



SLOVENSKÁ 
sporiteľňa

Sustainability Report

2022

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About this report

GRI 2-2,4,5, 14

This Sustainability Report (hereinafter the "Report") covers the operations and activities of Slovenská sporiteľňa, a. s. (hereinafter "our Bank" or "SLSP") for the year 2022.

This Report concerns solely our Bank. Our Bank's subsidiaries are not included in the business information and descriptions, unless otherwise stated.

This Report shall be prepared on an annual basis. The Report is prepared for the first time and, therefore, no changes in the disclosures are expected. It shall be published on our Bank's website on 22 April 2023.

Our Bank does not operate any foreign organisational unit and does not carry out any banking operations outside of the territory of the Slovak Republic.

This Report is not intended to be *in lieu* of the reporting required under the Act No. 431/2002 Coll. on Accounting, as amended and the respective reports are prepared on a consolidated basis by the parent company.

Our Bank does not declare full compliance with GRI standards, while this Report is based on those standards. It also takes into account the draft wording of the European Sustainability Reporting Standards (ESRS).

The Report was prepared by the Strategy and Customer Experience Division and was submitted to our Bank's Board of Directors for approval.

The report has not been assessed by an external auditor, nor has any third-party opinion been drawn up in respect of the Report.

Basic facts about our bank

GRI 2-1,6



Office

Tomášikova 48, 832 37 Bratislava, Slovakia



Registration details:

Commercial registry of the District Court Bratislava I, Section: Sa, File No. 601/B, Identification No.: 00151653



Shareholder structure:

100% of the stock of our Bank is owned by Erste Group Bank AG with office at Am Belvedere, 1010 Vienna, Austria.



Scope of business:

A universal bank offering a wide range of services to both retail and corporate customers.

Identification of material topics

GRI 3

The choice of material topics for this Report is based on an analysis carried out by the Erste Group. It comprehensively analysed the actual and potential adverse effects of the Group on the economy, the environment and people.

The material topics were identified on the basis of an extensive research made among:

- Customers;
- Employees;
- Investors;
- Non-profit organisations;
- Academic community;
- Members the Supervisory Board.

The Table below lists the ten material topics covered in this Report.

Topics	Relevant chapters
Diversity and equal opportunities	Working environment and culture
Employee health and work-life balance	
Customer satisfaction	Social responsibility
Financial literacy	
Access of socially excluded persons to banking services	
Financing sectors with high greenhouse gas emissions	Environment and climate change
Sustainability criteria for financing and investments	
Environmental impact of our Bank's operations	
Ethical principles	Well-governed company

Contact persons

GRI 2-3



Mária Valachyová

Head of Strategy and Customer Experience Division



valachyova.maria@slsp.sk



Matej Bašták

Investor Relations



bastak.matej@slsp.sk



Marta Cesnaková

Spokeperson



cesnakova.marta@slsp.sk

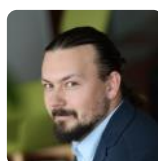


Beáta Babačová

Diversity and Inclusion Manager



babacova.beata@slsp.sk



Juraj Vilém

Sustainability Manager



vilem.juraj@slsp.sk

Foreword from the CEO

GRI 2-22



Well-governed company

I am very happy for us publishing for the first time this specific Sustainability Report which discusses several non-financial topics. In addition to good corporate governance, responsibility and social aspects of our business, which have always been on our radar, diversity and sustainability are growing in importance. And that's what this Report is all about: it shows transparently where we stand in those areas and what goals we have set for the upcoming years. Subscribing to the carbon neutrality targets by 2050 and supporting the financial education of children at schools underline our responsible approach that we as the largest Slovak bank have adopted and develop in the non-financial sphere as well.

Education leads to prosperity

The financial health of our clients begins with their financial literacy, which is why we engage in **the financial education of children** as part of our FinQ programme aiming to financially educate 200 thousand children by 2025. In the last year alone, 11,000 children completed the programme.

Social inclusion

Last year, the war in Ukraine affected the lives of hundreds of thousands of families, which is why we as a bank contributed nearly EUR 200,000 through our foundation to **help Ukrainian families and children**. We believe that a roof over the head can make a radical change for the better in the lives of socially disadvantaged people and with that in mind, we provided housing for 277 disadvantaged people last year. We are thus well on our way to fulfilling our goal to provide housing for one thousand such people.

Diversity enriches us

We are convinced that decision-making and company management are richer when diverse people sit at a table and contribute varied opinions and points of view to the discussion, with everyone's voice being equally important. All our employees have **equal chances** to utilise their talent. We are also dedicated to **promoting the balance between private life and work**. Last year, we conducted an employee survey on diversity and inclusion, as well as a gender audit.

How to cope with climate change

Adapting to climate change is a matter of a sustainable business model for our clients and we are at their side in these efforts. By **calculating the carbon footprint** of our loans and subscribing to the neutrality of our portfolio by 2050, we set clear frameworks for business in the coming decades. We ourselves are trying to get closer to the **carbon neutrality of our own operations**: we purchase more than 90% of energy from renewable sources and we are constantly reducing energy consumption. As an example, our employees take part in voluntary tree planting. In the last year alone, we planted 175 thousand trees, which brings us closer to our public commitment to **plant 300,000 trees** by 2025.

We set decarbonisation pathways for four sectors in the last year, and we are continuing these efforts this year, too. We measure the amounts of green loans we have granted, both corporate and retail, and we do our best to support the financing of the most energy-efficient buildings in accordance with the taxonomy. "Green" financing is also appreciated by investors and we were the first bank in Slovakia to issue covered green bonds. I believe that sustainability reports like this one will become a part of the culture of every well-governed company. Our bank is now among the market's pioneers in this regard. Nevertheless, I am convinced that we will soon be joined by others in these efforts to the benefit of the Slovak society. The future is yours.

Peter Krutil

predseda predstavenstva a generálny riaditeľ

How do we look at sustainability?

Since its foundation as the first savings institution in Slovakia, the central purpose of our Bank's operation has been helping people to make their ideas and plans for the future come true. Our vision is to build financial health, which confirms our Bank's position as a responsible leader striving for a better future of the country where we operate.

We keep all stakeholder groups in mind

GRI 2-16,26,29

For us, sustainability is not a mere phrase. We are fully aware of the importance and degree of **social responsibility** that we have as the largest bank in Slovakia.

When setting the strategy and determining the values that guide us, we take into account the interests of our clients, employees, shareholders, but also the society as such.

Without our clients' long-term prosperity, our Bank would not be able to operate. Our goal is **to support our customer prosperity** not only through financing them directly, but also through advising.

We make efforts to design our products and services in such manner that they are accessible, safe, transparent and environmentally responsible.

We keep our customers and the public informed about our economic performance and strategic direction by **publishing regular reports** and in the form of press conferences and press releases, which are also available on our Bank's website.

We care about **talent development** as well as the balance between work and private life and suitable working

conditions of our employees. We want them to benefit from our services and participate in the success of the company. We do not tolerate discrimination and **promote an inclusive approach**.

Our employees are informed about our Bank's strategy and performance at regular meetings, regional meetings and conferences and through internal communication channels and the company newsletter and by the management staff.

Employees are also able to exercise **their right to information** through their representatives in the bank's Supervisory Board as well as a person with a confidential telephone line and email address to whom they can address their complaints and suggestions, even outside the established work procedure.

Customers have direct access to an independent ombudsman at our Bank who handles their submissions or complaints on an individual basis.



We create an appropriate environmental and societal value for the shareholder. Our business is based on the rules of ethical conduct and strict legal compliance. We provide the shareholders and investors of the parent bank with all important information about our business and our financial and operational results and other important matters.

Sustainability strategy

We believe that our economic success can be sustainable in a long run only if the ecological transformation is successful and social justice becomes a matter of course.

These two dimensions are, therefore, a key to determining the strategy we want to follow in the future. We do

our best to be a role model and leader in green transformation. We wish to enable the redirection of financial flows to support measures to fight climate change and protect water sources and the transition to circular economy.

We see these significant structural changes as an opportunity not only for our Bank, but for the whole economy of Slovakia as well. It is, however, supposed to be equally accessible to everyone and with this in mind, we are committed to inclusion across the society. To that end, we have launched many initiatives to support financial education, social banking and affordable housing.

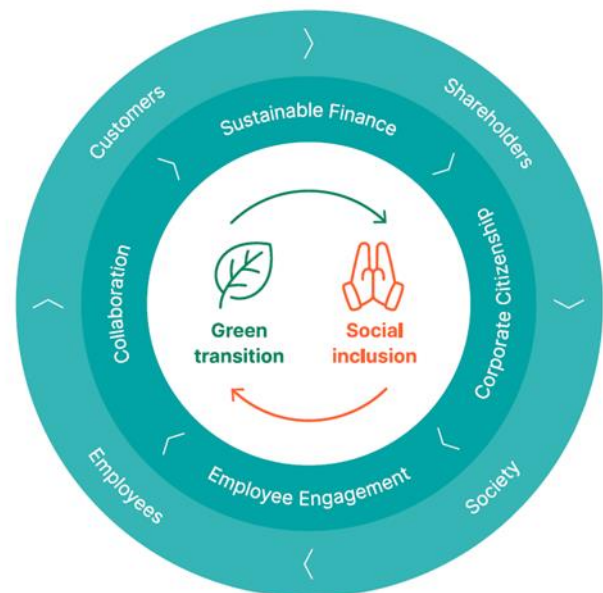
In line with that, the following are the strategic priorities of our bank for sustainability:

We wish to be a leading financial institution in the topic of **green transformation**, which includes:

- Building a leading position in the field of green financing in Slovakia;
- Striving to achieve climate neutrality of our portfolio by 2050;
- Net zero operations by 2030; and
- Significant contribution to the climate neutrality of Erste Group's banking operations by 2023

Social inclusion, which we will support by:

- Promoting financial inclusion through our social banking activities;
- Developing financial health and financial literacy;
- Investing in affordable housing;
- Fostering gender equality in our Bank.



The European Climate Act, the European Green Deal and the Fit for 55 package form the basic framework for future changes in the strategy and legislation of the European Union. The strategic priorities of our bank are based on the expectation that all European countries will have to align themselves with the European targets and their economies will have to adapt to the new challenges by redirecting investments and resetting consumer expectations.

Specific targets to achieve our strategy:

25% **green corporate loans** in the portfolio by **2026**

15% **green mortgages** by **2027**

Net Zero portfolio by **2050** (according to prepared decarbonisation plans)

Net Zero operations by **2030** with the following sub-targets:

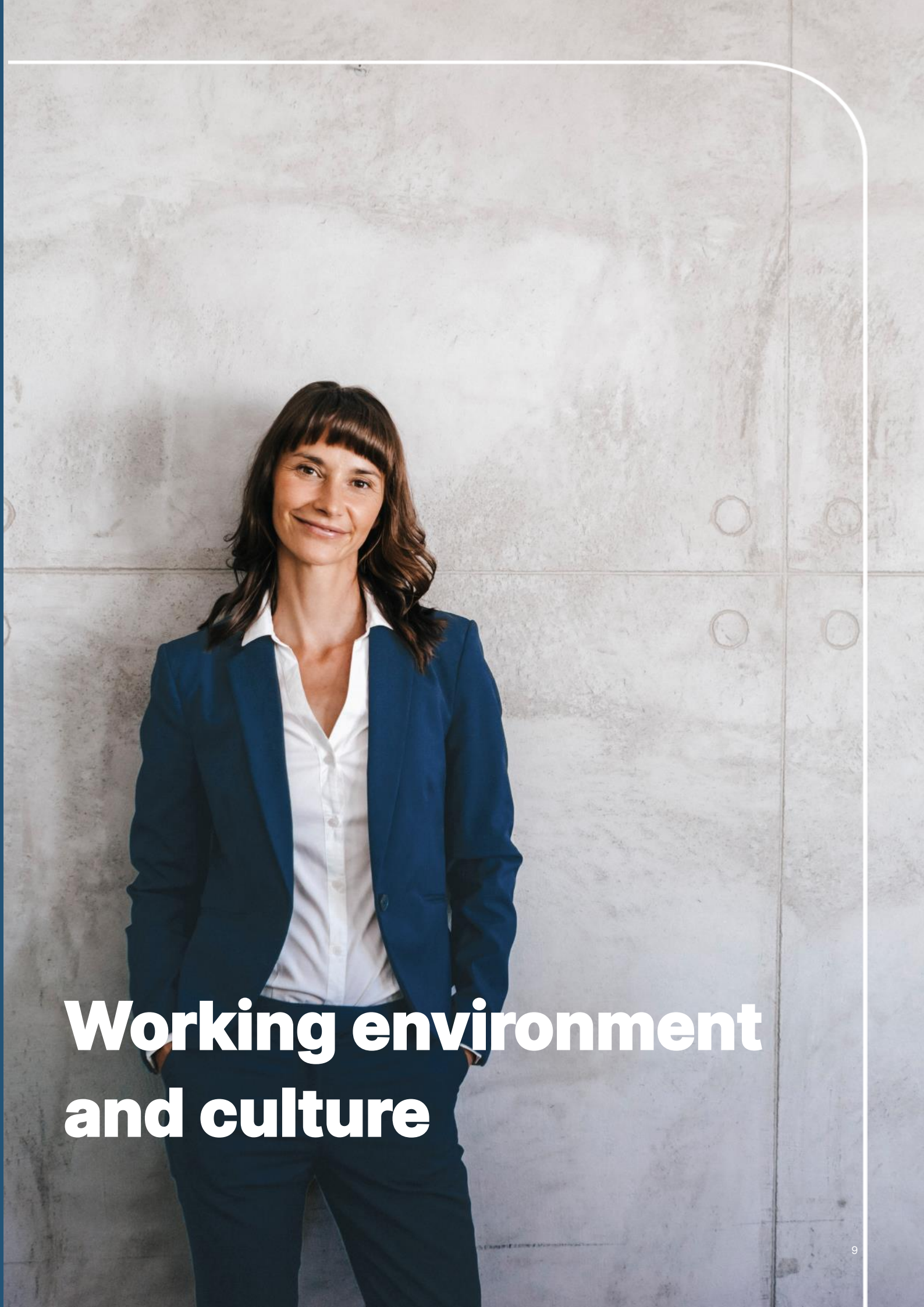
- 100 % electric car fleet by **2030**
- 90 % green electricity by **2023**
- Planting 300 thousand trees by **2025**

40% **women in top management** of bank (B and B-1 level) by **2025**

1 000 disadvantaged people with roof over their head by **2025**

200 thousand financially educated people by **2025**





Working environment and culture

Diversity and Inclusion

We see our employees as the most important ingredient of our sustainability success. We want to reflect on the needs of our more than a million active clients and build their financial health along with them. That's why we seek to reflect their diversity in our staff.

Support for diversity, inclusion and equal opportunities are all in our blood. This is confirmed not only by the awards we have got in the past years but also a number of important steps we have already taken in this area.

2018 We adopted internal policy on diversity and inclusion.

2019 We joined the Diversity Charter Slovakia.

2022 We set up a new position of a diversity and inclusion manager.



BEÁTA BABAČOVÁ

Diversity and Inclusion Manager

"It is important for us to see that our commitments to diversity, inclusion and equal treatment do not merely remain on paper. This is one of the reasons for us having adopted a strategy that incorporates specific SMART goals and measures. For a number of the measures, it is our employees who are our inspiration and, accordingly, we seek to involve them in the decision-making on key issues."

In 2022, we also adopted the first ever Diversity and Inclusion Strategy of Slovenská sporiteľňa. It is helping us to improve and streamline the implementation of our internal policy adopted in 2021. The following are our priorities by 2025:



Supporting open, respectful and safe working environment.



Supporting gender equality and participation of women in top management.



Inclusion of persons with disabilities.

OUR PERCEPTION OF DIVERSITY

88 %

of us consider the staff of our Bank to be diverse

88 %

of us believe that our origins, identities and everything that distinguishes us from each other are valued and respected at our Bank

79 %

of us see the promotion of diversity, inclusion and equal opportunities for all as important components of our work culture.

Results of the internal survey on diversity and inclusion in our bank (2022)

Employee structure of our bank*

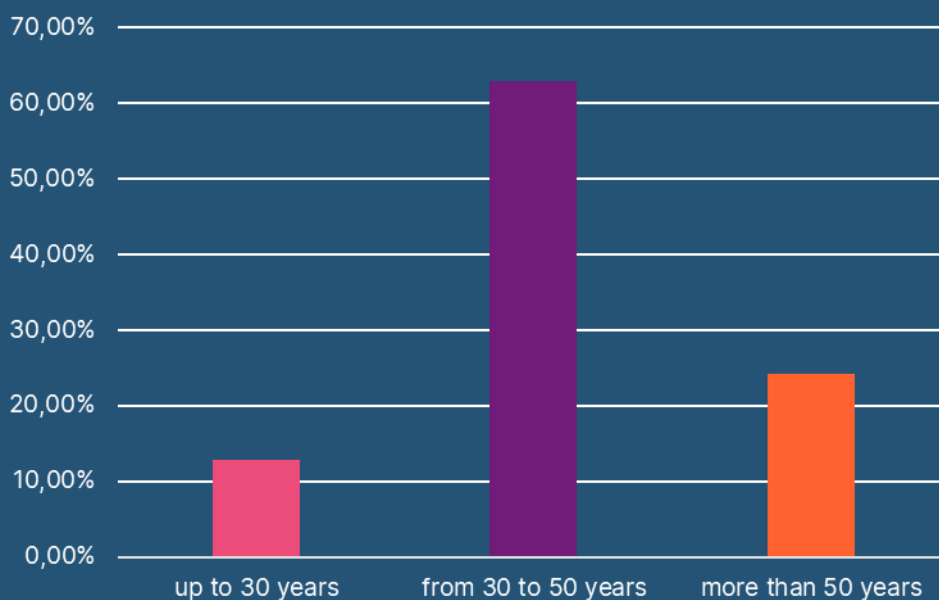
	Bank	Headquarters	Branch Network
Together	3 605	2 020	1 586
Women	69 %	56 %	86 %
Men	31 %	44 %	14 %

	Permanent employees	Temporary employees	Full-timers	Part-timers
Together	3 147	458	3 499	106
Women	68 %	74 %	68 %	88 %
Men	32 %	26 %	32 %	12 %

GRI 2.7: reported as a number of employees of Slovenská sporiteľňa, a. s. as of 31.12.2022.

Age structure of our bank**

GRI 405-1: reported as a number of employees of Slovenská sporiteľňa, a. s. as of 31.12.2022.



Persons with disabilities

Together	Women	Men
55	74 %	26 %

Employees of Slovenská sporiteľňa a. s., whose decrease in ability to work is higher than 40%.

We recognise that the promotion of diversity must go hand in hand with the promotion of an inclusive work culture.

We want all our employees to feel included in our work activities and be able to grow in their careers with us, utilise their potential and establish relationships with others, regardless of their social or cultural capital.

Employee groups also help us to create open, respectful and safe workplaces. They support community organising and create a safe space. In 2022, **the ERSTE Colours SK** employee group, which unites LGBTIQ persons, worked at our Bank.



RICHARD FEKETE

Social Banking Expert

"With our ERSTE Colours SK employee group, we have created a safe space for our LGBTIQ colleagues and their allies to meet, exchange information and share work experiences. We have raised, and keep raising, the awareness of LGBTIQ topics across the workplaces of our Bank. We wish to have a hand on the development of our products and services that improve the lives of LGBTIQ people in Slovakia."

SDG 5 a 10

GRI 2-9; 405-1

Gender equality and equal opportunities

Almost 69% of our employees are women. Despite that, it takes significantly longer for them to get an opportunity to take part in the management of our Bank. The representation of women in the B (Board of Directors) and B-1 level management of our Bank is only 27%. This is why we have made the participation of women in our Bank's management our strategic priority.

TARGET:

By 2025, we will increase the representation of women in the B and B-1 level management of our Bank to 40%.

In October 2022, we organised **WOMAN SPIRIT**, the first conference of female managers of all levels, regardless of their job title, as well as for other female employees who aspire to managerial positions or seek to advance their careers with our Bank.

The conference included lectures on the topics of personal and work development, motivation and leadership.

896

**attendees of Woman Spirit
Conference**

With the support of our employees, measures aiming to foster gender equality and equal opportunities are much easier for us to adopt.

Up to 96% of our employees believe that women and men should have equal opportunities for career growth and for the full realisation of their potential at work.

The gender audit that we carried out across our workplaces in November 2022 also revealed several **gratifying findings**:



Everyone without distinction can self-realise with us, propose creative solutions and have free hands when carrying out their work assignments.



Also, we treat all employees equally when it comes to a mistake or failure.



Our remuneration and benefits system is perceived as being transparent and comprehensible.



As another important measure, we **use an inclusive language, visuals and leadership in communication** with our employees to reflect on the diversities in the composition of our staff.

We do this in an effort not only **to build a culture of respect**, but also to prevent the use of an inappropriate and hurtful jargon, jokes, slang, or even microaggression towards marginalised groups in our workplaces.

This is also why we have implemented **comprehensive training on diversity, inclusion and non-discrimination** as a part of our on-boarding programme, which is mandatory for all new hires. At the same time, they have the opportunity to learn on-line about unconscious prejudices.

Representation in our Bank's management

	Board of Directors	Supervisory Board	Division Directors	Heads of Departments
Together	5	6	26	92
Women	0	17%	35%	26%
Men	100%	83%	65%	74%

GRI 405-1 a 2-9: reported as a number of employees of Slovenská sporiteľňa, a. s. as of 31.12.2022.



Safe and adaptable working conditions

Creating safe and adaptable employment conditions for all our employees without distinction has always been a priority to our Bank. We want our employees to feel secure with the Bank as their employer and feel that they can rely on their employment and income and benefits in any weather. At the same time, we do not want work with our Bank to be limiting and rigid.

We recognise that full-time work may not suit everyone, be it because of caring of the family and close persons, engaging in the local community, doing one's own business or learning.

It is a priority for us to see our employees satisfied and we thus seek to accommodate their varied needs, especially by **adapting their working environment, working conditions or working time, as appropriate.**

In addition to providing flexible working conditions and working hours, we also support our employees in their difficult and complex life situations through a wide range of **social assistance measures.**

We view the remuneration of our employees as an essential working condition. We want to ensure that the remuneration and benefit terms offered by our Bank reflect the nature of the work performed, costs of living and needs of our employees.

This is also why we have introduced the Bank's internal **concept of minimum wage** and a new **catalogue of job positions** that supports equal remuneration and makes it easier for our employees across the Bank to make decisions about their career growth.

FORMS OF SOCIAL ASSISTANCE

Social assistance in long-term work incapacity (sickness) situations

Higher income compensation during temporary sickness

Social assistance in case of material damage incurred in consequence of a natural disaster

Social assistance in case of organisational changes

Social assistance in case of death of our employee

GRI 401-2

What is the average length of employment with our Bank?



In 2022, the average length of employment with our bank reached **13 years.**



The average length of employment of women reached **14 years.**



The average length of employment of men is significantly shorter, it is **10 years.**





"Supporting our employees' health is one of the core topics in our Bank's human resource policy."

"While in previous years we focused more on prevention and the maintenance of physical health, in the post-Covid period, we place a much greater emphasis on preserving the vital mental health of our employees."

Martin Čambor

Director of Human Resources Divisions

Health is of an essential importance, which is why our Bank regularly organises activities focused on the prevention of serious diseases. Once a year, we organise **"Health Days"** during which our employees have access to a free above-standard medical examination.*

Because of the COVID - 19 pandemic and the war in Ukraine, we have started to pay an increased attention to the protection and promotion of mental health, both in and outside workplaces. Our employees have access to **a free 24/7 mental health helpline**, or the services of a psychologist. In 2022, we also directly engaged crisis intervention teams to provide psychological support in workplaces of the branch network.

*GRI 403

In 2022, we also created the **"The shoulder to cry on"** peer-to-peer personal counselling programme. We selected 103 volunteers from our staff for the programme to provide psychological intervention directly at a workplace.

Also, the first 15 employees have completed a specialised six-month training. The goal is to create a network of counsellors who, as members of the employee team, provide support and counselling to their colleagues in a wide range of work and personal life situations.

In cooperation with our trade union organisation, already in 2019, we established a mechanism for reporting harmful conduct, i.e. bullying, (sexual) harassment and discrimination.

0

reported cases of discrimination, sexual harassment and other forms of harmful behaviour.

GRI 406-1

At our Bank, we have zero tolerance to, and consistently make efforts to prevent, any malicious behaviours. In cooperation with our trade union organisation, we have introduced an employee confidant position at our Bank for our employees to turn to and share concerns with.

Employee turnover at our Bank:

	New employees			Departed employees		
Together	491			450		
Women	71%			76%		
Men	29%			24%		
	Up to 30 y.	30-50 y.	Over 50 y.	Up to 30 y.	30-50 y.	Over 50 y.
Together	50%	46%	4%	30%	57%	13%

GRI 401-1: reported as a number of employees of Slovenská sporiteľňa, a. s. as of 31.12.2022.

COLLECTIVE BARGAINING

There is only one (1) trade union organisation operating at our Bank, the Trade Union of Banks and Insurance Companies, and it has 38 units at our Bank.

The employment-related rights and obligations of all (100%) of our employees are covered and regulated by the Collective Agreement (1) with a three-year effective term.

The current Collective Agreement entered into force on 01 January 2023.

GRI: 2-30

HEALTH AND SAFETY

We at our Bank have implemented a modern occupational health and safety (OHS) management system in accordance with applicable legislation, which complies with the applicable legislation and applies to all workplaces, employees and work activities.

Employees participate in the creation and implementation of the OHS management system through the OHS Committee and OHS Employee Representatives. In 2022, four occupational accidents occurred at our workplaces.

GRI 403-1,4,5,6,8,9



Learning and development

The development of our employees is very important to us. The aim of our efforts is not only to continuously improve their qualification and specialised knowledge and competences but also, and importantly, to help them to overcome any obstacles they are facing or may face in realising their potential.

The most popular events and activities in the fields of development and education include, in particular:

- the Corporate Conference (for our corporate banking colleagues),
- the Retail Conference (for our branch network colleagues),
- Health Days (for our colleagues at the Headquarters and in the Regions), or
- the WOMAN SPIRIT conference

Our employees have access to **a wide range of educational programmes**, workshops, conferences and activities that are available offline and/or online.

Thanks to the modern recording studio we set up in the Headquarters building in Bratislava, we regularly broadcast **live streams** on various banking and non-banking topics to make the established work processes more vivid and inspired.

With the online live streams, all our employees, including those who work in the Regions outside the Headquarters, have a quick and efficient access to information.

A special form of education that is made available to our employees in selected positions is **coaching**

The coaching is delivered in cooperation with external coaches to develop the employees' leadership and communication skills, improve their performance and increase their engagement.



In 2022, 376 hours of coaching were delivered. At our Bank, employees have access to 337 educational programmes and the senior staff to further 210 programmes.*

*GRI 404-2

How many hours are dedicating our employees to learning?

GRI 404-1



The average number of learning hours per person is 35. For managers, it is up to **55 hours**.



The time our female employees spent learning in 2022 was on average **39 hours**.



The time our male employees spent learning in 2022 was on average **29 hours**.



Learning and development at our Bank:



Together

127 871 hours



Management

16 637 hours



Women

95 586 hours



Men

32 285 hours

SDG 5

GRI 406-1; 401-3

Work-life balance

For many of our employees, balancing their work and private life is difficult. While there is no perfect recipe, we at our Bank have adopted a wide range of measures that significantly help our employees to effectively balance their work duties and their personal life.

At selected workplaces, our employees have **flexible working hours** and many can even opt for working from home.

There is also **a variety of support activities** available at our Bank, be they of an educational nature (e.g. on how not to succumb to the work-related stress syndrome, how to reconcile work and private life, how to gain new energy, etc.) that greatly facilitate the employees' work-life balance, or of a leisure nature, such as yoga, dance medicine, or massages.

As a part of our Bank's benefits system, we also offer **extra days off** for regeneration or health support, or to manage important events in our employees' lives. This also includes days off beyond the mandatory extent provided for in the Labour Code in the event of a death in the family, birth of a child, blood donation, etc.

The benefits package also includes various **financial allowances and vouchers**. Our aim is to ensure that our benefits system be transparent and usable by as many employees as possible and, at the same time, accessible and beneficial to vulnerable groups.

HOW DO WE BALANCE OUR LIVES AND WORK?

In 2022 our employees had **103 499 leave days**.

Our employees spent as many as **630 days** volunteering in their communities.

In 2022, the programme „Lucky Time“ was joined by **29 people**.

The programme „Sabbatical“ was joined by **9 people** in 2022..

Our headquarters staff worked **22% of their working time** from home.

Benefits provided to our employees:

GRI 406-1



5 extra vacation days
 1 day of stabilisation leave
 1 day off for volunteering
 1 day off per quarter for pregnant employees
 2 add. days off in the event of the death of the spouse or child
 1 add. day off in the event of the death of a parent
 1 add. day off for fathers upon the birth of a child



Contribution to the III. pillar of pension scheme
 Regeneration allowance in the amount of EUR 260
 Child birth allowance in the amount of EUR 200
 Meal allowance paid during leave and sickness
 Extra preventive medical examination
 Accident insurance for branch employees
 Employment anniversary bonuses



Motherhood and parenthood bring a big change to working life. Our female employees remain out of work for an average of almost 28 months after the commencement of the maternity leave.

For male employees, the parental leave is significantly shorter, between two and six months on average. We, therefore, make efforts to keep communicating with our employees on maternity and parental leave on a regular basis about what's going on at our Bank, invite them to our events and adjust their working conditions to facilitate their untroubled and enthusiastic return to work.

Working on flexible terms, including flexible working hours or working from home or part-time, make it easier for parents taking care of small children to return to their former work.

When returning, many mothers and fathers review their previous career and consider whether or not to return to their former employer - our Bank.

Realising this, we are all the more pleased that in 2022, more than 80% of all parents returned to us after parental leave.

Our Bank's employees on maternity and parental leave:

	Maternity leave	Paternity leave	Parental leave
Women	247	0	397
Men	0	32	0
Management	3	0	2

GRI 401-3: reported as a number of employees of Slovenská sporiteľňa, a. s. as of 31.12.2022.



Social responsibility

Supporting communities

Our Bank has been engaged in community support activities as a part of our corporate social responsibility (CSR) efforts for many years. To foster our philanthropy, we established the Foundation of Slovenská sporiteľňa in 2004, and we also founded the Social Bank department in 2016, which is unique in Slovakia. Our primary goal in the CSR area as well as in our regular business is to support financial literacy, resilience and health of our clients.

Supporting financial health

We develop our portfolio of products and services with an emphasis on being accessible as a bank to a widest possible circle of people and offering products and advice that contribute to the overall financial health of our clients.

We want the building and caring of financial health to be natural to our clients and, to that end, we seek to make sure that they have all the necessary information and tools to be able to plan budgets that reflect their own needs or the needs of their families and make responsible decisions about incurring debts, investing or saving.

We realise that the basis on which financial health rests is not only a set of high-quality products and services on the banks' part, but also **financial culture**. It is precisely the culture prevailing in the society in which we grow up and live that significantly affects how we deal with money and make important financial decisions, or trust financial institutions.

This is why our Bank, in cooperation with the National Bank, has created **the FINQ programme** which aims to enhance financial culture and literacy in Slovakia.

The essence of the FINQ educational programme is developing economic and social thinking in pupils of primary and secondary schools and helping them to gradually acquire financial culture competences.

In this context, we understand financial culture mainly as a set of cognitive abilities and practical skills necessary for orientation and correct decision-making in various financial and economic situations.

We want the FINQ programme to be available to as many students as possible, including those from socially and economically disadvantaged backgrounds. We believe that financial literacy and the ability to think critically, put and consider things in broader contexts and avoid uncritical acceptance of one-sided opinions in everyday life offers all students, without distinction, a chance to succeed in their lives.



124 schools



11 000 children

Public commitment:

Enable 200,000 students to complete education within our innovative financial education and culture programme, FINQ.



Supporting people in difficult life situations

We provide professional advice and refinancing through our **Social Bank** department to people who have found themselves in a difficult life situation and are unable to repay their loan.

Also taking into account the current economic situation caused by the COVID - 19 pandemic, the war in Ukraine and elevated inflation, we realise that making **the right financial health related decisions** is very important. This drives us to making even more to help the most vulnerable clients

Our aim is **to help them to get back on their feet** and regain lost financial stability. We have been working with many clients of the Social Bank for a long time.

In addition to refinancing their debts, we work on **improving their financial literacy** and help them to create their own financial plans and budgets so that they can repay their debts consistently and sustainably while maintaining the highest possible quality of their life.

Supporting new entrepreneurs and start-ups

As part of our efforts to promote financial health and a sustainable future, we also support entities that would otherwise have very difficult access to financing for their business activities.

We have created **a programme for business beginners** that aims to cover a wide range of entities seeking support. We target both those who have already started and those who only have an idea.



The entities concerned include clinics, farms, start-ups, non-profit organisations, social economy entities, schools, kindergartens, workshops and manufacturing enterprises.

Beginnings are often uneasy and frequently it is the first steps in business what decides about the future success or failure. We care and we want the entrepreneurs financed under this programme to get more than a mere instalment loan, leasing contract or authorised overdraft.

In general, we provide budding entrepreneurs with a five-year loan in an amount that is commensurate to their business idea. The highest loan we have provided so far to start-up entrepreneurs under the programme was EUR 690,000.

Along with our clients, we consider their business concept from a forward-looking perspective to evaluate whether it is worth investing and assess the risks associated with the business idea or plan.

We open the door for them and **help them to make their business more visible and find new markets**, partners and organisations

To that end, our programme for business beginners also includes assistance in developing the business idea and preparing a business plan.



New entrepreneurs starting a business can also get financing under the innovative **Seed Starter programme** which helps start-ups in the so-called go-to-market phase and engages them with our Bank's environment. It is mainly intended for young companies with a functional prototype bringing solutions that contribute to the prosperity of our clients and have a positive social impact on the community

It mainly covers the areas of education, financial management, business support, and the like. The aim behind the Seed Starter programme is **to support long-game start-ups** with both investment and a comprehensive care to contribute to the creation of an environment that enables growth and innovation.

In addition to an investment in their business, the participating start-ups also receive a boot camp feedback on their product, business plan or marketing strategy, or mentoring from various experts. Moreover, the Seed Starter also brings the opportunity to share thoughts and experience with other start-ups taking part in the programme.



MICHAL VANOVCÁN

Executive Manager of the Seed Starter of Slovenská sporiteľňa

"It is indisputable that the Slovak start-up environment needs significant stimulation. In the current situation, talented Slovaks have a very little chance to make their innovative ideas come true.

We put an emphasis on motivating talents to remain in their home country, Slovakia. From our Bank's perspective, if smart people stay here, the whole economy will benefit from it and, of course, so will we as a bank, ultimately."



Supporting non-profit organisations

Our Bank seeks to support those forms of business that have a positive social and environmental impact.

Accordingly, we pay attention to support for social enterprises, sheltered workshops and other non-profit entities dedicated to working with marginalised groups, increasing employment, delivering education and providing health and social services and community services, and to other work for public benefit. We have a portfolio of services and products targeting those entities that are customised to their specific activities. Among other things, we support:



A social enterprise aiming at restoring the soil microbiome and employing people with disabilities



A civic association dealing with various environmental technologies and water protection measures



A social enterprise operating a hotel which employs people with mental disabilities



A specialised facility providing special services for children with autism spectrum disorders

At the same time, we offer social economy entities and non-profit entities the opportunity to participate in the activities and grants of our **Foundation of Slovenská sporiteľňa**

The mission of our Foundation is to contribute to the development of a modern, successful and green Slovakia by supporting meaningful projects, primarily in the fields of education, sustainability, affordable housing, physical and mental health and the development of civil society.

**In 2022, our Foundation managed
funds in the amount of EUR
2,248,586.**



Since 2021, the Grant for the Future initiative of our Foundation has been supporting the creation of new eco-stabilising and landscaping elements both within and outside the boundaries of developed zones of municipalities and towns throughout Slovakia. We have allocated EUR 250,000 euros to a number of successful projects. Supported projects include, among others:

- Mini arboretum within a community garden
- Improvement of the environmental quality of the *Petržalka* forest park
- Restoration of a park relaxation zone in *Levice*
- “Garden on the Fence”
- “Edible Forest” in *Orešany*
- Adaptation to climate change and water retention measures in *Kladzany*
- “Fruit Paradise” above *Petrova Ves*
- Permacultural project in the Botanical Garden of the University of Agriculture in *Nitra*
- Restoration of the Lime Tree Alley of *Vištuk*, Stage 2
- Restoration of a traditional pasture forest on the river island of *Veľký Lél*



BARBARA HENTEROVÁ

Manager of the Foundation of Slovenská sporiteľňa
(Nadácia Slovenskej sporiteľne)

“The Foundation of Slovenská sporiteľňa, alike our bank as such, is highly concerned about the future of Slovakia, and of the whole Earth as well, and seeks to actively contribute to making them both as good as possible for life and, therefore, as green as possible.

We have also reflected the urgency of environmental and climate considerations in the last update of our Foundation's strategy, which makes sustainability one of the key areas of our interest “

GREEN SCHOOL

The goal of the Green School programme is to transform the content and methods of teaching on environmental topics at schools. **250 schools** take part in the programme at present, which has got them ahead of other schools.

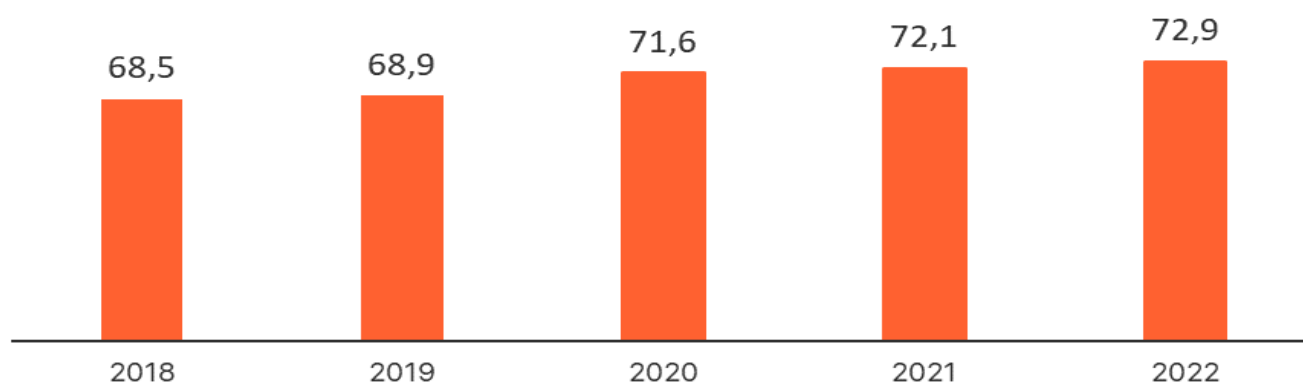
As a part of the Green School educational programme, we increase the capacities for teaching in the field of climate change and its consequences. Teachers can participate in various courses, seminars, workshops and initiatives delivered by our Green School lecturers.

The trained teachers and their student groups gradually reduce the carbon footprint at schools and contribute to the prevention and resolution of environmental issues and bring real changes to schools.

Customer experience

An essential guidance for setting the right direction of a bank comes from the clients' direct feedback. For a long time, our Bank has been using a balanced combination of in-depth qualitative interviews with clients, regular as well as ad hoc quantitative surveys and data analyses. The client is in the centre of our interest and the aim of these activities is to identify opportunities to improve customer experience. Customer satisfaction is a factor in the calculation of the variable remuneration component of all employees of our Bank

Satisfaction with our Bank (CXI)



Group-wide satisfaction survey, Retail, Micros and SME segments

Complaint handling

In line with the Methodological Guidelines of the Financial Market Supervision Unit of the National Bank of Slovakia, our Bank has adopted a client complaint processing and resolution policy.

The uniform procedures, defined powers and responsibilities of the units involved in the handling of submissions as well as communication standards in place are appropriately designed so as to ensure an effective, fast and reliable resolution of complaints and thus increase customer satisfaction and loyalty.

At the same time, our Bank has established a specialised position of **ombudsman** whose role is to protect the interests of our clients as consumers and users of financial services and products in accordance with applicable national and EU laws.

In 2022, we processed **34.5 thousand submissions**. The time to resolution of a complaint is 5.5 calendar days on average, while almost 90% of all complaints are resolved within 10 calendar days.

Clearly, the most frequent reason for submissions (including complaints and claims) was operations related to the use of a payment card, with the majority of clients seeking a refund, whether due to fraud, error or non-delivery of goods.

It is also for this reason that our Bank pays **an increased attention to spreading awareness among our clients about** fraud involving the misuse of personal data.

We explain to them how to protect themselves against such fraud and what we can do for them.

For the sake of our clients' security, we use effective technologies, security certificates, payment authorisations and other safeguards.

Our principles



Our Bank treats its clients honestly, with respect and attention, regardless of their financial situation or social background.



Clear and open communication between our Bank and clients, including the provision of clear information about the terms and conditions of the provision of our products and services.



Our Bank takes responsibility for the errors caused by us and we take action to correct them as quickly as possible to the client's satisfaction.



Effective resolution of clients' complaints or requests in order to minimise the impact on clients and preserve their trust in our Bank.



ALENA NEMČEKOVÁ

Ombudswoman

"The Bank always makes efforts to satisfy the needs and interests of our clients, which is the meaning of our work. When a client turns to us with any complaint, we must demonstrate both high professionalism and a human approach and a great degree of empathy.

Empathising with clients' problems is sometimes difficult, but if we can find a mutually beneficial solution, the result is the client's satisfaction "



Innovations for financial health

We confirmed our vision of building financial health in 2022 by making available to our clients a new feature called **Investment Plan**. We have thus added a range of tools that are already very popular and widely used by our clients in building their financial health.

The Investment Plan also guides a client through the investment process via George, the innovative pan-European Internet banking platform of Erste Group. The platform presents to the client a personalised offer, based on the client's preferences, of the mutual funds that are the best match for the client's needs or interests.

Our Bank is already preparing a significant improvement to input an increased range of details into the decision-making so that the offer is as customised and tailored as possible. Our clients can also use the Investment Plan service at branches using the adviser's tablet.

The Investment Plan can be seen as an extension of the already very popular **Financial Plan**. This feature provides advice on how to allocate remaining money among savings, life and pension insurance and/or investments.

Another one of our smart add-ons is the **Financial Manager** which allows our clients to keep a track of their income and expenses.

The Financial Manager classifies individual expenses into different categories, thus making financial management transparent and easier and saving unnecessary or excessive expenses.

Since our Bank is also strengthening its corporate banking operations, business clients are not at all left out of our attention.

We have developed an internal Financial Health Index application for our branch network and regional centres. The adviser's tablet application maps and evaluates the financial situation of the business client and compares it against its competitors in the market.

The Investment Plan will help clients to choose from our range of mutual funds:



World



Innovations



Sustainability



Real estate

Pre-contractual information and transparency

We consistently apply measures arising from the Directive of the European Parliament and of the Council on markets in financial instruments (MiFID II) to enhance consumer protection in accordance with European legislation. Before providing investment services, we present to the client a so-called Key Information Document (KID) and notices concerning investment services related to financial instruments, namely securities and derivatives, in order to ensure greater transparency of investment products and enable comparisons with other investment products.

One of the key documents strengthening consumer protection in the environment of banking institutions is the European Agreement on a Voluntary Code of Conduct on Pre-Contractual Information for Home Loans.



Investing, insurance, savings and pension

More than 500,000 clients already have a more secure financial future thanks to our **Financial Plan**





Environment and climate change

Environment

The topic of environmental protection has become increasingly urgent in recent years. The planet is facing a number of environmental challenges: climate change, pollution, deforestation and loss of biodiversity. These challenges threaten not only nature, but also human health and well-being, economic stability and social progress. As an important player in the economy, we are aware of our responsibility and obligation to contribute to the resolution of these problems, which is why we have introduced several measures to mitigate the adverse environment impact of our operations as an integral part of our daily activities.



JURAJ VILÉM

Sustainability Manager

"The environment is our most valuable asset and it is an imperative to us to protect it for future generations. Sustainable finances that seek to integrate environmental, social and governance factors into financial decision-making are an essential instrument to achieve this objective."

"That's why I'm glad that our Bank has decided to be Slovakia's leader in sustainable financing."

Transition to circular economy

The linear economy where resources are extracted, used and then disposed of has been the dominant economic model for centuries. Since, however, this model is no longer sustainable, we have redirected our efforts to the reduction of the use of disposable packaging and products in our offices. We have joined the Circular Slovakia platform and the maximisation of digitisation, including the reduction of paper consumption, has become one of our strategic priorities.

Thanks to the gradual introduction of these measures, we have managed to

- **reduced paper consumption by 50% since 2017**
- **increase the rate of use of recycled office paper to 99.9%.**

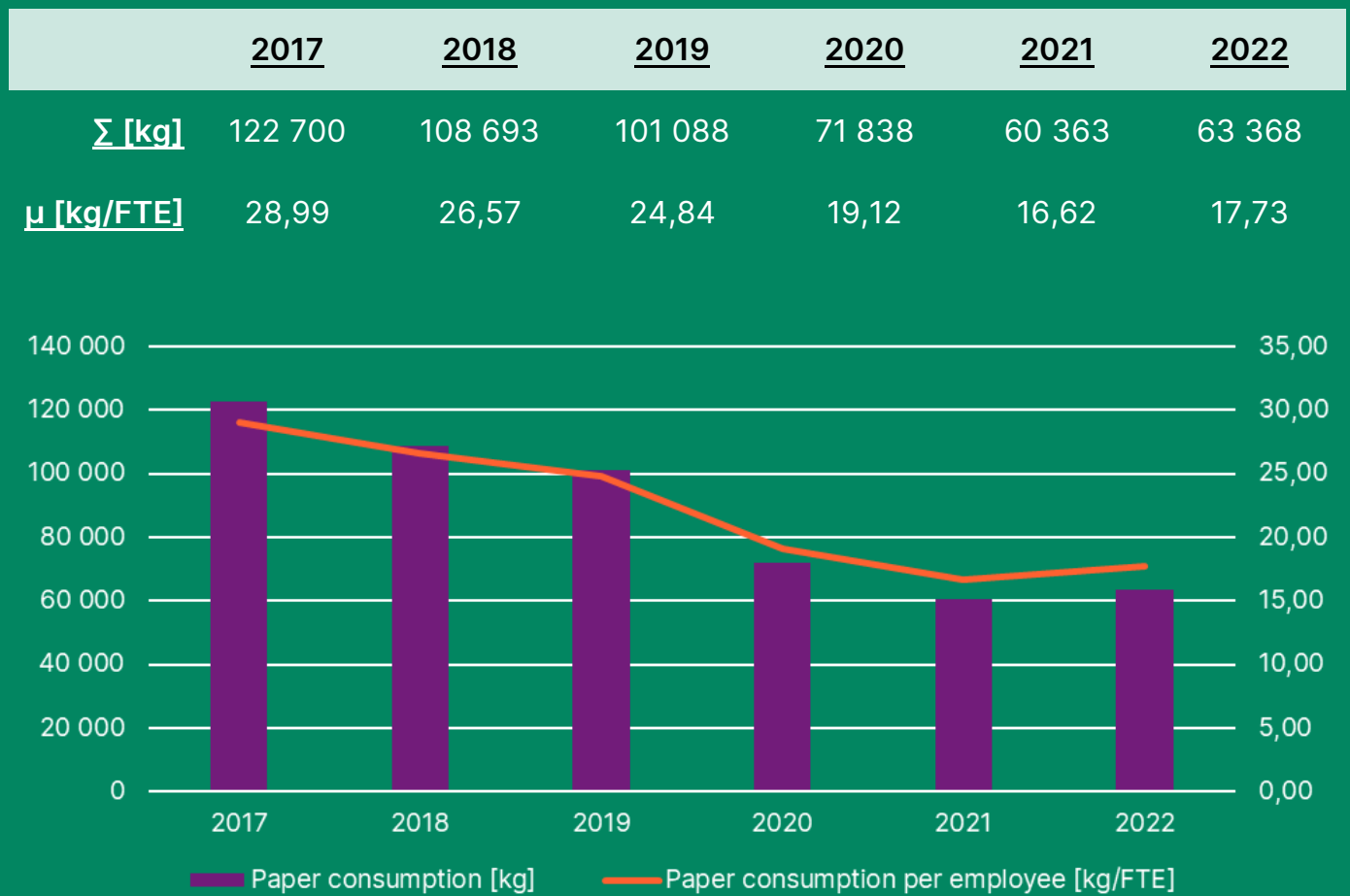
Other activities related to the transition to a circular economy include the introduction of the collection of cigarette butts at designated smoking points at our Headquarters and their delivery for further processing and use in the construction industry, or the collection of used toothbrushes and their delivery for material recovery.

Wastes

Proper waste management is an inevitable component of environmental protection. While we as a bank do not produce a significant amount of waste, we have in place an effective waste sorting process covering all buildings and operations. In addition, we are still considering options for further optimisation and improvement of the set processes.



Development of paper consumption at the Bank in 2017- 2022



Note: The increase in paper consumption in 2022 is mainly attributable to a significant increase in mortgage sales and a reduced extent of working from home after the COVID - 19 pandemic.



Nature and biodiversity

We are convinced that nature is essential for our survival. That's why we have made a commitment **to plant 300,000 trees between 2022 and 2024.**

To foster urban pollinators, we have **installed beehives** on our Headquarters building in cooperation with the Živica Environmental and Ethical Education Centre and organised the planting of flowering plants around the building to provide food to the bees.

We have provided an effective **bird protection** installation on our building in Poprad to prevent various types of birds from hitting the building windows.



Eco cards

We make our cards from a recycled and easily recyclable material. We have set up collection points in our branches where any people, not only our clients, can dispose of expired or damaged cards. The collected cards are then transferred for material recovery. We have extended the validity of our cards to four years, thereby saving natural resources.



Climate change

Climate change is rightly considered the greatest risk to the future of our society as we know it. Banks play a key role in the transition to a low-carbon economy by financing environmentally sustainable projects and reducing their own carbon footprint. We recognise that decarbonisation is a necessary step for all companies, including us, which is why we have committed ourselves to the Paris Agreement at the Erste Group level and are working to contribute to the efforts seeking to limit global warming to 1.5°C.

We have built our support for the transformation and decarbonisation on three basic ideas:

- We have a significant impact on the environment through **our lending and investment activities**, and financing carbon-intensive industries contributes to climate change and harms the planet. The decarbonisation of our portfolio is, therefore, a key to the switch from being a part of the problem to being a part of the solution.
 - We have responsibility towards our clients and shareholders for the **effective management of our risks**. Climate change poses a significant risk to the economy and the financial system, so we must take steps to identify and effectively manage them as soon as possible. By investing in environmentally sustainable activities and decarbonising our portfolio, we can mitigate the risks.
 - The decarbonisation and transformation of industry also represent **great opportunities** for us. The transition to a low-carbon economy requires significant investment and banks are going to play a key role in financing such projects.
- Net zero portfólio

NET Zero portfolio

In alignment with Erste Group as our parent, we have joined the Net Zero Banking Alliance initiative and committed ourselves to achieve net zero of our financed emissions, i.e. the emissions of our portfolio

To accomplish this difficult task, in 2022, we identified the segments with the highest volumes of financed CO₂ emissions in our portfolio:

- Energy (heat and electricity production)
- Mortgage loans
- Commercial real estate




Then, we defined the decarbonisation pathways for these sectors.

EMÍLIA LEŠKOVÁ

Credit Risk Analyst

"The environmental situation affects all of us, so I really appreciate that our bank is so actively involved in the global efforts to preserve a healthier and cleaner environment. I am glad to be able to contribute to the achievement of the environmental goals of our Bank by my work on the preparation of decarbonisation pathways. I hope that our work will help us and future generations as well."










Sektor	Ciel'
 Mortgage loans	1.75 °C* 
 Commercial real estate	1.75 °C* 
 Electricity production	1.50 °C* 
 Heat production	1.75 °C* 

The decarbonisation pathways for our portfolio are closely interlinked with the climate commitments of the European Union and the Slovak Republic.

To calculate financed greenhouse gas emissions, we used the PCAF segmentation of our clients. We applied the PCAF methodology to business loans, corporate bonds and project financing.

Our calculations were based on the emissions reported directly by the clients, or on estimates made on the basis of the clients' financial indicators and emission factors taken from the PCAF database. For commercial real estate and mortgages, the emission estimates are based on data on buildings (energy certificates and floor areas), or on national averages and national emission

 Cement	planned 2024
 Automotive	planned 2024
 Oil and gas	planned 2024
 Steel	planned 2024
 Agriculture	planned 2024
 Coal	not planned, phase out 2030
 Aluminium	not planned, non-material

factors. For renewable energy projects, we assumed zero emissions.

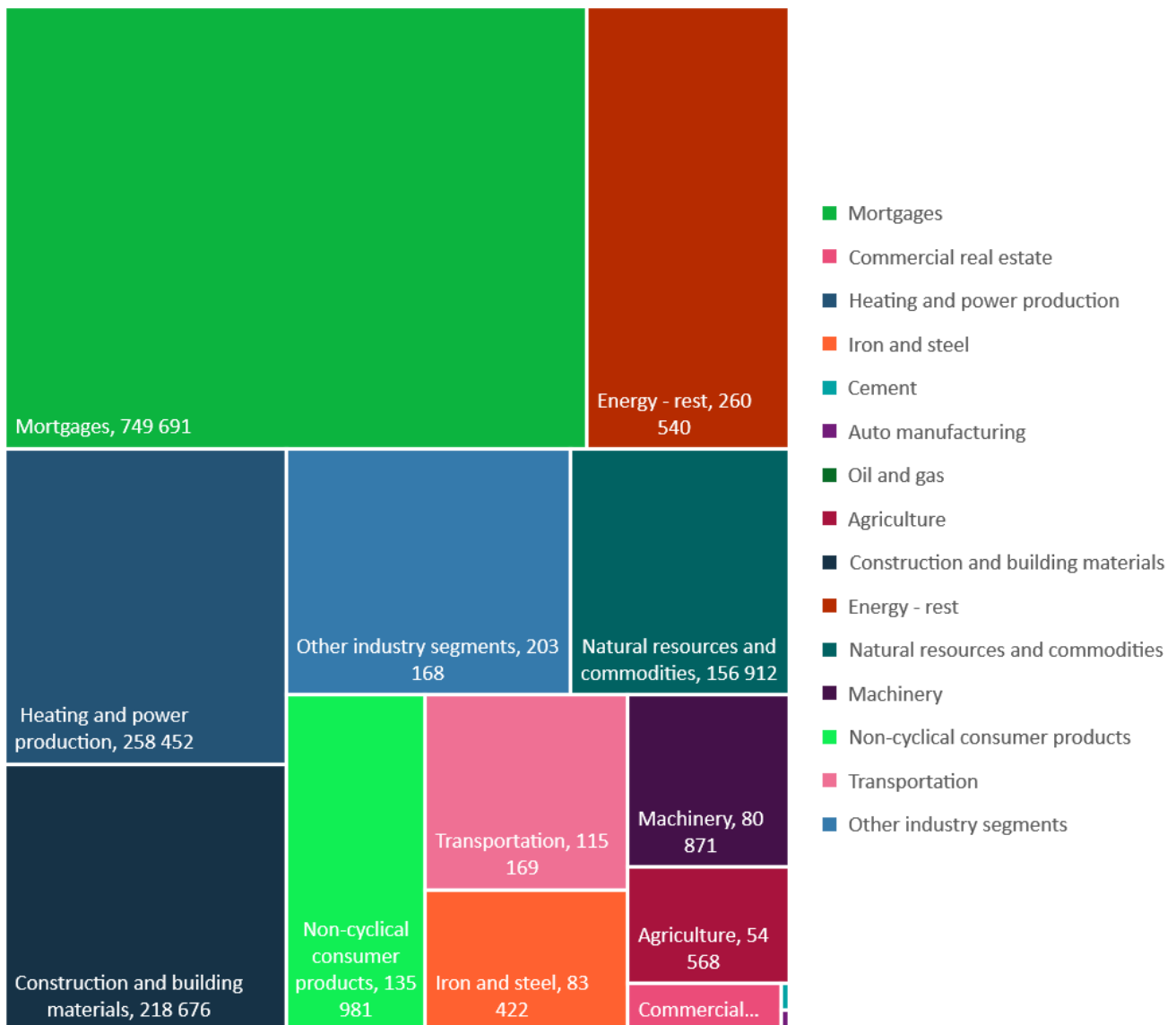
A detailed overview of greenhouse gas emissions is provided in the tables in the Appendix Climate Change transition risk. This is not an official disclosure of the Pillar III report, but only a voluntary disclosure of a part of it.

The identification of decarbonisation targets and forecasts relies on existing and planned client data, scientific scenarios and data from the International Energy Agency (IEA). The results were used as inputs for the strategic financial plan.

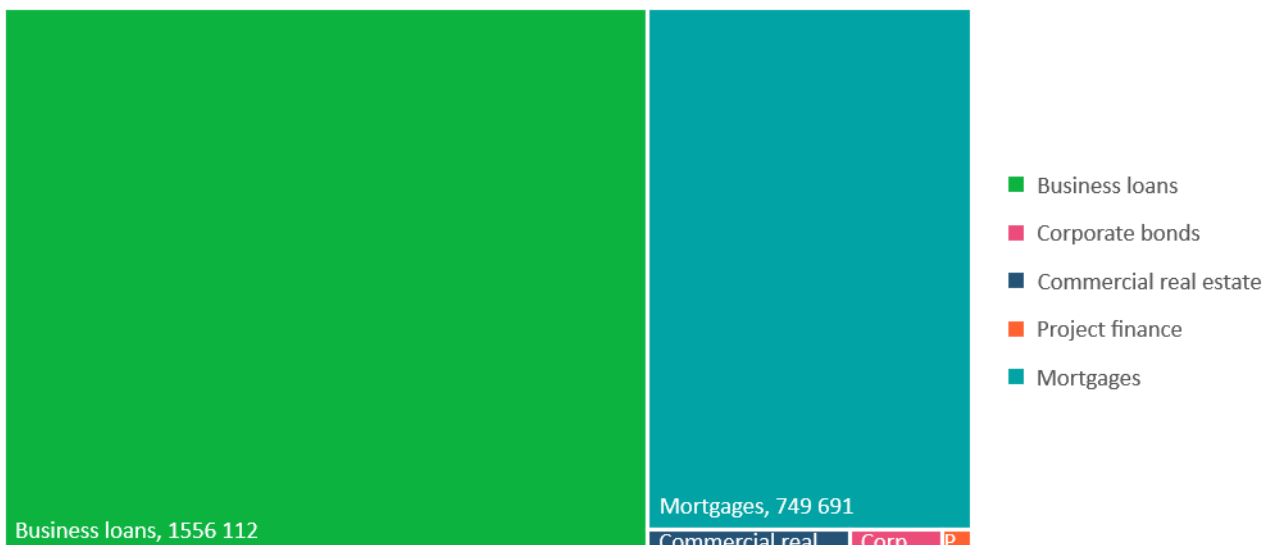
	Units	Methodology	Scenario	Default value		Targets			
				Year	Value	2030	Reduction	2050	Reduction
Mortgage loans	kgCO ₂ e/m ²	SBTi SDA	IEA B2DS	2022	65,4	37,4	-43%	0,8	-98%
Real estate	kgCO ₂ e/m ²	SBTi SDA	IEA B2DS	2022	36,4	18,5	-49%	1,0	-97%
Electricity production	kgCO ₂ e/MWh	PACTA	IEA NZE2050	2022	350,3	178,6	-49%	21,1	-94%
Heat & steam production	tCO ₂ e	SBTi AC	IEA B2DS	2022	371,2	215,3	-42%	37,12	-90%



Financed greenhouse gas emissions (in tonnes of CO₂e) by segment



Financed greenhouse gas emissions (in tonnes of CO₂e) by module



Carbon neutrality of our operations

In order to contribute to the achievement of the Paris Agreement targets, it is natural to focus on reducing not only the carbon footprint of our portfolio, but also the carbon footprint of our operations.

Reducing greenhouse gas emissions

We have already made some fundamental decisions on our way:

- We plan to significantly contribute to Erste Group's target of achieving **the climate neutrality of our operations by the end of 2023** (this target refers to Scope 1, Scope 2 and Scope 3 greenhouse gas emissions).
- Another goal is **to reduce the Scope 1 and Scope 2 emissions of our operations by 80%** compared to 2017 (baseline year) by 2030.
- The target share of electric vehicles in our fleet in 2030 is 100%.

The greatest potential of our bank to reduce greenhouse gas emissions lies in transiting to renewable sources of electricity, improving the energy efficiency of our facilities and increasing the proportion of zero-emissions vehicles in the vehicle fleet.

It is mainly thanks to our purchasing of electricity from renewable sources that we managed to reduce Scope 1 and Scope 2 emissions by more than a third in 2022 as compared to 2021

The essential energy consumption reduction measures we have introduced are the following:



Disconnecting non-essential electrical circuits when arming a facility's security system



Replacing former lighting devices by LED ones



Providing sensor control of lighting in service areas and toilet rooms



Replacing electric space heating by a more efficient system



Performing annual checks of the correct setting of technology control systems in buildings

Energy

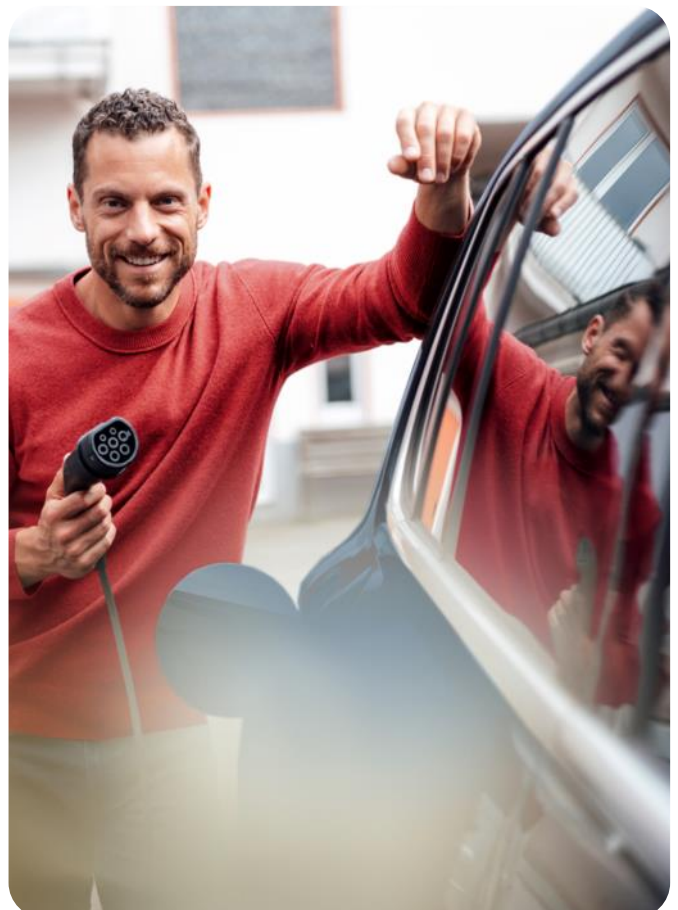
We started to pay an increased attention to our energy consumption, and electricity in particular, already in 2011.

Thanks to a detailed analysis of consumption and the gradual implementation of electricity saving measures, we have managed to reduce electricity consumption by more than half (51%) since 2012, and we continue to do so further.

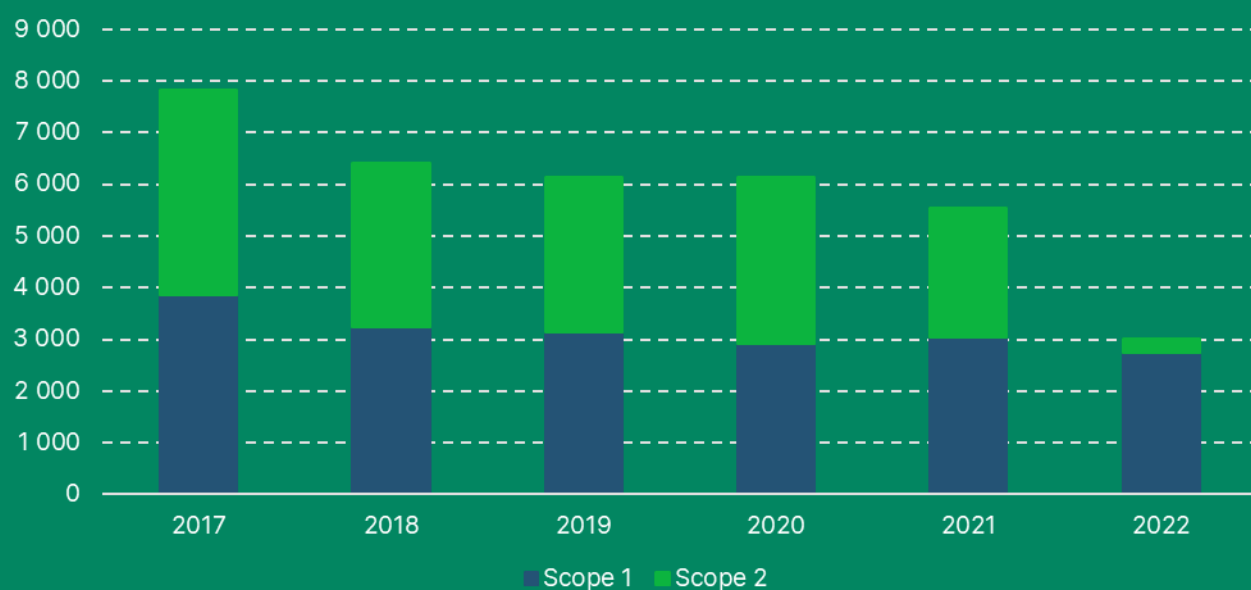
Out of our Bank's total fuel consumption, 100% came from non-renewable resources.

We managed to reduce the total energy consumption from 38,866 MWh in 2017 to 24,341 MWh in 2022, i.e. by 37 %.

As from 2022, we have been purchasing electricity solely from renewable sources.



Greenhouse gas emissions in 2017—2022 [t CO₂e]

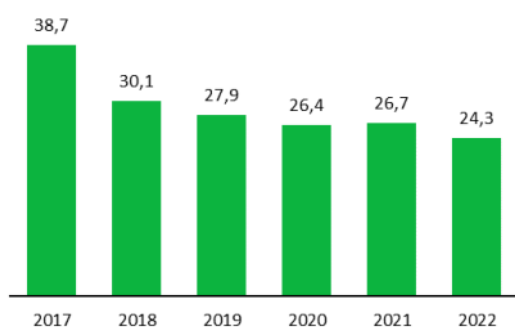


We have reduced our Scope 1 and Scope 2 greenhouse gas emissions from 7,833 tCO₂e in 2017 as the baseline year to 3,016 tCO₂e in 2022, i.e. by 61%.

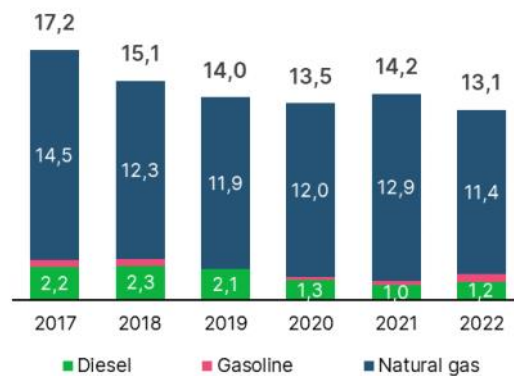
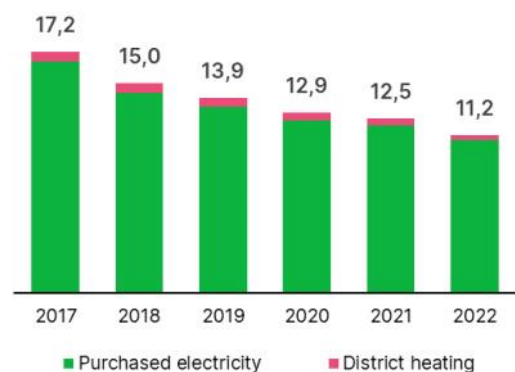
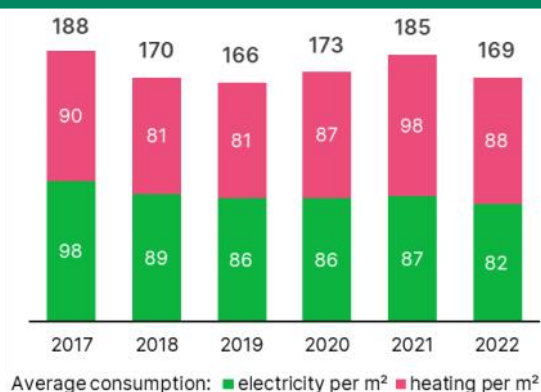
Greenhouse gas emissions of our operations in 2022

Total scope 1 + 2	tCO₂e	3 030
Scope 1 + 2 - change on 2021	tCO₂e	-2 530
Total scope 1	tCO₂e	2 761
Heating	tCO ₂ e	2 296
Carpool	tCO ₂ e	439
Cooling agents and fuel for emergency generators	tCO ₂ e	26
Total scope 2	tCO₂e	269
Electricity	tCO ₂ e	209
District heating and cooling	tCO ₂ e	60
Total scope 3	tCO₂e	3 793
3.1. Purchased goods and services	tCO ₂ e	283
3.2. Capital goods	tCO ₂ e	58
3.3. Fuel and energy related activities	tCO ₂ e	591
3.4. Upstream transportation and distribution	tCO ₂ e	527
3.5. Waste generated in operations	tCO ₂ e	79
3.6. Business travel	tCO ₂ e	357
3.7. Employee commuting	tCO ₂ e	1 898
Total scope 1 + 2 + 3	tCO₂e	6 823
Total scope 1 + 2 + 3 per employee	tCO₂e/FTE	1,9

Energy consumption by year [GWh]



Consumption of fuels from non-renewable sources [GWh]

Purchased energy [GWh] Average energy consumption [kWh/m²]Average energy consumption [kWh/m²]

		2017	2018	2019	2020	2021	2022
Total energy consumption	MWh	38 666	30 061	27 866	26 399	26 665	24 341
Consumption of non-renewable fuels	MWh	17 235	15 084	13 970	13 547	14 197	13 094
Diesel	MWh	2 244	2 331	2 097	1 342	998	1 212
Gasoline	MWh	497	441	0	226	260	531
Natural gas	MWh	14 494	12 312	11 874	11 978	12 939	11 351
LPG	MWh	0	0	0	0	0	0
Heating oil	MWh	0	0	0	0	0	0
Consumption of renewable fuels	MWh	0	0	0	0	0	0
Purchased electricity, heating and cooling energy	MWh	17 201	14 951	13 892	12 851	12 466	11 242
Purchased electricity	MWh	16 507	14 230	13 272	12 328	11 961	10 891
District heating	MWh	694	721	621	523	505	351
District cooling	MWh	0	0	0	0	0	0
Self-generated electricity	MWh	0	0	0	0	0	0
Average electricity consumption per m²	kWh/m ²	98	89	86	86	87	82
Average heat consumption per m²	kWh/m ²	90	81	81	87	98	88

GRI 302-1; 302-3; 302-4

Reducing light and visual smog

In 2018, we stopped using outdoor advertising spaces, such as billboards, city-lights and other outdoor advertising elements, in our communication. This because we do not want to further contribute to the visual smog in public spaces and, also, we seek to reduce the environmental burden. To reduce light smog, we turn off our illuminated advertisements after 22:00.

Transport

The transition to clean transport is an important step not only to reduce greenhouse gas emissions, but particularly to improve air quality.

Bad air quality caused by traffic has a negative impact on human health and that's why we are committed to the transition to emission-free transport and plan to gradually replace all our vehicles by 100% emission-free ones by 2030.

At the same time, we have stimulated our employees' interest in electric cars by way of a presentation and by giving them an opportunity to try driving an electric car, as well as through internal communication campaigns.

We also encourage our employees to change their ways of commutation to work and, to that end, we have been participating in the Cycling to Work campaign for several years. In order to ensure greater comfort for cyclists, we have provided showers in the Headquarters building and a protected parking area for bicycles.



For over 10 years we at SLSP have been analysing our energy consumption and taking consumption reduction measures. At the same time, we were the first bank in Slovakia to have a certified Environmental Management System according to STN EN ISO 14 001.



Investing into the future

The transition to a low-carbon and resource-efficient economy and achievement of the goal of climate-neutral Europe by 2050 will require combining private capital with public expenditures and channelling the funding into sustainable investments. To facilitate this, the European Union has adopted the Taxonomy Regulation (Regulation (EU) 2020/852), which is intended to guide investors as to what economic activities contribute to the achievement of the EU's goals.

We view the financing of the green transition as highly important. The taxonomy provides a basis for the control of financial policies, as set forth in our Group's Sustainable Finance Framework (SFF) and Sustainable Finance Guidelines, that assess the compliance of financed activities with the EU Taxonomy

Our ambition is to achieve a 25% proportion of green investments in our corporate portfolio by 2026.

At the same time, as the largest bank in Slovakia, we want to bring solutions for our clients that will help them to reduce their negative environmental impact and save money and improve their financial health.

To enable this, we prepared products in 2022 to help our clients to reduce the energy demand of their dwellings in the future.

Consumer loan for the future

As a cooperating bank of the Renovate a House programme, which is run under the

Recovery and Resilience Plan of the Slovak Republic

with the aim to support people who decide to renovate their family houses, we have prepared a product that will help to co-finance the necessary measures to improve the energy efficiency of buildings.



Mortgage for the Future



To lead our clients to considering the energy efficiency of buildings when planning their homes, we decided to offer them the Mortgage for the Future product which favours buildings of the A0 and A1 primary energy consumption classes.

Eco Loan for Energy Efficiency

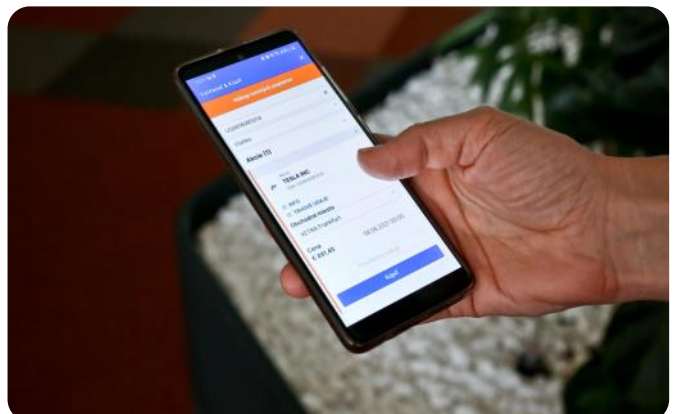
For corporate clients, we have prepared a loan product intended for financing the installation of renewable energy sources and the purchase of electric cars and plug-in hybrids



Sustainable investments

Sustainable investments can be an effective way to align personal values with financial goals and, at the same time, contribute to a more sustainable and equitable world. The goal of sustainable investing is to provide long-term financial returns while contributing to sustainable development and solving urgent global challenges, such as climate change, social inequality and degradation of the environment.

In addition to conventional investments, we also actively offer sustainable investment options to our clients within the framework of their financial planning and building financial health. They can invest, for example, in our Responsible Investment Fund and ESG Dividend Share Fund.



Guarantee programmes

Our Bank finances sustainable projects with a demonstrable positive social and environmental and climate impact through special loan programmes that rely on the state's or the European Union's financial instruments. As an example, for several years we have been providing discounted loans aimed at improving the energy efficiency of multi-family residential buildings. We are currently preparing new special programmes in cooperation with international financial institutions, for example EIB Group entities, which focus on sustainable infrastructure and green financing.

Green bonds

In 2021, we issued our first green bond and in 2022, we were the first bank in Slovakia to issue a green covered bond. The green bond proceeds are allocated to the development of green residential real estate and green commercial real estate through the existing and new financing.

Green residential real estate includes family houses and flats in multi-family buildings with an energy performance certificate (EPC) of class A (A0/A1), or ranking among the 15% of the most energy-efficient buildings in Slovakia. This also includes family houses that have been significantly renovated, or in which primary energy savings of more than 30% have been achieved.

Green commercial real estate comprises office and retail facilities (shopping centres) with A0/A1 certificates and/or international certificates (BREEAM, LEED). All green housing loans as well as green commercial loans are registered and accounted for by Slovenská sporiteľňa. As regards geographical distribution, all eligible residential and commercial green projects are located in Slovakia.

Approximately 80% of the proceeds from green bonds (100% for the covered bond) have been allocated to already existing projects.

Green bonds issued

ISIN	Date of issue	Date of maturity	Currency	Green financing amount
SK4000019337	16/06/21	16/06/28	EUR	154 000 000
SK4000021242	13/07/22	13/12/29	USD	57 000 000
SK4000021820	05/10/22	05/04/28	EUR	500 000 000
SK4000021994	20/10/22	20/10/25	EUR	25 000 000



KATARÍNA GAŠPAROVSKÁ

Head of the Financial Solutions and Business Client Prosperity Division

"For us in corporate banking, the topic of sustainability is highly current and we deal with it on a daily basis. We recognise that as a financial institution, we play a key role in influencing the environmental performance.

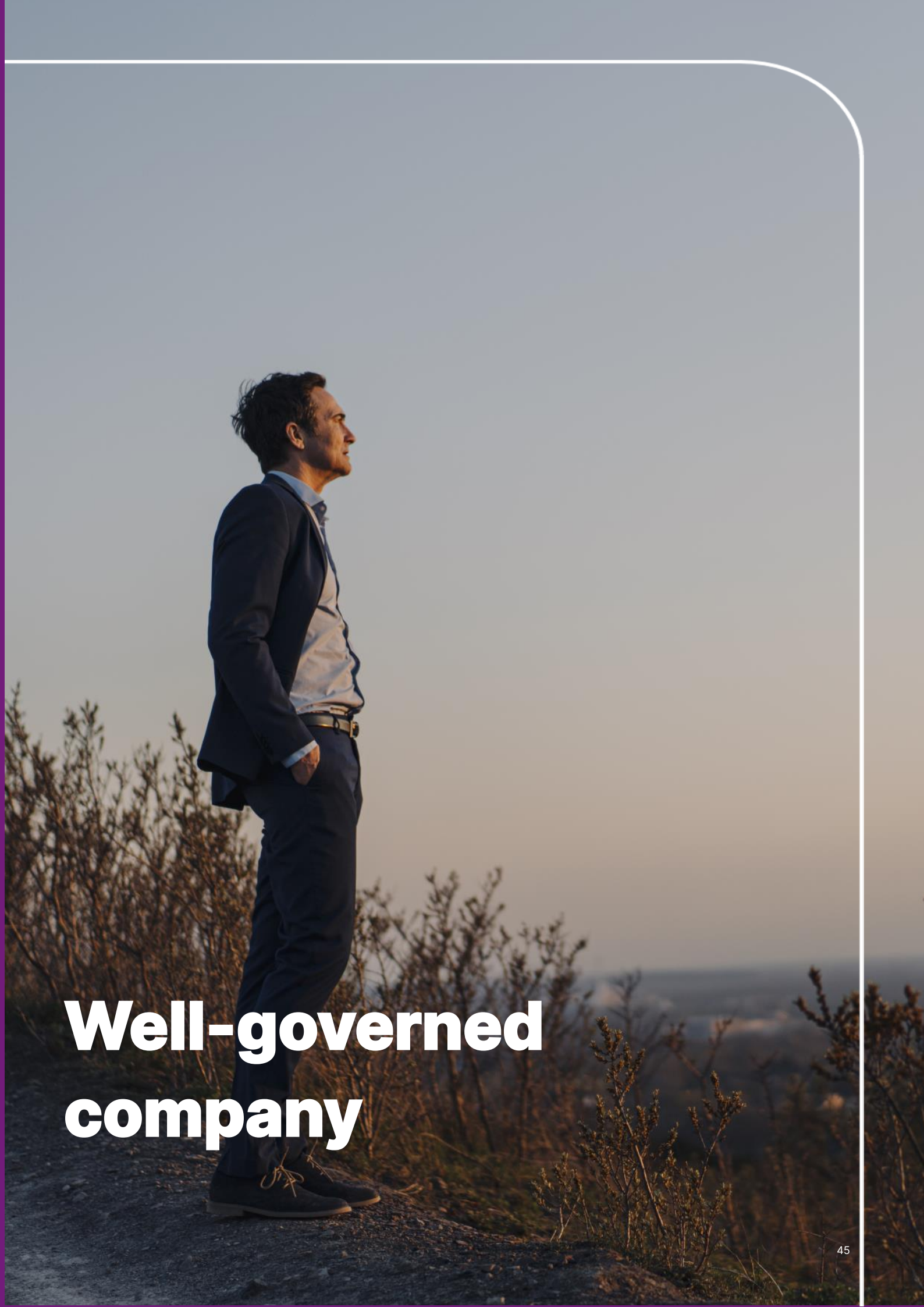
Therefore, we support such operations of our clients that promote sustainable development and reduce the carbon footprint."

Advisory

Our effort is to support the transformation and implementation of sustainability principles by our clients as well.

In order to show them how to do this, we have published the 25 Tips for Sustainable Business e-book which they can download for free from our website.

Moreover, in 2022, we brought the topic of sustainability to our Business Conference. We are preparing several educational and consulting materials for our clients.



Well-governed company

Code of Corporate Governance

Proper corporate governance is crucial for maintaining the trust of our clients, shareholders, the regulator and the community in which we operate as a whole. It helps to ensure that our Bank operates in a transparent and ethical manner and with a focus on long-term sustainability and due regard to risk management. It also allows us to identify and manage potential conflicts of interest and ensure that our operations are in compliance with all applicable laws and regulations.

GRI 2-23,24,25

The basis for the application of corporate governance principles are the directives and guidelines of the European banking authorities as well as the local regulator, the National Bank of Slovakia, that are applicable to banking institutions.

As a member of the Austrian banking group Erste, our Bank has implemented **the Group Governance Policy**. The Policy reflects the main standards and principles of the Organisation for Economic Cooperation and Development concerning corporate governance, as well as the Austrian Code of Governance, which is revised and updated on an annual basis.

The Corporate Governance Code as a self-regulation tool contains recommendations and suggestions for transparent and exemplary corporate governance. This voluntary code of conduct aims primarily to increase the transparency of management and control mechanisms of listed joint-stock companies.

Our Bank is also a member of **the Slovak Association of Corporate Governance (SACG)** and we have signed up for voluntary compliance with the Code of Corporate Governance issued by SACG.

Our Bank thus executes all its decisions and adopts and implements measures in accordance with the principles of the Code and with the governance policy adopted by the Group.

Our Bank has also developed its own **Global Code of Compliance** which lays down a set of ethical standards, principles and binding rules applicable to us as a bank and our employees.

Our responsibility and the responsibility of our employees towards clients and to each other is the basis for consistent compliance with the rules and standards established by the Code

The Bank's Board of Directors applies the principle of

zero tolerance to violations of the Code. The Code is drawn up in accordance with the requirements of the European Union for the harmonisation of laws and it aligns the internal standards of our Bank with those of Erste Group.

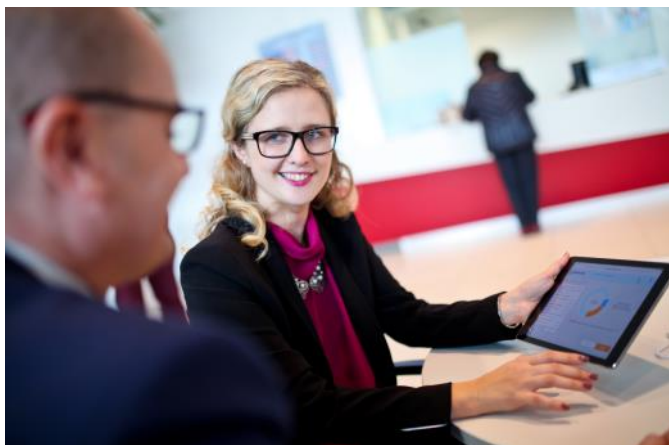
It also serves as a practical guide on how to apply legal provisions in the everyday dealing with information that can change the behaviours of entities in the market and, at the same time, a guide on how to prevent or resolve



MÁRIA VALACHYOVÁ

Head of Strategy and Customer Experience Division

"At our Bank, we are committed to complying with the highest standards of corporate governance. We have established a comprehensive bank governance framework that sets clear lines of accountability and responsibility, an independent supervision and principles of ethical conduct. We believe that this approach is inevitable in order to build a strong, resilient and successful organisation that will bring value to the society for a long time"



conflicts of interest between the Bank, its employees, its management and clients.*

The Global Code of Compliance also includes the Bank's anti-corruption position and lays down the methods of and procedures for reporting possible suspicions of corruption or antisocial activity (whistleblowing).

Going beyond its legal obligations in the regulation of the provision of financial services, our Bank has adopted **the Code of Conduct of Erste Group**, the basis of which is the common values and principles shared across our financial group.

It comprises a set of binding rules and recommendations for all employees of our Bank which they are supposed to follow in their everyday business activities.

The Code determines what is important in relation to clients, the company, employees and shareholders and sets the standard for our actions as a socially responsible entity that acts in all respects responsibly, respectfully and without taking unnecessary risk.

It is an important tool for ensuring quality in both internal and external environments, including fostering sound and trustworthy mutual relations and relations with stakeholders.

Our Bank and our employees follow the **principles of competition law** without exceptions and without tolerance to any arrangements that distort competition or abuse a dominant market position.

Every member of the management at any level as well as every employee of our Bank is responsible for compliance with the rules of competition.

In its financial and investment operations, the Bank takes due regard of not only the economic perspective, but also of social, environmental and ethical criteria, i.e. the so-called "**equator principles**".

The foregoing applies to all matters concerned with the environment, social issues and the governance of any

activities in the area of financing so that all projects financed by the Bank are sustainable from social and environmental points of view and, at the same time, that all financial activities of the Bank comply with applicable regulatory requirements and with proven international practices

Environmental criteria:



Protection and preservation of biodiversity



Sustainable management and use of renewable natural resources



Use and management of hazardous substances



Pollution prevention and waste minimisation

Social and ethical criteria:



Prohibition of child labour



Prohibition of all forms of slave, compulsory and forced labour.



Prohibition of all forms of discrimination in the employment.



Occupational health and safety

*GRI 2-15

Internal risk control and management system

Our Bank has in place clearly defined principles and standards of the internal control system. Effective internal control is the basis of responsible operational risk management and it protects our assets and helps to prevent and reduce the possible occurrence of material errors or events associated with operational risk and to detect them when they occur.

INTERNAL CONTROL SYSTEM

The internal control system is closely related to operational risk management, mainly in the risk identification and risk control phases. The implementation of an internal control system at our Bank is required by our risk management strategy and it has the following objectives:

- Prevent and detect errors and inefficient or unnecessary use of resources;
- Prevent and detect abuse and fraud;
- Ensure the effectiveness and efficiency of banking operations;
- Ensure the integrity, accuracy, timeliness and reliability of information;
- Improve the quality of record keeping.

Our Bank's Board of Directors is responsible for the introduction, regular monitoring, evaluation and adequate updating of the effective internal control system policy.

All organisational units are responsible for its practical implementation and for the compliance of their operations with the policy. Managers are responsible for internal control at the executive level and they must not delegate this responsibility.

Our employees are accountable for their work and must abide by the principles of the internal control system. They perform their work in compliance with applicable laws and our internal policies. In their work, they respect the approval and authorisation requirements to which their actions are subject. Internal control is an integral part of their work and responsibilities. The results of all

controls are documented and the action on findings and implementation of recommendations are supervised by responsible employees.

The Internal Audit division is an independent component of the internal control system, which is subordinated and accountable directly to the Supervisory Board of our Bank. The setting up and operation of the Internal Audit unit are the CEO's responsibilities. The Internal Audit is independent of all operations performed at our Bank. Its independence permeates all stages of its activities, including without limitation the identification and analysis of risks, the planning and preparation of audits, the selection of control and assessment methods and the preparation and delivery of audit reports and follow-up action.

In accordance with the legislation in force, the scope of the Internal Audit's examinations and evaluations also includes outsourced and insourced activities, the implementation of and compliance with remuneration policies, the security of the Bank's information system and other relevant areas.

The approval of the audit strategy and the annual plan of audits is the responsibility of the Supervisory Board of



our Bank, subject to prior approval by our Board of Directors and recommendation by the Audit Committee.

The Audit Committee supervises the independence and objectivity of the Internal Audit division, regularly monitors and inspects its activity and efficiency and compliance with international internal audit standards and **the Internal Audit Policy of Erste Group**.

Anti-money laundering

Our Bank places an emphasis on measures to protect the Bank against money laundering, the financing of terrorism and financial fraud. The unit responsible for their implementation is the Compliance and Operational Risk Management department, which is managed by the Compliance Officer.

The Compliance Officer's other tasks include the application of preventive mechanisms in accordance with penalty policies and measures as well as the identification and resolution of fraudulent acts. Our Bank has adopted and published on its website **the Anti-money Laundering and Counter-terrorist Financing Policy** in which we declare a position of "zero tolerance" to the penetration of "dirty" money into the financial system, i.e. so-called money-laundering and terrorist financing transactions, with a particular emphasis on the application of the "Know-Your-Customer" principle.

In line with our ethical values, transparency in relations with our clients and suppliers is also of important to our Bank. **We apply zero tolerance to corruptive behaviour.** Accordingly, our Bank has adopted a gift policy setting the rules for giving and receiving gifts that fully conforms to applicable laws, the policies of Erste Group as well as with international standards.

In order to also ensure the proper management of operational risk in this area, our Bank provides to its employees the opportunity to report any corruptive or antiso-

cial action and violations of accepted banking rules or principles via the Intranet at any time and anonymously.

Also, as a part of its organisational structure, our Bank has set up the AML department, which is responsible for preventing and detecting money laundering and for maintaining and updating the comprehensive security and protection framework of our Bank, including internal rules, control mechanisms, indications of unusualness and evaluation criteria, and the reporting procedure.

Risks related to information and communication technology

Our Bank responds to dynamic changes in the area of new technology and investment in information systems, taking into account the related risk arising from the growing dependence on the secure functioning of these systems.

We do so by adequately managing the risk related to information and communication technology (ICT) with due regard to both the upcoming legislative amendments and the identified risks.

Ensuring the required level of cyber security of relevant information systems and networks is a necessary prerequisite for the provision of basic banking services.

Our Bank's cyber security is governed by internal policies and working procedures that are in accordance with the principles of Erste Group and international standards.

The unit responsible for security at our Bank is the Security Division.

The growing level of digitisation leads to an increase in possible threats in the cyber space. Our Bank, therefore, invests in the prevention, detection and response to security incidents in the long term with the aim of pre-



venting their occurrence and minimising their potential impact.

Moreover, regulatory authorities also respond to increased threats by introducing stricter legal obligations, which our Bank must reflect in its security policy. Compliance with those obligations and with the ISO/IEC 27002 standard and the security of the Bank's information system are subject to audits by several regulatory authorities as well as the Bank's Internal Audit division. In 2022, too, our bank successfully underwent such an audit in accordance with the requirements of **the Act No. 69/2018 Coll. on Cyber Security, as amended and the Methodological Guidelines of the National Bank of Slovakia No. 7/2004**

Our Bank has created a risk management system which complies with applicable laws and is based on our precisely defined risk management strategy, risk appetite and ethical values. As a part of the exercise of its authority,

*As a part of internal control, we also monitor the timely implementation of laws into our internal banking procedures. Regulatory compliance is overseen by **the Regulatory Compliance Officer**, who is responsible for ensuring that the Bank implements all relevant laws and their amendments and the regulations and recommendations of relevant Slovak and European regulatory authorities into the Bank's policies, rules and processes in a timely manner.*

Risk management

the Board of Directors of our Bank has set up **the Risk Management Committee**, which is responsible for ensuring compliance and monitoring the effectiveness of the risk management system and regularly verifying its efficiency and adequacy.

The effectiveness of risk management is subject to control by the Supervisory Board or, namely, the Risk Management Committee of the Supervisory Board. Our Bank has strictly separated its business and investment activities from risk management in the organisational structure. The organisational units responsible for strategic risk management, corporate credit risk management, retail credit risk management, compliance risk and operational risk management and legal services report and are accountable to the member of the Bank's Board of Directors responsible for the risk management function.

During 2022, too, our Bank maintained the principle of separation between the risk monitoring function and the banking operation monitoring function up to the highest level of management. The Corporate Credit Risk Management, Retail Credit Risk Management, Strategic Risk Management and Compliance and Operational Risk Management divisions were not allowed to carry out any banking operations or credit and investment transactions during 2022. The Bank's Board of directors has the competence to approve transactions with special relations to the bank.



PAVEL CETKOVSKÝ

Member of the Board of Directors and Chief Sustainability Officer

„ESG risks are not new to our Bank, even though they were not referred to as such in the past. For example, physical risks were taken into account as a matter of course in the assessment of the client's creditworthiness. Now, we at our Bank look at those matters in a much more sophisticated and comprehensive way, and ESG risks are formally included in the risk management framework.“

Risk management and ESG

Our Bank has integrated environmental, social and corporate governance (ESG) into its risk management framework. Specifically, ESG aspects have been incorporated in the materiality assessment of risks, risk management strategy, taxonomy related risks as well as the different frameworks for specific types of risks (credit, operational, market, liquidity risk).

ESG risks are defined as transversal risks, i.e. risks that have an impact on more than one key risk category.

As such, they are considered in the assessment of all types of risk. ESG risks are taken into account in the standard assessment of credit applications, where the first line of defence is the Bank's sales representatives, the second line is the Bank's management and the third line is the Internal Audit, which evaluates the applied rules and the overall ESG framework.



SDG 17

GRI 2-9,10, 11, 12, 13,14, 17

Corporate bodies of our Bank and their committees

The management structure of our Bank consists of the Supervisory Board and the Board of Directors. The Supervisory Board is our supreme control body. It supervises the performance of the Board of Directors and the course of our Bank's business operations. It regularly reports on its activity to the General Meeting. The Board of Directors is our statutory body that directs the Bank's operations and acts on its behalf. It decides on all affairs of the Bank, unless they are reserved for the general authority of the General Meeting or the Supervisory Board by virtue of generally binding laws or of the Bank's Association

Articles of Incorporation

The basic and fundamental rules of the functioning and existence of our Bank are governed by **the Articles of Association of Slovenská sporiteľňa, a. s.** (hereinafter

the "Articles"). Any amendments to the Articles are subject to approval by the General Meeting of shareholders. In addition to the mandatory elements of the articles of association of a joint stock company required under the applicable provisions of the Commercial Code

and the Act No 483/2001 on Banks Coll., as amended, the Articles set forth the organisation and management system of the Bank and the relations and cooperation between the statutory body, the Supervisory Board, the Bank's management, the Internal Audit division and the Bank's Committees.

The Articles also lay down the rules for appointing and dismissing members of our Bank's corporate bodies. As a part of the responsibilities of the Supervisory Board in its control function, it elects, appoints and dismisses the members of the statutory body

The Supervisory Board elects the members of the Board of Directors on the basis of prior approval by the European Central Bank, under whose supervision our Bank as a systemically important financial institution falls, and of the recommendation of the Nomination Committee of the Supervisory Board.

The appointment and dismissal of the members of the Supervisory Board, except for the representatives



elected and dismissed by employees, is the responsibility of our Bank's General Meeting, subject to obtaining prior opinion of the European Central Bank.

The suitability assessments and re-assessments of the members of the Supervisory Board, the Board of Directors and persons holding key positions are carried out by the Nomination Committee of the Supervisory Board.

The suitability (re)assessments are carried out in accordance with the Guidelines issued by the European Banking Authority, namely EBA/GL/2021/06 on the assessment of the suitability of members of the management body and key function holders and the Methodological Guidelines of the Financial Market Supervision Department of the National Bank of Slovakia No 1/2018 of 5 January 2018 on demonstrating the competence and suitability of individuals nominated to hold functions under Article 7(2)(e) and 8(2)(c) of the Banks.

Our Bank regularly examines and assesses whether the members of the Board of Directors, the Supervisory Board and our key employees meet the suitability criteria according to the Guidelines mentioned above.

The evaluation criteria applied in the selection of top management team members are regularly updated to reflect changing conditions and knowledge derived from practice.

GENDER DIVERSITY

Our Bank has set up the Supervisory Board and the Board of Directors with a view to ensuring gender diversity.

In line with the CRD IV Directive, the policies and guidelines of Erste Group embed **the principle of gender balance**.

The proportional representation of the genders in the Board of Directors and in managerial offices as a diversity indicator is one of the performance indicators considered in the annual individual performance evaluation of the Chair of the Bank's Board of Directors.

General Meeting

GRI 2-9,10



According to applicable legal provisions, the General Meeting of shareholders is the supreme body of our Bank. It takes place at least once a year. The shareholder participates in it either in person or through an authorised representative.

The scope of powers of the General Meeting of shareholders of our Bank is governed by the Articles. Pursuant to applicable generally binding laws, any modification of those powers is subject to the vote of a two-third majority of all shareholders.

Our Bank has a single shareholder that may adopt decisions either at General Meetings, or through so-called

sole shareholder's resolutions which have the effect of the General Meeting's resolutions. We comply with the laws concerning the protection of shareholders' rights, with an emphasis on the timely provision of all relevant information on the state of the company and in accordance with the provisions governing the method of convening and voting and decision-making at General meetings of shareholder.

SCOPE OF POWERS OF THE GENERAL MEETING

- Decide on increases/reductions in the registered capital.
- Elect and dismiss members of the Supervisory Board and other corporate bodies specified in the Articles, except the members of the Supervisory Board who are elected and dismissed by employees.
- Approve regular and extraordinary financial statement.
- Decide on the distribution of profits or the settlement of losses and the determination of director's fees.
- Decide on the dissolution of the company or change of its legal form.
- Decide on the cessation of trading in the company's shares in the stock exchange and on the cessation of the legal form of the Bank as a public joint-stock company.

Bank's employees. The term of office of the Supervisory Board members is five years in accordance with the Company's Articles.

A member of the Supervisory Board cannot be substituted by another person. The Supervisory Board supervises the exercise of the Board of Directors' powers and the implementation of our Bank's business activities. It normally sits on a quarterly basis

SCOPE OF POWERS OF THE SUPERVISORY BOARD

- Control the Bank's compliance with generally binding laws and with the Articles and the General Meeting's resolutions
- Review the Bank's financial statements and the proposal for profit distribution or loss settlement
- Review the report on the Bank's business activity and the state of its assets
- Monitor the Bank's situation in the area of risk management, discuss the report on risk management and the report on the remuneration system
- Submit statements, recommendations, proposals for decisions to the Board of Directors and the General Meeting
- Consider information from the Board of Directors on principal intentions concerning the business management of the Bank
- Approve the setting up of legal entities by the Bank
- Appoint and dismiss the Head of the Internal Audit division
- Elect the members and the Chair of the Board of Directors
- Submit information about its activity and relevant reports to the General Meeting
- Set up Committees and determine their terms of reference

Supervisory Board

GRI 2-9, 10



The Supervisory Board is the Bank's supreme supervisory body. According to the Articles, it can have 3 to 6 members, of which two thirds are elected by the General Meeting and the remaining third are elected by the

The Supervisory Board of our Bank has six members, of which two are independent members and two are elected by the employees. In line with the requirements arising from the Guidelines of the European Banking Authority (EBA) and the European Securities and Markets Authority (ESMA), two members of the Supervisory Board met the condition of independence in the performance of their duties in 2022.



Audit Committee

Credit Committee

Remuneration Committee

Nomination Committee

Risk Management Committee

Meetings of the Supervisory Board committees are usually held on a quarterly basis and the Committees work on the basis of their respective Bylaws which define their powers and scopes of authority. The Committees are composed of individual members of the Supervisory Board and are managed in line with the requirement of the EBA/GL/2021/05 Guidelines on internal governance for the appointment of an independent member of the Supervisory Board for the position of the Chair of the Remuneration Committee, the Nomination Committee and the Risk Management Committee



Board of Directors

GRI 2-9,10, 11, 12, 13, 14,17



The statutory body of our Bank is the Board of Directors. Its members, including the Chair, are elected by the Supervisory Board. Pursuant to the Articles, the office of the Chair of the Board of Directors is combined with the offices of the CEO, Vice-Chair of the Board of Directors and First CEO Deputy. The members of the Board of Directors are also Deputy CEOs. In 2022, a Vice-Chair of the Board of Directors was not appointed.

The Board of Directors operates on the basis of and in accordance with its rules of procedure. The meetings of the Board of Directors are held at least once a month.

The responsibilities and competences of the Board of Directors are defined in the Articles. It decides on all matters of our Bank, unless they are reserved for the General Meeting or the Supervisory Board by virtue of applicable generally binding laws or the Articles.

The Board of Directors is responsible for the efficient and sound management of our Bank with a due regard to the interests of shareholders, employees and clients as well as public interests. It takes every decision in accordance with the applicable laws, the Articles and internal rules and policies.

The Board of Directors decides on the strategic objectives and the business plan of the Bank and its subsidiaries and on the organisational structure, the remuneration system and competences of employees at the different organisational levels, the company's internal control system, the granting of loans to persons related to our Bank, the issuance of certain securities, the outsourcing of certain operation or the mandatory internal policies required under applicable generally binding laws and Erste Group's rules

The Board of Directors **approves financial statements** and important reports (e.g. Annual Report or Sustainability Report) before their public disclosure. In addition, **the Board of Directors also decides on our Bank's policies for specific** areas such as business operations and conditions and risk management, including maintaining

an effective risk management system, compliance and the Bank's anti-money laundering and counter-terrorist financing safeguards. Subject to prior approval by the Supervisory Board, the Board of Directors approves the Internal Audit division's activity plan and the remuneration terms of the Head of Internal Audit.

The Board of Directors of Slovenská sporiteľňa has five members. According to the Articles, the term of office of the members of the Board of Directors is five years



Committees and advisory bodies of the Board of Directors

GRI 2-9

Assets and Liabilities Committee	Business Committee	Crisis Committee
Operating Liquidity Management Committee	Operational Risk & Compliance-Committee	Investment and Treasury Products Committee
Credit Committee	Risk Management Committee	Local Sustainability Committee
Product Pricing Committee	Models Committee	Ad-hoc Disclosure Commission

Specialised functions of the Board of Directors

GRI 2-9

Compliance Officer and Deputy Compliance Officer.	Contact Person for Customer Protection
Data Protection Officer	Chief Sustainability Officer
Persons responsible for the individual areas of financial intermediation	Sustainability manager
Persons responsible for MiFID (<i>Markets in Financial Instruments Directive</i>)	Safeguarding Officer
Foreign Account Tax Compliance Act Officer	Regulatory Compliance Officer
Business Continuity Management Officer	Chief Security Officer
Manager responsible for risk management	Person responsible for protection of competition
Diversity and Inclusion Manager	

Membership of Board of Directors members in supervisory boards and other memberships

GRI 2-9



Peter Krutil

Chair (CEO)

- Member of the Presidium of the Slovak Banking Association
- Member of the Management Board of the Foundation of Slovenská sporiteľňa



Pavel Cetkovský

- Deputy Chair of the Deposti Protection Fund Council
- Managing Director of Procurement Services SK, s.r.o.
- Chair of the Supervisory Board of LANED, a.s.
- Member of the Supervisory Board of Prvá stavebná sporiteľňa, a. s.



Juraj Barta

- Member of the Supervisory Board of KOOPERATIVA poisťovňa, a. s. Vienna Insurance Group
- Member of the Supervisory Board of Asset Management Slovenskej sporiteľne, správ. spol., a. s.



Norbert Hovančák

- Member of the Board of Directors of Slovak-Austrian Chamber of Commerce
- Member of the Board of Directors of the American Chamber of Commerce in Slovakia
- Member of the Supervisory Board of Asset Management Slovenskej sporiteľne, správ. spol., a. s.



Milan Hain

- Member of the Supervisory Board of Monilogi s.r.o.
- Member of the Supervisory Board of Erste Digital GmbH

Policy and principles of remuneration of the members of the Board of Directors

GRI 2-18,19, 20

Our Bank manages the remuneration of the members of the statutory body, the Supervisory Board and relevant categories of employees in accordance with the provisions of the Banks Act, labour related laws, including the Labour Code, and the EU's directives and implementing regulations concerning the supervision of bank's remuneration policies (CRD IV, as amended by the current CRD V, i.e. the Directive on access to the activity of credit institutions and the prudential supervision of credit institutions and investment firms), the Directive on markets in financial instruments (MiFID II), legal provisions issued by the National Bank of Slovakia and the Guidelines of the European Banking Authority (EBA) and the European Securities and Markets Authority (ESMA) concerning remuneration policies.

The ESG aspect is embedded in the remuneration of each member of the Board of Directors through the variable remuneration component, which is subject to key performance indicators with a weight of 10%.

A detailed description of the remuneration policy and principles is given in the Annual Report of Slovenská sporiteľňa for 2022.





Annexes

Memberships of our Bank in various associations

GRI 2-28

By 31.12.2022
Slovak Banking Association
American Chamber of Commerce in Slovakia (AmCham)
Slovak-Austrian Chamber of Commerce
Slovak-German Chamber of Commerce and Industry (AHK Slovakia)
Association of Factoring Companies
Association of Leasing Companies of Slovak Republic
Council of Slovak Exporters
Payment Card Association
Association of Security Dealers
Advertising Council
Association for Internet Advertising
HRcomm - Association for the Management and Development of Human Resources
Slovak Association for Corporate Governance
Slovak Association of Finance and Treasury
Circular Slovakia
itSMF Slovakia
Robot Framework Foundation
Approved proposals for new memberships in 2023:
Business Leaders Forum
HN Club
Slovak Food and Agriculture Chamber

Glossary

Biodiversity: refers to the diversity of living organisms on Earth, including their genetic material, species composition and the diversity of ecosystems.

Carbon footprint: the amount of greenhouse gas emissions produced by an individual, organisation or product during its life cycle.

Circular economy: a model of production and consumption that involves sharing, leasing, reusing, repairing, refurbishing and recycling existing materials and products for as long as possible.

Climate neutrality: efforts to minimise the amount of greenhouse gas emissions, including their compensation by other measures, such as example tree planting.

Climate change: long-term changes in temperatures and weather patterns. These may be natural, but since the 19th century, the main driving force of climate change has been human activities, primarily the combustion of fossil fuels (such as coal, oil and gas) which produces greenhouse gases.

Climate commitments: the pledges and commitments made by countries and organisations to reduce greenhouse gas emissions and contribute to climate protection.

Corporate governance: refers to the administration and management of companies and includes the responsibility and ethical principles of company management.

Corporate Social Responsibility (CSR): refers to activities that a company undertakes to be responsible to its community, employees, the environment and society as a whole.

Cyber security: safeguards to protect information technologies and systems against unauthorised access, attacks and abuse.

Decarbonisation: the reduction of greenhouse gas emissions and transition to renewable energy sources.

Decarbonisation path: a plan to gradually reduce the amount of greenhouse gas emissions over a specified period of time.

Diversity: any dimension by which people are differing, including external dimensions, internal dimensions or personality.

Eco-stabilising and landscaping elements: elements used in the landscape design that contribute to a sustainable economy and support the diversity and stability of the ecosystem.

Employee wellbeing strategy: a plan aimed at improving the physical, mental and social health of employees.

Environmental technologies: technologies that environmentally friendly by design.

ESG regulation: includes the rules and guidelines for financial institutions that help them to incorporate environmental, social and governance factors into investment decisions

European Green Deal: a plan for a green and sustainable future of the European Union (EU). It includes a number of measures in the areas of climate protection, nature protection and reduction of greenhouse gas emissions.

Excluded groups: groups of people who may be excluded or discriminated against for various reasons.

Financial inclusion: means that people have access to financial services and information that enable them to manage their finances comprehensively and responsibly.

Financial literacy: refers to the understanding of the basics of finances and ability to manage one's finances.

Fit for 55: a package of climate measures proposed by the EU to help to reduce greenhouse gas emissions by 55% by 2030.

General Data Protection Regulation (GDPR): Regulation (EU) No 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data.

Gender audit: a gender audit increases the collective capacity of the organisation to review its activities from a gender perspective and identify strengths and weaknesses in the treatment of gender equality issues.

Gender equality: guaranteed access to rights or opportunities regardless of gender.

Global Reporting Initiative (GRI): a set of guidelines for the collection and evaluation of information on corporate social responsibility.

Go-to-market project phase: the phase in the product creation process when the product reaches the market and seeks to gain customers.

Green bonds: bonds issued by companies or organisations that use the funds raised to finance projects with a positive environmental impact.

Green loan: a type of loan intended for financing projects aimed at environmental protection and sustainability.

Green transformation: transition to a sustainable economy and more environmentally friendly ways of producing and consuming energy.

Greenhouse gases: gases in the atmosphere that trap the Earth's heat radiation and increase the temperature of the planet's surface. The main greenhouse gases are carbon dioxide, methane and nitrous oxide.

Inclusion: the involvement and engagement of all individuals regardless of their race, gender, sexual orientation, religion, age, ability or other characteristics aiming at creating an environment where all people are accepted, respected and can contribute to the overall success of the organisation or company.

Inclusive language: the use of words and expressions that do not disadvantage or undermine the equality of different groups of people.

Key Performance Indicators (KPIs): indicators used to measure the success and growth of the company.

LGBTIQ: an acronym that stands for lesbian, gay, bisexual, transgender, intersex and queer people.

Linear economy: a traditional model in which raw materials are collected and transformed into products that are used by consumers until they are discarded as waste, regardless of their impact on the environment.

Marginalised group: a group of people who are excluded or discriminated against in society because of their affiliation to a certain group, culture, sexual orientation or health status.

Mental health: refers to a state of mental well-being and a person's ability to cope with daily demands and challenges

Microaggression: small and often repeated verbal and non-verbal acts that are based on the prejudice and bias.

Microbiome restoration: the process of restoring microorganisms in the soil that are important for the environment and for plants

NDF II, EIF credit facilities and EBRD credit facilities: financial instruments and programmes provided by governments and international organisations that support sustainable investments.

Net zero operation: operation that produces the same amount of greenhouse gas emissions as natural processes are able to absorb.

Net zero portfolio: an investment portfolio that either has zero greenhouse gas emissions, or compensates its emissions by investing in projects to reduce emissions.

Paris Agreement: an international treaty of 2015 that aims to limit the global average temperature rise to well below 2 °C above pre-industrial levels °C above pre-industrial levels.

Peer-to-peer programme: a programme that allows employees to learn from each other and share their experience.

Permaculture: a method of agricultural production that is designed to be sustainable and ecologically friendly.

Pharming: a fraudulent practice where the attackers try to redirect website visitors to a fake site with the aim to collect

sensitive data such as passwords, user names and other personal information.

Phishing: a fraudulent practice where the attackers try to obtain sensitive information, such as passwords or credit card numbers by masquerading as a trustworthy entity.

Re-use centre: a centre where waste is collected and subsequently processed to allow its reuse and thus minimise environmental pollution.

Renewable resources: sources of energy that are renewable and are found in unlimited quantities. They include solar energy, wind, hydropower and geothermal energy.

Social banking: a banking approach that takes into account not only financial aspects, but also social and environmental aspects. It invests in projects that are in line with the values of responsibility and sustainability.

Social responsibility: consideration of the impact of a business on the society and the environment.

Start-up: a new company set-up with the aim of finding, developing and validating a scalable business model.

Sustainable business: refers to a business model that takes into consideration environmental and social factors as well as financial performance.

Sustainable financing: financial investments and activities that take into consideration environmental, social and economic factors and aim to support sustainable development.

Taxonomy: a system of classification and categorisation of activities/investments according to environmental, social and governance criteria. The so-called EU Taxonomy for Sustainable Activities is a classification system established in order to clarify to clarify which investments are environmentally sustainable in the context of the European Green Deal.

Whistleblowing: the process of reporting illegal or unethical activities in a company through internal or external channels.

GRI content index

Statement of use		Slovenská sporiteľňa, a.s. has reported in accordance with the GRI Standards for the period 1 January 2022 to 31 December			
GRI 1 used		GRI 1: Foundation 2021			
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION
General disclo-					
GRI 2: General Disclosures 2021	2-1 Organizational details	Introduction	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability repor-				
	2-3 Reporting period, frequency and contact point				
	2-4 Restatements of information				
	2-5 External				
	2-6 Activities, value chain and other business relationships		b(ii), b(iii), c	Not applicable	low materiality
	2-7 Employees	Diversity and inclusion			
	2-8 Workers who are not employees			Not applicable	Workers who are not employees do not perform a significant portion of organization's activities.
	2-9 Governance structure and com-	Corporate bodies and committees			
	2-10 Nomination and selection of the highest governance				
	2-11 Chair of the highest governance				
	2-12 Role of the highest governance body in overseeing				
	2-13 Delegation of responsibility for managing impacts				

	2-14 Role of the highest governance body in sustainability reporting	Corporate bodies and committees			
	2-15 Conflicts of interest				
	2-16 Communication of critical concerns				
	2-17 Collective knowledge of the highest governance body	Corporate bodies and committees			
	2-18 Evaluation of the performance of the highest governance body				
	2-19 Remuneration policies				
	2-20 Process to determine remuneration				
	2-21 Annual total compensation ratio			Confidentiality constraints	
	2-22 Statement on sustainable development strategy	Foreword from CEO			
	2-23 Policy commitments	Code of Conduct and corporate governance			
	2-24 Embedding policy commitments				
	2-25 Processes to remediate negative impacts				
	2-26 Mechanisms for seeking advice and raising concerns	How do we look at sustainability?			
	2-27 Compliance with laws and regulations			Not applicable	No relevant instances in the reporting nor previous year
	2-28 Membership associations	Annex No. 1			
	2-29 Approach to stakeholder engagement	How do we look at sustainability?			
	2-30 Collective bargaining agreements	Safe and adaptable working conditions			

GRI STANDARD/ DISCLOSURE OTHER SOURCE		LOCATION	OMISSION		
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION
GRI 3: Material Topics 2021	3-1 Process to determine material	Introduction	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2 List of material	Introduction			
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate change			
GRI 302: Energy 2016	302-1 Energy consumption within the organization		d (i-iv)	Not applicable	SLSP does not generate revenues from the sale of electricity, heat, steam or cooling energy
	302-2 Energy consumption outside of the organization		Information unavailable/ incomplete	Data on energy consumption outside the organization is not available, but is included in the Group's Socpe 3 emissions using a spend- based calculation approach. Next year, data collection will be extended to include the energy consumption of external data centers.	
	302-3 Energy intensity	Climate change			
	302-4 Reduction of energy consumption				
	302-5 Reductions in energy requirements of products and services			Not applicable	Our products are intangible and thereforedo not consume energy.
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate change			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		c.	Not applicable	No biogenic emissions are emitted
	305-2 Energy indirect (Scope 2) GHG				
	305-3 Other indirect (Scope 3) GHG		c.	Not applicable	No biogenic emissions are emitted
	305-4 GHG emissions				
	305-5 Reduction of				
	305-6 Emissions of ozone-depleting			Not applicable	Due to the nature of our business not applicable
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			Not applicable	Due to the nature of our business not applicable

Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics				
GRI 401: Employment 2016	401-1 New employee hires and employee	Safe and adaptable working conditions			
	401-2 Benefits provided to full-time employees that are not provided to temporary or				
	401-3 Parental leave	Work-life balance			
Occupational health and safety					
GRI 3: Material	3-3 Management of				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Safe and adaptable working conditions			
	403-2 Hazard identification, risk assessment, and incident investigation			Not applicable	Not relevant for SLSP
	403-3 Occupational health services			Not applicable	No occupational health services available.
	403-4 Worker participation, consultation, and communication on occupational health	Safe and adaptable working conditions			
	403-5 Worker training on occupational health				
	403-6 Promotion of worker health				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relation-			Information unavailable/incomplete	No data available.
	403-8 Workers covered by an occupational health and safety management system	Safe and adaptable working conditions			
	403-9 Work-related injuries				
	403-10 Work-related ill health			Information unavailable/incomplete	No data available.

Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Learning and development			
	404-2 Programs for upgrading employee skills and transition assistance programs				
	404-3 Percentage of employees receiving regular performance and career development reviews			Information unavailable/incomplete	
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Gender equality and equal opportunities			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees				
	405-2 Ratio of basic salary and remuneration of women to men				
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	Safe and adaptable working conditions			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken				

Climate Change transition risk

Credit quality of exposures by sector, emissions and residual maturity

Sector/subsector	Gross carrying amount (Mln EUR)			Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions (Mln EUR)			GHG financed emissions (scope 1, scope 2 and scope 3 emissions of the counterparty) (in tons of CO2 equivalent)		GHG emissions: gross carrying am. per. of the portfolio derived from company-spec. reporting	<= 5 years	> 5 year <= 10 years	> 10 year <= 20 years	> 20 years	Average weighted maturity
		Of which stage 2 exposures	Of which non-performing exposures		Of which Stage 2 exposures	Of which non-performing exposures		Of which Scope 3 financed emissions						
Exposures towards sectors that highly contribute to climate change	4 846,80	1 570,95	75,03	148,39	62,43	47,08	1 479 532,32	686 485,86	9,7%	3 468,86	1 010,12	280,60	73,47	4
A - Agriculture, forestry and fishing	164,77	16,62	13,66	9,81	0,95	8,17	48 617,75	0,01	0,0%	117,33	43,61	3,82	0,00	3
B - Mining and quarrying	4,36	4,11	0,00	0,15	0,14	0,00	1 466,23	725,62	0,0%	3,92	0,44	0,00	0,00	2
B.05 - Mining of coal and lignite	0,04	0,00	0,00	0,00	0,00	0,00	127,97	9,88	0,0%	0,04	0,00	0,00	0,00	0
B.06 - Extraction of crude petroleum and natural gas	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,0%	0,00	0,00	0,00	0,00	0
B.07 - Mining of metal ores	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,0%	0,00	0,00	0,00	0,00	0
B.08 - Other mining and quarrying	4,27	4,06	0,00	0,14	0,14	0,00	1 309,07	706,29	0,0%	3,83	0,44	0,00	0,00	2
B.09 - Mining support service activities	0,05	0,05	0,00	0,01	0,01	0,00	29,20	9,44	0,0%	0,05	0,00	0,00	0,00	0
C - Manufacturing	1 117,82	346,30	13,20	21,62	9,26	9,43	746 977,17	531 428,07	3,0%	874,90	215,47	27,04	0,41	3
C.10 - Manufacture of food products	204,67	23,94	1,52	2,78	1,09	0,64	108 019,35	98 118,90	0,0%	67,17	126,26	11,23	0,00	5
C.11 - Manufacture of beverages	13,31	2,48	1,46	1,08	0,20	0,85	3 532,32	2 609,62	0,0%	8,64	4,39	0,28	0,00	3
C.12 - Manufacture of tobacco products	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,0%	0,00	0,00	0,00	0,00	0
C.13 - Manufacture of textiles	4,24	0,58	0,01	0,05	0,03	0,01	4 630,58	4 283,34	0,0%	3,36	0,25	0,62	0,00	4
C.14 - Manufacture of wearing apparel	5,73	1,42	0,01	0,07	0,05	0,01	3 520,14	3 301,33	0,0%	3,64	0,36	1,72	0,00	5
C.15 - Manufacture of leather and related products	1,16	0,02	0,01	0,01	0,00	0,01	386,58	378,58	0,0%	0,77	0,04	0,35	0,00	5
C.16 - Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	61,62	2,77	0,87	1,17	0,18	0,86	49 066,04	45 251,61	1,5%	51,47	9,19	0,97	0,00	3
C.17 - Manufacture of pulp, paper and paperboard	12,00	3,48	0,00	0,22	0,20	0,00	4 210,42	3 170,77	1,9%	8,04	3,97	0,00	0,00	3
C.18 - Printing and service activities related to printing	23,48	5,14	0,04	0,16	0,09	0,01	4 758,66	3 532,78	0,0%	21,84	1,64	0,00	0,00	2
C.19 - Manufacture of coke oven products	37,13	1,93	0,00	0,48	0,13	0,00	132 792,01	60 010,86	47,4%	37,13	0,00	0,00	0,00	0
C.20 - Production of chemicals	46,18	31,02	0,00	0,74	0,68	0,00	23 912,42	16 451,10	0,1%	43,19	2,99	0,00	0,00	1
C.21 - Manufacture of pharmaceutical preparations	4,23	0,00	0,02	0,03	0,00	0,02	1 168,21	770,71	0,0%	3,98	0,25	0,00	0,00	2
C.22 - Manufacture of rubber products	34,29	14,19	0,07	0,44	0,39	0,01	11 644,18	11 206,17	1,2%	30,36	3,25	0,68	0,00	2
C.23 - Manufacture of other non-metallic mineral products	41,45	15,96	0,00	0,57	0,50	0,00	57 811,19	15 511,06	0,1%	34,93	5,37	1,14	0,00	3
C.24 - Manufacture of basic metals	80,00	48,06	0,35	0,85	0,64	0,04	103 097,31	51 542,29	9,5%	70,41	9,49	0,10	0,00	1

C.25 - Manufacture of fabricated metal products, except machinery and equipment	166,69	125,59	0,92	3,04	2,22	0,75	84 971,30	70 361,53	2,6%	138,93	24,29	3,48	0,00	3
C.26 - Manufacture of computer, electronic and optical products	15,87	0,33	0,00	0,05	0,04	0,00	6 485,37	5 860,83	1,2%	15,61	0,27	0,00	0,00	1
C.27 - Manufacture of electrical equipment	25,30	4,23	0,05	0,34	0,27	0,04	11 720,50	10 809,62	0,0%	24,14	0,69	0,48	0,00	2
C.28 - Manufacture of machinery and equipment n.e.c.	103,67	9,88	0,10	0,88	0,77	0,02	49 922,12	47 038,28	0,0%	91,41	7,22	5,05	0,00	2
C.29 - Manufacture of motor vehicles, trailers and semi-trailers	115,51	35,28	0,45	1,53	1,14	0,30	31 210,50	30 091,99	1,7%	111,00	4,45	0,06	0,00	3
C.30 - Manufacture of other transport equipment	50,97	10,00	0,00	0,22	0,05	0,00	20 449,78	19 816,41	0,0%	50,16	0,75	0,06	0,00	1
C.31 - Manufacture of furniture	17,09	4,97	2,97	1,94	0,39	1,53	14 226,51	13 329,98	0,0%	13,49	3,31	0,29	0,00	3
C.32 - Other manufacturing	10,24	3,27	0,00	0,17	0,12	0,00	4 834,50	4 405,93	0,0%	7,39	2,43	0,00	0,41	3
C.33 - Repair and installation of machinery and equipment	42,99	1,73	4,33	4,79	0,07	4,33	14 607,17	13 574,37	0,0%	37,84	4,62	0,53	0,00	2
D - Electricity, gas, steam and air conditioning supply	483,56	476,75	5,84	16,94	14,44	2,50	292 478,86	393,00	58,1%	402,16	73,12	8,28	0,00	3
D35.1 - Electric power generation, transmission and distribution	122,32	116,82	5,44	3,34	1,24	2,10	29 632,46	0,00	6,4%	120,15	2,17	0,00	0,00	1
D35.11 - Production of electricity	182,38	182,38	0,00	11,22	11,22	0,00	15 770,40	0,00	75,0%	149,06	33,08	0,24	0,00	4
D35.2 - Manufacture of gas; distribution of gaseous fuels through mains	59,78	59,78	0,00	0,30	0,30	0,00	4 333,36	327,64	72,2%	54,77	5,01	0,00	0,00	1
D35.3 - Steam and air conditioning supply	119,08	117,76	0,40	2,08	1,68	0,40	242 742,65	65,36	78,1%	78,18	32,86	8,04	0,00	5
E - Water supply; sewerage, waste management and remediation activities	109,89	27,84	0,50	0,85	0,41	0,42	55 481,55	0,00	0,0%	26,09	9,77	0,97	73,05	16
F - Construction	302,70	102,38	15,57	17,60	6,24	9,95	101 978,70	84 352,41	3,6%	267,73	21,42	13,56	0,00	3
F.41 - Construction of buildings	189,83	77,07	2,01	6,76	4,71	1,13	47 633,79	33 773,10	5,4%	175,33	7,82	6,68	0,00	3
F.42 - Civil engineering	15,24	3,51	5,26	3,39	0,38	3,00	5 448,72	5 081,59	3,9%	14,56	0,60	0,08	0,00	2
F.43 - Specialised construction activities	97,62	21,80	8,30	7,46	1,16	5,83	48 896,18	45 497,72	0,0%	77,83	12,99	6,80	0,00	3
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	854,51	169,11	13,97	22,64	9,09	11,93	131 198,50	516,20	16,4%	655,84	149,88	37,76	0,00	3
H - Transportation and storage	662,20	39,99	3,20	5,27	1,18	1,88	93 474,84	68 434,83	1,0%	245,40	294,13	119,93	0,00	7
H.49 - Land transport and transport via pipelines	224,23	28,92	3,15	3,33	0,83	1,84	57 949,01	46 760,91	2,0%	147,33	73,22	3,69	0,00	4
H.50 - Water transport	14,23	2,20	0,00	0,08	0,07	0,00	8 553,69	1 185,55	0,0%	2,27	11,96	0,00	0,00	6
H.51 - Air transport	20,07	2,20	0,00	0,05	0,05	0,00	3 819,61	955,24	0,0%	19,92	0,14	0,00	0,00	3
H.52 - Warehousing and support activities for transportation	399,86	6,22	0,01	1,72	0,17	0,01	22 731,83	19 186,87	0,0%	73,14	208,03	115,95	0,00	8
H.53 - Postal and courier activities	3,80	0,46	0,03	0,10	0,06	0,02	420,70	346,25	48,4%	2,73	0,78	0,29	0,00	5
I - Accommodation and food service activities	83,31	45,93	5,16	6,85	4,40	1,92	1 038,55	0,00	0,0%	47,80	20,36	15,15	0,00	5
L - Real estate activities	1 063,68	341,93	3,93	46,65	16,31	0,88	6 820,17	635,73	0,0%	827,68	181,91	54,08	0,00	4
Exposures towards sectors other than those that highly contribute to climate change	551,27	161,44	9,14	19,77	11,32	7,24	20 442,12	4 401,56	0,2%	308,01	198,48	44,59	0,10	5
K - Financial and insurance activities	32,68	0,00	0,00	0,02	0,00	0,00	14,61	0,00	0,0%	12,52	20,08	0,00	0,00	4
Exposures to other sectors (NACE codes J, M - U)	518,59	161,44	9,14	19,75	11,32	7,24	20 427,51	4 401,56	0,2%	295,49	178,39	44,59	0,10	5
TOTAL	5 398,07	1 732,39	84,17	168,16	73,75	54,32	1 499 974,44	690 887,43	8,8%	3 776,87	1 208,60	325,19	73,56	4

Climate Change transition risk

Loans collateralised by immovable property - Energy efficiency of the collateral

Counterparty sector	Total gross carrying amount amount (in MEUR)															
	Level of energy efficiency (EP score in kWh/m ² of collateral)							Level of energy efficiency (EPC label of collateral)							Without EPC label of collateral	
	0; <= 100	> 100; <= 200	> 200; <= 300	> 300; <= 400	> 400; <= 500	> 500		A	B	C	D	E	F	G		Of which level of energy efficiency (EP score in kWh/m ² of collateral) estimated
Total EU area	12 269,32	3 299,17	3 953,86	962,36	896,60	2 857,14	300,19	1 728,93	1 147,40	156,69	18,00	10,05	2,78	3,06	9 202,40	9 202,40
Of which Loans collateralised by commercial immovable property	2 157,00	1 177,37	798,60	168,97	11,64	0,42	0,00	315,01	370,58	34,39	2,28	0,51	0,00	0,10	1 434,14	1 434,14
Of which Loans collateralised by residential immovable property	10 112,31	2 121,80	3 155,26	793,39	884,96	2 856,72	300,19	1 413,92	776,83	122,30	15,72	9,54	2,78	2,96	7 768,26	7 768,26
Of which Collateral obtained by taking possession: residential and commercial immovable properties	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Of which Level of energy efficiency (EP score in kWh/m ² of collateral) estimated	9 202,40	1 346,97	3 001,09	831,06	874,90	2 851,76	296,62	0,00	0,00	0,00	0,00	0,00	0,00	0,00	9 202,40	9 202,40
Total non-EU area	41,76	10,06	11,90	2,70	4,53	11,64	0,94	6,77	3,92	0,92	0,23	0,00	0,00	0,00	29,91	29,91
Of which Loans collateralised by commercial immovable property	0,17	0,17	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,17	0,17
Of which Loans collateralised by residential immovable property	41,59	9,89	11,90	2,70	4,53	11,64	0,94	6,77	3,92	0,92	0,23	0,00	0,00	0,00	29,74	29,74
Of which Collateral obtained by taking possession: residential and commercial immovable properties	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Of which Level of energy efficiency (EP score in kWh/m ² of collateral) estimated	29,91	2,14	8,74	2,16	4,30	11,64	0,94	0,00	0,00	0,00	0,00	0,00	0,00	0,00	29,91	29,91

