities	68	64
Total number of employees	3 299	3 466
Percentage of employees with disabilities	2 %	2 %

A person with disabilities is an individual whose health status limits their ability to perform certain activities, such as movement, work, or social inclusion. This includes individuals officially recognised as having a disability according to the legal and regulatory standards of the Czech Republic and Slovakia. This definition accommodates local legal frameworks and ensures a standardized approach to identifying and reporting employees with disabilities in compliance with CSRD requirements.

S1-13 - Training and skills development metrics

Training hours are defined as the time dedicated to training and skills development, including in-presence and virtual sessions, online courses, workshops, certification programmes, educational opportunities. This measure does not encompass trainee programmes, course development, or instructors' teaching time.

To calculate training hours per employee, disaggregated by gender, we divide the total recorded training hours in the reporting period by the headcount of each gender. All employees within UniCredit Bank Czech Republic and Slovakia are included in these headcounts, thereby meeting CSRD requirements for consistent and transparent reporting of training and professional development data.

The percentage of employees participating in performance appraisals is calculated using the total headcount from the S1-6 disclosure as the denominator. This total includes employees who are not appraisal-eligible but remain part of the workforce, thereby preventing the metric from reaching 100%. Because all individuals in excluded categories are counted as non-participants, the rate does not reflect only those who are eligible and participate in appraisals.

Training and skills development indicators by gender

	31.12.2025			31.12.2024		
	TOTAL NUMBER OF EMPLOYEES THAT PARTICIPATED IN REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS	PERCENTAGE OF EMPLOYEES THAT PARTICIPATED IN REGULAR PERFORMANCE AND CAREER DEVELOPMENTS REVIEWS		TOTAL NUMBER OF EMPLOYEES THAT PARTICIPATED IN REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS	PERCENTAGE OF EMPLOYEES THAT PARTICIPATED IN REGULAR PERFORMANCE AND CAREER DEVELOPMENTS REVIEWS	
Male	1 175	886	75 %	1 219	922	76 %
Female	2 124	1 545	73 %	2 247	1 569	70 %
Other	-	-	-	-	-	-
Total	3 299	2 431	74 %	3 466	2 491	72 %

Average number of training hours by gender

	31.12.2025			31.12.2024		
	TOTAL NUMBER OF EMPLOYEES	TOTAL NUMBER OF TRAINING HOURS	AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE	TOTAL NUMBER OF EMPLOYEES	TOTAL NUMBER OF TRAINING HOURS	AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE
Male	1 175	46 680	40	1 219	43 291	36
Female	2 124	88 955	42	2 247	80 723	36
Other	-	-	-	-	-	-
Total	3 299	135 635	41	3 466	124 014	36

S1-15 - Work-life balance metrics

Percentage of entitled employees that took family-related leave by gender

	31.12.2025		31.12.2024	
	NUMBER OF ENTITLED EMPLOYEES THAT TOOK FAMILY-RELATED LEAVE	PERCENTAGE OF ENTITLED EMPLOYEES THAT TOOK FAMILY-RELATED LEAVE	NUMBER OF ENTITLED EMPLOYEES THAT TOOK FAMILY-RELATED LEAVE	PERCENTAGE OF ENTITLED EMPLOYEES THAT TOOK FAMILY-RELATED LEAVE
Male	32	1 %	25	1 %
Female	195	6 %	220	7 %
Total	227	7 %	245	7 %

All employees of UniCredit Bank Czech Republic and Slovakia are entitled to family-related leave, including maternity, parental and paternity leave. The Bank fully guarantees employees' right to such leave in accordance with the applicable labour regulations in the Czech Republic and Slovakia. Any specific details or clarifications required by national legislation are outlined in our collective agreements, internal policies, handbooks and related documents. By doing so, the Bank also supports its CSRD commitments in relation to fostering a supportive and inclusive working environment.

S1-16 - Compensation metrics (pay gap and total compensation)

The gender pay gap is determined on gross hourly pay (including variable components) for male and female employees. The calculation subtracts the average gross hourly pay of female employees from that of male employees, then divides by the average gross hourly pay of male employees and finally multiplies by 100. The calculation is carried out separately for each country. The calculation does not reflect the demographic factor, i.e. different portions of genders in various positions and seniorities in organizational hierarchy.

In the current reporting year, UniCredit Group enhanced methodology for calculating the gender pay gap in line with ESRS S1-16. For the first time, Group collected data across all employees and all legal entities (including UniCredit Bank Czech Republic and Slovakia), capturing for each entity and gender:

- total remuneration (including fixed and variable components);
- total hours worked.

This comprehensive dataset enabled us to calculate a fully consolidated Group-level gender pay gap, using the CSRD-defined methodology based on gross hourly pay.

In accordance with CSRD requirements on comparability and restatement, UniCredit Bank Czech Republic and Slovakia also reassessed the figure reported for the previous year. As UniCredit Bank Czech Republic and Slovakia data were not available for that period, the restatement was performed using the best available information, applying a weighted average of the gender pay gap results calculated at legal-entity level.

This ensures that the prior-year figure is aligned with the underlying logic of ESRS S1-16, consistent with the approach applied this year to the extent possible, and comparable with the newly introduced UniCredit Bank Czech Republic and Slovakia result.

The shift from legal-entity-based averages to employee-level data significantly strengthens the accuracy, coverage and robustness of our disclosure. While the restated prior-year value does not reflect the full granularity of this year's dataset, it provides a fair and transparent representation based on the information available at the time.

UniCredit Bank Czech Republic and Slovakia will continue to apply the enhanced UniCredit Group-level methodology going forward and does not anticipate further methodological changes unless required by future ESRS updates or internal data-integration improvements. UniCredit Bank Czech Republic and Slovakia remains committed to ensuring transparency and comparability in our gender-related disclosures.

UniCredit Bank Czech Republic and Slovakia also measures and monitors as a key KPI the "gender pay gap for employees in the same role", which has been consistently maintained below 2%.

UniCredit Bank Czech Republic and Slovakia recognises fair, consistent and equitable remuneration as an essential component of its social responsibility and its commitment to employees. Analyses indicate that opportunities for further improvement remain in the area of pay equity, including the gradual reduction of disparities across different employee groups—particularly between women and men—as well as narrowing the remuneration gap in comparison with the external market. These topics require regular monitoring, analytical evaluation and transparent communication to ensure that the internal remuneration framework remains competitive and appropriate.

UniCredit Bank Czech Republic and Slovakia will continue to develop measures aimed at strengthening transparency, fairness and long-term sustainability in remuneration practices, as well as at reducing gender-based wage disparities and gaps relative to the market across all remuneration segments, in close cooperation with the social partner. The objective is to support equal opportunities and foster a working environment that reflects the principles of fair and non-discriminatory remuneration.

The total compensation ratio of the UniCredit Bank Czech Republic and Slovakia CEO to the median UniCredit Bank Czech Republic and Slovakia employee is 1:23 as of December 2025 and the ratio was the same as of December 2024.

The total remuneration ratio is determined by dividing the total annual remuneration of the highest-earning employee (in this case, the CEO) by the median total annual remuneration of employees within UniCredit Bank Czech Republic and Slovakia.

Gender Pay Gap - by country

31.12.2024	
COUNTRY	GENDER PAY GAP
Czech Republic	35 %
Slovakia	29 %

Gender Pay Gap - by country

31.12.2024	
COUNTRY	GENDER PAY GAP
Czech Republic	29 %
Slovakia	25 %

S1-17 - Incidents, complaints and severe human rights impacts

Number of incidents of discrimination and number of complaints

	31.12.2025
Total number of incidents of discrimination	-
Total number of complaints filed through channels for people in own workforce to raise concerns	-
Total number of complaints filed to National Contact Points for OECD Multinational Enterprises	-

Number of incidents of discrimination and number of complaints

	31.12.2024
Total number of incidents of discrimination	1
Total number of complaints filed through channels for people in own workforce to raise concerns	3
Total number of complaints filed to National Contact Points for OECD Multinational Enterprises	-

In the context of global policy against harassment, sexual misconduct, bullying and retaliation and diversity, equity and inclusion global policy in 2025 in the UniCredit Bank Czech Republic and Slovakia, no reports were received and investigated and for no disciplinary sanctions were imposed. It should be noted that no costs referred to work-related incidents of discrimination have been recognized during financial year 2025. Finally, as per request of ESRS S1-17 par.104, no cases of severe human rights incidents have occurred during the year.

S3 - Affected communities

Impact risk and opportunity management

S3-1 - Policies related to affected communities

UniCredit Bank Czech Republic and Slovakia's relationship with affected communities is highlighted by existing policies which address material impacts and opportunities resulted from the DMA process:

Impacts:

- Improving access to credit and disseminating financial culture in the communities, with a focus on supporting younger and more vulnerable and/or low-income groups through dedicated products and services in order to enhance economic development and investor confidence.
- Contributions to various causes that increase awareness and dissemination of economic, social, political, civil and cultural rights, therefore positively impacting education, health, and community development.

Opportunities:

- Strategic community partnerships, collaborations with local organisations, industry and professionals' associations and community groups to create sustainable and impactful programmes (a.o. financial inclusion for vulnerable groups).
- Establish and promote employee volunteering programmes that contribute to the well-being and development of local communities and support associations and projects in the area.
- Increase in market share, attract socially conscious investors and improve reputation through the expansion of product offerings with positive social impact, therefore anticipating and positively reacting to political and societal changes.

Reference is made to "MDR-P Policies adopted to manage material sustainability matters".

UniCredit Group and therefore UniCredit Bank Czech Republic and Slovakia's **Human Rights Commitment** also applies to the affected communities, guaranteeing that the human rights of communities are respected in line with the generally accepted international instruments. As highlighted in the general section, our Commitment is aligned with internationally recognized instruments, including the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises that involve affected communities. There have been no cases of non-compliance with reference to affected communities.

Reference is made to "ESRS 2 General information".

UniCredit Bank Czech Republic and Slovakia strives to make a positive contribution in Czech Republic and Slovakia, going beyond business conduct based on best practices to actively contribute to the well-being and advancement of the people. This includes acknowledging and promoting the importance of human rights and related topics among communities.

Supporting communities is based on the strong bond between cultural and economic investment, sustainability, and social inclusion, fostering a sense of belonging and promoting shared knowledge and common dialogue, on art, music and sport. Through strategic partnerships, sponsorships, and targeted projects, we strive to make these more accessible, with a focus on involving younger generations. We also react to emergencies by putting our bank's skills and infrastructure at the service of our communities.

Through the UniCredit Foundation, UniCredit Bank Czech Republic and Slovakia is committed to supporting education across Czech Republic and Slovakia and making a genuine impact on the prospects of young people (e.g. Junior Achievement, Teach for Slovakia). Investing in education is a linchpin for ensuring comprehensive growth and development across society and fostering a better future for individuals and their communities.

As responsible financial habits are fundamental to stimulating real cultural change and community development, UniCredit Group also develops a range of financial education programmes and tools across UniCredit Group countries in order to improve the personal financial management skills of our citizens.

In line with UniCredit Group's values, the UniCredit Foundation is also dedicated to involving UniCredit Bank Czech Republic and Slovakia employees in social initiatives. This involves matching their donations and supporting local communities in times of crisis or need. As formalized in our **People & Culture Framework**, UniCredit Bank Czech Republic and Slovakia promotes employee volunteering programs that contribute to the well-being and development of local communities.

As part of its product offering, UniCredit Bank Czech Republic and Slovakia positively affects communities through Social Financing, aiming at providing access to financial services for vulnerable categories and supporting companies to become more socially oriented.

As highlighted in the ESG Product Guidelines, Social Financing perimeter consists of the following loan categories:

- Social Loan: loans to Companies (for profit and not for profit companies or organizations, Public Sector Entities) to finance or re-finance eligible projects and economic activities contributing to the achievement of the Stakeholders' social goals.
- Inclusive Finance: loans supporting individuals (such as young people), small enterprises, micro enterprises, start-ups potentially excluded from the traditional banking offer.
- Loans for disaster recovery: financing or re-financing new and/or existing loans/projects to companies or individuals facing natural disasters. (In 2025, UniCredit Bank Czech Republic and Slovakia did not provide financing under this loan category)
- Loans to SMEs in disadvantaged areas: loans to small and medium-sized enterprises located in disadvantaged areas.
- Social Housing: loans for real estate and urban intervention that aim to help low-income people to access decent houses at affordable prices and improve the access to good quality housing. (In 2025, UniCredit Bank Czech Republic and Slovakia did not provide financing under this loan category)
- Impact Financing: medium/long-term loans, mortgages and unsecured loans supporting projects and activities that - in addition to an economic return - have a clear intention of generating a positive, measurable, additional social impact.
- Social Oriented Organizations: general purpose loans supporting for profit and not for profit companies and organizations including NGOs, Foundations, Associations, Religious bodies, Public sector companies/organizations.

For material impacts, risks and opportunities and their interaction with strategy and business model, reference is made to the Affected communities, consumers, and end users section of SBM-3.

S3-2 - Processes for engaging with affected communities about impacts

UniCredit Bank Czech Republic and Slovakia is directly involved with the communities in delivering offer, products and services or any support provided.

We continuously involve the communities within our activities, engaging the different stakeholders with many different initiatives, and also organising specific events in order to reinforce our connections with the territories and social partners and communities. The frequency of the engagement depends on the type of initiative organised (refer below for more details).

Local department Identity and Communication in cooperation with other departments ensure an effective engagement of the communities in which we operate.

Following specific events and initiatives, we ask for feedback from the involved stakeholders in order to gather their views.

This is especially done with reference to stakeholders that could mainly be affected by impact (meaning vulnerable categories such as low income people, people at risk of social and financial exclusion, young people and students, people with disabilities, women, the elderly, etc.).

To ensure communities' sustainable progress, we leverage our social contribution, focusing on specific projects related to youth, education and a just transition. This is in line with UniCredit Group's commitment to fostering the financial inclusion of clients and vulnerable individuals as stated in the Principles for Responsible Banking (PRB) Progress Statement.

Investing in long-term stakeholder relationships

Engaging with our stakeholders on a deep and meaningful level represents a crucial building block for a relationship based on trust.

Engaging with NGOs

UniCredit Bank Czech Republic and Slovakia has strengthened its engagement with NGOs and civil society at large, carrying out dedicated initiatives where appropriate to assess any gaps identified in our ESG strategic positioning and highlight the Bank's improvements regarding sustainability material topics, such as just and fair transition, Net Zero, biodiversity, policy updates (e.g. weapons), STEEL principles and decarbonisation. During the year, we continuously engaged with NGOs in order to:

- receive their feedback to update our sector policies;
- share our targets on official commitments before disclosure (for example, Net Zero);
- participate in and contribute to banking surveys and engagement questionnaires;
- interact on relevant reports and roundtables;
- involve them in our stakeholder engagement initiatives.

Employee volunteering initiatives

In alignment with UniCredit Group's purpose of "Empowering our communities to progress" UniCredit Bank Czech Republic and Slovakia encourages its employees to participate in activities to support the communities in which we operate through corporate volunteering initiatives, in addition to those carried out by employees individually beyond working hours. In UniCredit Bank Czech Republic and Slovakia employees have two paid days off a year to dedicate to volunteering.

Engaging with the community

The **ESG Day** (also disclosed in the 'Stakeholder Engagement' section).

As part of the global ESG Day initiative, in UniCredit Bank Czech Republic and Slovakia we organized an online seminar on 27 November 2025 in both countries. The event was aimed at corporate clients and focused on the practical aspects of sustainability. The program also included a presentation of the InvestEU program of the European Investment Fund.

Skills for Transition is a social programme, fully funded by UniCredit Group.

The first edition of Skills for Transition delivers strategic training to young people, including students and those not in education, employment or training (NEETs), and companies expected to be impacted by the green transition, helping them to develop the skills they need to meet the demands of a changing environment whilst generating a measurable social impact. Throughout the year, in UniCredit Bank Czech Republic and Slovakia we offered this program especially for our clients expected to be impacted by green transition.

The initiative sits firmly in line with UniCredit Bank Czech Republic and Slovakia's strong commitment to promoting a just and fair transition, as well as its consistent support for education - a key driver for Europe's future. Together, these form part of the Bank's stated purpose of empowering its communities to progress and underpin many of its ESG goals.

S3-3 - Processes to remediate negative impacts and channels for affected communities to raise concerns

No negative impacts have been identified as material regarding affected communities.

As of today, UniCredit Bank Czech Republic and Slovakia does not have any specific channels in place for affected communities to raise concerns or needs directly with undertaking.

However, UniCredit Group has in place Global Policy (implemented also by UniCredit Bank Czech Republic and Slovakia in internal policies)- Anti-retaliation with the aim of preventing, investigating and protecting employees and third parties from acts of retaliation.

Reference is made to “MDR-P Policies adopted to manage material sustainability matters”.

S3-4 - Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions

In 2025, UniCredit Bank Czech Republic and Slovakia assessed the significant impacts, risks, and opportunities related to the affected communities. Based on this assessment, the bank states that during the reporting period, no local measures implemented at the level of the Czech Republic and Slovakia were identified that would directly relate to mitigating significant risks or leveraging significant opportunities associated with the affected communities.

UniCredit Bank Czech Republic and Slovakia supports communities and vulnerable people, for whom we provide financial education programmes to increase awareness of economic topics and reduce social gaps. We continuously support communities through our Social Strategy, focusing on social finance, our own social contribution to our communities, and the support we give our people.

The effectiveness of all our initiatives is tracked in different ways based on the specific intervention considered. This is mainly represented by feedback sessions, ad hoc surveys, interviews, satisfaction questionnaires, workshops, engagement events and awareness campaigns.

UniCredit Bank Czech Republic and Slovakia is committed to building strong relationships with local communities through initiatives that run year-on-year, targeting the communities across Czech Republic and Slovakia. Following a qualitative description of these initiatives:

Community contributions

UniCredit Bank Czech Republic and Slovakia's goal is to grow by offering development opportunities to communities, clients and the local area. We do this through our work and by building financial and social inclusion with corporate citizenship and philanthropic initiatives.

Young people:

- A simplified opening process for students, account OPEN Young in Czech Republic and START Young in Slovakia and home mortgages for young people (Hypotéka pro mladé).

- People with disabilities:

- During 2025, we at UniCredit Bank Czech Republic and Slovakia worked intensively to maximise the accessibility of our services, striving to approach all people with any form of disability — whether temporary or permanent — with respect and understanding. This includes the installation of new ATMs compliant with EU accessibility requirements, ensuring they are usable for wheelchair users as well as people with visual or hearing impairments.
- Improving digital channels and accessibility, including for elderly clients.

Microcredit for micro-entrepreneurs at risk of financial exclusion

- Offer with a tailored-made service model supporting individuals at risk of financial exclusion, micro-entrepreneurs and start-ups.
- Our microcredit service model supports micro-entrepreneurs and strengthens their skills with an end-to-end process, from business plan development to support during the first period of business activity and leverages local and international partnerships.

Fostering financial inclusion

We offer a broad range of customized solutions to enable individuals and businesses to gain ready access to financial products and services. At the same time, we are strongly committed to helping improve personal financial skills, enabling people and businesses to make responsible decisions.

Promoting and supporting culture

UniCredit Bank Czech Republic and Slovakia is proud to support arts and culture as an engine of social, economic and sustainable development, with a focus on youth and education. Our collaborations are built on a shared commitment to social issues, embodying UniCredit Group's pan-European aim to strengthen bonds with its communities and help improve quality of life and togetherness.

In cooperation with UniCredit Leasing, the UniCredit Bank Czech Republic and Slovakia contributed nearly **CZK 34 million** to charitable activities. The strategic areas we have supported over the long term continued to include **culture, sport, science and healthcare**.

In 2025, alongside our key partnerships, we focused in particular on supporting **children's and youth projects**, both in the cultural and sports fields. As in previous years, we continued our cooperation with the **Karlovy Vary International Film Festival**; in addition to film, however, we also supported **visual arts and music projects**.

A significant portion of charitable funding was directed to **healthcare**. Beneficiaries included, for example, **Ronald McDonald House**, the **Institute of Microbiology**, the **Krtek Oncology Fund**, the **Pavel Kolář Center of Movement Medicine Foundation**, and, in Slovakia, **Pneumoned**.

We also did not forget the **most vulnerable groups**. Support was provided to the foundations **Konto Bariéry**, **Nadace Syner**, **Fond ohrožených dětí Klokánek**, **Nadační fond Žirafka**, the organization **Women for Women** through its *School Lunches for Children* project, the **Jedlička Institute Sports Club**, and **Domov Odry** from the Moravian-Silesian Region, which specializes in social care services for seniors and people living with Alzheimer's disease.

A separate chapter is dedicated to the **support of sport**, which the UniCredit Bank Czech Republic and Slovakia considers essential in today's fast-paced world, particularly with a focus on the **younger generation**, with the aim of strengthening both their physical fitness and mental resilience.

We continued our cooperation with the **RunCzech running league**, supported the **Prostějov Tennis Club**, **Sport2Life**, and the **Association for Sport for All** in both the Czech Republic and Slovakia, as well as other significant youth-focused sports projects.

UniCredit Foundation contribution

The UniCredit Foundation is dedicated to empowering young people by promoting equal access to opportunities for personal and professional growth. This mission is pursued in collaboration with national and international non-profit organizations and educational institutions. The ultimate goal is to help young individuals unlock their full potential and play an active role in society.

The Foundation focuses its efforts on the countries where the UniCredit Group operates (including Czech Republic and Slovakia), with particular attention to supporting the most disadvantaged communities.

In addition, the UniCredit Foundation nurtures exceptional talent in the fields of economics and finance by providing scholarships, research grants, and awards in the UniCredit Group's countries of operation.

The Foundation also encourages the involvement of UniCredit Bank Czech Republic and Slovakia employees, reflecting the Bank's core value of caring. By creating opportunities for employees to contribute, the Foundation strengthens internal unity, fosters a sense of belonging and responsibility, and builds meaningful relationships.

UniCredit Foundation's main priorities - Education Support (School, Job), and Talent Empowerment (University) - are pursued through targeted and dedicated initiatives.

International Partnerships

The UniCredit Foundation (UCF) leads two international collaborations with prominent global education networks, aimed at generating lasting impact across the countries where the UniCredit Group operates.

UniCredit Bank Czech Republic and Slovakia is also part of the partnership with **Junior Achievement**. It focuses on supporting vulnerable youth aged 10 to 19. The initiative seeks to inspire and empower these young people to explore new opportunities, recognize the long-term value of education, and discover career paths that ignite their passions.

In 2025, volunteers from UniCredit Bank Czech Republic and Slovakia took part in the program — 16 volunteers from the Czech Republic and 13 from Slovakia. Together, they delivered a total of 118 teaching hours in the Czech Republic and 135 hours in Slovakia.

Through its collaboration with **Teach For All**, UCF has launched another three-year program active in seven UniCredit Group countries including Slovakia. The initiative recruits and trains talented individuals to teach in underserved schools for at least two years. These educators receive continuous professional development to become effective classroom leaders and advocates for educational equity.

In the 2024-2025 school year more than 520 students from 12 schools in Slovakia gained knowledge about financial literacy, online safety, project leadership, and career guidance thanks to the involvement of 30 employees from UniCredit Bank Czech Republic and Slovakia.

Grassroots Initiatives

UCF promotes grassroots projects through a capacity-building approach, identifying, supporting, and scaling best practices with strong growth potential. These initiatives are reinforced by monitoring and impact assessment tools that ensure measurable progress and long-term sustainability. In 2025, the Foundation continued to oversee the 26 non-profit organizations selected through the 2022–2023 Calls for Education, whose projects are still being implemented, while also investing in new collaborations with the winners of the Edu-Fund platform initiative. Launched in July 2024 and closed in April 2025, the Edu-Fund platform is a grant program designed to support multi-year initiatives tackling education challenges faced by young people across UniCredit Groups operating countries including UniCredit Bank Czech Republic and Slovakia. Through three dedicated application streams, the Foundation received 574 applications requesting a total of €254 million across the UniCredit Group. Following the selection process conducted by an External Evaluation Committee, the Foundation awarded funding to 30 innovative programs for a total of €14 million.

These initiatives, implemented by non-profit organizations operating both locally and across borders in UniCredit's countries of operation, are aimed at combating educational poverty and promoting equal learning opportunities with a multidimensional and community centric approach.

The UniCredit Foundation's commitment has been renewed through a second edition of the Edu-Fund platform. Launched in November 2025 and with a total fund of up to €6 million, the initiative continues to offering three funding streams – from €100,000 to over €1 million – for local, national, or international initiatives.

The Edu-Fund platform extends to 13 countries including: Austria, Bosnia and Herzegovina, Bulgaria, Croatia, Czech Republic, Germany, Hungary, Italy, Poland, Romania, Serbia, Slovakia, and Slovenia.

Employee Engagement and Social Contribution

Finally, UCF encourages the active social participation of UniCredit Bank Czech Republic and Slovakia employees through dedicated initiatives such as the **Gift Matching Program**, and **Volunteering** programs. These opportunities foster a culture of care and community belonging, reinforcing the Foundation's commitment to shared value creation while creating opportunities for personal growth and social impact.

Education for clients and communities (Financial Education and programs on integral Sustainability and Entrepreneurship)

In 2025, UniCredit Bank Czech Republic and Slovakia carried out several financial education and awareness initiatives across Czech Republic and Slovakia, focusing on priority beneficiaries such as the young, and using different communication channels such as podcast, social networks and web platforms. Over the past year, our employees trained **more than 4,300 students** through nearly **200 teaching hours**.

UniCredit Bank Czech Republic and Slovakia continues to further develop our programme in cooperation with **Teach For All**, focusing on supporting the upbringing and education of children as well as on improving teachers' qualifications in **Slovakia**. At the same time, we maintain our collaboration with **Junior Achievement**, which targets secondary-school students with the aim of fostering their entrepreneurial spirit and preparing them for their future careers. Within this partnership, our employees act as **mentors and jury members** at the organisation's events.

Metrics and targets

S3-5 - Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Since the measurement of the positive impacts on the communities generated by our activity has not yet been measured by the UniCredit Group, in UniCredit Bank Czech Republic and Slovakia we currently do not have targets related to advancing positive impacts and managing material opportunities.

We nevertheless track the effectiveness of our actions according to our Social Strategy and report our results based on the specific initiatives previously described.

S4 - Consumers and end users

Impact risk and opportunity management

S4-1 - Policies related to consumers and end-user

UniCredit Bank Czech Republic and Slovakia is aware that the financial sector plays an important role in the economy, ensuring stable markets and providing financial support to our society. Banks also have an important social function that goes far beyond lending. They act as one of the engines of social progress and help clients and communities make meaningful progress towards a more sustainable, inclusive and equitable society in the long term.

Our principles towards clients are formalized within our policies, which address impacts, risks and opportunities resulted as material during the DMA process.

Impacts:

- Informed decisions to customers through transparent, neutral and fair advice, also providing the possibility to express their feedbacks; therefore improving users experience and satisfaction.

Risks:

- Non Financial Risks: reputational risk and operational losses due to failure to meet the consumers and end-user' needs and/or to guarantee the customers' data integrity (cyber attacks).

Opportunities:

- Enhancement of relationships with clients and shareholders through clear and transparent communication, as well as strong and safe ICT systems which ensures privacy and data security.
- Expansion of market shares and improvement of retention thanks to the implementation of digital / innovative services and products.

Our **Human Rights Commitment** also applies to our clients and we regularly update it to ensure compliance with the main international standards and norms (such as UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises). In 2025, there have been no cases of non-compliance with these rules with reference to the clients.

Reference is made to "MDR-P Policies adopted to manage material sustainability matters".

Sales and financial advice activities shall responsibly meet clients' needs, leveraging on our employees' competencies and professional conduct, our best-in-class products and services, our simplified business model driven by UniCredit's values of integrity, ownership and caring and the alignment between the incentive system and the achievement of long-term value creation and sustainable results. Our **Code of Conduct** formalizes our commitment to guaranteeing that our clients are provided with clear, neutral and fair advice, and transparent communication, while providing the possibility to express their feedback. UniCredit Bank Czech Republic and Slovakia has in place mechanisms (e.g., channels available to customers for sending suggestions and reports, customers' complaint management, etc.) allowing us to collect information on stakeholders' feedback and grievances with reference to UniCredit Bank Czech Republic and Slovakia practices and any negative impact that we may have caused or contributed to via our own activities. We analyse processes from the client's perspective, for example, by identifying complexities that could be removed and ways we could enhance the customer experience through all channels. All the data and feedback collected are analysed to help us redesign processes and improve operations to meet client needs better. Group-wide, our complaints management system allows us to identify sources of concern and promptly resolve them to the satisfaction of our clients.

A tangible example of our commitment is the Joint Declaration on "Responsible Sales", signed with the European Works Council. The declaration defines the fundamental shared principles on which the conduct at the root of the UniCredit Bank Czech Republic and Slovakia's commercial approach must be based. These principles are oriented toward achieving sustainable strategic targets and maintaining high labour environmental standards.

UniCredit Bank Czech Republic and Slovakia aims to meet customers' expectations by providing innovative solutions, including the development of tailored financial products and services designed for clients and the broader community, while also addressing the needs of vulnerable individuals and specific client segments, as highlighted in the ESG Product Guidelines.

UniCredit Bank Czech Republic and Slovakia is committed to the following principles/rights relevant to all stakeholder categories, including clients, both individuals and enterprises, with particular attention to those presenting social and economic vulnerability:

Privacy and data protection

As formalized in our **Group Privacy Policy** and our **Customer Protection rules**, UniCredit Bank Czech Republic and Slovakia is aware of the importance of respecting our stakeholders' privacy (e.g. the personal data and confidential information of employees, clients and all other data subjects such as trainees, vendors, etc.), including disclosing such information to third parties. Our approach to privacy and data protection is in line with the European and local laws and regulations governing the topic. It applies to all forms of personal data, independent of the data subject they refer to and/or the channel they have been received through. To mitigate risks regarding data breaches, we use appropriate administrative, technical, physical and security measures to meet legal requirements and to safeguard personal data against loss, theft and unauthorized access, use or modification. Furthermore, a dedicated project initiative to reassess and enhance the process and controls on access to customers' data by employees has been launched with the involvement of all key functions (Business, Security, Data Protection Officer) together with dedicated awareness initiatives addressed to Network employees on the compliance to 'need to know' principle.

This approach permits to enhance client loyalty and retention, through the optimization of corporate assets.

Sanctions

UniCredit Bank Czech Republic and Slovakia is firmly committed to complying with all applicable sanctions' regulations. In addition, the Group may decide to introduce further restrictions on business activities involving certain countries, organisations, persons, entities or goods, irrespective of whether they are the subject of a particular sanction imposed by a country or international organisation.

UniCredit Bank Czech Republic and Slovakia recognizes that certain sectors and activities require a tailored approach to ensure that transactional and related risks are comprehensively understood and managed. For this reason, UniCredit embedded in its Reputational risk policies the principles related to international agreements, guidelines and standards (e.g. World Bank Group's Environmental, Health and Safety Guidelines, the UN Global Compact principles) considering their respect and alignment as minimum requirement for the client relationship avoiding potential social and environmental impacts. Through the implementation of appropriate management and mitigation measures UniCredit aims to limit the risks associated with transactions or projects financed for its clients and counterparts. On applying the sector policies, we have developed specific reputational risk assessment systems/tools, some that assess aspects of human rights, in order to evaluate and track clients' risks and performances.

For more details on the mentioned policies, reference is made to "MDR-P Policies adopted to manage material sustainability matters".

For material impacts, risks and opportunities and their interaction with strategy and business model, reference is made to the Affected communities, consumers, and end users section of SBM-3.

S4-2 - Processes for engaging with consumers and end-users about impacts

Engaging with our customers

While capturing new business opportunities and facilitating stakeholder engagement, the service we provide is measured by identifying and prioritising interventions in areas where improvement is required. *In recent times, In UniCredit Bank Czech Republic and Slovakia we have been listening to our clients more than ever, while continuously expanding the number of touchpoints across their journeys. In addition to the Strategic NPS and Relationship NPS, we closely monitor customer experience through instant feedback. Our focus is primarily on service quality and fast delivery feedback to product, process and channel owners, enabling timely improvements and more responsive customer-centric operations.*

NPS is fundamental to understanding the degree of clients' recommendation and experience of our banking services and this guides our interventions. Starting with key client journeys and touchpoints, the NPS is regularly measured, monitored, analysed and discussed and any written feedback from clients on specific areas is examined.

The responsibility of this activity is both at global and local level, within the respective Functions responsible for Market research.

At UniCredit Bank Czech Republic and Slovakia, the local Marketing Communication & Advertising department focuses on strengthening cooperation with stakeholders through systematic assessment of the customer experience and the identification of areas for improvement. At Group level, these activities fall under the responsibility of Group Marketing & Communication.

The main KPI is the Net Promoter Score (NPS), a metric used across industries to measure customer experience. It is based on the sole question, "How likely are you to recommend our Bank to ..., on a scale of 0 to 10?" In the numeric scale, 0 corresponds to not at all likely and 10 to extremely likely. The score is calculated as the difference in percentage between promoters (customers who gave a 9 to 10 score) and detractors (customers who gave a 0 to 6 score). Within the Benchmarking Study, the KPI is more specifically referred to as the Strategic Net Promoter Score to clarify the goal of assessing the overall positioning on high-level topics/areas.

Design-thinking and process-mapping are important tools for improving the customer experience. In this way, we analyse processes from the client's perspective, for example, by identifying complexities that could be removed and ways we could enhance the customer experience through all channels. All the data and feedback collected are analysed to help us redesign processes and improve operations to meet client needs. Group-wide so therefore in UniCredit Bank Czech Republic and Slovakia, our complaints management system allows us to identify sources of concern and promptly resolve them to the satisfaction of our clients. UniCredit Group remains committed to strengthening consumer protection and improving awareness.

The UniCredit Group and therefore UniCredit Bank Czech Republic and Slovakia has adopted a structured approach to ensure compliance with European and Italian regulations on digital accessibility. This strategy combines a centralized remediation program for existing applications with a Business-As-Usual process for new developments.

The centralized program, launched in 2022, identifies all websites and apps in scope, prioritizes them based on user impact, and conducts accessibility assessments through specialized third-party experts. Based on these assessments, remediation activities are executed to improve accessibility levels, supported by compliance oversight to ensure timely publication of accessibility declarations.

Within the UniCredit Bank Czech Republic and Slovakia, the Digital Accessibility project was carried out, focusing primarily on adjustments to digital applications and the bank's website. Additionally, we must comply with accessibility requirements for ATMs and payment terminals. As part of this initiative, we also included employee awareness and education related to these topics.

S4-3 - Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

UniCredit Bank Czech Republic and Slovakia has mechanisms in place to collect information on stakeholders' feedback and grievances with reference to the Bank practices and any negative impact that we may have caused or contributed to via our own activities (e.g. whistleblowing procedures allowing both employees and third parties to report their good faith concerns, clients' complaint management, complaints global policy, etc).

UniCredit Bank Czech Republic and Slovakia is committed to analyse the information received and to transparently communicate the resulting mitigation actions, if needed.

In addition, for financing activities which apply the Equator Principles, the UniCredit Group ensures that the project sponsor establishes a grievance mechanism designed to receive and facilitate resolution of concerns about the project's social and environmental performance.

We also contribute, where appropriate, to legitimate external processes aimed at addressing and resolving grievances.

The Internal Audit function - according to the Group Internal Audit Charter and the IA methodology - performs third level control activities also on processes regulated by policies mentioned in the Human Rights Commitment, as included in its risk-based audit plans.

For further information on our grievance mechanisms, reference is made to "S4-1 Policies related to consumers and end-users".

For further information on our Human Rights Commitment, reference is made to "MDR-P Policies adopted to manage material sustainability matters".

The Whistleblowing Procedure or the Anti-Retaliation Policy applies to clients too.

Reference is made to "S4-1 Policies related to consumers and end-users".

Cybersecurity incident management activities aim to ensure the prompt detection of and adequate response to cybersecurity incidents, minimising negative impacts and contributing to ensuring the best possible levels of information confidentiality, integrity and availability. Security incidents are managed through strong detection processes and Single Points of Contact based on Security Operation Centre capabilities (24 by 7 basis in main countries). In addition, training and awareness activities are in place.

In 2025, UniCredit Bank Czech Republic and Slovakia reinforced its remediation processes to minimize potential negative impacts on consumers and end-users, with a strong focus on cybersecurity and operational resilience. Security was embedded into the software development lifecycle through advanced practices, ensuring vulnerabilities are addressed proactively rather than reactively. The Group strengthened its ability to prevent and respond to threats by enhancing detection capabilities, improving governance, and adopting global standards for risk management. These measures, combined with targeted awareness initiatives and robust endpoint protection, significantly reduced exposure to cyber risks and ensured greater continuity and trust in customer interactions.

The UniCredit Group has implemented a global Anti-Retaliation Policy (also adopted by UniCredit Bank Czech Republic and Slovakia through its internal policies) aimed at preventing, investigating and protecting employees as well as third parties from any form of retaliatory actions.

S4-4 - Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

An internal regulation for ICT & ICT Security Incidents is in place. It applies at the Group level, therefore UniCredit Czech Republic and Slovakia fully follows, and includes roles and responsibilities for ICT & ICT Security Incident management. If a ICT and/or security event is detected, it gets classified, communicated, escalated, resolved and duly reported. The process is directly linked to Crisis Management to make sure appropriate levels of communication and support are achieved in case of need. Following Incidents, eradication activities are defined to reduce the possibility of recurrence.

Training and awareness described in the initiative B.1 Foster Security Culture

UniCredit Bank Czech Republic and Slovakia is aware of the materiality of positive impacts on consumers and end-users from a digital and security perspective, and the need to prevent any potential negative impact and mitigate any risks on consumers and end-users. For this reason, we have planned and implemented numerous actions.

2025 Main Actions

Main improvements related to the Digital Risk framework came into force in January 2025:

- Enhanced Digital Risk Library, including Cloud, AI risks, coherent with the digital ecosystem evolution;
- Overall Second Level Control enhancements to support the evolution of the risk context and Digital Strategy;
- Continuous alignment with digital risk capabilities, according to industry standards, required to digital risk staff across the Group.
- Alignment with regulatory requirement (reporting on the review of ICT Risk management framework based on DORA)
- Establishment of a Common Control Objectives Library inspired by international standards, Group Strategies, to which 1LC and 2LC have to ensure adequacy

Cyber risk appetite

The mission of the Function (Digital Risk) responsible for ICT and Cyber Risks evolved to be responsible for the group-wide evaluation, monitoring and supervision of digital risks to enable UniCredit to be a safe, secure and resilient digital bank. As a proactive partner to the different stakeholders, Digital Risk has to steer the risk profile.

Current risk appetite metrics allow the Board to understand and cover digital risks quickly through selected metrics. In 2025, ongoing monitoring of the key performance indicators (KPIs) of the Risk Appetite Framework (RAF) in the area of digital risks, including third-party risks, was carried out.

Digital risk dashboard

The results of the executed digital second-level controls are reflected in the "Digital Risk Dashboard". This allows the Second Line of Defense to have comprehensive and structured information, and aims to provide an independent, synthetic and managerial view of the Digital Risk to which the Bank is exposed.

The "Digital Risk Dashboard" outcomes are discussed on UniCredit Group level between Group Digital & Information and Group Non Financial Risk monthly. Key results are discussed quarterly in Group Non Financial Risk Committee and Central Europe & Eastern Europe Non Financial Risk Committee. The "Digital Risk Dashboard" is fed by a variety of second level controls (risk assessment, control monitoring) on Group and Local digital processes.

ICT and cyber risk evaluations merged into a unified Digital Risk Dashboard (previously reported in two separate dashboards, one for ICT and one for Cyber risks) to monitor and report Group ICT and cyber risks.

Second-level control (2LCs) enhancements in 2025 mostly tackling the monitoring of obsolete IT assets (i.e., App/Infra SW, Hardware, Mainframe, iSeries) and IT services Cloud-based. Keep strict controls on Identity and Access Management and Application Security with focus on security vulnerabilities leading to new indicators and ad hoc assessment with digital experts to address specific risks.

Moreover, some assessments have been reinforced:

Cyber Security Risk Assessment (Cyber SRA) has been improved in automation for risk engine calculation, embedding controls for global and local IT assets. Moreover, Group risk matrix and taxonomies have been integrated in the risk engine to ensure harmonization with 2LoD assessment and consistent results.

Third-party cybersecurity risk

Monitoring the implementation of the ICT Security risk control framework on third-parties in line with DORA, including escalation processes for high / medium-high residual risks. Risk validation for critical contracts (outsourcing and non-outsourcing), also addressing lock-in risk to ensure resilience and operational continuity.

Digital risk thematic review

- Enforcement of the Digital Risk scenarios to increase their effectiveness and coverage, leveraging on both the evolution of the digital threats landscape and audit outcomes (i.e. IT Disaster Recovery, Identity & Access Management), to proactively identify potential digital risks, increasing organizational preparedness and resilience.
- Anticipate, simulate, identify and prepare for potential digital risks and evaluate mitigation strategies.
- Review the current set of second-level controls on specific ICT and security clusters as part of the continuous improvement in risk monitoring.

The new UniCredit Czech Republic and Slovakia Strategy, fully adopted from Group Digital Strategy, issued in June 2024 and updated on June 2025, supports Governance Functions, specifically Strategy and ESG.

The updated Digital Strategy includes:

- A continuous enhancement and rollout of the ESG Global Infrastructure used for collecting, enriching, and aggregating granular ESG data, supporting the customers in their decarbonization journey in terms of transition.
- Integration of ESG KPIs in the Credit and Pricing process of the Bank, leveraging on a set of harmonized tools across all the countries and integration of the ESG applications with the local underwriting tools and core systems services.

To support the ESG strategy and initiatives, provided with digital infrastructure and KPIs for credit and pricing processes, the new digital strategy includes the following actions:

- Sustainable lending at 360°: coverage of a wide array of ESG indicators;
- Integrated Strategic Enabling: future ESG integrations across operations;
- Supporting client-financed emission reductions in line with Net Zero targets.

In alignment with the purpose of the sustainability reporting, focusing on impacts and opportunities for consumers and users, UniCredit Digital highlights five key areas of action:

- Digital Banking Solutions leveraging innovative technologies like cloud computing, AI, UX, etc.;
- Security;
- Data and AI;
- Infrastructure;
- Digital Culture.

Each key action is described below in terms of expected outcomes and how their implementation contributes to the achievement of policy objectives and targets, scope (i.e. upstream and/or downstream value chain, geographies, affected stakeholder groups, etc.), time horizon and, where available, status and quantitative and qualitative information regarding the progress (KPIs).

A. Digital Banking Solutions

To provide high-value digital banking services for customers such as payments, core banking and other banking digital solutions. Digitalization, leveraging on innovative technologies such as cloud computing, artificial intelligence, analytics and advanced user-experience platforms aim to improve the “dematerialised” experience making it easier, faster, more flexible, more available and accessible (“always and everywhere”), safer and, last but not least, more sustainable for the customer.

A.1) Key action: Payments Strategy in Czech and Slovakia

Description: Development of a robust and scalable payment solution to modernize the IT landscape and improve time-to-market for key payment products. This initiative supports UniCredit Group’s commitment to delivering faster, more reliable, and innovative payment services to customers.
Time horizon: Delivered in 2025.

A.2) Key action: Trading Engine Centralization

Description: Consolidation of Markets Trading operations into a single front-to-back solution on Murex, replacing legacy systems to enhance operational efficiency and risk control. This transformation simplifies processes and strengthens governance for client transactions.
Time horizon: Delivered in 2025.

Status: Kondor+ decommissioned; Bond & Rates, Brokerage, FX, and Credits centralized.

A.3) Key Action: Contact Center Unlocked (Genesys Cloud Migration)

Description: The Group is executing a strategic program to modernize contact center operations across multiple countries include Czech Republic and Slovakia by migrating to Genesys Cloud. This initiative replaces fragmented legacy systems with a unified, cloud-native platform, enabling process harmonization, centralized governance, and advanced automation capabilities.

The program introduces AI-driven features such as virtual agents, predictive routing, and conversational bots, improving customer experience through enhanced self-service options, faster issue resolution, and personalized interactions. The adoption of global processes ensures consistency while allowing minimal local adaptations for regulatory needs.

Time horizon: Multi-phase program initiated in 2025, with first releases delivered in December 2025 and further waves planned through 2026 and 2027.

B. Security

Actions to mitigate risk

The UniCredit Group’s Operational Risk Management framework, as foreseen within the UniCredit Group Operational Risk Management Global Policy, provides a comprehensive set of principles and rules on how to achieve the Non-Financial Risk management goals - Identification, Assessment, Response, Monitoring and Reporting. Notably, the 3900_GR_014 provides general rules to: a) identify and assess the Non-Financial Risks related to any material product, activity, process and system; b) implement a process to regularly monitor Non-Financial Risks and material exposures to losses; c) implement strategies, policies, processes and procedures to control and/or mitigate material Non-Financial risks. In 2025 the

Operational Risk framework (incl. digital risks) has been enhanced to comply with Supervisory requirements, stating common risk matrix, taxonomies and definitions in order to reach harmonized risk evaluations among Functions.

The "ICT and Cyber Risk Management Framework" (i.e. the Digital Risk framework) has been established and ruled since 2022 (3900_GR_006), providing guidelines to assess the digital risks within the Group, based on an effective Second Level Control Framework to enable proper protection of digital assets coherently with the Group Operational Risk Management framework and with relevant best practices.

Most recent enhancements consist in:

- Clear definition of 1LoD/2LoD roles
- New Digital Risk Library
- Cross-reference to Group NFR Policy for common taxonomy and definition in terms of Risk Matrix and 2LCs effectiveness levels
- Annual review of the ICT Risk Management framework based on DORA requirements (i.e., lessons learned by IT MLs and TLPT incorporated in the risk assessment cycle)

Actions aimed at managing impacts

In 2025, Group Security continued to progress in line with the Group Security Strategy (issued March 2025), based on four key pillars:

- Foster Security Culture
- Enable Secure Business Transformation & Digital Transformation
- Continue to Secure the Digital Foundation
- Strengthen Resilience

B.1) Foster Security Culture

Description: The Group Security continues to strengthen security proficiency across the organization, acknowledging that threats are increasing in frequency, scale, and sophistication. Building a security-aware culture is essential to minimize related risks and empower employees to recognize and respond effectively to potential threats.

As part of this effort, we invest in training programs and awareness campaigns designed to enhance knowledge and promote proactive behaviors. Initiatives include internal phishing simulations to assess susceptibility and foster vigilance, as well as communication campaigns aligned with global cybersecurity events. The Group also engage customers and stakeholders through dedicated outreach, leveraging social media and other channels to raise awareness on key security topics.

Materiality Clusters impacted: Cyber Security, by contributing to the protection of corporate assets through increased awareness and security-oriented behaviors.

Time horizon: Continuous, supporting a culture of ongoing improvement and adaptability to the evolving threat landscape.

B.2) Enable Secure Business Transformation

Description: Security is embedded into the Group's digital transformation journey to ensure resilience and trust in new business models. This includes the adoption of advanced solutions for secure connectivity and identity management, enabling seamless and secure access to systems and applications.

Key initiatives involve the integration of multi-factor authentication and single sign-on mechanisms to strengthen access controls while improving user experience. Additionally, a comprehensive digital platform for travel risk management has been introduced, ensuring end-to-end protection for employees during business travel and compliance with international standards.

Materiality Clusters impacted: Cyber Security, Digitalization & New Technologies, and Operational Resilience, by enabling secure innovation and safeguarding critical processes.

Time horizon: Ongoing, aligned with the Group's transformation roadmap.

B.3) Continue to Securing the Digital Foundation

Description: The Group has reinforced its digital foundation through enhanced capabilities for threat detection, response, and prevention. This includes deploying advanced monitoring tools, automated playbooks, and integrated security solutions to address evolving cyber threats.

Application and API security have been strengthened through secure development practices and dedicated protection mechanisms. Additional measures include robust email security, fraud prevention technologies, and the consolidation of identity and access management systems to ensure governance and control. These initiatives are complemented by regular penetration testing and resilience exercises, ensuring the Group's ability to withstand and recover from cyber incidents.

Materiality Clusters impacted: Cyber Security and Operational Resilience, by improving the Group's ability to prevent, detect, and respond to threats.

Time horizon: Continuous, with further enhancements planned to maintain strong resilience against emerging risks.

B.4) Strengthen Resilience

Description: Strengthen resilience by design, fostering readiness for the unexpected through continuous adaptation on evolving threats, regular testing and attack simulation. Ensuring continuity during severe events, minimize impact leveraging on standardized frameworks and advanced technologies.

Strengthen Resilience pillar will deliver new initiatives as well as continues cover following 4 objectives including Threat detection and Response, Foster physical security capabilities, enhance vulnerability management and fortify operational resilience.

UniCredit Czech Republic and Slovakia fully adopts these pillars.

C. Data and Artificial Intelligence (AI)

Data and AI are at the core of the Group's digital transformation, driving efficiency, innovation, and customer value across the Group. The Group strategy is built on two pillars:

- **Scaling AI with responsibility:** The Group's AI strategy accelerates transformation across all business areas, increasing the speed of solution deployment and unlocking high-value use cases in Risk, Finance, Compliance, Audit, and Operations. Building on these foundations, the Group is evolving toward agentic AI systems (autonomous enablers of efficiency and client centricity) while ensuring full compliance through a Responsible AI Governance framework aligned with the EU AI Act, supported by the Group AI Policy and organization-wide training.
- **Enterprise-Grade Data Infrastructure:** The Group is designing and deploying a unified, domain-driven data architecture based on five key principles: access, availability, integrity, security, and confidentiality. This foundation ensures consistent, high-quality data for advanced analytics and customer engagement across all 13 banks that includes UniCredit Czech Republic and Slovakia.

AI is being embedded across the banking value chain, from account inquiries and payments to credit scoring, fraud prevention, and financial advice. Today, more than 35 AI applications are in production across Risk, Operations, and Business domains, supported by the Group's AI Platform designed to boost efficiency and accelerate delivery.

C.2) Key Action: UPX

Description: The Group has developed UPX, its first multi-agent AI system designed to interact with users via a web application. UPX assists in collecting web information and automating the creation of templated Business Requirements Documents (BRDs). This initiative reduces manual effort and accelerates documentation processes, supporting faster project delivery and improved operational workflows.

Materiality Clusters impacted: Digitalization & New Technologies, Process Optimization.

Time horizon: Ongoing development and scaling.

C.3) Key Action: DealSync

Description: The Group has implemented DealSync, an AI-powered solution that combines recommender engines with M&A propensity models to improve deal matching and proposal opportunities. By analyzing company profiles and predicting buyer-seller dynamics, the solution enhances UniCredit's ability to identify strategic opportunities and deliver tailored advisory services to clients.

Materiality Clusters impacted: Business Innovation, Digitalization & New Technologies.

Time horizon: Continuous evolution with advanced predictive capabilities.

C.4) Key Action: Responsible AI Governance Framework

Description: The Group is implementing a comprehensive Responsible AI Governance Framework aligned with the EU AI Act to ensure ethical, transparent, and compliant AI usage. The framework is structured around five pillars:

- Governance Model and First-Level Controls
- Risk Assessment and Multi-Level Controls
- Third-Party and Outsourcing Management
- IT Tools and Enablers
- AI Literacy

In particular a 'mandatory' training on Artificial Intelligence was issued with specific focus on responsible and lawful use of Artificial Intelligence systems and models; a cooperation between Digital and Data Protection Compliance was set up to address key requirements related to processing of personal data in the use of Artificial Intelligence systems and models.

This initiative ensures that AI systems are developed and deployed responsibly, embedding fairness, security, and transparency throughout their lifecycle.

Materiality Clusters impacted: Governance & Compliance, Digitalization & New Technologies.

Time horizon: Full implementation targeted by end of 2026.

D. Infrastructure

In 2025, the Group reinforced its technology infrastructure to enable long-term digital transformation and operational resilience. A key milestone was the establishment of a strategic cloud partnership with Google Cloud, laying the foundation for UniCredit Group's future technology roadmap.

D.1) Key Action: Cloud Transformation Program

Description: The Group launched a comprehensive cloud transformation program in partnership with Google Cloud, marking a strategic reset of its technology landscape. This initiative addresses critical objectives, including the progressive exit from legacy platforms, the creation of a secure landing zone for applications as mainframe systems are decommissioned, and the remediation of regulatory findings on disaster recovery.

The program also establishes the technology base for future modernization initiatives, ensuring scalability, resilience, and compliance. By partnering with a global technology leader, the Group secures best-in-class cloud and AI capabilities, delivery certainty, and operational excellence. This transformation is designed not as a simple migration but as a foundational step toward a more agile, efficient, and future-ready infrastructure.

Materiality Clusters impacted: Digitalization & New Technologies, Operational Resilience, Governance & Compliance.

Time horizon: Multi-year program initiated in 2025.

The Group has launched the *AI Track* learning path to strengthen AI literacy. This initiative is designed to build a solid foundation of knowledge on Artificial Intelligence, enabling leaders to guide their teams through technological transformation responsibly and effectively. The program includes a series of webinars aimed at creating a shared understanding of AI across the Group, therefore also for UniCredit Bank Czech Republic and Slovakia, fostering awareness and readiness for future opportunities.

E.2) Key action: *Knowledge-sharing*

Description: Within the framework of the UniCredit Digital University we offer a variety of learning products to reach everyone across the Group, using different channels and tools to meet different needs and ambitions.

The range of formats used for sharing digital knowledge spans from our most popular product, the *Digital Pitch* (live web-streaming presentations by external or internal experts on cutting-edge technologies), to *Tune-up* (team calls by SMEs, dealing with highly technical topics, with an extended Q&A session).

Metrics and targets

S4-5 - Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

With reference to Cybersecurity, no official targets have been defined.

Security incidents and other cyber security KPIs have been set for internal monitoring purposes. They do not represent official targets to be achieved within the ESG and Digital strategy.

The Principles for Responsible Banking (PRB) Commitment on Financial Health and Inclusion

UniCredit Group as a signatory bank of the PRB Commitment on Financial Health and Inclusion, has also set targets for 2025 related to the group of clients it has identified as the most relevant strategic target, namely young people (meaning people aged 17 to 30).

In the first data collection of actual data for the selected indicators in 2023, UniCredit Group reviewed in detail figures and processes, also implementing specific tools and reports to collect and consolidate them. To align figures and ensure consistency across all the countries, some adjustment was required, thus resulting in a change of the official targets previously communicated. UniCredit Bank Czech Republic and Slovakia set its local targets.

Targets on financial inclusion of young people in UniCredit Bank Czech Republic and Slovakia:

- CS028 indicator: Percentage of young customers with two or more active financial products from different categories, with the Bank = 15.2% (2023); 15.5% (2024); 15.7% (2025);
- CS036 indicator: Percentage of new customers that are young people per month = 24.5% (2023); 24.7% (2024); 25.1% (2025).

Those targets, increasing the financial inclusion of young clients, also positively affect the community. Reference is made to "S3 - Affected Communities".



Governance information

Governance information

G1 - Business conduct

Impact risk and opportunity management

G1-1 - Business conduct policies and corporate culture

Business conduct policies

UniCredit Bank Czech Republic and Slovakia's corporate culture is built upon policies on business conduct which address material impacts, risks and opportunities resulted from the DMA process:

Impact:

- Contribution to the creation of an environment of fair competition, encouraging businesses to compete based on innovation and efficiency rather than aggressive tax practices. Therefore, reducing national tax evasion as well as corruption, bribes, undue influence on public opinion and the political process. This would result in the maximum generation of value and its distribution to shareholders/stakeholders.
- Ensure solid relationships and responsible practices with suppliers also respect of agreed terms to ensure and support continuous improvements.
- Prevent possible events of corruption and/or bribery through training activities involving employees, top management and other relevant stakeholders.

Risk:

- Non-Financial Risks: The risk of money laundering, sanctions violations, bribery and corruption, and KYC failure. Fraud attempted or perpetrated against the organization by an internal party

Opportunities:

- Enhancement of reputation through investing in the development of innovative tools to manage, monitor and prevent corruption and bribery

At the core of our corporate culture lies our Human Rights Commitment and our Code of Conduct¹⁷ which serve as the foundation for all our actions and decisions. These documents are not merely formalities, they embody our commitment to integrity, transparency and respect in every aspect of our operations, including a zero-tolerance approach with respect to fraud, bribery, and corruption. We believe that adhering to these principles is essential for fostering trust among stakeholders and ensuring long-term sustainability. By promoting ethical behavior and setting clear standards, UniCredit Bank Czech Republic and Slovakia aim to create a workplace environment where responsibility and collaboration thrive, aspiring to the maximum generation of value and driving individual and collective success.

Our Zero-tolerance approach is also formalized through ad-hoc policies: the Anti-Fraud Policy, and the Anti-Bribery and Anti-Corruption (ABC) Policy, which illustrate our principles and procedures willing to mitigate any risks of money laundering, sanctions violations, bribery and corruption, and KYC failure. UniCredit Group and therefore UniCredit Bank Czech Republic and Slovakia is investing in the development of tools to manage, monitor and prevent fraud, corruption and bribery, as described below.

Corporate Culture

UniCredit Bank Czech Republic and Slovakia's Culture continues to be a strategic lever for sustainable growth and organisational excellence. Guided by our Values – Integrity, Ownership, Caring – we embed ethical behaviours, inclusion, and well-being across all levels of the organisation.

In 2025, UniCredit Group introduced a revamped **Culture & Strategy Roadshow, "Unlocking Excellence"** of which UniCredit Bank Czech Republic and Slovakia was an integral part, providing colleagues with enhanced opportunities to engage in meaningful dialogue with UniCredit Group Leadership. Each stop offered insights into strategy priorities, business ambitions, ESG direction, and local realities, while enabling employees to pitch innovative ideas directly to the UniCredit Group CEO and Leadership Team. The top five proposals in each country were officially presented, and all submissions were reviewed for potential implementation. In UniCredit Bank Czech Republic and Slovakia the relevant cases have undergone feasibility assessment and are being considered for implementation

Culture learning initiatives expanded with Boostcamps and workshops. Colleagues trained in Boostcamp have cascaded learnings to the managerial population. The **Culture Network**, now over 1,500 members, continues to drive local initiatives, ensuring alignment between Culture and inclusion objectives. Regular Culture Connect meetups support knowledge sharing, alignment, and best practice exchange.

People Listening is a key pillar in monitoring and continuous improvement. In 2025, UniCredit combined quantitative surveys, pre- and post-event evaluations, CEO/GEC Connect open dialog sessions, and qualitative feedback from 30 Culture Champions representing the Group's countries and

17 UniCredit S.p.A. has established additional rules of conduct in the Code of Ethics 231/2001 as an integral part of the Organization and Management Model pursuant to the Legislative Decree 231/2001 ("Model"). Each Legal Entity falling within the Group's L.D. 231/2001 perimeter has adopted its own Model and its own Code of Ethics 231/2001 within the Model pursuant to the Legislative Decree 231/2001.

business lines. Targeted surveys across the year captured employee perceptions on culture, engagement, DE&I, and well-being. Participation and sentiment are monitored in real time, feeding into actionable insights and continuous improvement. Employees can also submit ideas, feedback, and concerns via structured mechanisms during Roadshows, Culture Days, and workshops. Insights inform and enrich leadership decisions, adjust initiatives, and ensure Values and inclusive behaviours are embedded across the employee lifecycle.

Diversity, Equity & Inclusion (DE&I) initiatives advanced through a UniCredit Group-wide microaggressions learning path ,the Wisdom Hub program—which fosters mentoring and reverse mentoring between Gen Z and more experienced employees ,promoting knowledge-sharing and breaking stereotypes—inclusive recruitment ,and leadership development .Employee Networks include over 1,000 active members contributing to DE&I initiatives across the UniCredit Group and therefore in UniCredit Bank Czech Republic and Slovakia .Well-being initiatives engaged more **than 16,000 colleagues** through workshops and **the first UniCredit Group Well-being Focus Week** ,addressing mental ,physical ,social ,career ,and financial dimensions of employee well-being .

The **Employee Value Proposition (EVP)** continues to reinforce our Culture, with “Unlock a Game for a Better Tomorrow” engaging employees in learning and upskilling across all Group languages.

Looking ahead, our 2026 priorities focus on deeply embedding Culture, DE&I, well-being, and EVP principles into everyday work. We will scale innovation and learning initiatives while strengthening governance to ensure ethical, accountable, and inclusive behaviors across UniCredit Group

Information on tax management

UniCredit Group's approach to taxation is described in the **Global Policies** adopted internally and made available to employees. Chief among them is the **UniCredit Group Tax Strategy** Policy, which defines the guidelines and principles of UniCredit Group for the management of tax matters and associated risks (both financial and reputational), with the aim of avoiding and mitigating tax risk as much as possible, contributing to the creation of a fair competition environment.

UniCredit Group is guided by the following principles in relation to the tax management of its business activities:

- compliance with form and substance of all relevant tax laws, regulations and practices applicable in every jurisdiction where the Group carries out its business;
- prohibition from using aggressive tax planning and from using tax avoidance schemes grounded on the so called Base Erosion and Profits Shifting (provided for by OECD) as well as on all regulations aimed at countering such phenomena (e.g. regulations pertaining to so called hybrid entities or structures and, more generally, all the regulations aimed at implementing EU Directives);
- prohibition from making investments in countries or territories with privileged tax regimes with the exclusive or prevalent purpose of obtaining a tax advantage. Investments and acquisitions in such countries or territories are made only when they pursue genuine commercial purposes and are supported by solid economic reasons;
- compliance with the provisions aimed at ensuring the suitability of transfer prices for intra-group transactions to allocate in compliance with the laws, and specifically the OECD guidelines currently in force, the income generated in the countries in which the Group operates;
- application of a tax strategy that is consistent with the general rules of the Group, in its approach to risk and the values on which it is based;
- use of professional risk management standards for all risks associated with tax and ensuring that the procedures applied from time to time to that end are appropriate;
- establishment of relations of mutual trust, cooperation and transparency with the Tax Authorities in the various jurisdictions where the Group operates, including through participation in projects of co-operative compliance;
- foster a culture of tax compliance and awareness of relevant tax laws and of the tax risk management, throughout the Group, including organisational units, not directly working within the tax departments of the Group;
- prohibition to provide incentive mechanisms for employees connected to the achievement of tax burden reduction objectives, unless this is in line with the spirit and purpose of the tax regulations themselves and provided for by the latter. In no way and not for any corporate function, can incentive mechanisms be provided that push personnel to make unethical tax choices or those in conflict with laws and regulations.

Mechanisms for identifying, reporting and investigating concerns about unlawful behaviour

Another core part of our Corporate Culture is the Whistleblowing procedure, which aims to promote an environment where UniCredit Bank Czech Republic and Slovakia employees and third parties are encouraged to report unacceptable conduct, recognizing their significant contribution to self-correction and excellence, as highlighted in the **global policy on Whistleblowing** which promotes a corporate culture based on ethical behaviour and good corporate governance by governing reports of unacceptable conduct by employees and third parties. This policy is intended to:

- confirm that the UniCredit Bank Czech Republic and Slovakia complies with all applicable international, national, and local laws and regulations, and may also prohibit certain behaviors even if they are not expressly forbidden by law;
- define the appropriate communication channels for receiving reports of unacceptable conduct (Whistleblowing) and the procedure for managing them, in order to identify adequate corrective action and thus strengthen compliance and ethical standards within the organization.

The Whistleblowing procedure is also designed to ensure the greatest possible protection and confidentiality of the whistleblower's identity and the other individuals involved. Our data protection protocols ensure that information received through the whistleblowing channels is processed lawfully,

for a defined purpose, and accessed only by authorised personnel on a “need to know” basis. We ensure compliance with privacy rules both internally and externally.

UniCredit Bank Czech Republic and Slovakia grants the protection of the whistleblower and of the witness against any form of retaliation, including threats of retaliation and attempts of retaliation, discrimination or penalty as a result of having made the report in good faith, in line with our **global policy against harassment, sexual misconduct, bullying and retaliation**.

At the local level, UniCredit Bank Czech Republic and Slovakia has identified Compliance as the function responsible for internal whistleblowing systems and for ensuring that the procedure is followed correctly. The Whistleblowing procedure also enables the management and investigation of any corruption and bribery incidents detected.

UniCredit Bank Czech Republic and Slovakia provides the following channels (some of which are available 24 hours a day) for employees and third parties to make whistleblowing reports (also encrypted platforms managed by an independent third party which offer the highest level of confidentiality of the personal data that were mentioned in the report are available):

- SpeakUp web platform, which allows a written report to be submitted, with the option of remaining anonymous;
- SpeakUp app to be used via smartphone, with the option of remaining anonymous
- SpeakUp telephone line which allows to leave a report via voice message, with the option of remaining anonymous;
- dedicated postal address;
- in person or telephone meeting.

UniCredit Bank Czech Republic and Slovakia provides all employees with mandatory, up-to-date training on whistleblowing, outlining the relevant procedures to follow and potential consequences. It is committed to promoting the regular global communication, implementation and enforcement of this rule across the Group worldwide, including third parties.

Information about internal channels, process description and external channels provided by the National Competent Authority is available for third parties on the Group's institutional website and on the UniCredit commercial website as well as employees in the section dedicated to whistleblowing on the intranet.

An annual report on the correct functioning of the Whistleblowing process is submitted to the Management Board.

Training on business conduct

In line with CSRD Governance objectives of accountability, transparency, and ethical business conduct, UniCredit Bank Czech Republic and Slovakia considers training and education as key levers to support business strategy, foster integrity and mitigate compliance risks. In 2025, the Compliance function continued to strengthen governance standards and promote a culture of integrity. Efforts were directed at improving effectiveness and efficiency, enhancing the quality and relevance of content, and adopting a more refined, risk-based approach to identifying and engaging target populations. In line with this approach, three mandatory Group Compliance trainings were reviewed and delivered to all employees (Anti-Money Laundering, Financial Sanctions, and Confidential Information Protection). Integration activities for newly acquired insurance companies also commenced, ensuring the progressive extension of mandatory compliance training across the enlarged perimeter. These actions reinforce a unified compliance culture and support strategic commitment to ethical behavior, transparency, and accountability.

Corruption and bribery: functions most at risk

UniCredit group has defined the areas that are most at risk of corruption/bribery as defined in the internal regulation as follows:

- dealing with public officials;
- gifts and business hospitality;
- engagement of third parties and donations/sponsorships/memberships;
- HR activities;
- merger and acquisitions activities.

G1-2 - Management of relationships with suppliers

Policy to prevent late payments, specifically to SMEs

The UniCredit Group's internal policy Management of Non-HR investments and costs in line with the UniCredit Group Global Policy Expenditure Regulation has the purpose to define principles and minimum requirements necessary to manage expenditures and investments, from invoice to pay, covering the risk of execution, delivery and process management of the expenditure process. The Budget Owner, or a delegate of the Budget Owner, must get all the information necessary to verify the compliance of the invoice in relation to the goods delivered and/or the service provided. The Budget Owner, or a delegate thereof, gives the approval to the registration of the invoice; then approves the bank transfer. It should be noted that the standard terms establish that payments are made within 30 days from the date in which the invoice is issued, which is the standard payment terms, unless otherwise provided in the contract. Current UniCredit Group policy does not foresee a differentiated treatment on the basis of the legal status or size of the supplier.

Approach in regard to relationships with suppliers, taking account risks related to supply chain and impacts on sustainability matters

Procurement of UniCredit Bank Czech Republic and Slovakia fully follows UniCredit Group procurement process as described below. Suppliers are required to respect national and international laws and comply with the standards of the International Labour Organization and the UniCredit Group's Environmental Policy. Suppliers must meet certain minimum sustainability requirements and are selected in compliance with the standards of various conventions of the International Labour Organization relating to fundamental human rights including child labour, freedom of association, working conditions, health and safety.

Suppliers must also comply with the standards of our Environmental Policy. On the supplier level, the criteria are integrated into an overall supplier evaluation process.

In addition, UniCredit Group aims to increase awareness among suppliers/service providers of social, environmental and labour law issues.

Social and environmental criteria taken into account for selection of supply-side contractual partners

In UniCredit Group, 100% of centrally selected new suppliers are screened using socio-environmental criteria.

UniCredit Group has in place a supplier qualification process that aims to screen suppliers based on compliance, sustainability, and economic-financial aspects. The qualification is delivered for centralised purchases related to "in scope" categories (those managed centrally by Procurement) and amounts of over €10,000. Suppliers who successfully complete the qualification process are enrolled in the Suppliers Group Register and can be used in the purchasing processes.

In the framework of the screening, suppliers are requested to:

- Confirm that they meet the applicable legislation and comply in all their locations with the standards of the International Labor Organization.
- Confirm that the management of the company is not prosecuted for alleged corruption or Tax fraud crimes.
- Declare that they are not involved in any legal procedures for violation of environmental or labor laws.
- Commit to respecting the ten fundamental principles of the United Nations Global Compact.
- Confirm that they have an Environmental Policy which is coherent with the fundamental principles of the Environmental Policy of UniCredit Group or they are in any case committed to respecting.

G1-3 - Prevention and detection of corruption and bribery

UniCredit Bank Czech Republic and Slovakia adopts a zero-tolerance policy towards acts of corruption. The Bank's approach to fighting corruption is set out in the dedicated Group Compliance Policy, published on the UniCredit group website. The Group policy is reviewed periodically.

The ABC programme include the following measures to prevent, identify, report, address and investigate concerns of possible cases of corruption and/or bribery:

- The implementation of detailed internal regulations regarding the risk areas dealing with public officials, gifts and business hospitality, engagement of third parties, donations/sponsorships/memberships, HR practices and M&A activities.
- Regarding gifts and business hospitality, among other things, implementing a tool in which gifts and business hospitality above defined thresholds have to be documented and approved by at least the line manager so that these benefits are double-checked.
- Regarding the engagement of third parties and the provisions of donations/sponsorships/membership fees, implementation of a tool that supports ABC due diligence of third parties and beneficiaries of donations/sponsorships/memberships. This tool allowed us to create an anti-corruption register of external suppliers used by the Group and automate due diligence to combat corruption within the decentralised process.
- Independent second-level controls are carried out by a dedicated Compliance function.
- On a regular basis the results of compliance risk assessments and of Internal Audit reviews on anti-bribery and corruption areas are reported to the internal controls committees.
- Mandatory (web-based) training.
- The appointment of an Anti-Corruption Officer and the set-up of a team that, among other things, provides advice regarding anti-corruption matters, implements policies, reviews individual cases and (depending on the scope and size of the case) is involved in investigations regarding possible cases of corruption. The team is part of the independent Compliance department so that possible cases are investigated and evaluated promptly, objectively and independently of the chain of management involved in the matters.
- Regular reporting within the annual compliance report to the Management Board, and (if necessary) *ad hoc* reports to the top management.
- Potential acts of corruption can also be reported in accordance with the global policy on Whistleblowing.

The basis is web training that covers the ABC risk areas and must be conducted by all employees. In addition, UniCredit Bank Czech Republic and Slovakia offers classroom workshops on selected topics, holds dedicated information sessions for selected units and/or directly contacts centrally concerned employees to provide more detailed information. 100% of functions-at-risk are covered by training programmes.

All new supervisory and executive board members and new members of the top management receive an inductions training which covers also ABC topics.

Metrics and targets

The UniCredit Group has zero tolerance for acts of corruption and prohibits them in any form, whether direct or indirect. No specific targets are defined.

The Internal Control System guarantees monitoring the effectiveness of the policies and actions related to ABC matters.

G1-4 - Confirmed incidents of corruption or bribery

No incidents relating to acts of corruption or bribery within the UniCredit Bank Czech Republic and Slovakia, including incidents involving actors in its value chain where the Bank or its employees were directly involved, were reported during 2025. Consequently, no fines for violation of anti-corruption and anti-bribery laws have been accounted for. Therefore, no variations arise compared to the data presented in the previous reporting period (year 2024).

G1-6 - Payment practices

In the absence of specific guidelines on invoices categories to be considered, given the fact that the requirement explicitly refers to suppliers, the UniCredit Group has decided to take into consideration only invoices registered in line items Other administrative expenses and Other operating expenses. In UniCredit Bank Czech Republic and Slovakia average number of days to pay invoice from date when contractual or statutory term of payment starts to be calculated ranges from 4 to 9 days for all categories of suppliers within the analyzed expenses (ICT services, Marketing expenses, Consulting and professionals services, Administrative and logistic services and Other). For such category of suppliers, standard payment terms for such services are within 30 days. A total of 99.46% of all payments were settled within these standard payment terms. At present, we have no ongoing legal proceedings related to late payments.

Auditor's report on the Sustainability Statement



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*This document is an unsigned English translation of the Czech auditor's report.
Only the Czech version of the report is legally binding.*

Independent Auditor's Limited Assurance Report

**on the Consolidated Group Sustainability Statement of UniCredit
Bank Czech Republic and Slovakia, a.s.**

To the shareholders of UniCredit Bank Czech Republic and Slovakia, a.s.

Limited Assurance Conclusion

We have performed a limited assurance engagement on whether the Consolidated Sustainability Statement of UniCredit Bank Czech Republic and Slovakia, a.s. ("the Bank") and its subsidiaries (collectively, "the Group") included in the Sustainability Statement section of the Annual Financial Report, as of and for the year ended 31 December 2025 ("the Consolidated Sustainability Statement"), has been prepared in accordance with § 32k of the Czech Accounting Act implementing Article 19(a)/ 29(a) of the EU Directive 2013/34/EU ("§ 32k of the Czech Accounting Act").

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the Group's Consolidated Sustainability Statement as of and for the year ended 31 December 2025 is not prepared, in all material respects, in accordance with § 32k of the Czech Accounting Act, including:

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

Our conclusion on the Consolidated Sustainability Statement does not extend to any other information that accompanies or contains the Consolidated Sustainability Statement and our limited assurance report thereon.



We have not performed any assurance procedures as part of this engagement with respect to such information. However, we audited the consolidated and separate financial statements of, respectively, the Group and the Bank, forming part of the other information, and our auditor's report thereon is also included with the other information.

Basis for conclusion

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under this standard are further described in the 'Our responsibilities' section of our report.

We have complied with the independence and other ethical requirements of the Act on Auditors and the Code of Ethics adopted by the Chamber of Auditors of the Czech Republic ("the Code"). The Code is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

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

Responsibilities of the Bank's Statutory Body, Supervisory Board and Audit Committee for the Consolidated Sustainability Statement

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

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

The Statutory body of the Bank is further responsible for the preparation of the Consolidated Sustainability Statement in accordance with § 32k of the Czech Accounting Act, including:

- Compliance with the ESRS.
- Preparing the disclosures in the Mandatory Disclosures According to EU Taxonomy *Regulation* subsection within the environmental section of the Consolidated Sustainability Statement, in compliance with Article 8 of the Taxonomy Regulation.
- Designing, implementing and maintaining such internal controls that statutory body determines are necessary to enable the preparation of the Consolidated Sustainability Statement such that it is free from material misstatement, whether due to fraud or error; and



- Selecting and applying appropriate sustainability reporting methods and making assumptions and estimates about individual sustainability disclosures that are reasonable in the circumstances.

The Supervisory Board is responsible for overseeing the Group's reporting process. The Audit Committee is responsible for monitoring the Group's reporting process for the Consolidated Sustainability Statement.

Inherent limitations in preparing the Consolidated Sustainability Statement

The criteria, nature of the Consolidated Sustainability Statement, and absence of long-standing established authoritative guidance, standard applications and reporting practices allow for different, but acceptable, measurement methodologies to be adopted which may result in variances between entities. The adopted measurement methodologies may also impact the comparability of sustainability matters reported by different organizations and from year to year within an organization as methodologies evolve.

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

In determining the disclosures in the Consolidated Sustainability Statement, the Statutory body interprets undefined legal and other terms. Undefined legal and other terms may be interpreted differently, including the legal conformity of their interpretation and, accordingly, are subject to uncertainties.

Our responsibilities

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

Our responsibilities in relation to the Process for reporting the Consolidated Sustainability Statement, include:

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

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

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



Summary of the work we performed as the basis for our conclusion

A limited assurance engagement involves performing procedures to obtain evidence about the Consolidated Sustainability Statement. We designed and performed our procedures to obtain evidence about the Consolidated Sustainability Statement that is sufficient and appropriate to provide a basis for our conclusion. The nature, timing and extent of our procedures depended on our understanding of the Consolidated Sustainability Statement and other engagement circumstances, including the identification of disclosures where material misstatements are likely to arise, whether due to fraud or error, in the Consolidated Sustainability Statement. We exercised professional judgment and maintained professional skepticism throughout the engagement.

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

- Obtaining an understanding of the Process by:
 - performing inquiries to understand the sources of the information used by the Statutory body (including stakeholder engagement, business plans and strategy documents); and
 - inspecting the Group's internal documentation of its Process.
- Evaluating whether the evidence obtained from our procedures about the Process was consistent with the description of the Process set out in note *ESRS 2 IRO-1*.

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

- Obtaining an understanding of the Group's reporting processes relevant to the preparation of its Consolidated Sustainability Statement by performing inquiries of the Group's relevant personnel and inspecting its internal documentation.
- Evaluating whether material information identified by the Process is included in the Consolidated Sustainability Statement.
- Evaluating whether the structure and the presentation of the Consolidated Sustainability Statement is in accordance with the ESRS.
- Performing inquiries of relevant personnel and analytical procedures on selected disclosures in the Consolidated Sustainability Statement.
- Performing substantive assurance procedures on a sample basis on selected disclosures in the Consolidated Sustainability Statement.
- Obtaining evidence on the methods, assumptions and data for developing material estimates and forward-looking information and on how these methods were applied.
- Other procedures performed with respect to the EU taxonomy disclosures.



The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Prague
23 March 2026

KPMG Česká republika Audit, s.r.o.
Registration number 71

Signed by

Lukáš Svoboda
Director
Registration number 2516



Further information

published in accordance with Section 118 of Act No. 256/2004 Coll., on Capital Market Undertakings, as amended, in the Czech Republic, and Section 34 of Act No. 429/2002 Coll., on the Stock Exchange, as amended, in the Slovak Republic.

1. Basic information

Business name: UniCredit Bank Czech Republic and Slovakia, a.s.
Registered office: Želetavská 1525/1, 140 92 Prague 4, Czech Republic
Company ID: 64948242
Commercial Register: entry in the Commercial Register maintained by Municipal Court in Prague, Section B, File 3608
VAT ID: CZ64948242
Date of establishment: January 1, 1996, for an indefinite period
Legal form: joint stock company
Website: www.unicreditbank.cz
E-mail: info@unicreditgroup.cz
Phone: +420 221 210 031
Fax: +420 221 112 132
LEI: KR6LSKV3BTSJRD41F75

UniCredit Bank Czech Republic and Slovakia, a.s. (hereinafter “UniCredit Bank” or the “Bank”) is a joint-stock company established under Czech law. UniCredit Bank owns a branch in the Slovak Republic under the name UniCredit Bank Czech Republic and Slovakia, a.s., branch of a foreign bank.

UniCredit Bank fulfills all its obligations properly and on time. In the past, there have been no changes of material significance when assessing the issuer's solvency.

UniCredit Bank complies with Czech legislation in its activities on the Czech market, in particular the Banking Act, the Civil Code, the Business Corporations Act, and regulations governing activities on the banking and capital markets. On the Slovak market, where UniCredit Bank has been operating since December 1, 2013 through its organizational unit, it also complies with the relevant Slovak legal regulations in its activities.

2. Person responsible for auditing the financial statements

Responsible person: Jindřich Vašina
Certificate No.: 2059
Place of residence/business: Pobřežní 648/1a, 186 00 Prague 8
Auditing firm: KPMG Česká republika Audit, s.r.o.
Certificate No.: 071
Registered office: Pobřežní 648/1a, 186 00 Prague 8

3. Information about UniCredit Bank as the Issuer of registered securities

3.1. History and Development of the Issuer

UniCredit Bank Czech Republic and Slovakia, a.s., (hereinafter also referred to as the “Issuer”), commenced its activities on the Czech market on November 5, 2007. Its name was changed following

a merger with Slovak UniCredit Bank Slovakia, a.s., on December 1, 2013. The separate UniCredit Bank Czech Republic, a.s., was formed by a merger of HVB Bank Czech Republic a.s. and Živnostenská banka, a.s. As a result of the merger, the registered capital of the dissolving company Živnostenská banka, a.s., with its registered office at the assets of the dissolved company Živnostenská banka, a.s., with its registered office Prague 1, Na Příkopě 858/20, Postal Code 113 80, Company ID No.: 000 01 368, registered in the Commercial Register maintained by the Municipal Court in Prague, Section B, File 1350.

HVB Bank Czech Republic a. s. was established by the merger of HypoVereinsbank CZ a.s. and Bank Austria Creditanstalt Czech Republic, a.s., without liquidation, on October 1, 2001. All rights and obligations of the dissolved company Bank Austria Creditanstalt Czech Republic, a.s. were transferred to HVB Bank Czech Republic a.s. Changes in the business name, amount of registered capital, and other facts related to the merger were entered in the Commercial Register maintained by the Municipal Court in Prague, Section B, File 3608, on October 1, 2001.

Živnostenská banka was founded in 1868 as a bank focused on financing small and medium-sized Czech enterprises. It was the first bank in Austria-Hungary with exclusively Czech capital. In 1945, like other banks, it was nationalized. Between 1950 and 1956, Živnostenská banka continued to exist as a legal entity, but its activities were significantly restricted. Decree No. 36/1956 Coll. regulated certain property relations of Živnostenská banka, and subsequently, Section 27 of Act No. 158/1989 Coll., on banks and savings banks, confirmed its legal continuity. As of the date of Živnostenská banka's entry in the Commercial Register maintained by the Municipal Court in Prague, Section B, File 1350, i.e. as of March 1, 1992, it was authorized to operate as a bank pursuant to Act No. 21/1992 Coll., on Banks, in connection with Act No. 92/1991 Coll. and Government Resolution No. 1 of January 9, 1992, which approved the privatization project of Živnostenská banka. In February 2003, UniCredito Italiano SpA completed the acquisition of an 85.16% stake in the registered capital of Živnostenská banka, a.s., from Bankgesellschaft Berlin AG. The oldest Czech bank became part of the UniCredito Italiano group.

In connection with the reorganization within the UniCredit Group, On October 1, 2016, the bank's shareholder changed from UniCredit Bank Austria AG to the parent company of the entire UniCredit S.p.A. group (hereinafter referred to as the “the group”), which now owns 100% of the bank's shares.

UniCredit Bank Czech Republic and Slovakia, a.s. is a successful universal commercial bank covering all the financial needs of its clients. We offer our clients a high level of expertise backed by a long tradition and a leading position in corporate and private banking, as well as an innovative approach to retail banking.

We are the bank of choice for clients in our traditional and new strategic segments. We have been one of the leading banks in terms of client satisfaction on the Czech and Slovak markets for many years, and we are also an attractive employer.

We are part of the international UniCredit Group. Within this group, UniCredit Bank Czech Republic and Slovakia, a.s. ranks among the key banks in the Central European region. The group views our bank as an example of successful dynamic growth in the corporate client segment and, above all, in the individual client segment. At the same time, within the UniCredit Group, we are a bank in which significant investments are being made and which has significant potential for further growth.

Our UniCredit Unlimited strategy means putting clients at the center of everything we do. At the same time, we keep the sustainability of our business in mind in every situation, following a simple principle that helps us translate these values into everyday life: do the right thing!

The Bank operates in all regional cities in both countries and currently has 104 branches and a network of more than 400 ATMs. At the same time, our clients can use a shared network of approximately 1,700 ATMs, including 1,000 deposit ATMs, from partner banks KB, Moneta, and Air Bank under the same conditions.

The Bank has a 9.87% market share with total assets of over CZK 1,132 billion (unconsolidated data as of September 30, 2025) and is the fourth largest bank in the Czech Republic and the largest in Slovakia.

A list of all branches, corporate centers, and franchises is provided at the end of the annual report.

3.2. Issuer's share capital

The Bank's share capital amounts to CZK 8,754,617,898 and is divided as follows:

- a) 100 registered shares, ISIN CZ0008041068, each with a nominal value of CZK 16,320,000;
- b) 200 registered shares, ISIN CZ0008041050, each with a nominal value of CZK 13,375,000;
- c) 436,500 registered shares, ISIN CZ0008041076, each with a nominal value of CZK 10,000;
- d) 10 registered shares, ISIN CZ0008039088, each with a nominal value of CZK 7,771,600;
- e) 106,563 registered shares, ISIN CZ0008041274, each with a nominal value of CZK 46.

All of the above shares are registered in the shareholder account maintained by Centrální depozitář cenných papírů, a.s.

The share capital of UniCredit Bank has been fully paid up.

The shares of UniCredit Bank carry shareholder rights which, under the Commercial Code and the company's Articles of Association, entitle the shareholder to participate in the company's management, its profits, and in the liquidation balance upon the company's dissolution. UniCredit Bank has not issued any securities that would entitle the holder to exercise the right to exchange them for other participating securities or to the preferential subscription of other participating securities. UniCredit Bank does not hold any of its own participating securities, nor do persons in whom UniCredit Bank has a direct or indirect holding exceeding 50% of the share capital or voting rights hold such securities.

The Bank's shares are freely transferable and no consent from any body of the Bank is required for their transfer or pledge to be effective.

The sole shareholder of UniCredit Bank is UniCredit S.p.A., with its registered office at Piazza Gae Aulenti 3, Tower A – 20154 Milan, Italy, Registration Number: 00348170101.

According to the Articles of Association of UniCredit Bank, the sole shareholder cannot influence the activities of UniCredit Bank other than through the weight of its votes. The company is protected against possible abuse of shareholder status by standard legal mechanisms. UniCredit Bank is not a party to a control agreement or profit transfer agreement. The nature of control by the controlling entity, UniCredit S.p.A., results from its direct shareholding in the issuer. To prevent abuse of control and management influence by the controlling entity, UniCredit Bank uses the legally prescribed instrument of a report on relations between the controlling entity and the controlled entity and on relations between the controlled entity and other entities controlled by the same controlling entity (report on relations between related entities). No agreements that could lead to a change in control over the issuer are known.

3.3. Method of publication of the annual report

- <https://www.unicreditbank.cz/cs/o-bance/vysledky/vyrocnizpravy.html>
- <https://www.unicreditbank.sk/sk/o-banke/investori/vyrocneszpravy.html>
- Announcement of publication in the Hospodářské noviny newspaper published in the Slovak Republic

3.4. Proposal for the distribution of profits

The Board of Directors will propose the distribution of the issuer's profit for the 2025 financial year in such a way that it will be paid to the sole shareholder.

3.5. Further information

In accordance with the bank's articles of association, members of the Board of Directors are elected and dismissed by the Supervisory Board. UniCredit Bank has no special rules for amending the Articles of Association.

Currently, there are no special powers of the statutory body within the meaning of Section 118(5)(h) of Act No. 256/2004 Coll., on Capital Market Undertakings, as amended.

UniCredit Bank has not entered into any agreements with members of its Board of Directors or employees that would oblige the bank to perform in the event of the termination of their position or employment in connection with a takeover bid.

UniCredit Bank does not have any programs that allow employees and members of the bank's board of directors to acquire the bank's securities, options on these securities, or other rights to them on preferential terms.

UniCredit Bank has not entered into any significant agreements that would take effect, change or terminate in the event of a change of control as a result of a takeover bid.

4. Business overview

4.1. Business activities:

The company's business activities include banking transactions and the provision of financial services within the meaning of Act No. 21/1992 Coll., on Banks, as amended, i.e.

- a) accepting deposits from the public;
- b) granting loans;
- c) investing in securities on its own account;
- d) financial leasing;
- e) payment transactions and clearing;
- f) issuing and managing payment instruments;
- g) provision of guarantees;
- h) opening letters of credit;
- i) collection services;
- j) provision of investment services;
- the main investment service pursuant to Section 8(2)(a) of Act No. 591/1992 Coll., on Securities, as amended (hereinafter referred to as the „Securities Act“), receiving and transmitting instructions relating to investment instruments on behalf of the customer, in relation to investment instruments pursuant to Section 8a(1)(a) to (g) of the Securities Act,
- the main investment service pursuant to Section 8(2)(b) of the Securities Act, the execution of orders relating to investment instruments on behalf of third parties, in relation to investment instruments pursuant to Section 8a(1)(a) and (g) of the Securities Act,
- the main investment service pursuant to Section 8(2)(c) of the Act securities, trading in investment instruments on its own account, in relation to investment instruments pursuant to Section 8a(1)(a) to (g) of the Securities Act,
- the main investment service pursuant to Section 8(2)(d) of the on securities, management of individual portfolios based on free

discretion within the framework of a contractual agreement with the customer, if any of the investment instruments are part of this portfolio instruments, in relation to investment instruments pursuant to Section 8a(1)(a) to (g) of the Securities Act, – the main investment service pursuant to Section 8(2)(e) of the Act on securities, underwriting of investment instruments or their placement, in relation to investment instruments pursuant to Section 8a(1)(a) and (b) of the on securities,

- ancillary investment service pursuant to Section 8(3)(a) of the Securities Act, custody and administration of one or more investment instruments in relation to investment instruments pursuant to Section 8a(1)(a) to (c) of the Securities Act on securities,
- ancillary investment service pursuant to Section 8(3)(c) of the on Securities, the provision of credit or loans to a customer for the purpose of conducting a transaction with investment instruments, if the credit or loan provider is a participant in this transaction, in relation to investment instruments pursuant to Section 8a(1)(a) to (d) and (g) of the Securities Act,
- ancillary investment service pursuant to Section 8(3)(d) of the on securities, advisory activities relating to capital structure, industrial strategy and related issues, as well as the provision of advice and services relating to mergers and acquisitions,
- ancillary investment service pursuant to Section 8(3)(e) of the on securities, services related to underwriting pursuant to Section 8(2)(e) of the Securities Act, namely in relation to investment instruments pursuant to Section 8a(1)(a) a) and b) of the Securities Act,
- ancillary investment service pursuant to Section 8(3)(f) of the on Securities, advisory activities relating to investments in investment instruments, specifically in relation to investment instruments pursuant to Section 8a(1)(a) to (g) of the on Securities,
- ancillary investment services pursuant to Section 8(3)(g) of the on securities, foreign exchange transactions related to the provision of investment services,
- k) issuing mortgage bonds;
- l) financial brokerage;
- m) performance of depositary functions;
- n) currency exchange activities (purchase of foreign exchange funds);
- o) provision of banking information;
- p) trading on own account or on behalf of clients in foreign exchange and gold;
- q) rental of safety deposit boxes;
- r) activities directly related to the activities listed above.

4.2. Main areas of activity

Corporate and investment banking

- Corporate and investment banking;
- Credit transactions;

- Commercial real estate financing;
- Project financing and structured financing;
- Trade and export financing;
- Documentary transactions;
- Treasury & Custody services;
- Asset management;
- EU funds (consulting and disbursement);
- Account management and deposits;
- Payment transactions;
- Electronic banking;
- Direct banking;
- Swift services;
- Cash pooling;
- Payment cards;
- Card acquiring;
- Clearing of trades on energy exchanges (European Commodity Clearing);
- Comprehensive management of client assets, including portfolio management;
- Comprehensive factoring services – domestic factoring, export factoring, block factoring, reverse factoring, receivables securing, rights and collection;
- Global Investment Strategy – strategic consulting in the area of capital market investments;
- Open architecture of investment products.

Retail banking

- Accounts for individual clients: START account, OPEN account, TOP account, Children's account;
- Mortgage loans and consumer loans, including PRESTO Loans and overdraft facilities for individual clients;
- Operating, investment, and mortgage loans for corporate customers;
- Payment cards, including insurance (debit, credit, and partner cards);
- Deposit, savings, and investment products (the Bank's own products or in cooperation with partners within the onemarkets Fund platform);
- Insurance products (property insurance, life insurance, car insurance, travel insurance, CPI);
- Internet and mobile banking;
- Cash and foreign exchange operations and ancillary services.

Information on newly introduced products and services can be found in the Corporate and Investment Banking and Retail and Private Banking sections in the introductory part of this Annual Report.

4.3. The Issuer's position in economic competition

All graphs contain unconsolidated data as of September 30, 2025, which were available at the time of preparation of this Annual Report.

(i) Profit after tax

Profit after tax (MCZK)	1 Jan – 30 Sep 2025
Banking sector CZ	100,375
UCB CZ & SK	8,671

Other banks	91.36 %
UCB CZ & SK	8.64 %

Non-consolidated data

(ii) Total net assets

Total assets (MCZK)	as at 30 Sep 2025
Banking sector CZ	11,478,332
UCB CZ & SK	1,132,164

Other banks	90.13 %
UCB CZ & SK	9.86 %

Non-consolidated data

(iii) Gross receivables from clients in CZ*

Receivables from clients (MCZK)	as at 30 Sep 2025
Banking sector CZ	4,457,979
UCB CZ & SK	391,999

Other banks	91.29 %
UCB CZ & SK	8.79 %

Non-consolidated data, residents

(iv) Gross receivables from clients in SK***

Receivables from clients (MCZK)	as at 30 Sep 2025
Banking sector SK	MEUR** 85,663
UCB CZ & SK	MEUR** 6,338

Other banks	92.60 %
UCB CZ & SK	7.40 %

Non-consolidated data, residents

(v) Liabilities to clients in CZ*

Liabilities to clients CZ (MCZK)	as at 30 Sep 2025
Banking sector CZ	7,427,243
UCB CZ & SK	648,289

Other banks	91.27 %
UCB CZ & SK	8.73 %

Non-consolidated data, residents

(vi) Liabilities to clients in SK***

Liabilities to clients SK (MCZK)		as at 30 Sep 2025
Banking sector SK	MEUR** 79,258	1,929,151
UCB CZ & SK	MEUR** 4,917	119,677

	• Other banks	93.80 %
	• UCB CZ & SK	6.20 %

Non-consolidated data, residents

* In accordance with the CNB methodology, receivables from clients and liabilities to clients are included only for the Czech part of the bank.

** Converted at the exchange rate of CZK 24.34/EUR as at 30 September 2025.

*** Data for the organisational unit UniCredit Bank Czech Republic and Slovakia, a.s., branch of a foreign bank.

5. Organizational structure

The Bank is part of UniCredit Banking Group (hereinafter referred to as the „group“). As a member of the group, the Bank must, subject to applicable laws, comply with regulations issued by UniCredit S.p.A („parent company“). The parent company supervises the proper implementation and compliance with its directives within the Bank.

The holding company's directives are rules that define the management, organizational structure, and responsibilities of senior management within key processes in the Group. They are issued in the exercise of the holding company's powers in the area of Group supervision and coordination, in accordance with the guidelines issued by the Italian supervisory authority with the aim of maintaining the stability of the Group.

History of the group

The group's origins date back to 1473, when the Rolo Banca banking house was founded. The modern history of UniCredit Group is linked to the merger of nine large Italian banks and the subsequent integration with the German group HVB and the Italian bank Capitalia.

With the acquisition of Poland's Bank Pekao in 1999, the group (then known as UniCredito Italiano) began its expansion into Central and Eastern Europe.

Growth continued in the following years, both through the acquisition of the Pioneer Investment group, which was then transformed into Pioneer Global Asset Management, and through other strategic acquisitions made gradually in Bulgaria, Slovakia, Croatia, Romania, the Czech Republic, and Turkey.

In 2005, UniCredit merged with the German HVB Group. HVB itself was formed in 1998 through the merger of two Bavarian banks: Bayerische Vereinsbank and Bayerische Hypotheken- und Wechsel-Bank, which made HVB a major bank on a pan-European scale. The integration of UniCredit with the HVB Group is a driver of further

growth for the group, particularly in view of the merger (in 2000) of HVB with the Austrian

Bank Austria Creditanstalt, which had a strong presence in many regions of post-communist „new“ Europe. The UniCredit Group can thus further strengthen its European focus.

Through its merger with Capitalia (Italy's third-largest banking group) in 2007, UniCredit further consolidated and strengthened its position in one of its most important markets: Italy. Capitalia was founded in 2002 through the integration of two previously separate entities, the Bancaroma Group, which was itself the result of a merger of several of Rome's oldest banks (Banco di Santo Spirito, Cassa di Risparmio di Roma and Banco di Roma), and the Bipop-Carire group.

UniCredit is now a simple, successful pan-European commercial bank with full-fledged corporate and investment banking, offering its clients products and services through its unique network in Western, Central, and Eastern Europe. UniCredit combines local knowledge with international reach. We support our clients anywhere in the world and provide them with unrivalled access to leading banks in our 13 key markets, as well as in 16 other countries around the world. UniCredit's European banking network includes Italy, Germany, Austria, Bosnia and Herzegovina, Bulgaria, Croatia, the Czech Republic, Hungary, Romania, Russia, Slovakia, Slovenia and Serbia.

6. The scope of UniCredit Bank's bodies, the composition of the Board of Directors, the Supervisory Board and the Audit Committee and description of their decision-making procedures

6.1. General Meeting

The General Meeting of Shareholders is the highest body of the bank. It decides all matters of the bank that are included in its scope of authority by the relevant law or these Articles of Association.

The exclusive powers of the general meeting include:

- deciding on amendments to the Articles of Association, unless such amendments result from an increase in the registered capital by the Board of Directors pursuant to Section 511 et seq. of the Business Corporations Act or from other legal circumstances;
- deciding on an increase in the registered capital or on authorizing the Board of Directors pursuant to Section 511 et seq. of the Business Corporations Act or on the possibility of offsetting a monetary claim against the bank against a claim for payment of the issue price,
- deciding on a reduction in the registered capital and on the issue of bonds pursuant to Section 286 et seq. of the Business Corporations Act,

- d) election and dismissal of members of the supervisory board, members of the audit committee and other bodies designated by the articles of association,
- e) approval of regular, extraordinary, or consolidated financial statements and, in cases specified by law, interim financial statements, decisions on the distribution of profits or other own resources or the settlement of losses, and determining the shares of profits for members of the Board of Directors and Supervisory Board,
- f) deciding on the remuneration of members of the Supervisory Board and the Audit Committee,
- g) a decision to submit an application for the admission of the bank's securities to trading on a European regulated market, or to delist these securities from trading on a European regulated market,
- h) decision to dissolve the bank with liquidation, appointment and dismissal of the liquidator, including determination of his remuneration, approval of the proposal for distribution of the liquidation balance,
- i) approval of the transfer or pledge of the business or part thereof that would entail a substantial change in the bank's business or activities,
- j) approval of a silent partnership agreement, amendments thereto, and its termination,
- k) appointing the bank's auditors on the basis of the recommendations of the audit committee,
- l) deciding on the establishment of non-mandatory funds of the bank and on the procedures for their creation and use,
- m) deciding on other matters that the Business Corporations Act, other legal regulations, or the Articles of Association include within the competence of the General Meeting, and
- n) deciding that the variable component of remuneration for members of the Board of Directors may exceed the fixed component of remuneration, but may not exceed twice the amount of the fixed component of remuneration.

6.2. Board of Directors of UniCredit Bank

The statutory body of UniCredit Bank is the Board of Directors, which had eight members as of December 31, 2025. Members of the Board of Directors perform their duties in person. Members of the Board of Directors are elected by the Supervisory Board for a term of three years. Regardless of the length of the term of office, the Supervisory Board is authorized to dismiss any member of the Board of Directors from office at any time. Only a person who meets the legal requirements may be appointed as a member of the Bank's Board of Directors. The Board of Directors makes decisions by resolution, which is usually adopted at Board meetings. The Board of Directors is competent to pass resolutions if a majority of all its members are present or otherwise participate (e.g., via teleconference). A resolution is valid if approved by a majority of the members of the Board of Directors present. In the event of a tie, the chairman of the Board of Directors meeting has the casting vote.

The board of directors may hold meetings at the company's registered office or outside the registered office, or using technical means that enable all participants in the meeting to identify each other and participate in real time in the discussion of the topics under consideration, as well as to receive, send, and view documents. Compliance with these conditions must be verified by the chairman before the meeting begins. If all members agree, the members of the Board of Directors may adopt decisions by teleconference or in writing, without holding a meeting (per rollam); those voting are considered to be present. Resolutions adopted by teleconference or per rollam must then be recorded in the minutes of the next regular meeting of the Board of Directors.

The Board of Directors is responsible in particular for:

- a) organizing the day-to-day activities of the bank and managing its business,
- b) to convene the general meeting and implement its decisions,
- c) submitting to the general meeting
 - at least once a year a report on business activities and on the state of the bank's assets. This report is part of the bank's annual report,
 - regular, extraordinary, consolidated, or interim financial statements with a proposal for the distribution of profits or settlement of losses, and prepare these documents,
- d) publish the main data from the financial statements (i.e., total assets, total liabilities, equity, profit before tax, profit after tax) and a report on the business activities and the state of the bank's assets at least 30 days before the regular general meeting, while also stating where the financial statements available for inspection, or publish information in the manner prescribed for convening a general meeting that it has published the financial statements on its website in accordance with Section 436(1), second sentence, of the Business Corporations Act,
- e) decide on the establishment and closure of the bank's branches,
- f) appoint and dismiss senior employees of the bank,
- g) exercise employer rights,
- h) issue, if deemed appropriate, rules of procedure for the Board of Directors, which must not conflict with these Articles of Association; the rules of procedure for the Board of Directors are subject to prior approval by the Supervisory Board,
- i) grant and revoke authorizations to act on behalf of the bank and powers of attorney to representatives of the bank,
- j) establish the bank's mandatory funds in accordance with generally binding legal regulations and, together with the Supervisory Board, determine the manner of their creation and use,
- k) conclude a contract for a mandatory audit with an auditor appointed by the General Meeting,
- l) establish bank committees and determine their tasks,
- m) grant and revoke power of attorney, with the prior consent of the Supervisory Board, and
- n) perform other duties stipulated by law or these Articles of Association.

Mgr. JAKUB DUŠÍLEK, MBA

Chairman of the Board of Directors

Business address: Želetavská 1521/1, Prague 4

Address: Měsíční 1366/10, Uhřetěves, 104 00 Prague 10

Date of birth: December 17, 1974

Ing. SLAVOMÍR BEŇA

Deputy Chairman of the Board of Directors and Director of the Corporates Division

Work address: Želetavská 1521/1, Prague 4

Residence: Mliekárenská 3, 82109 Bratislava, Slovakia

Date of birth: April 22, 1976

TATJANA ANTOLIĆ JASNIĆ

Member of the Board of Directors and Director of the Risk Management Division

Business address: Želetavská 1521/1, Prague 4

Residence: 10000 Zagreb, ul. Huga Ehrlicha 11, Croatia

Date of birth: July 18, 1977

Mgr. TOMÁŠ DRÁBEK

Member of the Board of Directors and Director of the Retail Division

Business address: Želetavská 1521/1, Prague 4

Address: Pod Havránkou 7/10, Troja, 171 00, Prague 7

Date of birth: January 14, 1978

DIMITAR TODOROV

Member of the Board of Directors and Director of the Finance Division

Work address: Želetavská 1521/1, Prague 4

Residence: 1606 Sofia, 20-ti April 12, Bulgaria

Date of birth: June 30, 1975

Ing. JAROSLAV HABO

Member of the Board of Directors and Director of the Slovak Branch

Business address: Šancová 1/A, 813 33 Bratislava

Residence: 85110 Bratislava, Keltská 760/7, Slovakia

Date of birth: April 27, 1976

VALENTINA STRANIERI

Member of the Board of Directors and Director of the People & Culture Division

Business address: Želetavská 1521/1, Prague 4

Address: Baarova 1540/28, Michle, 140 00 Prague 4

Date of birth: August 26, 1983

Ing. PAVEL VINTER

Member of the Board of Directors and COO

Business address: Želetavská 1521/1, Prague 4

Address: Všebrdova 445/5, Malá Strana, 118 00 Prague 1

Date of birth: March 9, 1973

Changes to the Board of Directors in 2025

On June 30, 2025, Stefano Gison resigned from the Board of Directors and Ing. Pavel Vinter was elected to replace him as of July 1, 2025. Alan Dobrić resigned as of July 31, 2025 and Maria Georgia Sălăgean, and on August 1 and August 15, 2025, respectively, Tatjana Antolić Jasnić and Dimitar Todorov were elected to replace them.

Subsequent changes to the Board of Directors in 2026

Marco Iannaccone will be appointed Chairman of the Board of Directors and Chief Executive Officer of the Bank as of 1 April 2026, replacing Jakub Dušilek in this position. As of 31 March 2026, Slavomír Beňa is stepping down from the position of Vice-Chairman of the Bank's Board of Directors.

6.3. The Supervisory Board of UniCredit Bank

The Supervisory Board has nine members, six of whom are elected and dismissed by the General Meeting, and three of whom are elected and dismissed by the company's employees in accordance with the Business Corporations Act. Members of the Supervisory Board perform their duties in person. Members of the Supervisory Board are elected for a term of 3 years. Re-election of members of the Supervisory Board is possible. The Supervisory Board is competent to pass resolutions if it is present or otherwise participating (e.g., via teleconference) a majority of all its members. Resolutions require the approval of a majority of all members of the Supervisory Board. In the event of a tie, the chairperson has the casting vote. The Supervisory Board may hold meetings at the company's registered office or outside the registered office, or using technical means that enable all participants in the meeting to identify each other and participate in real time in the discussion of the topics under consideration, as well as to receive, send, and view documents. The chairperson must verify that these conditions are met before the meeting begins. If all members agree, the members of the supervisory board may adopt decisions in writing, without holding a meeting (per rollam); those voting are considered to be present. Resolutions adopted per rollam must then be recorded in the minutes of the next regular Supervisory Board meeting.

The Supervisory Board has established a Remuneration Committee consisting of three members of the Supervisory Board (Gianfranco Bisagni, Ivan Tardivo, and Eva Mikulková). The Remuneration Committee is responsible for preparing proposals for decisions concerning remuneration, including those that have an impact on the risks and risk management of the obligated entity, which are adopted by the bank's Supervisory Board. When preparing these decisions, the Remuneration Committee takes into account the long-term interests of the bank's shareholders, investors, and other stakeholders, as well as the public interest.

The remuneration of employees in the risk management, internal audit and compliance functions is subject to the direct supervision of the Remuneration Committee.

The Supervisory Board has also established an Appointments Committee, which consists of three members of the Supervisory Board (Gianfranco Bisagni, Ivan Tardivo and Raphael Barisaac). The Nomination Committee is responsible for identifying and proposing candidates for approval by the Supervisory Board for vacant positions on the bank's Board of Directors, as well as candidates for approval by the sole shareholder for positions on the Supervisory Board. In doing so, the Nomination Committee also assesses the balance of professional qualifications and experience and diversity of the composition of the body as a whole. The Appointments Committee proposes a description of the activities and skills required for a specific position and estimates the expected time commitment associated with the performance of the function; the Appointments Committee also recommends a target representation of the under-represented gender on the Board and principles for increasing the number of representatives of the under-represented gender on the Board in order to achieve the set target;

- a) it regularly, and at least once a year, evaluates the structure, size, composition, and performance of the board of directors and makes recommendations to the supervisory board regarding any changes;
- b) regularly, and at least once a year, assess the credibility, professional competence, and experience of individual members of the board of directors and the board of directors as a whole, and report on this assessment to the supervisory board;
- c) regularly reviews the Board of Directors' policies on the selection and appointment of senior management and submits recommendations to the Supervisory Board.

The Supervisory Board also established a Risk Committee consisting of three members of the Supervisory Board (Raphael Barisaac, Gunnar Jakobsson, Nevena Nikse). The Risk Committee performs the following activities in particular:

- a) it regularly, and at least once a year, assesses the trustworthiness, professional competence, and experience of individual members of the Board of Directors and the Board of Directors as a whole, and reports on this assessment to the Supervisory Board;
- b) it reviews whether the valuation of assets, liabilities, and off-balance sheet items reflected in offers to clients fully takes into account the bank's business model and risk strategy. If the reflection of risks in prices is not in line with the bank's business model and risk strategy, the Risk Committee shall submit a plan to the Supervisory Board aimed at remedying the situation.

The Supervisory Board of the bank is responsible for supervising the bank's business activities and the performance of the Board of Directors.

The supervisory board:

- assesses specific areas of the bank's activities and business policies and supervises their implementation,

- is authorized to verify procedures in matters concerning the bank,
- reviews regular, extraordinary, and consolidated financial statements, as well as interim financial statements and proposals for the distribution of profits or coverage of losses, and submits its opinion to the general meeting,
- is authorized, through any member, to inspect all documents and records relating to the bank's activities,
- checks whether the accounting records are kept properly in accordance with the facts and whether the bank's business activities are carried out in accordance with the law and these Articles of Association,
- it convenes the general meeting if required by the interests of the bank and proposes the necessary measures to the general meeting,
- appoints a member to represent the bank in proceedings before courts and other authorities against a member of the Board of Directors.
- issues, if it deems it appropriate, the rules of procedure of the supervisory board, which must not be in conflict with these articles of association,
- approves any rules of procedure of the Board of Directors,
- elects and dismisses members of the Board of Directors. New members of the Board of Directors are elected from among candidates who may be proposed by any member of the Supervisory Board. The dismissal of members of the Board of Directors is also decided upon the proposal of any member of the Supervisory Board.
- in accordance with the measures of the Czech National Bank and legal norms published in the Collection of Laws of the Czech Republic, it sets the general conditions for the bank's activities and the conditions for compliance with risk credit exposure,
- approves contracts for the performance of functions concluded between the bank and members of its Board of Directors and any payments made by the bank to members of its Board of Directors pursuant to Section 61(1) of the Business Corporations Act,
- decides on the remuneration of members of the Board of Directors and sets the principles for the remuneration of the internal audit manager and the Compliance manager. If the General Meeting decides, pursuant to Section 8(2)(n) of these Articles of Association, that the variable component of the remuneration for members of the Board of Directors may be higher than the fixed component of the remuneration, but not more than twice the fixed component of the remuneration, the Supervisory Board shall determine the amount of the variable component in each individual case.
- establishes Supervisory Board committees and determines their tasks,
- supervises the effectiveness and efficiency of the bank's management and control system,
- may request the Chairman of the Audit Committee to convene a meeting of the Audit Committee, and
- performs other duties stipulated by law, these Articles of Association, and group rules.

GIANFRANCO BISAGNI

Chairman of the Supervisory Board

Residence: Via Guglielmo Marconi, 105, 19125 La Spezia SP, Italy

Date of birth: November 9, 1958

IVAN TARDIVO

Deputy Chairman of the Supervisory Board

Address: Via Corregio 19, 20149 Milan, Italy

Date of birth: January 6, 1969

EVA MIKULKOVÁ

Address: Kladno, Kročehlavy, Dlouhá 512

Date of birth: January 29, 1967

Ing. JANA SZÁSZOVÁ

Residence: Bratislava, Hany Meličkovej 2989/18, 84105, Slovakia

Date of birth: January 17, 1963

Ing. ALAN GRUND

Address: Křišťálová 1004/18, Slivenec, 154 00 Prague 5

Date of birth: September 17, 1972

RAPHAEL BARISAAC

Residence: Corso Garibaldi 12, Milan, Italy

Date of birth: May 20, 1971

LIVIA AMIDANI ALIBERTI

Place of residence: 16038 Santa Margherita Ligure, Via Paraggi a Monte 62/a, Italy

Date of birth: July 15, 1961

NEVENA NIKSE

Address: 88000 Mostar, Kneza Višeslava 30C, Bosnia and Herzegovina

Date of birth: July 8, 1982

GUNNAR JAKOBSSON

Address: Via Legnano 28, Milan, 20121, Italy

Date of birth: 15 April 1970

The following changes took place in 2025:

On February 6, 2025, Ms. Livia Amidani Aliberti was elected to replace Ms. Enrika Rimoldi, whose term had expired. Ms. Nevena Nikse was elected to fill the other vacancy on the same day.

On July 23, 2025, Mr. Davide Bazzarello resigned and Mr. Gunnar Jakobsson was elected to replace him on September 16, 2025. Mr. Ivan Tardivo was elected Vice-Chairman of the Supervisory Board on October 23, 2025.

6.4. Audit Committee

The Audit Committee is an independent committee whose task is to supervise, monitor, and advise on important matters relating to

accounting and financial reporting, internal control, audit and risk management, external audit, and monitoring compliance with laws, bank regulations, and the Code of Conduct.

The Audit Committee consists of three members appointed by the General Meeting from among the members of the Supervisory Board or third parties for a term of three years, who may also be dismissed by the General Meeting. The majority of the members of the Audit Committee must be independent and professionally qualified. At least one member of the audit committee must be a person who is or has been a statutory auditor or a person whose knowledge or previous experience in the field of accounting ensures the proper performance of the duties of a member of the audit committee, taking into account the sector in which the bank operates; this member must always be independent.

The audit committee may order inspections and specific audit investigations of the functions of the bank, other units of the bank, and its subsidiaries. In addition, the audit committee may be asked to assess interbank transactions and transactions carried out within the group of which the bank is a member, as well as other transactions that directly or indirectly represent a conflict of interest. In performing its activities, the Audit Committee has the right to request consultations from the Group Audit Department.

In such cases, the Group Audit Department staff shall be required to comply with all provisions governing the confidentiality of information.

Without prejudice to the responsibilities of the members of the Board of Directors or the Supervisory Board, the Audit Committee shall, in particular:

- monitor the effectiveness of internal control and risk management systems,
- monitor the effectiveness of internal audit and its functional independence,
- monitor the process of preparing financial statements and consolidated financial statements and submits recommendations to the Board of Directors or Supervisory Board to ensure the integrity of accounting and financial reporting systems,
- recommend an auditor to the Supervisory Board, duly justifying this recommendation unless otherwise specified by directly applicable European Union regulations governing specific requirements for the statutory audit of public-interest entities,
- assess the independence of the statutory auditor and the audit firm and the provision of non-audit services to the bank by the statutory auditor and the audit firm,
- discuss with the auditor the risks threatening his independence and the protective measures taken by the auditor to mitigate these risks,
- monitor the statutory audit process, based on the summary report on the quality assurance system,
- comment on the termination of the statutory audit contract or withdrawal from the statutory audit contract,

- assess whether the audit engagement will be subject to a review of the quality of the audit engagement by another statutory auditor performing audit activities in their own name and on their own account or by an audit firm in accordance with Article 4(3), first subparagraph, of Regulation (EU) No 537/2014 of the European Parliament and of the Council No. 537/2014
- inform the supervisory board of the results of the statutory audit and its findings from monitoring the statutory audit process,
- inform the supervisory board of how the statutory audit contributed to ensuring the integrity of the accounting and financial reporting systems,
- decide on the continuation of the statutory audit by the auditor in accordance with the second subparagraph of Article 4(3) of Regulation (EU) No 537/2014 of the European Parliament and of the Council,
- approve the provision of other non-audit services,
- approve the report on the conclusions of the selection procedure in accordance with Article 16 of Regulation (EU) No 537/2014 of the European Parliament and of the Council No 537/2014.

The Audit Committee shall have a quorum if a majority of its members participate in person or by teleconference. Decisions of the Audit Committee shall be taken by a simple majority of the members of the Audit Committee present, except for the adoption of decisions „per rollam,“ in which case such a decision must be approved by all members of the audit committee. Resolutions adopted per rollam must then be included in the minutes of the immediately following regular meeting of the Audit committee.

The Audit committee appoints and dismisses its chair from among its members. The chair coordinates and plans the activities of the Audit committee, convenes its meetings, and presides over them. The chair must be independent.

The auditor is required to report to the Audit committee on an ongoing basis on significant matters arising from the statutory audit, in particular on material weaknesses in the internal control system in relation to the preparation of the financial statements or consolidated financial statements.

MARCO RADICE

Chairman of the Audit Committee

Residence: Via S. Simpliciano, 5 – 20121 Milan, Italy

Date of birth: August 28, 1957

LIVIA AMIDANI ALIBERTI

Address: 16038 Santa Margherita Ligure, Via Paraggi a Monte 62/a, Italy

Date of birth: July 15, 1961

GUNNAR JAKOBSSON

Residence: Via Legnano 28, Milan, 20121, Italy

Date of birth: April 15, 1970

The following changes took place in the Audit Committee in 2025:

Ms. Livia Amidani Aliberti was elected to replace Ms. Enrika Rimoldi after her term of office ended on February 6, 2025. On July 23, 2025, Mr. Davide Bazzarello resigned and Mr. Gunnar Jakobsson was elected to replace him on September 16, 2025.

6.5. Conflict of interest at the level of management and supervisory bodies:

The Issuer is not aware of any potential conflicts of interest between the obligations of the above-mentioned persons to the Issuer and their private interests or other obligations. UniCredit Bank has a Code of Ethics in place, which sets out how to proceed in the event of a conflict of interest. The main activities performed by members of the Issuer's management and supervisory bodies outside the Issuer are not significant for the Issuer.

6.6. Information on corporate governance codes

UniCredit Bank voluntarily complies with the Czech Corporate Governance Code 2018 (hereinafter the “Code”), the full text of which is available at <https://www.mfcr.cz/cs/o-ministerstvu/odborne-studie-a-vyzkumy/2019/kodexspravy-a-rizeni-spolecnosti-cr-201-34812>. UniCredit Bank was unable to adopt the Code in its entirety, as it does not comply with provision 7.1.2, which requires the articles of association to define key decisions of the board of directors of fundamental importance that would be subject to prior approval by the supervisory board. This provision, which was included in UniCredit Bank's articles of association until 2020, was deleted on the basis of the conclusion of the Czech National Bank's audit of UniCredit Bank, when the CNB came to the conclusion that the articles of association in their then wording had to be considered invalid in this respect due to a conflict with corporate law and the requirement on the balance of powers, whereby interference with the powers of the board of directors is only possible on the part of the general meeting, which may reserve the relevant competence in the articles of association. UniCredit Bank also fails to comply with provision 10.2.1 (according to which it should identify and specify significant transactions with related parties, which must always be formally approved by the general meeting. Such transactions are approved by a special committee within the UniCredit Group), 10.2.2 (according to which the company should disclose significant transactions with related parties on its website), 10.5.1 (according to which half-yearly reports should be submitted to non-executive members of elected bodies prior to publication).

The Bank's parent company, UniCredit S.p.A., has defined the overall framework for the governance of its company in accordance with Italian and European laws and recommendations of the Italian Code of Corporate Governance for listed companies, adopted in 2001 (Codice di Corporate Governance), available at: <https://www.borsaitaliana.it/comitato-corporate-governance/codice/2020.pdf>. This code was created for companies with shares listed on the main

Italian market (Mercato Telematico Azionario) managed by the Italian Stock Exchange (Borsa Italiana).

The Bank's management and governance are governed by the relevant principles and recommendations contained in the aforementioned code.

7. Legal and arbitration proceedings

As of December 31, 2025, the Bank assessed the legal disputes brought against it. Appropriate provisions were created for these legal disputes.

In addition to these disputes, the Bank has been exposed to lawsuits arising from its normal business activities. The bank has not conducted any such activities in the past. No judicial, administrative, or arbitration proceedings have been conducted in the last 12 months which, in its opinion, could have or have had a significant impact on the Bank's financial situation or profitability in the last 12 months.

8. Significant change in the Issuer's financial situation

Since the publication of the audited financial statements for the year ended December 31, 2025, there has been no significant change in the Issuer's financial situation.

9. Outstanding loans, borrowings and other liabilities as at December 31, 2025

Creditor:	Oesterreichische Kontrollbank
Debtor:	UniCredit Bank Czech Republic and Slovakia, a.s.
Loan amount:	EUR 5,337,000
Interest rate:	0.80%
Date of loan provision:	August 31, 2015
Due date:	June 30, 2028
Type of collateral:	Pledge of receivables
Creditor:	Oesterreichische Kontrollbank
Debtor:	UniCredit Bank Czech Republic and Slovakia, a.s.
Loan amount:	EUR 140,000
Interest rate:	0.80%
Date of loan provision:	August 31, 2015
Due date:	June 30, 2028
Type of collateral:	Promissory note
Creditor:	Oesterreichische Kontrollbank
Debtor:	UniCredit Bank Czech Republic and Slovakia, a.s.
Loan amount:	EUR 7,267 thousand
Interest rate:	0.90%
Date of loan provision:	December 30, 2015
Due date:	September 29, 2028
Type of collateral:	Pledge of receivables
Creditor:	Oesterreichische Kontrollbank
Debtor:	UniCredit Bank Czech Republic and Slovakia, a.s.
Loan amount:	EUR 191,000
Interest rate:	0.90%
Date of loan provision:	March 30, 2016
Due date:	September 29, 2028
Type of collateral:	Promissory note
Creditor:	Oesterreichische Kontrollbank
Debtor:	UniCredit Bank Czech Republic and Slovakia, a.s.
Loan amount:	EUR 475,000
Interest rate:	0.686%
Date of loan provision:	October 31, 2018
Due date:	June 29, 2029
Type of collateral:	Pledge of receivables

Creditor:	Oesterreichische Kontrollbank
Debtor:	UniCredit Bank Czech Republic and Slovakia, a.s.
Loan amount:	EUR 12,000
Interest rate:	0.686%
Date of loan provision:	October 31, 2018
Due date: Due date:	June 29, 2029
Type of collateral:	Promissory note
Creditor:	Oesterreichische Kontrollbank
Debtor:	UniCredit Bank Czech Republic and Slovakia, a.s.
Loan amount:	EUR 3,847,000
Interest rate:	0.426%
Date of loan provision:	April 10, 2017
Due date:	June 29, 2029
Type of collateral:	Pledge of receivables
Creditor:	Oesterreichische Kontrollbank
Debtor:	UniCredit Bank Czech Republic and Slovakia, a.s.
Loan amount:	EUR 101,000
Interest rate:	0.426%
Date of loan provision:	April 10, 2017
Due date:	June 29, 2029
Type of collateral:	Promissory note
Creditor:	Česká spořitelna a.s.
Debtor:	UniCredit Leasing CZ, a.s.
Loan amount:	CZK 140,000 thousand
Interest rate:	5.20%
Date of loan provision:	April 13, 2023
Due date:	April 13, 2028
Type of collateral:	Letter of comfort
Creditor:	Česká spořitelna a.s.
Debtor:	UniCredit Leasing CZ, a.s.
Loan amount:	CZK 175,000
Interest rate:	4.99%
Date of loan provision:	November 13, 2023
Due date:	November 13, 2028
Type of collateral:	Patronage declaration
Creditor:	Česká spořitelna a.s.
Debtor:	UniCredit Leasing CZ, a.s.
Loan amount:	CZK 262,500 thousand
Interest rate:	4.73%
Date of loan provision:	June 7, 2024
Due date:	June 7, 2029
Type of collateral:	Patronage declaration
Creditor:	Česká spořitelna a.s.
Debtor:	UniCredit Leasing CZ, a.s.
Loan amount:	CZK 240,000
Interest rate:	4.05%
Date of loan provision:	December 19, 2024
Due date:	December 19, 2029
Type of collateral:	Letter of comfort

Creditor:	Česká spořitelna a.s.
Debtor:	UniCredit Leasing CZ, a.s.
Loan amount:	CZK 285,000
Interest rate:	4.14%
Date of loan provision:	September 22, 2025
Due date:	September 23, 2030
Type of collateral:	Letter of comfort
Creditor:	Council of Europe Development Bank
Debtor:	UniCredit Leasing CZ, a.s.
Loan amount:	CZK 312,500 thousand
Interest rate:	3.20%
Date of loan provision:	December 14, 2021
Due date:	January 19, 2027
Type of collateral:	Secured by bonds
Creditor:	European Investment Bank, Luxembourg
Debtor:	UniCredit Leasing CZ, a.s.
Loan amount:	EUR 9,000,000
Interest rate:	3.864%
Date of loan provision:	March 16, 2023
Due date:	March 16, 2028
Type of collateral:	Bank guarantee
Creditor:	European Investment Bank, Luxembourg
Debtor:	UniCredit Leasing CZ, a.s.
Loan amount:	CZK 317,074.5 thousand
Interest rate:	5.843%
Date of loan provision:	March 16, 2023
Due date:	March 16, 2028
Type of collateral:	Bank guarantee
Creditor:	Raiffeisenbank, a.s.
Debtor:	UniCredit Leasing CZ, a.s.
Loan amount:	CZK 600,000
Interest rate:	3.80%
Date of loan provision:	December 5, 2025
Due date:	January 16, 2026
Type of collateral:	Patronage declaration
Total amount of loans as of December 31, 2025	CZK 2,971,487,948.28

10. Significant agreements

UniCredit Bank has not entered into any agreements that could give rise to an obligation or claim by any member of the group that would be material to UniCredit Bank's ability to meet its obligations to securities holders based on the securities issued.

11. Total volume of outstanding bond issues

Total volume of outstanding bonds, including bonds in EUR and USD – converted according to the CNB exchange rate as of December 31, 2025 CZK 131,228,211,145.

12. Information on the number of shares issued by the Issuer that are owned by persons with management authority over the Issuer, including persons close to such persons

The number of shares issued by the Issuer that are owned by persons with management authority or persons close to such persons is 0. There are no options or comparable investment instruments whose value relates to shares or similar securities representing an interest in the Issuer.

13. Principles of remuneration of persons with management authority over the Issuer

Remuneration policy

The remuneration policy for persons with management powers is set in accordance with the „Remuneration Policy within the UniCredit Group“ and in accordance with Decree No. 163/2014 Coll. and consists of a basic salary policy, a variable remuneration system called the “Group Incentive System,” and benefits. The key pillars of the remuneration policy are clear and transparent management, compliance with regulatory requirements and ethical rules, continuous monitoring of market trends and practices, providing sustainable remuneration for sustainable performance, and motivating and stabilizing all employees, with a special focus on talented employees and those who are essential to fulfilling the company’s mission.

Board of Directors

The remuneration of members of the Board of Directors is always approved for the given calendar year by the Remuneration Committee of the Supervisory Board of UniCredit Bank Czech Republic and Slovakia, a.s. (hereinafter referred to as the Remuneration Committee) on the basis of documents submitted by the People & Culture department and prepared in cooperation with the People & Culture department of the UniCredit Group. In 2025, the members of the Remuneration Committee were Gianfranco Bisagni, Ivan Tardivo, and Eva Mikulková. Since May 2014, in accordance with the new Civil Code, members of the Board of Directors perform their duties on the basis of a contract for the performance of the duties of a member of the Board of Directors. Under this contract, they are entitled to a fixed monthly amount (remuneration for performing the function of a member of the Board of Directors), annual variable remuneration and are granted certain benefits. Foreign members of the Board of Directors are not entitled to any local remuneration for the performance of their duties; foreign executive managers of the bank are remunerated by the parent company. These costs are billed by the parent company to the bank and are included in the remuneration overview.

Contractual salaries of the bank’s executive managers Contractual salaries are defined based on the value of the job position within the UniCredit Group’s senior management classification system („Global Job Model“) and key competencies of executive manager and market comparisons with other entities in the financial and banking market in the Czech Republic, within the UniCredit Group, and in Central and Eastern Europe.

In the event of changes to the contractual salaries of individual members of the bank’s Board of Directors, the Director of Compliance, and the Director of Internal Audit, these changes are approved by the Remuneration Committee on the basis of documents

submitted by the People & Culture department and prepared in cooperation with the People & Culture department of the UniCredit Group.

Variable remuneration of the bank’s executive managers The localized version of the UniCredit Group’s „2025 Group Incentive System“ variable remuneration system (hereinafter referred to as the System) was approved by the Remuneration Committee as a binding regulation for the variable remuneration of executive managers.

Variable remuneration, its amount and method of payment are determined in accordance with the System using the following components:

1. „Bonus pool“;
2. „Entry Conditions“;
3. „Risk and Sustainability Adjustments“;
4. „Individual Performance Scorecard“;
5. „Bonus cap“;
6. „Malus mechanisms“;
7. Hedging Ban;
8. Bonus Payout.

1. Bonus Pool

The Bonus Pool is the total amount allocated for the payment of variable remuneration in a given year. The basis for determining the amount of the Bonus Pool is a risk-adjusted performance indicator, known as Operating EVA. The Bonus Pool is defined during the budget preparation phase for each country as a percentage of the relevant resource indicator, taking into account historical data analysis, expected profitability, business strategy, and market developments/external comparisons. The final amount of the Bonus Pool is determined after the Entry Conditions have been met and Risk and Sustainability Adjustments have been taken into account.

In addition, the size of the Bonus Pool takes into account all recommendations issued by European or local regulatory authorities on the variable component of remuneration.

2. Entry Conditions

The indicators labeled „Entry Conditions“ measure profitability, capital adequacy, and liquidity. „Entry Conditions“ are a mechanism that verifies the condition for reducing or completely eliminating the Bonus Pool depending on the level of fulfillment of the indicators. In order to comply with regulatory requirements in the event of non-fulfillment of Entry Conditions, bonuses for executive managers/selected employees are reduced or canceled. If the Entry Conditions are met, the reduction is not applied and further adjustments are made based on Risk & Sustainability Adjustments.

In 2025, the Entry Conditions were defined by the following parameters:

Group	CEE Division	Local
Operating EVA (Net operating profit – Cost of capital) > 0	Operating EVA (Net operating profit – Cost of capital) > 0	Operating EVA (Net operating profit – Cost of capital) > 0
Net profit > 0	Net profit > 0	Net profit > 0
Equity and Leverage Ratio > RAF limits (Risk appetite framework)		Equity and Leverage Ratio > RAF limits (Risk appetite framework)
Short-term liquidity indicator (Liquidity Coverage Ratio) > 109%		Short-term liquidity indicator (Liquidity Coverage Ratio) > 110%
Net stable funding ratio (Net Stable Funding Ratio) > 102.3%		Net stable funding ratio (Net Stable Funding Ratio) > 102%

3. Risk & Sustainability Adjustments

The purpose of Risk & Sustainability Adjustments is to assess the “quality of performance” from a sustainability perspective. The KPIs for this assessment are part of the bank’s Risk Appetite Framework. The application of „Risk & Sustainability Adjustments“ will confirm, reduce, or completely cancel the payment of bonuses to executive managers. In accordance with the relevant regulatory requirements, the overall assessment of sustainable performance parameters is reviewed by the Remuneration Committee.

4. Individual Performance Scorecard

The Individual Performance Scorecard is a table of performance targets for senior managers set annually by the Remuneration Committee. Performance targets are closely linked to the bank’s strategic plan. Individual performance evaluations are based on specific goals, with a balanced combination of role and seniority, financial quantitative KPIs, and qualitative goals, including strategic priorities, sustainability, and behavior in line with the group’s culture and corporate values. The Remuneration Committee approves their fulfillment based on a proposal from the direct superiors of executive managers for each calendar year and each executive manager separately.

For example, the performance indicators approved by the Remuneration Committee for executive managers in 2025 included:

- Returns adjusted for risk costs,
- Operating costs and cost-to-income ratio,
- Net capital creation,
- Return on allocated capital.

The other objectives were both quantitative and qualitative and differ for each executive manager depending on the priorities of the segment for which the executive manager is responsible. The executive manager responsible for risk management does not have any business or financial performance objectives in his objectives, except for the level of operating costs.

5. Bonus Cap

In accordance with applicable regulations, a cap has been introduced for the variable component of remuneration, set at

one times the annual fixed remuneration, with the possibility of increasing it to twice the annual fixed remuneration if permitted by the local regulator and subject to approval by a qualified majority of shareholders. A more conservative approach is used for control functions and the People & Culture function, which sets the cap on the variable component of remuneration at 80% of the annual fixed remuneration.

6. Malus mechanisms

Malus and claw-back may be applied in the event of confirmation of conduct during the reference period (performance period) for which the executive:

- contributed through fraudulent conduct or gross negligence to significant financial losses for the bank or its clients, or negatively affected the risk profile or other regulatory requirements through their conduct;
- committed misconduct and/or failed to take the expected measures in connection with such misconduct or omissions, which contributed to significant damage to the bank’s reputation or resulted in disciplinary measures on the part of regulatory authorities;
- is subject to disciplinary measures and complaints in connection with fraudulent or negligent conduct during the reference period.

In addition, executive directors’ remuneration may be subject to claw-back in the event of payment made on the basis of assumptions that subsequently prove to be incorrect.

The award of a bonus is also subject to a so-called Bonus Gate, namely the completion of at least 90% of mandatory training courses.

Ad 7. Hedging Ban

Senior executives are required not to use personal hedging strategies on remuneration and related liability insurance that could mitigate the risks associated with their remuneration scheme. Engagement in any form of hedging transaction is considered a breach of compliance principles and therefore any right to receive variable remuneration under the Remuneration System shall lapse.

Ad 8. Bonus Payout

According to the rules of the „2025 Group Incentive System,“ the payment of the Bonus for a given period (2025) is spread over a multi-year period:

Chairman of the Board of Directors and Deputy Chairman of the Board of Directors

- The first part of the payment (2026) is payable half in cash and half in non-cash instruments and constitutes 40% of the bonus set for the given period; non-cash instruments are subject to a retention period of one year.
- The second part of the payment (2029) is payable in non-cash instruments and constitutes 20% of the bonus set for the given period; non-cash instruments are subject to a retention period of one year.
- The third part of the payment (2030) is payable in non-cash instruments and constitutes 20% of the bonus set for the given period; non-cash instruments are subject to a retention period of one year.
- The fourth part of the payment (2031) is payable in cash and constitutes 20% of the bonus set for the given period.
- Each year, bonus payments are conditional on the fulfillment of entry conditions and the application of malus mechanisms.

Senior Management with variable remuneration exceeding EUR 348,000

- The first part of the payment (2026) is payable half in cash and half in non-cash instruments and constitutes 40% of the bonus set for the given period; non-cash instruments are subject to a one-year retention period.
- The second part of the payment (2025) is payable in non-cash instruments and constitutes 10% of the bonus set for the given period; non-cash instruments are subject to a one-year retention period.
- The third part of the payment (2028) is payable in non-cash instruments and constitutes 10% of the bonus set for the given period; non-cash instruments are subject to a retention period of one year.
- The fourth part of the payment (2029) is payable in non-cash instruments and constitutes 10% of the bonus set for the given period; non-cash instruments are subject to a retention period of 1 year.
- The fifth part of the payment (2030) is payable in non-cash instruments and constitutes 10% of the bonus set for the given period; non-cash instruments are subject to a retention period of 1 year.
- The sixth part of the payment (2031) is payable in cash and constitutes 20% of the bonus set for the given period.
- Each year, the bonus payment is conditional on the fulfillment of the Entry conditions and the possibility of applying the Malus mechanisms.

Senior Management with variable remuneration of less than EUR 348,000

- The first part of the payment (2026) is payable half in cash and half in non-cash instruments and constitutes 50% of the bonus set for the given period; non-cash instruments are subject to a retention period of one year.
- The second part of the payment (2028) is payable partly in cash (5% of the bonus set for the given period) and partly in non-cash form (10% of the bonus set for the given period); non-cash instruments are subject to a one-year retention period.
- The third part of the payment (2029) is payable in non-cash instruments and constitutes 10% of the bonus set for the given period; non-cash instruments are subject to a retention period of one year.
- The fourth part of the payment (2030) is payable in non-cash instruments and constitutes 15% of the bonus set for the given period; non-cash instruments are subject to a retention period of one year.
- The fifth part of the payment (2031) is payable in cash and constitutes 10% of the bonus set for the given period.
- Each year, the bonus payment is conditional on the fulfillment of the Entry Conditions and the possibility of applying the Malus Mechanisms.

The fulfillment of the conditions for payment in each year and the release of the deferred bonus payment are approved by the Remuneration Committee on the basis of a proposal by the UniCredit Group's Board of Directors.

Benefits for the bank's senior management

Benefits are defined in accordance with the priorities of the UniCredit Group's human resources policy and the inclusion of the management position in a predefined category of employee benefits.

- Based on their position under the contract for the performance of the function of a member of the Board of Directors, executive managers are provided with the following benefits: employer contribution to supplementary pension insurance, employer contribution to capital life insurance.
- Due to their managerial positions, executive managers are provided with company cars for private use.
- Due to their temporary assignment to the Czech Republic from other UniCredit Group companies, foreign executive managers receive benefits in accordance with the standards for the secondment of senior executives within the UniCredit Group, contractual benefits related to long-term stays abroad.

The above benefits are provided in the form of non-monetary benefits and their total amount is included in the remuneration overview.

Supervisory Board

The Supervisory Board consists of nine members, three of whom are employed by the Issuer and receive a salary for their work for the

Issuer on the basis of an employment contract within the meaning of the Labor Code. Members of the Supervisory Board who are also employees of any company within the UniCredit Group (including the Issuer) are not entitled to any remuneration for the performance of their duties.

A fixed contractual remuneration may only be agreed with those members of the Supervisory Board who do not simultaneously hold executive positions within the UniCredit Group on the basis of an employment contract. The remuneration is valid for the entire term of office of the Supervisory Board member and is decided by the General Meeting of UniCredit Bank Czech Republic and Slovakia, a.s. on the proposal of the Board of Directors.

The remuneration of Supervisory Board members listed in the remuneration overview is the income of two foreign Supervisory Board members with whom the shareholder has agreed a fixed contractual remuneration with the shareholder on the basis of the above rules. The remaining members of the Supervisory Board are not remunerated by the Issuer.

The remuneration policy for members of the Supervisory Board who are employees of UniCredit Bank Czech Republic and Slovakia, a.s. is approved by the bank's Board of Directors at the proposal of the bank's People & Culture department, and benefits are provided in accordance with the applicable collective agreements concluded between the bank and its trade unions in individual countries.

The principles of remuneration for members of the Supervisory Board employed by the Issuer and the components of their remuneration that are paid to them under the employment contract, including variable remuneration, is governed by the bank's internal regulations. The annual variable remuneration is set for employees as a percentage of the target annual variable remuneration (0–150%) based on the fulfillment of quantitative and qualitative performance indicators defined in the „Goal Card,” which is part of the bank's variable remuneration system for employees based on evaluation of individual and team goals. The performance parameters in the Goal Card for members of the Supervisory Board from among the Issuer's employees are dependent on their job positions, which they perform under their employment contracts within the meaning of the Labor Code, and are in no way related to the performance of their duties as members of the Supervisory Board. The final amount of annual variable remuneration paid to members of the Supervisory Board from among the Issuer's employees is proposed and approved by their immediate superior in accordance with the Issuer's organizational structure.

Audit Committee

The Audit Committee consists of three persons, none of whom are employed by the Issuer. A fixed contractual remuneration may be

agreed for the performance of the function of a member of the Audit Committee. The remuneration is valid for the entire term of office of the member of the Audit Committee and is decided upon by the General Meeting of UniCredit Bank Czech Republic and Slovakia, a.s. on the proposal of the Board of Directors.

In 2025, the above-mentioned contractual fixed remuneration was agreed with three members of the Audit Committee. The total amount of remuneration paid is shown in the remuneration overview.

14. Diversity, equality, and inclusion

In modern banking, where constant change places high demands on flexibility and innovation, diversity, equality, and inclusion (DE&I) represent not only an important ethical framework, but also a fundamental condition for long-term prosperity and competitiveness. We believe that respect for diversity enriches our corporate culture and strengthens our ability to understand the needs of clients from different backgrounds, professions, and regions.

Building an environment based on equal opportunities and inclusion is our path to creating a stronger, more open, and more innovative organization. We understand diversity broadly—as a variety of experiences, perspectives, and ways of thinking that increase creativity and teamwork effectiveness and enable us to respond effectively to the complex challenges of today's market.

Our long-term DE&I strategy is firmly rooted in UniCredit's corporate values and is reflected in our internal processes, rules, and communication. We focus on gender diversity, equal pay, support for employees with disabilities, empowering parents across all stages of life, mental health, and support for the LGBTQ+ community.

EDGE certification: confirmation of our commitment

In 2025, UniCredit Czech Republic and Slovakia underwent the EDGE (Economic Dividends for Gender Equality) international certification process for the second time, which assesses companies' progress in the area of gender equality. The certification examines equal opportunities, fair remuneration, the representation of women at all levels, and the overall inclusiveness of corporate culture. It is awarded at three levels — Assess, Move, and Lead.

After achieving the EDGE Assess level in our first assessment, we moved up to the EDGE Move level in 2025.

This result confirms our long-term commitment to diversity and inclusion and reflects specific measures, such as:

- transparent remuneration policies and regular monitoring of gender equality,
- support for women's career growth across the organization,
- flexible working conditions that facilitate work-life balance.

UniCredit is thus among the companies that actively build a fair and inclusive working environment, which is an important part of our ESG strategy.

Inspiration and sharing – internally and externally

Inspirational lectures, which are available to all employees online and are also shared with parents on parental leave, are a great way to raise awareness of various aspects of DE&I.

In May, we welcomed Heřman Volf, founder of the non-profit organization Cesta za snem (Journey to a Dream), and Kateřina Honzíková, our colleague. Their lecture, entitled Active Life with a Disability, showed that despite health disabilities and various limitations, life does not end and its quality depends to a large extent on attitude and a positive mindset.

In September, we had the opportunity to participate in a discussion with director Viktor Tauš and Tereza Šindlerová, founder of the SPOLUŽIVOT endowment fund. Viktor Tauš is a prominent Czech director, screenwriter, and producer, known for his distinctive style and powerful social themes in his work. He has recently completed the acclaimed projects Amerikánka and Snowflakes, which combine film and theater with the theme of the lives of children in children's homes. The SPOLUŽIVOT endowment fund mediates and promotes foster care as a form of support for children from children's homes.

In 2025, we also focused more significantly on activities and DE&I inspiration outside the bank, including towards students. In contrast to traditional topics such as cybersecurity and financial literacy, we introduced students in the Honors Academia program to DE&I topics that are (still) rarely discussed. The lecture by our DE&I ambassador was part of the Management, Sustainability, and ESG course and showed what it means to build an inclusive environment at the bank—from parental support and a wellbeing program to volunteering in communities.

Another event attended by DE&I ambassadors was a panel discussion entitled Women FMV in a World of Opportunities and Challenges at the University of Economics in Prague.

For the third year running, we have nominated UniCredit representatives among the inspiring women of the financial sector as part of the FinŽeny project. We also presented the topic of diversity in the Women in Finance podcast, where our managers dedicated to DE&I topics discussed the challenges of DE&I in banking and the impact of social trends on diversity.

Under the auspices of the Czech Banking Association, we participate in the creation of a semi-annual DE&I benchmark for the largest banks in the Czech Republic. We monitor indicators such as:

- the representation of women in management,

- return of parents after maternity/parental leave,
- age diversity,
- equal pay.

UniCredit achieves above-average results, particularly in the areas of equal pay, the proportion of part-time workers, and the representation of women in lower management. We have also been successful in maintaining a high number of parents who return after parental leave and remain with the company.

Parents and their children are a long-term priority for us. We continue to organize events for employees on maternity and parental leave, from dedicated meetings at the bank to the opportunity to participate in inspirational lectures, which strengthens the possibility of connection outside of work. We are raising awareness of programs to support parents returning to work, especially among managers. Since 2024, we have been including topics on active fatherhood.

We organized the second annual Children's Day for employees' children, entitled „Mom, Dad, Where Do You Work?“ Employees' children were given the opportunity to understand their parents' work in a playful way and interactively learn about the banking environment. Due to the enormous interest, at our headquarters in Prague and Bratislava, we prepared two afternoons full of various activities, ranging from a tour of the branch to creating a marketing campaign, simulating interbank transactions, money laundering, and recognizing counterfeit banknotes. The event was attended by 200 children thanks to the enthusiasm of 30 volunteer colleagues.

An important new development for Czech parents is the new concept of childcare allowances for childcare, which aims to support parents after they return from maternity or parental leave and provide them with greater support in securing care for their child/children. The main principles of the new concept are to support parents of children under the age of 3 in particular, for whom childcare is more expensive and complicated, which can prevent parents from returning to work. The allowance for children over the age of 3 is lower with regard to the possibility of using state nursery schools, and it is only provided until the child reaches the age of 4.

Equal pay

One of the key areas is equal pay, which we have been focusing on for a long time. For us, equal pay means the same wage for work of equal value, regardless of factors unrelated to employee performance or experience. This includes eliminating differences in remuneration based on gender, age, nationality, health restrictions, or other characteristics. The bank's current remuneration system is based on this principle. Our processes for determining and adjusting salaries also take this principle into account. To ensure equal pay between men and women, we have set up an indicator called

Same role GPG, which we measure and evaluate regularly. Its value has remained below 2% for a long time.

In 2025, we took a significant step forward in the area of remuneration transparency. We made information about the so-called wage policy range for a given position available to our employees in specialist positions. This allows employees to compare their wages with the minimum and maximum of our wage policy for their position.

Well-being and mental health

At UniCredit, we continue to place great emphasis on supporting the well-being of our employees. We focus on creating an environment that promotes not only professional growth, but also physical and mental health. Our goal is to offer employees tools, programs, and initiatives that help them feel good, stay motivated, and maintain a balance between their work and personal lives.

Our efforts to support the physical and mental health of our employees are reflected in specific activities throughout the year. We regularly organize inspirational lectures on topics related to well-being.

We also continue to work with an online therapy platform provider that is available to all employees 24/7, free of charge and without restrictions. The platform offers individual sessions with a selected psychotherapist, providing employees with professional support whenever they need it.

In April, we organized Well-being Week, an event supported by the UniCredit Group, during which online lectures focused on the individual pillars of well-being were held.

As part of International Father's Day, we organized two inspiring lectures focused on fatherhood and the role of partners in the family. The aim was to support parents in their important life role, offer practical tips, and open up space for sharing experiences. One lecture focused on the perspective of fathers, the other on the perspective of mothers, including those expecting a child. Both events were open to all employees, regardless of gender, so that everyone could take away inspiration for a harmonious family environment.

For International Mental Health Day, we organized Mental Health Day, which included a series of lectures on topics such as longevity, harmony in relationships, insomnia, and how to work effectively with energy during the day.

At our headquarters in Prague, we continue to offer regular exercise classes—yoga and interval training—and in the fall, we expanded our offerings to include Pilates. These activities help employees maintain their physical condition, improve flexibility, and regenerate after a busy day at work.

The year 2025 was a year of significant progress in the area of diversity, equality, and inclusion, deepening partnerships and building an environment where everyone has space to grow and succeed. The confirmation of a higher level of EDGE certification, the expansion of activities for employees and the public, support for parents, and systematic work on transparent and fair remuneration show that DE&I is not just part of our processes, but an integral part of our culture. We are entering the coming years with a clear ambition to continue supporting an inclusive environment that reflects UniCredit's values and responds to the needs of society and employees. We believe that diversity of perspectives and equal opportunities are the foundation of innovation, service quality, and the long-term success of our entire organization.

15. Information on all monetary and in-kind income received by senior management, members of the Supervisory Board, and members of the Audit Committee from the Issuer

Amounts in CZK					
Members of the Board of Directors					
Short-term employee benefits	Employee benefits after termination of employment	Other long-term employee benefits	Benefits upon early termination of employment	Share-based payments	Total
59,496,983	0	14,316,425	0	4,546,064	78,359,472
Members of the Supervisory Board					
Short-term employee benefits	Employee benefits after termination of employment	Other long-term employee benefits	Benefits upon early termination of employment	Share-based payments	Total
777,830	0	0	0	0	777,830

Members of the Audit Committee					
Short-term employee benefits	Employee benefits after termination of employment	Other long-term employee benefits	Benefits upon early termination of employment	Share-based payments	Total
530,900	0	0	0	0	530,900
Other executive managers					
Short-term employee benefits	Employee benefits after termination of employment	Other long-term employee benefits	Benefits upon early termination of employment	Share-based payments	Total
124,026,815	0	1,057,612	0	0	125,084,427

16. Significant future investments other than financial investments planned for 2026

UniCredit Bank's total investments for 2026, excluding financial investments, are planned at CZK 3.62 billion, of which CZK 2.05 billion is for the planned purchase of assets for lease for UniCredit Leasing. Another significant item is investments in information technology (hardware and software) totaling CZK 0.74 billion, which are primarily intended for the development of the bank's information systems with an emphasis on digitization, automation,

and streamlining of processes, as well as compliance with regulatory and operational requirements. However, this represents only a portion of total IT investments, as some IT investments are made in the form of services provided by external suppliers and are accounted for as operating expenses. Investments in fixed assets, including leased buildings, amounting to CZK 0.83 billion are focused on the acquisition of a logistics hall for the purpose of relocating the archive, the purchase of premises for the main branch in Bratislava, and the development and renewal of the distribution network.

17. Information on collateral provided by the Issuer

(CZK thousand)	December 31, 2025	December 31, 2024
Guarantees and sureties provided	51,867,893	49,627,676
Guarantees provided from letters of credit	760,746	957,267
Total	52,628,639	50,584,943

18. Internal control policies and procedures and the Issuer's approach to risks related to the financial reporting process

All internal processes that have a direct or indirect impact on the bank's reporting were described within the UniCredit Bank Czech Republic and Slovakia group. The risks associated with these processes were also described. Controls with varying frequencies were set up for these risks in order to eliminate them. All processes are evaluated and updated twice a year. In addition, the controls set up to eliminate the described risks are reviewed.

The aim of the above was to establish appropriate internal controls to ensure the accuracy of financial reporting, achieve greater awareness of the risks associated with the preparation of financial statements, and keep these risks under control at an acceptable level.

The UniCredit Bank Czech Republic and Slovakia Group has developed internal regulations relating to individual areas of the Group's activities that have an impact on the Group's accounting. The procedures for valuing balance sheet and income statement items are described in the notes to the individual and consolidated annual financial statements, which are part of this annual report.

These annual financial statements are submitted to the auditor. For assessment purposes, financial data intended for consolidation of the parent company (for each quarter of the given year) is submitted four times a year for verification by an auditor.

19. Information on regulated markets and the rating of the Issuer or its debt securities

The rating agency Moody's Investors Service España, S.A. (hereinafter "Moody's") has assigned the Issuer a rating of A2 with a stable outlook. Moody's has also assigned a rating of Aa1 to selected debt securities issued by the Issuer (listed in the overview below).

Moody's is registered in accordance with Regulation (EC) No. 1060/2009 of the European Parliament and of the Council, as amended by Regulation No. 462/2013 (hereinafter referred to as the "Credit Rating Agencies Regulation").

It is included in the list of credit rating agencies published by the European Securities and Markets Authority (ESMA) on its website (<https://www.esma.europa.eu/credit-rating-agencies/cra-authorisation>) in accordance with the Regulation on Credit Rating Agencies.

The Issuer has not authorized any other rating agency to issue a rating for the same issues or debt securities listed in the overview below. Should this possibility arise in the future, the Issuer will proceed in accordance with Article 8d of the Regulation on Credit Rating Agencies.

Overview of the Issuer's issued and outstanding debt securities admitted to trading on a regulated market.

The following table lists the Issuer's outstanding debt securities admitted to trading on the Prague Stock Exchange. The data is valid as of December 31, 2025.

Name	ISIN	Issue date	Due date	Currency	Number of units	Nominal value 1 unit	Payment frequency coupon	Coupon	Rating
UCB HZL 3.04/2028	CZ0002003114	June 7, 2013	June 7, 2028	EUR	85	100,000	per annum	3.04%	Aa2
UCB bond EUR ZERO/2028	CZ0003709669	March 21, 2025	March 21, 2028	EUR	3,793,755	1	–	Zerobond	–

The form/type of CP for all of the above issues is bearer CP in book-entry form. The above issues are not subject to early redemption.

The following table lists the Issuer's outstanding debt securities admitted to trading on the Luxembourg Stock Exchange. The data is valid as of December 31, 2025.

Name	ISIN	Issue date	Due date	Currency	Number of units	Nominal value 1 unit	Frequency coupon payment	Coupon	Rating
UCB HZL 3M FLOAT /26	XS2188802313	June 15, 2020	June 15, 2026	EUR	10,000	100,000	quarterly	3M EURIBOR +42 bps	Aa1
UCB HZL 3M FLOAT /27	XS2188802404	June 15, 2020	June 15, 2027	EUR	10,000	100,000	quarterly	3M EURIBOR +44 bps	Aa1
UCB HZL 3M FLOAT II/26	XS2419387357	Dec. 15, 2021	15 Dec 2026	EUR	10,000	100,000	quarterly	3M EURIBOR +15 bps	Aa1
UCB HZL 3.125/27	XS2541314584	11	11. 10. 2027	EUR	5,000	100,000	per annum	3.125%	Aa1
UCB HZL 3.625/26	XS2585977882	February 15, 2023	February 15, 2026	EUR	5,000	100,000	per annum	3.625%	Aa1
UCB HZL 3.75/28	XS2637445276	June 20, 2023	June 20, 2028	EUR	5,000	100,000	per annum	3.75%	Aa1
UCB HZL 3M FLOAT/27	XS2764457078	February 14, 2024	February 14, 2027	EUR	7,500	100,000	quarterly	3M EURIBOR +71 bps	Aa1
UCB HZL 2.875/29	XS2907249457	September 25, 2024	March 25, 2029	EUR	5,000	100,000	per annum	2.875%	Aa1
UCB HZL 2.625/30	XS3168205659	September 3, 2025	March 3, 2030	EUR	5,000	100,000	annual	2.625	Aa1
UCB HZL 3M FLOAT/32	XS3224003650	6 Nov 2025	6 Nov 2032	EUR	20,000	100,000	quarterly	3M EURIBOR +54 bps	Aa1

The form/type of CP for all of the above issues is bearer form in book-entry form. The above issues are not subject to early redemption by the Issuer.



A report on relations

between the controlling and controlled person and on relations between the controlled person and other persons controlled by the same controlling person

Pursuant to Section 82 et seq. of Act No. 90/2012 Coll., on Commercial Corporations, the Board of Directors of **UniCredit Bank Czech Republic and Slovakia, a.s.**, with registered office at Prague 4, Želetavská 1525/1 Postal Code: 140 92, ID No. 64948242, registered in the Commercial Register maintained by the Municipal Court in Prague, Section. B, Insert 3608 („UCB CS“), for the **period from 1 January 2025 to 31 December 2025** (hereinafter referred to as the „Period“), prepared the **Relationship Report**.

1. Structure of relations between UCB CS and the controlling person and persons controlled by the same controlling person

During the period, UCB CS was directly controlled by **UniCredit, S.p.A.** with its registered office at Piazza Gae Aulenti 3 – Tower A – 20154 Milan, Italy. UCB CS, on the other hand, during the period controlled **UniCredit Leasing CZ, a.s.**, ID No.: 15886492, Želetavská 1525/1, 140 10 Praha 4, **UniCredit Factoring Czech Republic and Slovakia, a.s.** ID No.: 15272028, Želetavská 1525/1, Michle, 140 00 Praha 4.

UniCredit Leasing CZ, a.s. was the sole shareholder of the following companies during the period: **UniCredit Leasing Slovakia, a.s.**, ID 35730978, Šancová 1/A, Bratislava 814 99, **UniCredit Fleet Management, s.r.o.**, ID:62582836, Želetavská 1525/1, Michle, 140 00 Praha 4, **UniCredit pojišťovací makléřská spol. s r.o.**, ID No.: 25711938, Želetavská 1525/1, Michle, 140 00 Praha 4, **CA-Leasing OVUS s.r.o.**, ID No.: 25714538 Želetavská 1525/1, Michle, 140 00 Praha 4, **ALLIB Leasing s.r.o.**, ID No.: 25708376, Prague 4 – Michle, Želetavská 1525/1, Postal Code 14010.

UniCredit Leasing Slovakia, a.s. was the sole shareholder of the following companies during the period: **UniCredit Leasing Insurance Services, s. r. o.**, ID No.: 47926481, Šancová 1/A, Bratislava 814 99, Slovakia, **UniCredit Broker, s. r. o.**, ID No.: 35800348, Šancová 1/A, Bratislava 814 99 and **UniCredit Fleet Management, s.r.o.**, ID No.: 35820381, Šancová 1/A, Bratislava 814 99

The structure of the UniCredit Group is described in detail in Annex 1 to this report

2. The role of UCB CS within the UniCredit Group:

Within UniCredit Group's CEE division, the Czech and Slovak Republics are among the leading countries. UCB CS is also the leading bank in the CEE region in terms of consolidated profit.

UCB CS plays the role of a universal bank in the markets of the Czech and Slovak Republics and is often a product innovator in the CEE region. UCB CS supports group solutions in the area of products, processes or sales channels, which are piloted in various countries and, if confirmed as successful, are subsequently implemented in

other UniCredit banks in the CEE division. UCB CS is very active in this area.

In the area of standard banking activities, in addition to the contracts listed below, the controlled person entered into interbank, derivative and other banking transactions with the controlling person and related parties, and these parties cooperated in the issuance of bonds, as well as entered into customer transactions (credit cards, current accounts, deposit products, cash payments, etc.), on normal market terms. In the context of normal banking relationships, certain credit transactions of controlled persons are secured by bank guarantees provided by UniCredit S.p.A., UniCredit Bank Austria AG and UniCredit Bank AG.

The Group also provides credit products and guarantees from UCB CS on normal terms and conditions.

3. Method and means of control

The General Assembly is the supreme body of the UCB CS. UniCredit S.p.A. expresses its will through the exercise of its shareholders' rights by resolutions of the sole shareholder in the exercise of the powers of the General Meeting.

According to the UCB CS Articles of Association, the General Meeting is also responsible for electing the members of the Supervisory Board. The Supervisory Board then supervises the implementation of the Bank's business activities and the exercise of the powers of the Board of Directors. The Supervisory Board also elects and dismisses members of the Management Board and recommends candidates for Chairman and Deputy Chairman of the Management Board to the Management Board. However, the members of the Management Board are not bound by this recommendation in their election.

The controlling person has representatives on the bank's supervisory board and board of directors.

UCB CS, as a member of the UniCredit Group, must, subject to applicable law, comply with the regulations issued by UniCredit S.p.A (the „Holding Company“) within the Bank and all companies controlled by it through directives („Holding Company Directives“). The Holding Company Directives are the rules that define the management, the organisation chart and the responsibilities of the managers in the key processes within the Group, which are issued in the exercise of the Holding Company's powers of supervision and coordination of the Group, in accordance with the guidelines issued by the Italian Supervisory Authority with the aim of maintaining the stability of the Group.

UCB CS exercises its influence over its subsidiaries through the exercise of its shareholder rights and through its representatives on the bodies of some of these companies, in particular on their supervisory boards.

4. Overview of mutual agreements between UCB CS and the controlling person or between persons controlled by UCB CS

4.1. Between UCB CS and UniCredit S.p.A., Piazza Gae Aulenti 3, Tower A – 20154 Milan, Italy

Name of the contract	Subject of the contract	Closure date
CP management contract in book-entry form	Administration and custody of securities	25.6.2003
Intercompany services agreement	Consulting services in the field of methodical group management	11.12.2015
ISDA Master Agreement	Master agreement for derivatives trading on the financial market	29.6.2016
GMRA Master Agreement	Master agreement on granting a loan secured by the transfer of securities	12.8.2016
Deposit Netting Agreement	Agreement on the netting of liabilities and claims on interbank deposits in the event of default.	22.9.2016
Agreement on Anti money laundering transaction of Correspondent Banking monitoring	AML monitoring for correspondent banks	28.1.2018
GMSLA Master Agreement	Master Securities Lending Agreement	5.6.2019
Agreement to centralise KYC analysis of correspondent banking.	UniCredit SpA's commitment to provide UCB CS with KYC analysis of correspondent banking customers	16.12.2019
DPA – Data processing agreement	Personal Data Processing Agreement	13.1.2020
Services Agreement	Ensuring prevalidation of market data used for the calculation of P/L and Market Risk Indicators	8.2.2021
Lease agreement for non-residential premises No. 018/PP-2010/3560	Rent of non-residential premises on Šancova Street in Bratislava	31.12.2010
Contract for the lease of non-residential premises	Rent of non-residential premises on Svätoplukova Street in Bratislava	1.8.2016
Project contracts	Delivery of individual projects – contracts in the PPM system	Contracts valid in 2025
ICT Service Agreement and the Electronic agreements	Outsourcing contract on provision of IT services – CZ + SK	1.12.2024
Sublease agreement	Sublease of part of office space in the building Filadelfie, Želetavská 1	1.4.2022
DPA – Data processing agreement	Personal data processing agreement in connection with the Intercompany services agreement of 11.12.2015	30.10.2023
Contribution Agreement	Agreement on contribution to restructuring costs related to HR integration	21.12.2023
Services Agreement	GAM Cost Sharing Agreement in Corporates and FIG	10.12.2024
Service Agreement	Service contract for the day-to-day operation of offices and other non-residential premises	28.2.2024
Data Processing Agreement	Data Processing Service Agreement dated 28.2.2024	12.4.2024
Group Syn.Sec. Outsourcing Contract	Provision of services related to the administration of Synthetic Securitisation	27.11.2024
Agreement on the collateral assignment of a receivable from a term deposit held with a bank	Agreement on the collateral assignment of a receivable from a term deposit held with a bank	4.4.2024
Outsourcing contract – COMPLIANCE service centralization	Centralization of activities covering the setup, calibration, and management of IT applications for KYC, transaction screening, client portfolio screening, and transaction monitoring.	21.3.2025

4.2. Between UCB CS and **UniCredit Bank Austria AG**, Rothschildplatz 1, 1020 Vienna, Republic of Austria

Name of the contract	Subject of the contract	Closure date
Subcustody Agreement	Securities administration and custody (branch in Slovakia)	24.11.1995
Subcustody Agreement	Custody, administration and settlement of securities	1.8.1997
Brokerage Agreement	Securities trading	2.1.2002
ISDA Master Agreement	Master agreement for derivatives trading on the financial market	24.5.2012
Consultancy Service Agreement	Learning and Development Consultancy Services in the area of special professional skills, soft skills training and development and talent management	2012
Agreement on reporting to a trade repository in accordance with Art.9 EMIR "Reporting SLA"	Compliance with EMIR reporting obligations	24.3.2014
Swapclear Dealer Clearing Agreement	Contract for the settlement of swaps with central counterparties	7.7.2014
Subcustody Agreement	Management and custody of foreign securities	10.11.2014
Personal Data Processing Agreement	Agreement on processing of personal data in connection with the reconciliation of OTC derivatives under contract No. SML 200029	22.9.2020
Service Contract No. SML 200029	OTC Derivatives Reconciliation Contract	22.9.2020
Subcustody Agreement	custody, administration and settlement of securities (Austria vs. Czech rep)	9.4.1996
Service level agreement	Service level agreement for CZ market	6.7.2023
Service level agreement	Service level agreement for Austria market and HUB	12.03.2021
Service level agreement	Service level agreement for Austria market and HUB (branch in Slovakia)	26.03.2021
Service Level Agreement	Securities administration and custody (branch in Slovakia) (for the Slovak market)	1.10.2024

4.3. Between UCB CS and **UniCredit Bank GmbH**, Arabellastrasse 12, 81925, Munich, Germany

Name of the contract	Subject of the contract	Closure date
Brokerage agreement	Procurement of purchases and sales of foreign securities for the Bank's clients	6.7.2009
ISDA Master Agreement	Master agreement for derivatives trading on the financial market	3.3.2010
Master Agreement – Global Debt Capital Markets	Terms of cooperation between the two banks on euro bond issues by clients.	30.6.2011
Subcustody Agreement	Custody, administration and settlement of securities (London office)	17.5.2012
Distribution agreement	Distribution of investment instruments issued by UniCredit Bank GmbH through the bank	10.4.2014
Agreement on reporting to a trade repository in accordance with Art.9 EMIR	Compliance with EMIR reporting obligations	15.4.2014
Agreement	Distribution of investment instruments issued by UniCredit Bank GmbH through the bank using an electronic platform	3.11.2014
GMRA Master Agreement	Master agreement on granting a loan secured by the transfer of securities	21.9.2016
SLA Sophis "Risque" Sub-Licensing Agreement	Support for the use of Murex and Sophis Risque software (for OTC derivatives)	16.9.2016
RET Service Level Agreement No 001	UCtrader trading platform for FX trades – cost sharing	29.3.2019
DPA – Consulting services in the field of methodical group management	DPA – Consulting services in the field of methodical group management (CZ+SK/SML_200940/)	25.11.2020
Framework Agreement	Framework agreement on the sale and purchase of receivables	17.12.2020
Mandate contract	Engagement of UniCredit Bank GmbH as arranger for the bond programme update (Frederick) and fee agreement for external legal counsel (White & Case).	9.6.2021
Cooperation Agreement for Equity Capital Markets	Cooperation in origination and execution of ECM transactions	11.2.2021
MarketAxess SI Determination	MarketAxess SI Determination (CZ+SK/SML_221277)	1.5.2022
Cash Pooling Engine administration and data processing services	Support for cash-pooling services	1.7.2022
Cooperation Agreement for Trading Services	Hedging of open market positions UCB CS	30.11.2022
Fund Brokerage Agreement	Procurement of purchases and sales of foreign collective investment securities for the Bank's clients	6.12.2021
Sub-Distribution Agreement	Distribution of foreign collective investment securities through a bank	6.12.2021

4.4. Between UCB CS, **Unicredit S.p.A** and **UniCredit Bank Austria AG**

Name of the contract	Subject of the contract	Closure date
Agreement for data flow and reporting	Data flow and reporting agreement	24.1.2022

4.5. Between UCB CS, **Unicredit S.p.A**, **UniCredit Bank GmbH** and **UniCredit Bank Austria AG**

Name of the contract	Subject of the contract	Closure date
UniCredit Group – Master Cost Sharing Agreement	Allocation of costs for seconded staff	19.5.2010

4.6. Between UCB CS and **UniCredit Leasing CZ, a.s.**, ID: 15886492, Praha 4 – Michle, Želetavská 1525/1, Postal Code 14010

Name of the contract	Subject of the contract	Closure date
CP Owner Account and Administration Agreement No. 99100061	Maintenance of securities owner's account, administration and custody of securities	27.7.2006
Trade cooperation agreement	Business cooperation between the bank and UniCredit Leasing	29.9.2025
Contract for the lease of non-residential premises	Lease of premises in building no. 545, Divadelní 2, Brno	30.5.2013
Contract for the right to the position for the logo	Use of the position for the logo on the building No. 1525, Želetavská 1, Prague 4	3.6.2013
Sublease agreement for business premises	Sublease of space used for business in building no. 3348, 28. října 65, Ostrava	1.3.2014
Contract for the provision of services and the contract of assignment, including amendments	UCL CZ outsourced some of its activities to the bank	6.8.2014
Contract for the lease of business premises	Lease of premises in building no. 28, Široká 5, Liberec	28.7.2015
Sublease agreement for business premises	Sublease of business space in building no. 457, 28.října 15, Olomouc	29.3.2016
Sublease agreement for business premises	Sublease of business space in building no. 36, Revoluční 2, Chomutov	24.1.2017
Sublease agreement for business premises	Sublease of space used for business in building No. 1222 Masarykovo náměstí, Jihlava	26.6.2019
Sublease agreement for business premises	Sublease of business space in building no. 892, Zeyerova 7, Karlovy Vary	1. 12.2020
Contract on the terms and conditions of consumer credit intermediation	Terms and conditions of mediation of consumer credit between UCL CZ and UCB	18.12.2020
Risk Models Development Service Agreement	Providing Risk Models Development	1.1.2021
Promissory note programme agreement	Acquisition of the establishment of a bill of exchange programme by UCB CS	9.11.2021
Contract for the administration of the exchange rate programme	Administration of bills of exchange issued under the bill of exchange programme by UCB CS	9.11.2021
Command agreement for the establishment of the bond programme and the procurement of bonds issued under the bond programme	Acquisition by UCB CS of the establishment of the bond programme and the issues issued under the programme	9.11.2021
Contract for the management of emissions and procurement of payments	Administration of bond issues issued under the bond programme by UCB CS	9.11.2021
Agreement on the deposit of the collection bond and keeping records of the owners of shares in the collection bond in a separate register of investment instruments	Services of depositing the collection bond and keeping records of the owners of shares on it by UCB CS	9.11.2021
Underwriting and Purchase Agreement	Underwriting of bond issues issued under the bond programme by UCB CS	9.11.2021
Financial Market Trading Master Agreement	Trading on the financial market	7.2.2014
Sublease agreement for business premises	Sublease of business space in building No. 854, Ulrichovo náměstí, Hradec Králové	5.9.2023
Personal Data Processing Agreement	Processing of personal data by UCL CZ bank in connection with outsourcing	31.7.2024
Sublease agreement for business premises	Sublease of business space in building No. 1, Riegrova, Plzeň	3.12.2025
Sublease agreement	Sublease of business space in building No. 1525, Želetavská, Praha	20.11.2024

4.7. Between UCB CS and **UniCredit Leasing CZ, a.s.**, ID No: 15886492, Praha 4 – Michle, Želetavská 1525/1, Postcode 14010 and **UniCredit Fleet Management, s.r.o.**, ID No: 62582836, Praha 4 – Michle, Želetavská 1525/1, Postcode 14010

Name of the contract	Subject of the contract	Closure date
Cooperation agreement	Cooperation in the conclusion of loan agreements for the financing of motor vehicles	20.7.2020

4.8. Between UCB CS and **UniCredit Factoring Czech Republic and Slovakia**, ID No.: 152 72 028, Praha 4 – Michle, Želetavská 1525/1, Postal Code: 14000

Name of the contract	Subject of the contract	Closure date
Financial Market Trading Master Agreement	Trading on the financial market	21.1.2015
Contract for the right to the position for the logo	Placing the light logo on the Philadelphia building	21.1.2016
Service contract and command contract	Provision of services by the bank	4.1.2016
Sublease agreement	Sublease of office space and parking spaces in the Philadelphia building	13.11.2020
Zero Balancing Master Agreement	Zero Balancing	25.11.2020
Zero Balancing Participating Agreement	Zero Balancing	25.11.2020
Contract for electronic trading on the foreign exchange market	Facilitation of currency and selected investment instrument trades through the UC Trader platform	28.07.2022
Agreement on mutual mediation of business cases	Mutual mediation of business cases	2.10.2023

4.9. Between UCB CS and **UniCredit Leasing Slovakia, a.s.**, ID No: 35 730 978, Šancová 1/A, Bratislava 814 99, Slovak Republic

Name of the contract	Subject of the contract	Closure date
Cooperation agreement	Cooperation of the bank with UniCredit Leasing	1.7.2011
Lease agreement for non-residential premises No. 214/3563/2012	Rental of non-residential premises in Žilina on the National Street	15.6.2012
Service contract and command contract	UCL SK outsourced some of its activities to the bank	6.8.2014
Personal Data Processing Agreement	Processing of personal data by UCL SK bank in connection with outsourcing	6.8.2014
Contract of lease of non-residential premises dated 31.10.2014	Lease of non-residential premises at Šancova 1/A BA (from 1.11.2014)	31.10.2014
Contract for the lease of non-residential premises	Lease of non-residential premises Svätoplukova Street in Bratislava	1.8.2016
Contract for the lease of non-residential premises	Lease of non-residential premises on Štefánikova Street in Trnava	15.1.2017
Sublease agreement for non-residential premises	Sublease of non-residential premises on Hlavná Street in Dunajská Streda	1.1.2019
Sublease agreement for non-residential premises	Sublease of non-residential premises at ul. M.R. Štefánika in Nové Zámky	1.9.2023
Sublease agreement for non-residential premises	Sublease of non-residential premises on Nám. s. Anna in Trenčín	15.1.2017
Sublease agreement for non-residential premises	Sublease of non-residential premises on Garbiarska Street in Liptovský Mikuláš	15.1.2017
Sublease agreement for non-residential premises	Sublease of non-residential premises in Poprad on Popradskom nábreží 18 (contract valid from 01.05.2019)	12.4.2019
Contract for the lease of non-residential premises	Lease of non-residential premises in Zvolen on nám. SNP 50	1.1.2019
Contract of lease non-residential premises	Rental of non-residential premises in Nitra on Štefánikova Street	8.4.2020 (terminated on 30.9.2025)
Contract for the lease of non-residential premises	Rental of non-residential premises in Košice on Roosevelt Street	30.6.2020
Promissory note programme agreement	Acquisition of the establishment of a bill of exchange programme by UCB CS	9.11.2021
Contract of lease non-residential premises	Rental of non-residential premises in Nitra on Štúrova Street no. 10 (TABÁŇ)	26.09.2025
Contract for the administration of the exchange rate programme	Administration of bills of exchange issued under the bill of exchange programme by UCB CS	9.11.2021
Command agreement for the establishment of the bond programme and the procurement of bonds issued under the bond programme	Acquisition by UCB CS of the establishment of the bond programme and the issues issued under the programme	9.11.2021
Contract for the management of emissions and procurement of payments	Administration of bond issues issued under the bond programme by UCB CS	9.11.2021
Agreement on the deposit of the collection bond and keeping records of the owners	Services of depositing the collection bond and keeping records of the owners of shares on it by UCB CS	9.11.2021

Name of the contract	Subject of the contract	Closure date
of shares in the collection bond in a separate register of investment instruments		
Underwriting and Purchase Agreement	Underwriting of bond issues issued under the bond programme by UCB CS	9.11.2021
Sublease agreement for non-residential premises	Sublease of non-residential premises in Prešov on Main Street	1.1.2021
Treasury Master Agreement	Trading on the financial market	10.12.2019

4.10. Between UCB CS and **UniCredit Leasing Slovakia, a.s.**, ID No: 35 730 978, Šancová 1/A, Bratislava 814 99, Slovak Republic and **UniCredit Fleet Management, s.r.o.**, ID No: 35 820 381, Šancová 1/A Bratislava 814 99, Slovak Republic

Name of the contract	Subject of the contract	Closure date
Cooperation agreement	Cooperation in the conclusion of loan agreements for the financing of motor vehicles	30.7.2020

4.11. Between UCB CS and **UniCredit Bank Hungary Zrt.**, Szabadság tér 5-6, Budapest, 1054, Hungary

Name of the contract	Subject of the contract	Closure date
Subcustody Agreement	Custody, administration and settlement of securities	9.1.1999
Subcustody Agreement	Securities administration and custody (branch in Slovakia)	23.1.2003
ISDA Master Agreement	Master agreement for derivatives trading on the financial market	23.5.2007
Subcustody Agreement	Management and custody of foreign securities	21.12.2007
Subcustody Agreement	Custody, administration and settlement of securities	10.3.1998
Service Agreement	Consulting services related to custody, risk review, network management, coordination of custody projects	16.12.2020
Data Processing Agreement	Data processing, addendum to the Service Agreement of 16.12.2020	16.12.2020
Service level agreement	Service level agreement (for the Czech market)	20.6.2023
Service Level Agreement	Administration and custody of securities (for the Hungarian market)	21.11.2023
Service Level Agreement	Administration and custody of securities (for the Slovak market)	1.10.2024
Service Level Agreement	Service level agreement (for the Hungarian market)	13.11.2023

4.12. Between UCB CS and **UniCredit banka Slovenija d.d.**, Šmartinska cesta 140, 1000 Ljubljana, Slovenia

Name of the contract	Subject of the contract	Closure date
Subcustody Agreement	Management and custody of foreign securities	10.11.2014
Service Level Agreement	Securities administration and custody (branch in Slovakia)	26.10.2023

4.13. Between UCB CS and **UniCredit Broker, s.r.o.**, ID No: 35 800 348, Šancová 1/A, Bratislava 814 99 Bratislava

Name of the contract	Subject of the contract	Closure date
Contract for the provision of services pursuant to Section 269(2) of the Commercial Code (Act No. 513/1991 Coll., as amended)	Contract for the provision of services – support activities performed by the Bank for UCBR in connection with the performance of financial intermediation in the field of insurance through UCBR's subordinate financial agents	1.1.2021
Personal Data Processing Agreement	Personal Data Processing Agreement	1.1.2021

4.14. Between UCB CS and **UniCredit Fleet Management, s.r.o.**, ID No.: 62582836, Praha 4 – Michle, Želetavská 1525/1, Postal Code 14010

Name of the contract	Subject of the contract	Closure date
Framework contract for vehicle rental	Determination of framework conditions for the conclusion of individual Lease Agreements and agreement on the change of SLA	4.3.2013
Contract for the lease of a means of transport	Vehicle lease contracts – 229 pcs	Contracts valid in 2025

4.15. Between UCB CS and **UniCredit Fleet Management, s.r.o.**, ID No.: 35 820 381, Šancová 1/A Bratislava 814 99, Slovak Republic

Name of the contract	Subject of the contract	Closure date
Operating lease agreement	Terms and conditions for operating leases of motor vehicles	30.8.2007
Contract for the lease of a means of transport	Vehicle lease contracts – 77 pcs	Contracts valid in 2025

4.16. Between UCB CS and **Schoellerbank** Aktiengesellschaft, Renngasse 3, Vienna, Austria

Name of the contract	Subject of the contract	Closure date
Referral Agreement	Offering and arranging Schoellerbank services through UCB CS	1.9.2022

4.17. Between UCB CS and **Structured Invest S.A.**, 8-10, rue Jean Monnet, L-2180 Luxembourg, Luxembourg

Name of the contract	Subject of the contract	Closure date
Contact Bank Agreement	Provision of the activities of the contact point – contact bank for onemarkets funds in the Czech Republic and the Slovak Republic	7.6.2023

4.18. Between UCB CS and **UniCredit Services GmbH**, Rothschildplatz 4, 1020 Vienna, Austria

Name of the contract	Subject of the contract	Closure date
Service Agreement	Infragroup Outsourcing Service Agreement covering implementation of IT projects managed on the basis of i) Waterfall method and ii) Agile method (CZ) (ORDER No. 2023_20593)	1.6.2024
Service Agreement	Infragroup Outsourcing Service Agreement covering the implementation of IT projects managed on the basis of i) Waterfall method and ii) Agile method (SK) ORDER No. 2023_20594)	1.6.2024

4.19. Between UCB CS and **UniCredit Bank GmbH, London Branch**, London, 120 London wall, United Kingdom

Name of the contract	Subject of the contract	Closure date
Process Agent Letter	Appointment of UniCredit Bank GmbH, London Branch as agent to receive all correspondence in respect of legal proceedings before the English courts in connection with the Settlement Agreement between UCB CS and Citibank, N.A., London Branch, entered into on 19 November 2021.	9.11.2021

4.20. Between UCB CS and **UniCredit Bulbank AD Sofia**, 7 Sveta Nedelya Sq, Bulgaria

Name of the contract	Subject of the contract	Closure date
Subcustody Agreement	Custody, administration and settlement of securities	25.11.2015
Service level agreement	Service level agreement (Bulgarian market)	1.10.2025

4.21. Between UCB CS and **UniCredit Leasing CZ, a.s.** and **UniCredit Leasing Slovakia, a.s.**

Name of the contract	Subject of the contract	Closure date
Cost sharing agreement incl. amendments	Using the AFM internet application	1.1.2024

4.22. Between UCB CS and **UniCredit S.p.A. Milano Sucursala Bucuresti, Branch of UniCredit S.p.A.**, Piazza Gae Aulenti, 3 – Tower A – 20154 Milan

Name of the contract	Subject of the contract	Closure date
Outsourcing Contract – OPERATIONS service centralization	Centralization of hit/alert processing within client portfolio screening and transaction screening.	18.3.2025

4.23. Between UCB CS and **UniCredit S.p.A.**, organizační složka Praha 4 – Michle, Želetavská 1525/1, PSČ 14000 and **UniCredit S.p.A.**, organizačná zložka Svätoplukova 31, Bratislava 821 08, Slovakia

Name of the contract	Subject of the contract	Closure date
Service Agreement	Use of internet application AFM	1.2.2024

In addition to the above-mentioned contracts, other contracts were in force between UCB CS and certain Group companies in the last financial year, but these are subject to bank secrecy. These agreements concern interbank, derivatives and other banking transactions, and UCB CS cooperated with these companies in the issuance of bonds, as well as concluding client transactions (credit cards, current accounts, deposit products, cash payments, etc.) on normal market terms. In the context of normal banking relationships, some of UCB CS's credit transactions are secured by risk participation agreements concluded with UniCredit S.p.A., UniCredit Bank Austria AG and UniCredit Bank GmbH or by bank guarantees provided by these companies. Within the Group, credit products and guarantees are also provided by UCB CS under normal terms and conditions.

5. Actions taken in the last financial year that were taken at the instigation of or in the interest of the controlling person or persons controlled by it, if such actions involved assets that exceeded 10% of the equity of the controlled person as determined by the most recent financial statements

The limit of 10% of own of UCB CS's equity, which according to the financial statements at the end of 2025 amounted to EUR 75 180 million CZK, was exceeded during 2025 by financing provided by UCB CS to UniCredit Leasing CZ, a.s. and UniCredit Leasing Slovakia, a.s. (and their subsidiaries).

During the year 2025, the controlling person and/or its controlled persons deposited in their accounts held with UCB CS that exceeded the threshold of 10% of UCB CS's equity. These deposits were made on terms and conditions prevailing in the interbank market for the currency in question and maturity.

6. Assessment of whether the controlled person has suffered a loss and assessment of its compensation pursuant to Sections 71 and 72 of the Civil Code

The Board of Directors of UCB CS declares that no damage has been caused to UniCredit Bank Czech Republic and Slovakia, a.s. as a result of the concluded agreements and measures.

7. Evaluation of advantages and disadvantages arising from relationships between persons pursuant to Section 82(1) of the CPL

Benefits of integrating UCB CS into the UniCredit Group structure: Internationally known brand. Sharing of IT infrastructure, development, maintenance and security within the UniCredit Group and the resulting economies of scale in these areas:

Sharing the know-how of a leading European bank and one of the most active and important banks in Central and Eastern Europe in the

commercial area, i.e. in product development, business innovation, digitalisation and sales network management.

Opportunity to join UniCredit Group's growth initiatives, which provide UCB CS with support and know-how in building a strong position as a universal bank in the Czech and Slovak markets.

Development of human resources connected with sharing UniCredit Group's experience in European markets, the possibility for employees to gain practical experience in other banks or in the management structures of the holding company, career opportunities within the UniCredit Group.

Opportunity to use UniCredit Group's sponsorship and marketing at European level in local conditions.

Participation of UCB CS in a sophisticated system of servicing international clients through International desk / International clients units in individual countries and mutual cooperation of these units in servicing and addressing the needs of international clients.

Possible disadvantages of the integration of UCB CS into the UniCredit Group include: The complex organisational structure of a multinational banking group.

Possible cross-country influences, especially in the area of UniCredit's reputation and brand perception (Cross-border sentiment).

More complex approval and management of IT projects in a multinational, multi-bank financial group environment.

In assessing the overall impact of the inclusion of UCB CS in the UniCredit Group, the benefits resulting from this position are significantly outweighed. The bank actively avoids the potential disadvantages mentioned above both by operational measures in the local management of UCB CS and by communicating and building a strong brand locally.

In Prague on 23. march 2026

For the Management Board of the company
UniCredit Bank Czech Republic and Slovakia, a.s.


Mgr. Jakub Dusílek, MBA
Chairman of the Board
of Directors


Dimitar Todorov
Member of the Board
of Directors

Attachments:

1. Organisational chart of UniCredit Group

Structure of UniCredit Group – Date: 31/12/2025



Note: % considering shares held directly and/or indirectly

List of Branches

Czech Republic

RETAIL BRANCHES UNICREDIT BANK

BENEŠOV

Masarykovo náměstí / Řeznická 228
256 01 Benešov
tel.: +420 221 210 035

BEROUN

Husovo náměstí 11/83
266 01 Beroun
tel.: +420 221 210 035

BLANSKO

Wanklovo náměstí 1437/4
678 01 Blansko
tel.: +420 221 210 035

BRNO DIVADELNÍ

Divadelní 2
601 57 Brno
tel.: +420 221 210 035

BRNO KRÁLOVO POLE

Palackého třída 721/78
612 00 Brno
tel.: +420 221 210 035

BRNO TRINITY

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602 00 Brno
tel.: +420 221 210 035

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17. listopadu 3
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FRÝDEK-MÍSTEK

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Československé armády 195/1a
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HAVLÍČKŮV BROD

Havlíčkovo náměstí 158
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HRADEC KRÁLOVÉ

Ulrichovo náměstí 854
500 02 Hradec Králové
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Svobody 520/3
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CHOMUTOV

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430 01 Chomutov
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Masarykovo náměstí 54
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377 01 Jindřichův Hradec
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tel.: +420 602 89 44 92

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Ostrožná 18
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OSTRAVA

28. října 3348/65
702 00 Ostrava
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OSTRAVA PORUBA

Hlavní třída 583/99
708 00 Ostrava Poruba
tel.: +420 221 210 035

PARDUBICE

tř. Míru 92
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PRAHA BANKOVNÍ DŮM

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tel.: +420 221 210 035

PRAHA EDEN

Vršovická 1398/70
101 00 Praha 10
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Želetavská 1525/1
140 00 Praha 4
tel.: +420 221 210 035

PRAHA FLORA

Vinohradská 151
130 00 Praha 3
tel.: +420 221 210 035

PRAHA HŮRKA

Petržilkova 1435
158 00 Praha 13
tel.: +420 221 210 035

PRAHA KARLÍN

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186 00 Praha 8
tel.: +420 221 210 035

PRAHA KOBYLISY

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180 00 Praha 8
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ZNOJMO

Horní náměstí 139
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EXPRES BRNO-VINOHRADY

Pálavské náměstí 4246/5
628 00 Brno-Vinohrady
tel.: +420 602 89 44 60

EXPRES ČÁSLAV

Dusíkova 78
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tel.: +420 602 89 44 11

EXPRES ČESKÁ TŘEBOVÁ

Staré náměstí 16
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EXPRES HODONÍN

Národní třída 300/24
695 01 Hodonín
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EXPRES JABLONEC NAD NISOU

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EXPRES JIČÍN

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EXPRES KRALUPY NAD VLTAVOU

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EXPRES KRNOV

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tel.: +420 602 89 44 50

EXPRES KYJOV

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EXPRES LANŠKROUN

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EXPRES NYMBURK

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EXPRES PODĚBRADY

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EXPRES RAKOVNÍK

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EXPRES ROUDNICE NAD LABEM

Karlovo náměstí 24
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EXPRES ŘÍČANY

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tel.: +420 602 89 43 03

EXPRES SLANÝ

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tel.: +420 602 89 44 01

EXPRES TRUTNOV

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EXPRES TURNOV

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EXPRES UHERSKÝ BROD

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EXPRES PARTNERS KUŘIM

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EXPRES PARTNERS ROKYCANY

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EXPRES PARTNERS ROŽNOV

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756 61 Rožnov pod Radhoštěm
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EXPRES PARTNERS RUMBURK

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EXPRES PARTNERS ČESKÝ TĚŠÍN

Nádražní 207
737 01 Český Těšín
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EXPRES PARTNERS FRÝDEK-MÍSTEK

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738 01 Frýdek-Místek
tel.: +420 734 641 962

EXPRES PARTNERS HORNÍ POČERNICE

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193 00 Horní Počernice
tel.: +420 702 175 419

EXPRES PARTNERS MORAVSKÁ TŘEBOVÁ

Cihlářova 5/15
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**EXPRES PARTNERS
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EXPRES PARTNERS ORLOVÁ

Osvobození 828
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EXPRES PARTNERS OSTRAVA-PORUBA

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EXPRES PARTNERS OTROKOVICE

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500 02 Hradec Králové

CHOMUTOV

Husovo náměstí/Revoluční 36
430 01 Chomutov

JIHLAVA

Masarykovo náměstí 54
586 01 Jihlava

KARLOVY VARY

Dr. Davida Bechera 26
360 01 Karlovy Vary

LIBEREC

Široká 5/28
460 01 Liberec

OLOMOUČ

28. října 15
772 00 Olomouc

OSTRAVA

28. října 3348/65
702 00 Ostrava

PARDUBICE

třída Míru 92
530 01 Pardubice

PLZEŇ

Riegrova 1
301 00 Plzeň

PRAHA – BANKOVNÍ DŮM

nám. Republiky 3a
110 00 Praha 1

PRAHA – FILADELFIE

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