

Financial statements and management report

31 December 2025

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Artea Bankas

MANAGEMENT REPORT



“We’re close to the finish line on a major investment cycle, and it’s going well”

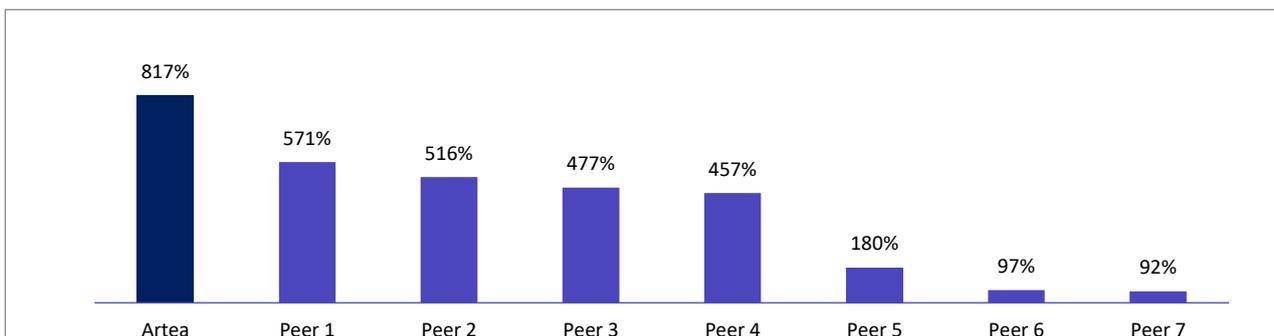
VYTAUTAS SINIUS
Chief Executive Officer

Fellow Shareholders,

2025 was a year of transformative execution for Artea. Building on our strategic foundation, we have successfully navigated a dynamic operating environment, delivering on our commitment to long-term value creation while strengthening our market position through a comprehensive rebranding and ongoing operational upgrade.

Our primary focus this year was the successful launch of our new brand, Artea. The transition has been exceptionally well received by both clients and investors, reinforcing brand loyalty and establishing a more modern, resonant market presence. This reach was further amplified through a landmark strategic partnership with Kauno Žalgiris, the most loved basketball team and sports brand in Lithuania, significantly boosting our brand visibility across key demographics. Central to our future-ready strategy is the ongoing upgrade of our core banking system. I am pleased to report that this cloud-based transition is tracking on schedule and within budget. This infrastructure is poised to significantly enhance the client experience and provide the scalable foundation necessary for our next phase of growth.

Total Shareholder Return Last 10 Years (or since IPO)



50%

Minimum Dividend Pay-out

>17%

Long-term ROE Target

>20%

Total Shareholder Return

“Our investments are firmly positioning us to deliver a 17% return on equity across the business cycle”

EXECUTIVE SUMMARY

Adaptation To Interest Rate Environment

In response to the prolonged lower interest rate environment and evolving market conditions, AB Artea Bank (the Bank, or Artea) has adjusted its operations to sustain profitability and continue delivering on its commitments to shareholders. This has included reprioritizing business activities toward higher-return segments, refining pricing strategies by recalibrating risk-based margins and introducing dynamic pricing in selected products to more accurately reflect market conditions and customer risk profiles.

On the funding side, in line with our strategy, we successfully further diversified our funding profile through two senior bond issuances during the year: a EUR 300 million senior preferred offering in March and a second EUR 300 million senior bond issuance in October, both of which achieved solid oversubscription levels. These transactions demonstrated strong investor demand, reinforced our liquidity position, and further strengthened the resilience and balance of our overall funding structure. Simultaneously we have been actively managing and repricing our deposit base to improve stability and cost efficiency.

In addition to these actions, we have accelerated our cost-optimization agenda through targeted top-down measures. Changes to the Management Board were implemented to better align our governance structure with our long-term strategic and efficiency objectives, ensuring clear accountability and faster decision-making. This broader structural optimization includes a disciplined review of our organizational footprint, eliminating redundancies, strengthening control over non-compensation expenses, and implementing targeted automation initiatives.

Collectively, these actions support a leaner operating model that enhances productivity, protects our capital base, and positions the Bank for sustainable long-term performance.

Capital Strength: The Bank maintains a strong surplus capital position, comfortably exceeding regulatory requirements and internal capital targets. This robust capital buffer provides flexibility to support balance sheet growth while preserving resilience under stressed conditions. At the same time, it underpins our capacity to deliver sustainable shareholder returns through dividends and share buybacks.

Shareholder Value: We paid a record-high dividend and continued our open market share buyback programs, demonstrating our commitment to returning capital to shareholders. Furthermore, our Book Value Per Share (BVPS) continued its consistent upward trajectory, reflecting our drive for value creation even during periods of heavy strategic investment.

Discipline and Asset Quality

Our commitment to rigorous underwriting remains a cornerstone of our risk management framework. In 2025, we achieved our lowest non-performing loan (NPL) ratio in five years. Asset quality remains robust, with stable NPLs and a cost of risk that we expect will remain well below our long term target levels.

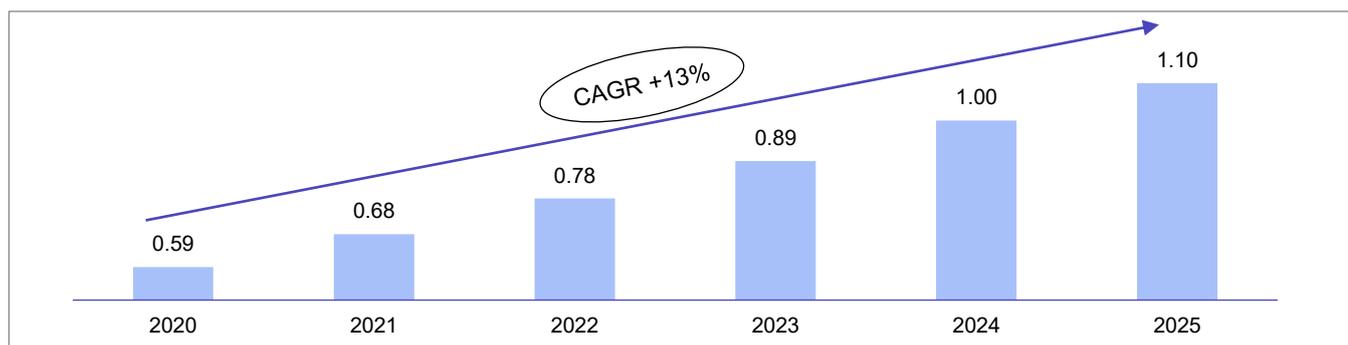
Core Banking Transformation Supporting a Phyigital Future

As we look ahead to 2026, we are driving a major technological renewal by migrating from legacy systems to a modern, cloud-based, API-native Temenos core banking platform. This transformation will strengthen our phyigital direction, combining the reach of our branch network with modern online sales and service channels. Customers will benefit from a smoother, more consistent experience, faster access to products and services, and more personalised support. The new platform will also enable secure and convenient e-channels while supporting continued improvements to end-to-end customer journeys in line with evolving market standards.

Capital Strength and Shareholder Returns

Proven Track Record of Solid Value Creation

BVPS + Cumulative DPS (EUR)



€615m

Market Capitalization

€6.1bn

Total Assets

Baa1

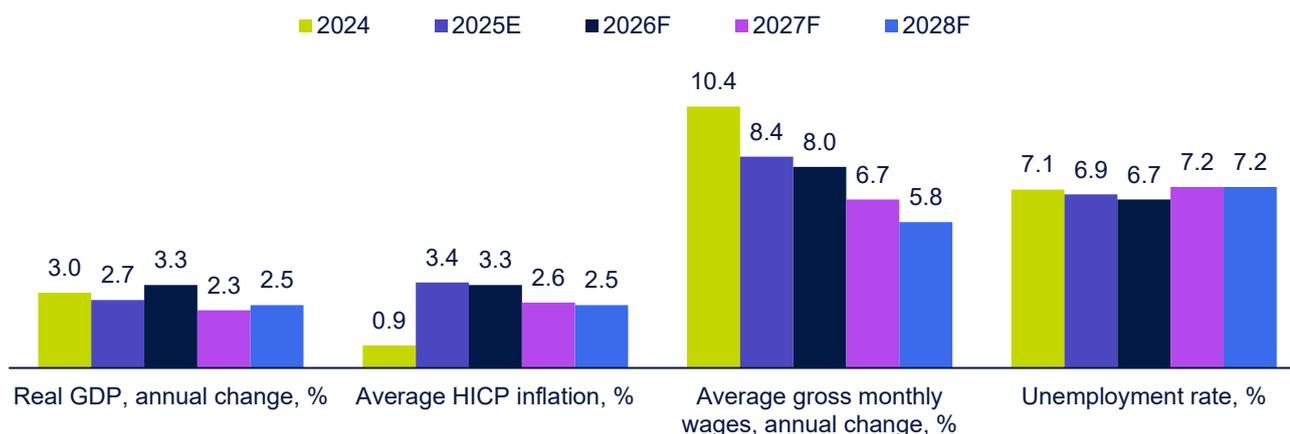
Moody's Credit Rating

REGARDING EXTERNAL ENVIRONMENT FACTORS

The Bank continuously monitors the tense geopolitical landscape to appropriately and promptly identify potential impacts of Russia's invasion of Ukraine on its operations and portfolio quality, given the risks these developments pose to clients. The Bank has no operations in Russia, Belarus, or Ukraine and does not hold significant direct exposures in these countries, and its open currency exposure to these jurisdictions is negligible. It considers the secondary risk of direct insolvency among clients operating in Lithuania due to the geopolitical situation to be low. To detect any emerging risk promptly, the Bank applies internal procedures, tracks Early Warning Indicators (EWIs) for clients with moderate or higher dependence on the geopolitical environment via their supply, sales or ownership structures, and, where risks escalate materially, places clients on a Watch List, applies enhanced monitoring, and approves risk-mitigation action plans. The greatest uncertainties and potential negative effects stem from tertiary impacts—namely, the invasion's influence on the broader economy. Scenario analyses and stress testing indicate that the Bank's capital position remains strong and capable of withstanding substantial economic shocks.

The Bank's heightened monitoring extends beyond credit risk to include liquidity (no adverse trends have emerged apart from increased cash withdrawals immediately after the invasion), business continuity and IT security (with updated plans, enhanced cyber protections and ongoing testing), and sanction compliance processes, which are under continuous review given evolving international sanction packages and may occasionally extend processing times. It also closely watches other geopolitical developments and remains prepared to act swiftly should material changes occur.

Lithuania's macroeconomic forecast, %



MACRO ENVIRONMENT

Artea Group operates mainly in Lithuania market. Artea Group has its main office in Siauliai, as well as offices in Vilnius and Kaunas. Also, client service branches operate in other cities of Lithuania. Life Insurance branches can be found in Estonia and Latvia.

Lithuania's short-term macroeconomic outlook is increasingly positive and supportive for business planning. The economy is entering a phase of steady, balanced growth, underpinned by resilient domestic demand and improving external conditions. Inflation has eased substantially, strengthening household purchasing power and providing a more predictable cost environment for companies. Wage growth remains solid, supporting consumption, while the labour market is expected to stay stable and relatively tight, reflecting healthy underlying economic conditions. In addition, higher defence spending, potential boosts from pension reform, and stronger export demand could further lift activity. Overall, the macro environment points to renewed momentum with improving stability and several upside drivers over the coming years.

RATINGS

On 15 September 2025, the international rating agency Moody's Ratings affirmed Artea Bank's (formerly Šiaulių Bankas) long-term deposit and senior unsecured debt rating at Baa1 with a stable outlook, reaffirming confidence in the Bank's robust capitalization, sound earnings profile and strong liquidity position. Moody's also affirmed the baa3 Baseline Credit Assessment (BCA), A3/P-2 long- and short-term Counterparty Risk Ratings (CRR), and A3(cr)/P-2(cr) Counterparty Risk Assessments (CRA), reflecting expectations that the Bank will continue to sustain asset quality, profitability and funding stability in the coming 12–18 months.

>22k

Corporate Clients

>520k

Total Corporate Loans

€3.7bn

Total Private Banking Deposits

OVERVIEW OF BUSINESS SEGMENTS

Corporate Client Segment

In 2025, the Bank's corporate loan portfolio increased by 6% (EUR 108 million), exceeding EUR 1.9 billion. This growth was achieved despite a 6% decline in new corporate financing volumes, which amounted to EUR 0.9 billion compared to EUR 0.96 billion in 2024. Portfolio quality remained exceptionally strong, with a corporate loan cost of risk (CoR) of 0.002%.

The strongest contribution to portfolio growth came from the renewable energy sector (+56%), followed by transport (+40%) and wholesale and retail trade (+12%). The Bank further strengthened its position in these priority sectors while increasing its focus on larger companies with annual turnover above EUR 10 million; the share of this segment within the total corporate portfolio increased by more than 1%.

Client acquisition remained robust. In 2025, the Bank attracted 18% more new business clients compared to 2024, while the total number of corporate clients increased by 2%. This growth was significantly supported by the full implementation of remote onboarding, with more than 30% of newly acquired companies opening their accounts online.

Client loyalty and activity continued to be strategic priorities. The share of most active business clients increased by 10%, reaching 52% of the corporate client portfolio. The Net Promoter Score (NPS) improved from 80 in 2024 to 85 in 2025, reflecting rising customer satisfaction. Increased client engagement had a positive impact on funding volumes, with deposits of non-financial corporations growing by 37% year-on-year to EUR 1.1 billion.

In 2025, the Bank also developed a specialised unsecured credit product of up to EUR 200 thousand for small and medium-sized enterprises, designed to provide faster and simpler access to financing. The product is scheduled for launch in 2026.

In 2026, the Bank aims to achieve approximately 15% growth in the corporate lending portfolio. Business lending activities will continue to focus on manufacturing, trade, renewable energy and transport sectors. Strategic priorities will include increasing the share of high-value clients, strengthening risk management capabilities, expanding sustainable financing solutions, and deepening engagement with companies demonstrating strong growth potential and significant economic contribution.

Private Client Segment

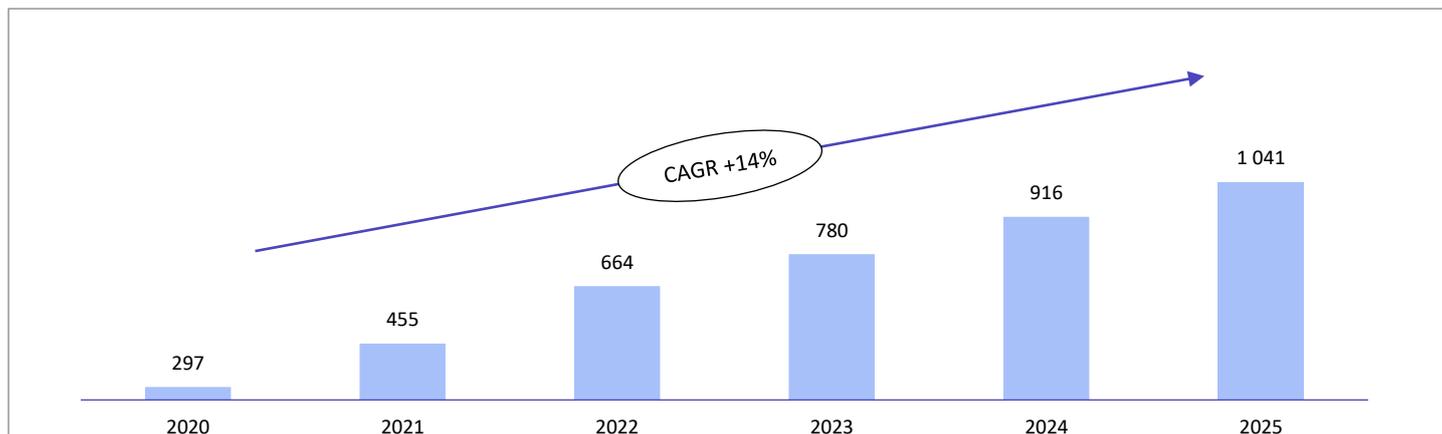
In 2025, the retail loan portfolio increased by 12%, reflecting the Bank's continued strategic focus on retail banking. New mortgage agreements rose by 14% to EUR 242 million, while the mortgage portfolio expanded by 14% (EUR 126 million) to exceed EUR 1 billion.

A defining milestone of the year was the successful completion of the Bank's rebranding in May 2025, transitioning from Šiaulių Bankas to Artea Bankas. This marked the Bank's evolution from a regional institution into a national player, reinforcing its ambition to operate as a modern, customer-centric bank across Lithuania. The rebranding was positively received by all key stakeholder groups and is contributing to stronger engagement, particularly among younger customer segments, while revitalizing the Bank's national presence.

Significant progress was also achieved in the transformation and integration of retail-related businesses. The integration of asset management and life insurance operations under the unified Artea brand was completed, including harmonized branding, customer service infrastructure, organizational structure, and internal systems. In parallel, Artea Leasing and other retail subsidiaries were further aligned under common systems and centralized processes. Customer journeys were simplified through unified login and access points, enhancing cross-selling opportunities and supporting the objective of increasing the share of primary ("home bank") customers. Supporting functions such as marketing, product support, and call centers were consolidated to improve operational efficiency while maintaining high service standards.

The Bank continued to advance its ambition of becoming a modern phygital institution, combining digital capabilities with a strong physical presence. While maintaining the largest branch network in Lithuania, the Bank conducted an annual footprint review and closed three branches. At the same time, investments were made in selected branches, including the introduction of queue management systems to streamline administrative processes and improve service times. Parallel investments in digital sales and distribution channels were intensified, supporting the development of fast, convenient, and modern banking solutions aligned with evolving customer expectations.

Mortgage Loans (EUR 'm)



€1.7bn

Asset Management AUM

€1.8bn

Life Insurance RUM

€240m

Bonds Issued

Private Client Segment (continued)

Strategic partnerships also contributed to brand visibility and customer acquisition. In 2025, the Bank entered into a partnership with Kauno Žalgiris basketball club, one of Lithuania's most recognized sports organizations. The collaboration includes co-branded payment cards and provides access to new customer segments. The Bank intends to further expand cooperation with leading Lithuanian brands to deliver value-added products and strengthen long-term customer relationships.

The anticipated Pillar II pension reform represents both a short-term challenge and a strategic opportunity. While potential assets under management (AuM) outflows from pension funds are expected, the Bank views this liquidity event as an opportunity to capture additional retail deposits and redirect funds into current accounts and higher-margin investment solutions, including Pillar III products. Advisory teams are prepared to manage increased customer activity and provide comprehensive financial guidance.

Looking ahead, technological development remains a core priority. Following the launch of the new core banking system, further enhancements to customer experience and end-to-end processes are planned for 2027 to meet evolving market standards. The Bank will leverage its open, API-first architecture to integrate third-party solutions and build a comprehensive digital ecosystem, enabling customers to manage everyday financial needs seamlessly through a single platform. In parallel, new product development will target underserved market segments with strong growth potential.

Overall, 2025 marked a significant step forward in the Bank's retail transformation. Through successful rebranding, business integration, investments in digital and physical channels, strategic partnerships, and major technology upgrades, the Bank strengthened its position as a modern, customer-focused, and growth-oriented retail institution. With a solid foundation in place and clear strategic priorities, the Bank is well positioned to deliver sustainable growth and long-term value for its customers.

Investment Client Segment - Capital Markets Leadership and Strategic Asset Management

2025 was a period of rapid growth for our Capital Markets and Asset Management divisions—both key pillars of Artea's growth strategy. By combining regional expertise with technological innovation, we strengthened our position as one of the leading financial partners in the Baltics.

Debt Capital Markets: Strengthening Regional Leadership

Our Debt Capital Markets team solidified its standing as a leader in the Baltic capital markets, particularly within the corporate bond segment. Throughout the year, we acted as a strategic partner for regional issuers, successfully executing over EUR 240 million in public and private bond offerings across the real estate, infrastructure, and service sectors.

Despite an increasingly competitive landscape, we sustained the record-level non-interest income achieved in 2025. This success was underpinned by a drive for operational excellence; we optimized internal processes to reduce turnaround times and mitigate execution risks. Furthermore, we made significant strides in democratizing the market by increasing retail investor engagement, making bonds a more accessible and attractive asset class for a broader client base. To support this growth, we continue to invest in modernizing our internal distribution and allocation systems.

Asset Management: Innovation and Structural Excellence

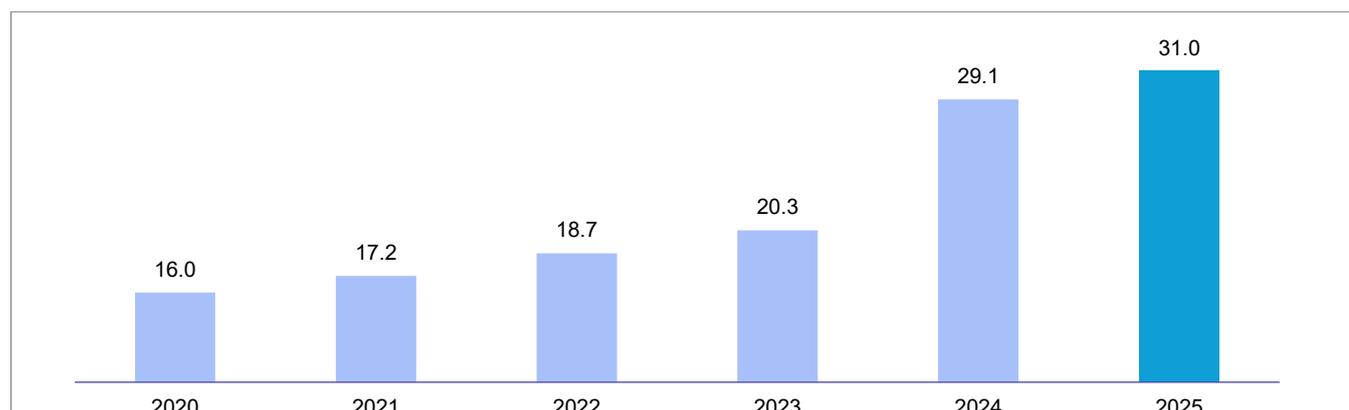
Assets under management in II pillar pension funds grew by 11% to EUR 1.3 billion, while III pillar pension fund assets increased by 24%, reflecting stronger private investor activity in 2025.

In Asset Management, our focus was on operational scaling and product diversification in anticipation of the Pillar II pension reform. We successfully completed a major technological transition, migrating our fund valuation processes to a Scandinavian cloud-based solution and securing client data on Western European servers, ensuring world-class security and scalability.

Our commitment to innovation resulted in the launch of several market-leading products, including Lithuania's first retail bond class offering quarterly coupons and our new "Global Equity Index Plus Fund." These efforts, combined with a comprehensive rebranding and organizational restructuring, allowed us to exceed our cost-to-income targets for the year.

Our progress has not gone unnoticed by the international community. At the prestigious IPE European Pension Fund Awards, our "Artea Ambicingas Active 16+" fund was honored with the "Rising Star" award, a testament to our team's expertise and the quality of our investment strategies. As we move toward 2026, we are well-positioned to retain our client base through the upcoming Pillar II pension reform while cross-selling a broader suite of Artea Group services.

Net Fee & Commission Income (EUR'm)



ANNUAL ACTIVITY RESULTS

Profit. In the year 2025 Artea Group earned EUR 60.7 million of net profit.

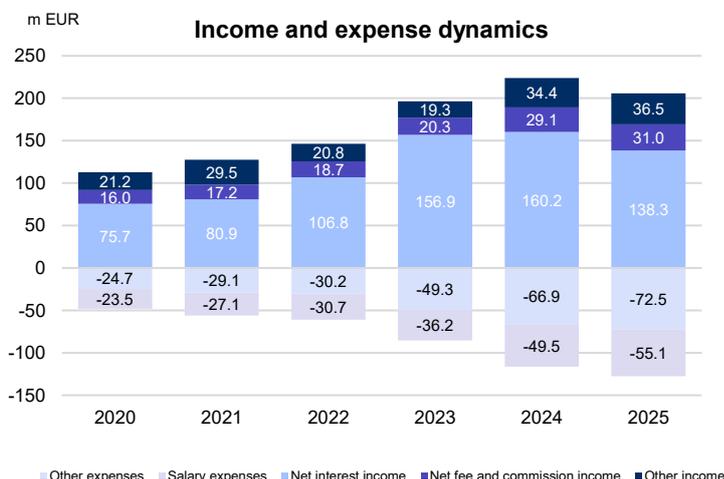
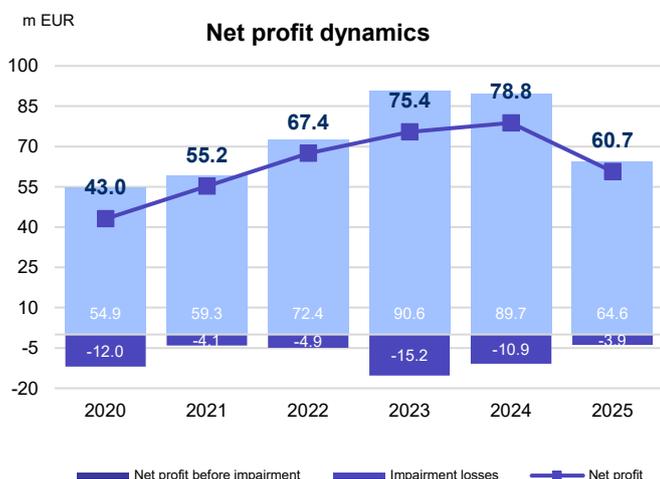
Profit distribution. It is planned to propose distributing up to 70% of 2025 net profit to shareholders.

Total assets. Total assets increased by 23% year-on-year and exceeded EUR 6 billion.

Deposit portfolio. The deposits portfolio increased by 17% year-on-year to EUR 3.96 billion.

Loan portfolio. The loan portfolio increased by 8% year-on-year and exceeded EUR 3.71 billion.

Fee and commission income. Net fee and commission income up by 6% year-on-year to over EUR 30.9 million



Overview of the key performance indicators

Artea Group earned EUR 60.7 million in unaudited net profit in 2025, 23% less than in 2024. Operating profit before impairment and income tax amounted to EUR 78.1 million, down 27% compared to 2024 (EUR 107.3 million).

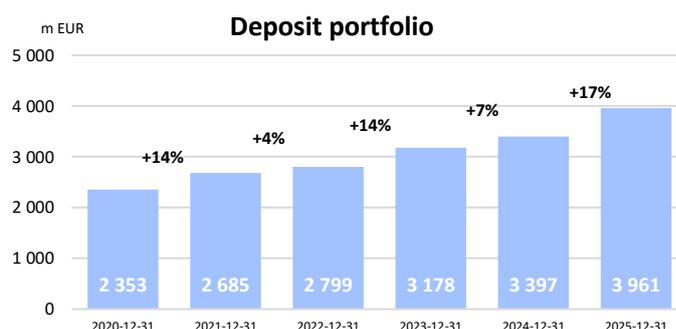
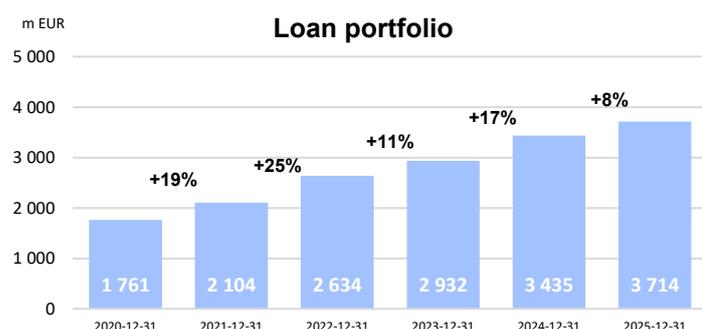
Net fee and commission income increased by 6% year-on-year to over EUR 30.9 million, while net interest income was down by 14% to EUR 138.3 million.

Although in the final quarter of 2025 new lending volumes did not grow and the total loan portfolio remained stable, the portfolio increased by 8%, or

EUR 279 million over the full year. New lending agreements worth EUR 1.6 billion were signed in 2025, up 4% from 2024 (EUR 1.5 billion).

Quality of the loan portfolio remains strong: EUR 0.7 million of impairment loss provisions were formed in the last quarter of 2025 and total provisions for the year amounted to EUR 4.6 million (EUR 11.3 million in 2024). The Cost of Risk (CoR) ratio stood at 0.13% in 2025 (0.35% in 2024).

The customer deposit portfolio increased by 17% (EUR 564 million) and exceeded EUR 3.96 billion at the end of the year. Demand deposits grew by 30% (EUR 476 million) to EUR 2.07 billion, while term deposits increased by 5% (EUR 88 million) to EUR 1.88 billion.



Considering dividend policy, strong capital position and favorable operating environment, the Management Board of the Bank intends to propose to the Annual General Meeting a distribution of up to 70% of 2025 net profit: 50% as dividends and up to 20% for share buybacks to reduce capital and provide shares to employees as part of deferred variable remuneration.

The Artea Group's cost/income ratio at the end of the year 2025 was 58.8% (47.1% in 2024) and return on equity was 10.4% (14.0% in 2024). Capital and liquidity positions remain strong. All regulatory requirements and prudential ratios are being met by a wide margin to ensure resilience to market volatility: Total Capital Ratio (TCR) stood at 21.2%¹ and Liquidity Coverage Ratio (LCR) at 208%¹.

¹ Preliminary data

ACTIVITY PLANS AND FORECASTS

The Bank Group aims to become a new generation financial services provider, offering broader services, flexibility and unique solutions. Having implemented the retail business merger transaction, it expanded the range of services provided, including II and III pillar pension and investment funds as well as wider life insurance services.

Having defined the Bank's long-term vision, we set an ambitious interim goal to align the newly integrated organisation following the merger of the retail businesses: to become the best bank in Lithuania by 2029. In 2024, the Group updated its strategy for the 2026–2028 period, while maintaining a consistent focus on long-term objectives. The strategic direction remains to actively shape the future of financial services in line with evolving customer needs and expectations.

As a bank with Lithuanian roots, we are guided by a clear mission—**Banking that empowers**. We aim to deliver modern and accessible financial services that are close to our customers, human-centred and supportive, helping individuals and businesses achieve their goals and aspirations.

During the strategic planning process, we focused on a vision that reflects our relationship with customers, our reputation and brand awareness, and the Bank's performance. Our vision is to be **the bank you want to grow with**. For us, this means becoming a bank that is valued and recognised by customers, employees and investors, and that encourages—and helps—people and businesses to grow financially and professionally.

Strategic ambition and objectives

Having identified a longer-term vision for the Bank, we also looked for a way to express an intermediate, ambitious goal of bringing together the entire, newly created organisation after the merger of the retail businesses. To this end, we have set ourselves the ambitious goal of becoming the **Best Bank in Lithuania by 2029**. Achievements (desired results) that detail this ambition:

- From a customer perspective, to become No.1 in customer satisfaction in the banking sector.
- In terms of growth, to grow faster than the market in terms of number of active clients and loan portfolio.
- From an employee's perspective, the goal is to become a TOP3 employer in the financial sector.
- In terms of awareness, to become the first brand in the minds of consumers in the banking sector.
- From the investors' perspective, to deliver a 20% rate of return to investors.

Strategic areas and objectives

In line with the Bank's business context, assumptions and market potential identified at the time of strategy development, and its stated ambition and objectives, the Bank's strategy is shaped in three horizontal (cross-functional) and four vertical areas:

The **horizontal strategic areas** are essential and fundamental elements for the realisation of this strategy, without which the strategic objectives would be impossible to achieve or would be fundamentally changed:

- Compliance assurance, risk management and ESG implementation.
- Changing the technology platform.
- Rebranding.

The **vertical strategic areas** are breakthrough goals and strategic initiatives in specific perspectives:

- Customer perspective (divided into three business lines: corporate clients, private clients and investment clients).
- Employee perspective.
- Public (awareness) perspective.
- Investor perspective.

Summarising the Bank's planned strategic period 2026-2028, it is necessary to emphasize that, taking into account market trends, changing customer expectations, intensifying competitive environment, the Bank's strengths and weaknesses and other factors relevant to the Bank's operations, this phase is considered to be a period of fundamental transformation for the Bank.

Strategic Risks

In line with the Bank's strategic objectives and the planned transformation in 2026–2027, the Bank identifies external factors that may give rise to strategic risks and require ongoing monitoring. Macroeconomic uncertainty, including the potential impact of the Pillar II pension reform, may affect household financial behaviour, saving patterns and demand for lending; however, this impact is assessed as manageable within the Bank's risk appetite and is incorporated into regular stress testing and scenario analysis. Geopolitical developments in the region are continuously monitored, and potential impacts on asset quality are mitigated through conservative lending standards and portfolio diversification. Increasing competition, including from new market entrants and fintech companies, is considered a structural market trend; nevertheless, given the Bank's value proposition and focus on long-term customer relationships, no material adverse effect on the delivery of the Bank's strategic objectives is expected.

In parallel, the Bank is executing a major technology initiative by replacing its legacy core banking system with a modern cloud-based platform. The transformation is expected to enhance operational efficiency, scalability and service quality and is being delivered under established governance and risk control frameworks. Overall, the identified strategic risks are assessed as moderate and are actively managed through ongoing oversight and risk mitigation measures.

Artea Retrofit Fund 3

A Call for Expression of Interest has been won for the establishment of the Artea Retrofit Fund 3, total amount - EUR 625 million.. In the meanwhile the agreement with the EIB is being negotiated, after which we will initiate the call and selection of investors. We plan to establish the fund and sign agreements with the investors in Q4 2026. Real cash flows are expected from 2027.

AUTHORIZED CAPITAL, SHAREHOLDERS

The Bank's authorized capital as of December 31, 2025 was EUR 189,195,680.13, divided into 652,398,897 ordinary registered shares with a nominal value of EUR 0.29, ISIN LT0000102253. On August 13, 2025, upon registration of the new version of the Articles of Association of AB Artea Bankas in the Register of Legal Entities, the procedure for reducing the Bank's authorized capital following the purchase of its own shares was completed. The Bank's authorized capital was not increased in the fourth quarter of 2025.

All issued shares of the Bank grant shareholders equal rights provided for in the Law on Joint Stock Companies of the Republic of Lithuania and the Bank's Articles of Association. The rights granted by the Bank's shares are specified in the Bank's Articles of Association, which are available on the Bank's website.

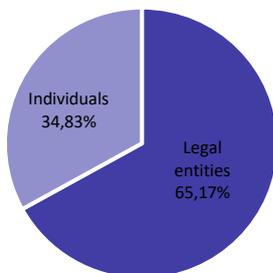
[Homepage](#) › [About Us](#) › [Important Documents](#)

Authorized capital:	14/09/2015	26/05/2016	06/06/2017	01/06/2018	13/12/2018	15/12/2023	13/08/2025
Capital, EUR	91,226	109,472	131,366	157,639	174,211	192,269	189,196

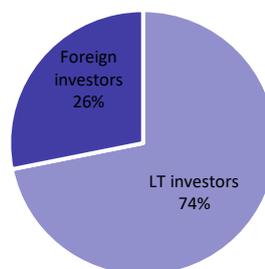
As of 31 December 2025, the number of shareholders of the Bank was 20,807 (31 December 2024 – 18,774). All issued shares of the Bank grant

shareholders equal rights as provided for in the Law on Joint Stock Companies of the Republic of Lithuania and the Articles of Association of the Bank. [Homepage](#) > [About Us](#) > [Important Documents](#)

Shareholders by type



Shareholders by residence



Shareholders owning more than 5% of the Bank's shares and votes as of 31 December 2025:

	Share of shares and votes, %
Invalda INVL AB, c.c. 121304349	19.94*
UAB Willgrow, c.c.. 302489393	9.12
EBRD, LEI code 549300HTGDOVDU60GK19	7.37
Tesonet Global, UAB, c.c.. 305475420	7.34
Algirdas Butkus	5.48*
Gintaras Kateiva	5.06**

* Votes are counted together with controlled companies: UAB Prekybos namai "AIVA", tax number 144031190 – 1.84%, UAB "Mintaka", tax number 144725916 – 0.81%.

** Votes are counted together with spouses.

Securities transfer restrictions apply. For employees who are granted Bank shares as part of their annual variable remuneration, the shares received

have a retention period. The shares may be transferred, pledged or otherwise disposed of only one year after their grant.

Information on shares:

The year 2025 began with the share price at EUR 0.824. Over the course of the year, the share price increased by 14% and reached EUR 0.942 at year-end. Throughout 2025, the share price experienced moderate fluctuations: in March, the closing price rose to EUR 0.942; in June, it declined slightly to EUR 0.855; in September, it fell to EUR 0.800; and in December, the closing price increased again to EUR 0.942. These key movements were driven not only by broader market conditions on the Baltic stock exchange and the bank's active capital management initiatives, but also by significant changes in the positions of major institutional shareholders.

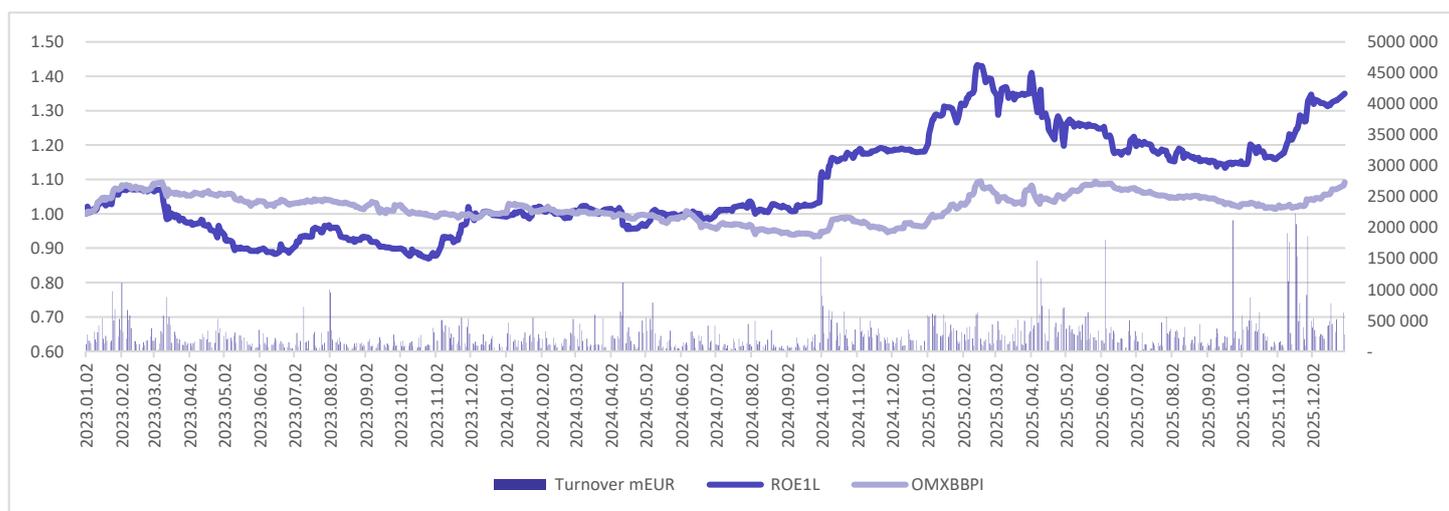
Transactions observed during the year, along with increased trading volume, reflected heightened activity by large investors, which contributed to the formation of price dynamics. Toward the end of the year, the share price was further supported by ongoing share buyback programs aimed at ensuring liquidity and increasing shareholder value, as well as by the decision of one of the largest shareholders to increase its stake.

Information on the permissions received from the European Central Bank (ECB) to buy back own shares and on the acquisition of own shares is disclosed in Note 24 to the financial statements.

	2022.12.31	2023.12.31	2024.09.30	2024.12.31	2025.09.30	2025.12.31
Capitalization, m EUR	412.1	459.5	478.0	546.3	521.9	614.6
Turnover, m Eur	101.9	52.0	35	53.1	14.4	31.3
Share price on the last trading session day	0.686	0.693	0.721	0.824	0.800	0.942
Lowest share price during the reporting period	0.511	0.606	0.658	0.658	0.791	0.799
Highest share price during the reporting period	0.794	0.754	0.725	0.833	0.847	0.942
Average share price during the reporting period	0.624	0.667	0.700	0.738	0.815	0.865
Share book value	0.739	0.822	0.873	0.885	0.910	0.927
P/BV	0.9	0.8	0.83	0.90	0.88	1.02
P/E	6.1	6.1	5.6	6.9	8.1	10.1
Capital increase from retained earnings, %	-	-	-	-	-	-

* description of indicators is provided on the Bank's website: [Homepage](#) > [Bank Investors](#) > [Financial Information](#) > [Alternative Performance Measures](#)

Turnover and price of the Bank's shares as at 2023-2025:



The Bank's shares are listed on a regulated market. They are traded on the Nasdaq Baltic market, and the shares are included in the Official List. The list contains all 652,398,897 ordinary registered shares issued by the Bank, with a nominal value of EUR 0.29 per share, totaling EUR 189,195,680.1.

As one of the most actively traded shares in the Baltic market, the Bank's shares are included in the Nasdaq indices:

- OMX Baltic Benchmark (OMXBBGI, OMXBBPI) – a Baltic comparative index composed of the largest capitalization and most liquid shares from all sectors traded on the Nasdaq Baltic stock exchanges;
- OMX Baltic 10 (OMXB10) – a Baltic trading index composed of the 10 most liquid shares listed on the Baltic stock exchanges;
- OMX Baltic (OMXBBGI, OMXBBPI) – a Baltic index including companies listed on the Official and Supplementary lists of all Baltic stock exchanges, excluding companies where a single shareholder owns 90% or more of the shares;
- OMX Vilnius (VILSE Index) – a Vilnius index composed of all shares listed on the Official and Supplementary lists of the Vilnius stock exchange, excluding companies where a single shareholder owns 90% or more of issued shares;

- OMX Baltic Financials (B8000GI, B8000PI, B40PI) – a Baltic index for financial institutions;
- OMX Baltic Banks (B8300GI, B8300PI) – a Baltic banking index.

Total return indices (GI) show the overall return of the included shares, reflecting not only changes in share prices but also paid dividends. These indices are therefore considered a more comprehensive measure of market performance than price indices. Price indices (PI) reflect only changes in the prices of shares included in the index, excluding dividends. For capped indices (CAP), a maximum allowable weight is set for constituent shares; if this limit is exceeded, the number of shares included in the index is reduced to the allowed cap.

In addition, the Bank's issued shares are included in the following indices: STOXX All Europe Total Market, STOXX EU Enlarged TMI, STOXX Eastern Europe 300, STOXX Eastern Europe 300 Banks, STOXX Eastern Europe Mid 100, STOXX Eastern Europe TMI, STOXX Eastern Europe TMI Small, STOXX Global Total Market, STOXX Lithuania Total Market, Bloomberg ESG Data Index, Bloomberg ESG Coverage Index, S&P Frontier BMI Index, MSCI Frontier and Emerging Markets Select Index, FCI EMU MIDSMLLCAP MKTCAP-CONSTRAINED (FREE-FLOAT UNADJUSTED) 400 (NET) Index, and several FTSE Russell Frontier indices.

DIVIDENDS

On 31 March 2025 ordinary general meeting of shareholders made a decision to pay EUR 0.061 (i.e. 7.4%) dividends per one ordinary registered share with EUR 0.29 nominal value each.

On 29 March 2024 ordinary general meeting of shareholders made a decision to pay EUR 0.0485 (i.e. 16.7%) dividends per one ordinary registered share with EUR 0.29 nominal value each.

The year for which dividends are declared and paid	2020	2021	2022	2023	2024
Per cent from nominal value	1.90	11.72	9.14	16.72	21.03
Dividend amount per share, Eur	0.01	0.03	0.03	0.05	0.06
Dividend amount, Eur	3,303,994	20,424,693	15,919,246	32,094,273	39,796,332
Yields from dividends, %	1.1	4.5	3.9	7.0	7.4
Dividends to Group net profit, per cent	7.7	37.0	25.0	37.3	50.5

The description of alternative performance indicators is available on the Bank's website at:

[Homepage > Bank Investors > Financial Information > Alternative Performance Measures](https://arteia.lt/lt/investuotojams/finansine-info/alternatyvus-veiklos-rodikliai)<https://arteia.lt/lt/investuotojams/finansine-info/alternatyvus-veiklos-rodikliai>.

RISK MANAGEMENT, COMPLIANCE WITH PRUDENTIAL REQUIREMENTS

A disclosure of all significant risks incurred by the Group is provided in the chapter Financial Risk Management of the explanatory note of the financial statement for 2025.

Capital and liquidity position remain robust - prudential requirements are implemented with adequate reserve. According to the data as of 31 December 2025 the Bank complied with all the prudential requirements set out by the supervisory authority.

The main financial indicators of the Group:

	31/12/2021	31/12/2022	31/12/2023	31/12/2024	31/12/2025
ROAA, %	1.6	1.7	1.7	1.6	1.1
ROAE, %	14.3	16.1	15.5	14.0	10.4
Cost to income ratio, %	44.1	41.7	43.5	47.1	58.8
Loan to deposit ratio, %	78.6	94.6	92.7	101.1	93.8
Capital Adequacy Ratio %	20.27	18.85	22.46	24.38	21.15
Net Interest Margin %	3.0	3.2	4.1	3.7	2.6

Calculation methodology:

- **ROAA = Net profit for the year / Average total assets**

Net profit for the year – presented in the income statement*;
Average total assets – calculated as a average of the total assets (presented in statement of financial position) for the last four quaters.

- **ROAE = Net profit for the year / Average total equity**

Net profit for the year – presented in the income statement*;
Average total equity – calculated as a average of the total equity (presented in statement of financial position) for the last four quaters.

- **Cost to Income = Operating costs / Operating income**

- **Loan to deposit = Loans /Deposit Loans**

Sum of amounts of loans granted to customers and receivables from Financial Lease (presented in the statement of financial position); Deposits

- Amounts due to customers (presented in the statement of financial position)

- **Capital Adequacy Ratio = (Tier one Capital + Tier Two Capital) / Risk Weighted Assets**

- **Net Interest Margin = net interest income / average interest earning assets *100**

*Note: Net profit is converted to annual by multiplying it by a coefficient according to the financial reporting period, i.e. net profit for Q1 is multiplied by 4, net profit for H1 is multiplied by 2, profit for three quarters multiplied by 4/3

Data on ratios calculation is available on website: [Alternative Performance Measures | Artea](#)

At the end of Q4 2025 were effective MREL requirements determined in February, 2025 at Financial group level, which is valid on 1 January 2026:

- The minimum requirement for own funds and eligible liabilities of the resolution entity with which the Financial group shall comply is 22,73% of total risk exposure (MREL-TREA) and 7.20% of leverage ratio exposure (MREL-LRE);
- Subordinated instruments shall comprise 13.50% of total risk exposure (MREL-TREA, subordinated) and 7,20% of leverage ratio exposures (MREL-LRE, subordinated).

Data on indicators are also available on the website of Artea Bankas:

on operating profitability indicators:

[Homepage](#) > [Bank Investors](#) > [Financial Information](#) > [Profitability Ratios](#)

prudential requirements:

[Homepage](#) > [Bank Investors](#) > [Financial Information](#) > [Prudential Standards](#)

the description of alternative performance indicators:

[Homepage](#) > [Bank Investors](#) > [Financial Information](#) > [Alternative Performance Measures](#)

AGREEMENTS WITH SECURITIES PUBLIC TRADING INTERMEDIARIES

Agreements with public circulation intermediaries regarding the accounting of securities issued by the Bank are not concluded. This accounting is made by the Bank's Financial Markets accounting unit. The Bank has not entered into market-making agreements with respect to securities issued by the Bank.

According to data as of 31 December 2024 the Bank itself, as an intermediary of public trading, under agreements with the companies

issuing securities conducted accounting of 792 companies which totaled to 1249 securities issues (including shares of public and private companies, debt securities, investment fund units). The Bank also conducts market making on the Nasdaq Baltic under a market making program and under agreements with issuers. As of the end of 2025, the Bank was the market maker of 4 securities issues.

MANAGEMENT OF THE BANK

The Management Board bodies of the Bank are as follows: the General Meeting of the Shareholders of the Bank, Supervisory Council of the Bank, Management Board of the Bank and Chief Executive Officer (CEO).

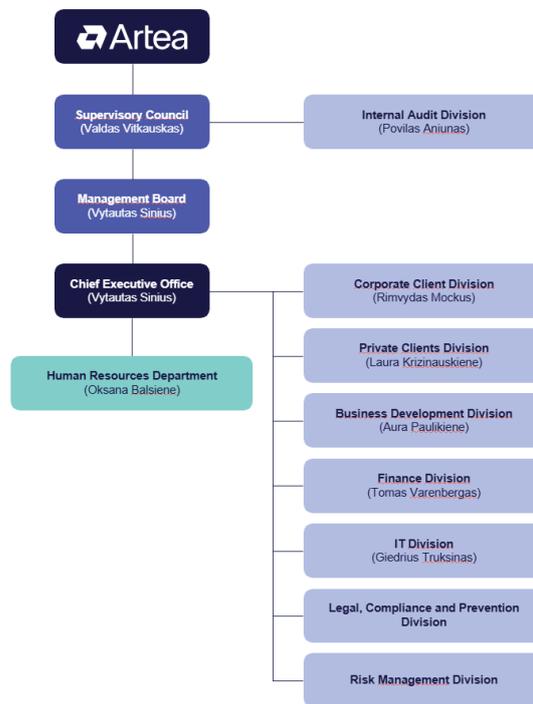
The General Meeting of Shareholders shall be convened annually, at the latest within 3 months after the end of the financial year. The Board of the Bank, the Supervisory Council and the shareholders having at least 1/10 of all votes have the right to convene the Meeting. The General Meeting of Shareholders is organized, voting is carried out, resolutions are taken in accordance with the procedure established by the Law on Companies. More information on the rights of the General Meeting of Shareholders is provided in the Management Report section Governance information for 2025.

The Supervisory Council of the Bank is a collegial body supervising the activities of the Bank. The Supervisory Council is chaired by the Chairperson. The Bank's Supervisory Council, consisting of eight members, is elected by the General Meeting of Shareholders for a term of four years. The members of the Supervisory Council are nominated for the meeting by the initiators of the meeting or shareholders holding 1/20 of the bank's shares. The Bank's Articles of Association provides that the number of terms of office of a member of the Supervisory Council is not limited.

More information on the functions of the Supervisory Council is provided in Management Report section Governance information for 2025.

Term of office of the current Supervisory Council of the Bank (2024–2028).

On March 31, 2025, John Michael Denhof was appointed as an Independent Member of the Bank's Supervisory Council by a resolution of the Bank's General Meeting of Shareholders and took office on June 6, 2025, after receiving approval from the Bank's supervisory authority.



Information about the positions held by the Bank's management

No.	First name Last name	Current position	Company name	Date from
1.	Vytautas Sinius	Member of the Management Board (Chairman)	AB Artea bankas	Board member since 2011 Chairman since 2022-08-19
		CEO	AB Artea bankas	2023-09-25
2.	Algimantas Gaulia	Member of the Management Board	UAB Artea Asset Management	2023-12-01
		Member of the Management Board	UAB Artea Life Insurance	2023-12-01
		Member of the Management Board	AB Artea bankas	2021-07-30
		Head of Risk Management Division	AB Artea bankas	2021-05-24
		Chief Risk Officer (CRO)	AB Artea bankas	2021-05-06
3.	Laura Krizinauskiene	Member of the Management Board	UAB Artea Life Insurance	2025-10-28
		Deputy Chairwoman of the Management Board	AB Artea bankas	2025-09-03
		Deputy Chairwoman of the CEO	AB Artea bankas	2025-09-03
		Member of the Management Board	AB Artea bankas	2024-06-07
		Member of the Supervisory Council	UAB Artea lizingas	2024-03-25
		Member of the Management Board	UAB Artea Asset Management	2023-12-01
		Head of Private Clients Division	AB Artea bankas	2023-12-01
4.	Tomas Varenbergas	Head of Finance Division (CFO)	AB Artea bankas	2025-10-01
		Deputy Chairman of the Management Board	AB Artea bankas	2025-09-03
		Deputy Chairman of the CEO	AB Artea bankas	2025-09-03
		Member of the Management Board	AB Artea bankas	2024-06-04
		Member of the Management Board (Chairman)	UAB Artea Asset Management	2023-12-01
		Member of the Management Board (Chairman)	UAB Artea Life Insurance	2023-12-01
		Member of the Management Board	AB Artea bankas	2025-10-10
5.	Aurelija Geležiniene	Member of the Management Board	AB Artea bankas	2025-10-10
		Chief Compliance Officer (CCO)	AB Artea bankas	2025-04-09
		Head of Legal, Compliance and Prevention Division	AB Artea bankas	2025-03-19

The Bank's Supervisory Council's, term of office expires on the day of the Ordinary General Meeting of Shareholders of the Bank in 2028. The composition and other information for 31/12/2025 is presented below:

Name, Surname	Duties at the Supervisory Council	Other current leading positions	Share of capital under the right of ownership, %	Share of votes together with the related persons, %
Valdas Vitkauskas	Independent member since 2022 Chairman since 05/08/2022	-	-	-
Gintaras Kateiva	Member since 2008	LITAGRA, UAB 304564478 Savanorių pr. 173, Vilnius (Chairman of the Board)	5.04	5.06*
Darius Šulnis	Member since 2016	Invalida INVL, AB 121304349 Gynėjų str. 14, Vilnius (CEO); INVL Asset Management, UAB 126263073 Gynėjų str. 14, Vilnius (Chairman of the Board), Litagra, UAB 304564478 Savanorių pr. 173, Vilnius (Board member); FERN Group 306110392 Granito str. 3-101, Vilnius (Chairman of the Supervisory Council) Galinta, UAB 134568135, Veiverių g. 51C, Kaunas (Board member) DANUVIUS INVEST RO S.R.L., J2025026079007, 1 Mai Street, no. 1B, Alba county, Romania, (Board member)	-	19.94**
Susan Gail Buyske	Independent member since 2020	America for Bulgaria Foundation (Chairwoman of the Board)	-	-
Tomas Okmanas	Independent member since 2023	Hostinger, UAB 302710386 Švitrigailos srt. 34, Vilnius (Board member) Tesonet global, UAB 305475420 Švitrigailos str. 36, Vilnius (CEO) Tesonet Ventures, UAB 305600105 Švitrigailos str. 36, Vilnius (CEO) Hypervisor X, UAB 305449429 Švitrigailos g. 36, Vilnius (CEO) Nord Security Group (Board member and CEO) DATAQUAKE B.V. (Oxylabs Group) Board member VU TSPMI Board of Trustees Vokiečių str. 10, Vilnius (Board member of Trustees) Pamatai ir Pastatai, UAB 30750858 Švitrigailos str. 36, Vilnius (CEO) VK Investicija, UAB 304851357 Švitrigailos str. 34, Vilnius (Board member) Švitrigailos investicijos, AB 305535433 Švitrigailos g. 36, Vilnius (Board member)	-	7.34***
Mindaugas Raila	Member since 2023	Willgrow UAB, 302489393 Vilniaus str. 18, Vilnius (Chairman of the Board) ME Holding NT , UAB 302636473 A. Vivulskio str. 7-1 Vilnius (Board member) Stichting Pinetree Family Foundation (Board member)	-	9.12****
Monika Nachyla	Independent member since 2024	Orange Polska S.A.(member of the Supervisory Council and Audit Committee) Nationale Nederlanden Towarzystwo Ubezpieczeń, Poland (Supervisory Council member and Chairwoman of the Audit Committee) Nationale Nederlanden Towarzystwo Ubezpieczeń na Życie, Poland (Supervisory Council member and Chairwoman of the Audit Committee)	-	-
John Michael Denhof	Independent member since 2025-06-06	Subtle Insights d.o.o. (CEO) OLB Bank, Germany (Chairman of Supervisory Council)	-	-

* Pursuant to the Law on Securities of the Republic of Lithuania, votes are counted together with the votes held by the spouse

** Mr. Šulnis is the CEO and indirect shareholder of Invalida INVL AB. Under the right of ownership Invalida INVL AB holds 19.94% of the shares and voting rights of ArteaBankas AB.

*** Mr. Okmanas is member of the Management Board, CEO and indirect shareholder of Tesonet Global UAB, which owns 7.34% of Artea bankas AB shares and voting rights

**** Pursuant to the Law on Securities of the Republic of Lithuania, votes are counted together with the votes held by the controlled company Willgrow UAB

The Management Board of the Bank is a collegial management body of the Bank consisting of 8 members. The rules of procedure of the Management Board shall determine the Rules of Procedure of the Management Board. The Management Board of the Bank is elected for four years. The members of the Management Board are elected, recalled and supervised by the Bank's Supervisory Council. The term of office of the Management Board shall be four years and the number of terms is not limited. If individual members of the Management Board are elected, they

are elected until the end of the term of office of the existing Management Board.

Term of the current Bank Management Board of the Bank (2024–2028).

18 March 2025 was the last day Agnė Dukšienė served as a member of the Bank Management Board and as the Head of Legal, Compliance and Prevention Division.

On August 12, 2025, by decision of the Bank's Supervisory Council, Aurelija Geležiuė was elected to the Bank Management Board and took office on

October 10, 2025, after receiving approval from the Bank's supervisory authority.

August 14, 2025, was the last day Daiva Šorienė served as a member of the Bank Management Board and as Head of the Business Clients Division.

August 14, 2025, was also the last day Donatas Savickas served as a member of the Bank Management Board and as Head of the Finance Division.

On September 3, 2025, by decision of the Bank Management Board, Tomas Varenbergas and Laura Križinauskienė were elected as Deputy Chairpersons of the Bank Management Board. Tomas Varenbergas was also elected as a Company's CFO and took office on October 1, 2025

30 September 2025 was the last day Mindaugas Rudys served as a member of the Bank Management Board and as Head of the Service Development Division.

More information on the functions of the Management Board is provided in the Management Report section Governance information for 2025.

The Bank's Management Board, whose term of office expires on the day of the Ordinary General Meeting of Shareholders of the Bank in 2028, composition for 31 December 2025 date was:

Name, Surname	Duties at the Board	Other current leading positions at the Bank	Share of capital under the right of ownership, %	Share of votes together with the related persons, %
Vytautas Sinius	Chairman since 19/08/2022	Chief Executive Officer	0.33	0.33
Algimantas Gaulia	Member since 2021	Head of Risk Management Division	0.02	0.02
Tomas Varenbergas	Member since 2024	Head of Finance Division	0.02	0.02
Laura Križinauskienė	Member since 2024	Head of Private Clients Division	-	-
Aurelija Geležiuinė	Member since 10/10/2025	Head of Legal, Compliance and Prevention Division	0.05	0.05

THE COMMITTEES FORMED WITHIN THE BANK, AREAS OF THEIR ACTIVITIES

Functions, procedures of formation and the policy of activities of the bank's committees are defined by the legal acts of the Republic of Lithuania, legal

acts of the Bank of Lithuania as well as provisions of the certain committees approved by the Management Board or Supervisory Council of the Bank.

COMMITTEES UNDER AUTHORITY OF THE BANK'S SUPERVISORY COUNCIL

For the effective exercise of the functions and duties of the Supervisory Council, the Bank shall establish standing committees of the Supervisory Council: (i) the Risk Committee; (ii) the Audit Committee; (iii) the Nomination Committee; (iv) the Remuneration Committee, (v) Corporate Affairs

Committee the members whereof shall be appointed by decision of the Supervisory Council.

Information on the committee members as of 31 December 2025:

The Risk Committee advises the management bodies of the Bank on the overall current and future risk acceptable to the Bank and strategy and assist in overseeing the implementation of the strategy at the Bank, verifies

whether prices of liabilities and assets offered to clients take fully into account the Bank's business model and risk strategy and shall also carries out other functions provided for in its provisions.

Name, surname	Duties
Chairwoman: Susan Gail Buyske	Independent member of the Supervisory Council
Members: Darius Šulnis	Member of the Supervisory Council
Valdas Vitkauskas	Independent member of the Supervisory Council
John Michael Denhof	Independent member of the Supervisory Council

The Internal Audit Committee shall address the matters related to supervision of the financial reporting improving of the internal control system of the Bank and work improvement of the internal audit subdivision, shall ensure independence of performance of the internal audit subdivision, organize the selection of an external audit firm, co-ordinate allocation of the auditable fields between the internal and external auditors, consider other

matters provided for in the legal acts of supervision authorities and regulations of the audit committee. In compliance with the legal acts of supervisory authorities, the audit committee shall be formed, its competence and performance shall be defined, regulations approved, and performance supervised by the Council.

Name, surname	Duties
Chairwoman Monika Nachyla	Independent member of the Supervisory Council
Members: Valdas Vitkauskas	Independent member of the Supervisory Council
Susan Gail Buyske	Independent member of the Supervisory Council

The Nomination Committee shall nominate and recommend, for the approval of the bodies of the Bank or for the approval of the General Meeting of Shareholders, candidates to fill the vacancies in the Bank's bodies, shall evaluate the balance of the competencies, evaluate the target number of the underrepresented gender within the Bank's bodies, evaluate

knowledge and experience of the members of the bodies of the Bank and suitability for the position, shall submit respective comments and findings, shall assess the structure, size, composition, performance results of those bodies and shall carry out other functions provided for in its regulations.

Name, surname	Duties
Chairman Valdas Vitkauskas	Independent member of the Supervisory Council
Members: Darius Šulnis	Member of the Supervisory Council
Monika Nachyla	Independent member of the Supervisory Council

The Remuneration Committee shall assess the variable remuneration policy, practices and incentives established for the management of the Bank's risks, capital and liquidity, supervise the independent control functions including remuneration to managers in charge of risk

management and compliance function, draft resolutions on variable remuneration, advise the Council on the gender neutrality of remuneration policies and perform other functions provided for in its regulations.

Name, surname	Duties
Chairman Valdas Vitkauskas Members: Gintaras Kateiva John Michael Denhof	Independent member of the Supervisory Council Member of the Supervisory Council Independent member of the Supervisory Council

The Corporate Affairs Committee shall participate in the development/review of the annual objectives of the Group, also participate in the preparation/review of the strategy of the Group and provide

comments and proposals to the Council and perform other functions provided for in its regulations.

Name, surname	Duties
Chairman Darius Šulnis Members: Mindaugas Raila Tomas Okmanas Valdas Vitkauskas	Member of the Supervisory Council Member of the Supervisory Council Independent member of the Supervisory Council Independent member of the Supervisory Council

COMMITTEES UNDER AUTHORITY OF THE BANK'S MANAGEMENT BOARD

Information on the committee members as of 31 December 2025:

The Loan Committee evaluates loan granting material/documents and loan risk, approves/rejects lending decisions and/or amendments to terms and conditions, and

loan granting, loan interest rates, improvement of loan administration procedures and performs other functions foreseen by its provisions.

Name, surname	Duties
Chairman Edas Mirijauskas Deputy Diana Leonavičienė Members: Dominykas Gesevičius Denis Zubovas Ramūnas Dešukas Darius Bačinskas	Director of Credit Department Director of Regional Lending Unit Director of Corporate Clients management Department Director of Credit Risk Management and Control Department Director of the Special Assets Department Director of the Legal Department

The Risk Management Committee performs functions related to the organization, coordination and control of the Bank's risk management system, determines and controls risk measurement indicators

corresponding to the risk appetite acceptable to the Bank, as well as performs other functions provided for in its regulations:

Name, surname	Duties
Chairman Algimantas Gaulia Deputy Dalia Udrienė Members: Tomas Dautoras Aurelija Geležiūnė Edas Mirijauskas Tomas Varenbergas Rimvydas Mockus Denis Zubovas	Head of Risk Management Division Director of Risk Department Director of Non-Financial Risk Department Head of Legal, Compliance and Prevention Division Director of Credit Department Head of Finance Division Head of Corporate Clients Division Director of Credit Risk Management & Control Department

The Asset and Liability Management Committee's main purpose is to ensure sustainable management of the Bank's and its subsidiaries assets,

liabilities, and capital, implementing the Bank's Group strategic business plan.

Name, surname	Duties
Chairman Vaidotas Jarašius	Head of Treasury department
Deputy Tomas Varenbergas	Head of the Finance Division
Members: Dalia Udrienė	Director of Risk Department
Algimantas Gaulia	Head of Risk Management Division
Mantas Valukonis	Head of Financial Risk Management Unit
Kristina Lazdauskė	Director of Financial Planning & Analysis Department
Audrius Jukonis	Head of Quantitative Analytics Group in Treasury Department

NPE (angl. Non-Performing Exposures) Committee's main purpose is to address issues related to NPE restructuring, additional funding, recovery, etc., to ensure the proper implementation of the NPE strategy, to actively

reduce the Bank's NPE portfolio, and to carry out other functions set out in its regulations.

Name, surname	Duties
Chairman Ramūnas Dešukas	Director of the Special Assets Department
Deputy Aušra Laurinavičienė	Head of Debt Recovery Unit
Members: Denis Zubovas	Director of Credit Risk Management and Control Department
Edas Mirijauskas	Director of Credit Department
Justina Stuknienė	Head of Asset Restructuring & Realization Unit
Asta Rasiulienė	Deputy Director of the Special Assets Department

INTERNAL CONTROL ASSESSMENT

The risk management and internal control process in the Bank is based on a three-level defense model. The first level of defense includes the entire risk management activities of the Bank group, carried out directly by the units serving customers and their managers. The second level of defense in the Bank is ensured by the Bank's Risk Management Division units and employees performing risk control functions and Compliance assurance and risk control functions. In the Bank group's companies, this involves the Bank group's company branches and employees working in risk management, compliance, and actuarial functions. The third level of defense is carried out by the Internal Audit Division, which conducts periodic

independent audits of the Bank group's governance processes and internal control.

The Bank has approved the Internal Control Organization Procedure, which regulates the objectives and principles of internal control, the structure of the internal control system, its elements, and the organization of their implementation across the Bank Group. The Bank Group continues to pay special attention to fostering a culture of risk management and compliance, as well as strengthening all lines of defense.

EXTERNAL AUDIT

In 2025, the Bank was audited by KPMG Baltics UAB (company address: Lviso g. 101, LT-08104 Vilnius, tel. (8 5) 2102 600, fax (8 5) 2012 659, the company was registered on June 24, 1994, company code 111494971).

consolidated annual financial statements of the Bank for 2025 and 2026 and the consolidated management report.

Below are shown costs of external audit services for 2025 and 2024:

The General Meeting of Shareholders of the Bank held on 31 March 2025 adopted a resolution to elect KPMG Baltics UAB for auditing the

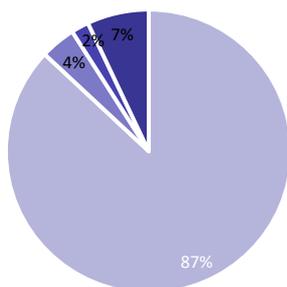
EUR thou (excluding VAT costs)	Group		Bank	
	2024	2025	2024	2025
Contractual auditing of financial statements	322	322	150	150
Cost for assurance and other related services	223	216	127	117
Costs for other services	90	106	88	62
Total	634	643	365	328

EMPLOYEES

As of 31 December 2025, the Bank had 1,147 employees and the Group had 1,293 employees (including those working under fixed-term and open-ended employment contracts, as well as employees on maternity, paternity, and parental leave). Compared to 31 December 2024, the number of employees in the Bank increased by 5.23% and in the Group – by 4.36%.

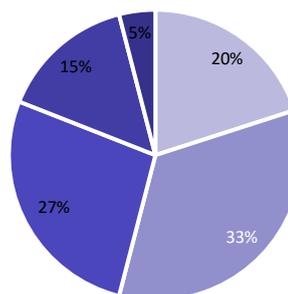
As of 31 December 2025, women accounted for 78.04% and men for 21.96% of the Group's workforce. The gender distribution remains similar to the previous year, with a slight increase in the number of men.

Distribution of the Group's employees by education, per cent



Higher Post-secondary Professional Secondary

Distribution of the Group's employees by age, per cent



<30 years 31-40 years 41-50 years 51-60 years >61 years

HR Strategy

Taking into account the newly approved Artea Bank business strategy for 2024–2029, investor ambitions and objectives, the potential of existing employees, and the Group's unique position in the financial sector – providing the freedom to create solutions and influence decision-making – the HR management strategy for the next two years will focus on expanding professional development opportunities. Our goal is to become the best place for professional growth in Lithuania's financial sector.

Relationships with employees

The Bank fosters long-term employment relationships with its staff. As of 31 December 2025, 32.87% of Bank employees had been with the company for 10 years or more. In 2025, the overall employee turnover rate in the Bank was 12.96% (compared to 13.69% in 2024).

The Bank has an Employee Council, comprising 11 Bank employees holding various positions within the organisation. The Employee Council operates in accordance with the Employee Council's regulations. The Council actively collaborates with the Bank's HR and other departments, providing recommendations and seeking the best solutions for the Bank's employees.

Performance evaluation

Employee performance evaluation at the Bank is conducted on an annual and quarterly basis, depending on the functions performed and the objectives assigned to employees. In addition, the Bank organizes semi-annual performance review meetings to assess the progress of annual goals, identify additional measures if needed, and take actions to ensure goal achievement.

In order to ensure the successful implementation of the Bank's strategic objectives and a fair, effective and sustainable performance assessment process, an objectives calibration process was implemented in 2025, enabling the clarification of key performance areas and the prioritisation of objectives.

During the performance evaluation process, managers and employees discuss and assess the achievement of annual goals, completed projects, and competencies, highlighting strengths and areas for development. Specific development measures are agreed upon, and career opportunities are discussed. The conversation encourages mutual feedback, fostering open and value-driven communication and collaboration. To ensure that every employee feels their work contributes to and influences the Bank's overall results, and that all efforts are aligned in the same direction, annual goals are set by mutual agreement between the manager and the employee. These goals contribute to the Bank's overall objectives and performance results.

Engagement

In 2025, the Bank continued to systematically strengthen its employee engagement framework, aiming to ensure sustainable organisational growth, employee satisfaction, and active employee involvement in the implementation of the Bank's strategic objectives. In response to the pace of change within the Bank and the need for more timely data, the employee engagement measurement model was updated, transitioning from a traditional annual engagement survey to the **eNPS (Employee Net Promoter Score)** methodology.

The eNPS methodology enables regular and consistent assessment of the employee experience within the organisation, monitoring of sentiment trends, and more rapid identification of emerging risks and areas for improvement. This change allows not only the measurement of employees' willingness to recommend the Bank as an employer, but also a deeper analysis of employee feedback in order to identify the key drivers influencing engagement.

The results of engagement measurements are used as a basis for qualitative analysis and the development of action plans. Based on the insights obtained, the Bank identifies its organisational strengths as well as areas requiring additional action. Action plans are developed at organisational, managerial and team levels, ensuring that employee

feedback is not recorded but translated into concrete actions that enhance the employee experience.

Change in the engagement measurement format

Until the end of 2024, the organisation conducted an annual employee engagement survey, which provided an overview of overall employee sentiment, organisational strengths and areas for development. Taking into account the dynamic operating environment in the organisation, the rapid pace of change, and the need to identify emerging risks and changes in employee experience more promptly, a decision was taken in 2025 to change the employee engagement measurement format.

The annual engagement survey was replaced by **quarterly eNPS (Employee Net Promoter Score) surveys**, enabling more frequent, relevant and timely employee feedback. The quarterly measurement cycle allows the Bank to respond more promptly to employee experience, monitor engagement dynamics, and reduce the risk that negative signals, including those related to workload, pace of change or emotional well-being, remain unaddressed for extended periods. This approach is particularly important during periods of structural, strategic or cultural change within the organisation.

Current engagement assessment model

The quarterly eNPS survey consists of:

- **an eNPS question** designed to assess employees' willingness to recommend the organisation as an employer; and
- **a set of thematic questions** covering the key drivers of employee engagement.

The following areas are currently assessed through the survey:

- **Emotional engagement** – assessing whether employees experience a sense of purpose in their work and recognise the value of their contribution to the organisation.
- **Growth and development opportunities** – assessing whether employees perceive opportunities for career and professional development within the organisation.
- **Change management** – assessing whether employees receive clear information about ongoing changes and understand their impact on day-to-day work.
- **Customer centricity (organisational level)** – assessing whether employees perceive the organisation's efforts to improve customer experience through solutions and innovation.
- **Collaboration** – assessing whether different units collaborate effectively, share information and work towards common objectives.
- **Customer centricity (perception of individual contribution)** – assessing whether employees understand the impact of their work on the experience of internal or external customers.
- **Understanding of organisational objectives** – assessing whether employees clearly understand their role in implementing the organisation's strategic objectives.
- **Feedback** – assessing whether employees receive regular and meaningful feedback on their performance.

For each question, employees are given the opportunity to provide free-text comments, enabling a deeper understanding of the quantitative results and their context. While eNPS is used as the primary indicator of employee loyalty and overall sentiment, particular emphasis in decision-making is placed on the results of the thematic questions and the qualitative feedback from employees.

Use of data and action planning

The results of the quarterly eNPS surveys are centrally consolidated and analysed at organisational, division and team levels. The data collected are used for the early identification of risks, the development of action plans and the setting of priorities, as well as for monitoring employee engagement trends over time.

The results are presented to managers together with structured insights and recommendations. Following each survey, line managers hold discussions with their teams to review the results, encourage open dialogue, address

the feedback provided by employees and agree on specific actions to strengthen engagement.

Division-level actions

In addition to organisation-wide initiatives, the results of the eNPS surveys are used to develop **targeted actions at division level**, taking into account specific needs and the themes identified through the surveys. Areas of action may include, but are not limited to:

- strengthening teamwork and internal communication;
- clarifying objectives and priorities;
- enhancing feedback practices; and
- increasing employee involvement in decision-making at division level.

Division-level actions are reviewed in light of the most recent quarterly survey results to ensure that initiatives remain relevant and are aligned with actual employee needs.

Organisation-wide initiatives

Analysis of the eNPS survey results indicated that **collaboration** was one of the areas rated lower by employees compared to other engagement dimensions. In response to this trend, organisation-wide **SAVA Artea values workshops** were initiated to strengthen collaboration, mutual trust and employee engagement.

With the aim of reinforcing employee engagement not only through measurement but also through active involvement in shaping organisational culture, the Bank launched the **SAVA Artea** employee engagement initiative in 2025, focused on embedding the values of the Bank's Group in day-to-day activities. The objective of the initiative is to enable employees not only to become familiar with the values, but also to actively reflect on them, discuss their practical application and collectively identify ways in which the values can be reflected in everyday decisions and behaviours.

As part of the SAVA Artea initiative, structured values sessions were organised during which employees shared real workplace situations, addressed values-based dilemmas, discussed organisational culture and sought common understandings. These sessions served as an additional channel for employee engagement, allowing employees to feel heard and to have a tangible influence on the shaping of the organisation's culture.

The values sessions also contributed to a clearer connection between employees' day-to-day activities, the Bank's strategic priorities and its long-term objectives. Overall, the initiative strengthened employees' sense of responsibility, mutual trust and collaboration, thereby complementing the eNPS measurement framework with practical actions aimed at long-term employee engagement and organisational sustainability.

Organisational structure

In 2025, in order to ensure the effective provision of the Bank's services, smooth customer service, operational efficiency, budgetary control, compliance with regulatory requirements, and the strengthening of internal controls and cooperation between Bank units, the Bank's organisational structure was updated with effect from 01/08/2025. For these purposes, structural changes were implemented within the Investment Management Division as follows:

The Treasury Unit was reorganised into the Treasury Department, retaining all existing functions.

Within the Financial Markets Department, the following new units were established:

- Investment Banking Unit, responsible for supporting issuers in preparation for initial bond offerings (and, in the future, equity offerings) and for advising Bank customers on financial structuring matters;
- Dealers Unit, responsible for servicing Bank customers in relation to securities and providing brokerage services;

- Currency Trading Unit, responsible for executing foreign exchange and derivative transactions with customers;
- Financial Markets Operations Unit, responsible for securities operations within the organisation, to which all functions previously performed by the Securities Operations Department of the Finance Division were transferred;
- Investment Customers Unit, responsible for the direct servicing of investment customers.

In 2025, taking into account the need to strengthen the risk management culture and the separation of the first and second lines of defence, to streamline the development of banking products within a single department, to expand the investment services business line, and to improve the management of customer experience, further changes to the Bank's organisational structure were implemented with effect from 01/10/2025. As part of these changes:

The Investment Management Division was abolished, and the units previously reporting to it were reassigned to other divisions. The following existing, reorganised and newly established units were assigned to the Finance Division:

- the Treasury Department, together with all its functions;
- the existing Management Reporting and Planning Department, renamed the Financial Planning and Analysis Department;
- the existing Financial and Tax Reporting Department, renamed the Financial Accounting and Reporting Department;
- the Special Assets Department, together with its two subordinate units and all functions performed, previously part of the Corporate Clients Division;
- the Risk Governance Unit, together with all its functions, previously subordinate to the Risk Department within the Risk Management Division, renamed the Regulatory Reporting Unit and reassigned under the Financial Accounting and Reporting Department;
- the Financial Services Accounting Department, together with all its functions, previously subordinate to the Business Development Division, renamed the Financial Services Accounting Unit and reassigned under the Financial Accounting and Reporting Department.

The following existing, reorganised and newly established units were assigned to the Business Development Division:

- the Savings and Investment Products Development Unit, previously subordinate to the Investment Management Division, was abolished and all its functions transferred to the Product Development Department;
- the Credit Administration Unit of the Operations Department was abolished and all its functions transferred to the Operations Department;
- The Financial Markets Department, together with its subordinate units and all their functions, previously part of the Investment Management Division, was reassigned to the Corporate Clients Division.
- The Clients Experience Management Department, previously part of the Private Clients Division, together with all its functions, was assigned to the Corporate Clients Division. The transfer of this unit to the division responsible for services to private clients is intended to ensure a more consistent approach to customer experience management.

Structural changes in the Bank were only implemented after assessing their impact on the Bank's operations and the effectiveness of risk management processes. Before the Bank's Board made decisions regarding changes to the Bank's organizational structure, a risk assessment was conducted involving individuals responsible for internal control functions.

Professional development of employees

Learning and development at the Bank are guided by a clear learning logic: competencies are developed in alignment with the organisation's strategic priorities, operational risks, and employees' roles. Learning initiatives are

designed not only to transfer knowledge but also to ensure its practical application in day-to-day activities. Development initiatives cover all organisational levels and include 100% of employees.

In 2025, opportunities for self-directed learning were expanded through the acquisition of licenses covering the organisation's quarterly learning needs, giving employees access to online platforms to deepen their knowledge of the financial sector. This model allows employees to adjust their learning pace according to workload and personal development needs, while also fostering responsibility for their own professional growth.

Flexible learning conditions were further supported by internal e-learning programs, which in 2025 were expanded with four new topics focused on risk management, regulatory compliance, fraud prevention, and prevention of violence and harassment.

Learning activities are delivered through a variety of formats, tailored to the nature of the topics and target audiences. Regulatory, compliance and risk management topics are primarily delivered through structured e-learning and targeted training, ensuring a consistent level of knowledge across the organisation. General competencies, collaboration, customer focus, and values-based behaviour are developed through interactive formats such as discussions, workshops, and live or virtual training sessions.

Leadership development is carried out systematically and consistently. Managerial competencies are strengthened through a combination of feedback mechanisms, reflection, and targeted development initiatives, with particular attention to managers' ability to lead teams, manage change, achieve operational results, and enhance employee engagement. This is supported through Middle-management Days and Leadership Club formats.

General competencies are developed organisation-wide to ensure a common understanding of operational principles, organisational values, and collaboration standards. Learning initiatives are designed for long-term impact on organisational culture and employees' ability to perform effectively in a changing environment.

Employee recruitment

In 2025, recruitment efforts focused on securing the competencies required by the organisation, including roles in compliance, risk management, sales, and leadership positions. External recruitment partners were engaged, and a variety of sourcing channels were used.

To increase efficiency and transparency in recruitment, a clear and structured internal career process was implemented in 2025, enabling employees to apply for open positions within the organisation. Internal career progression became an integral part of recruitment and talent management, allowing the Bank to better leverage existing resources and ensure continuity of knowledge.

To ensure the quality of recruitment, standardised selection processes and candidate evaluation criteria were applied to ensure the objective assessment of candidates' suitability for roles, both in external and internal recruitment.

Additionally, ongoing monitoring of the labour market and talent supply was conducted to respond promptly to market changes and maintain a competitive recruitment process.

Internship opportunities

In 2025, the Bank continued its collaboration with Lithuanian higher education institutions to support the development of young talent and provide students with practical experience in the financial sector. Students were given the opportunity to undertake mandatory or voluntary internships at Artea Bankas AB and other entities within the Artea Bank Group, gaining insight into the Bank's operations, processes, and organisational culture.

In 2025, six students completed mandatory or voluntary internships across various Bank and Group divisions. During their internships, students acquired practical knowledge and skills, developed professional

competencies, worked alongside experienced specialists, and gained a better understanding of financial sector operations. The internship programme also provided opportunities to establish connections important for future professional careers.

The Bank views internships as a long-term investment in talent development and the attraction of potential employees. Students who successfully complete internships are offered opportunities to continue their professional careers within the Bank and Artea Bank Group companies.

Employee motivation

For the majority of the Bank's employees, quarterly and/or annual bonuses can be awarded for the achievement of departmental and personal goals, paid in cash. When awarding quarterly and/or annual performance bonuses, both the employee's individual results and the results of their unit are taken into account, evaluating not only financial but also non-financial criteria. A defined objective assessment scale and bonus ranges establish the size of the bonus (quarterly or annual) based on the results of achievement. Employees can also be rewarded with one-off bonuses for exceptional results, participation in significant Bank projects, etc.

The annual variable remuneration awarded in cash and in the Bank's shares may be granted only to the Nominated Employees. Nominated Employees are the executives of the Bank and certain Group companies and members of the Bank's Management Board, as well as other Bank employees, whose professional activities have a significant impact on the nature of the Bank's and Group's risks, and who, under the applicable laws of the Republic of Lithuania and the European Union, as well as the Bank's internal documents, are considered eligible for annual variable remuneration. More information about the remuneration of Nominated Employees is provided in the Remuneration Policy section of this report.

Additional benefits offered within the Group are not based on employee performance and are provided to all employees under the same conditions. In 2025, as a socially responsible employer, the Bank continued to provide health insurance to all employees. Health insurance is one of the most relevant additional motivation tools. It allows insured employees to access health-related services more quickly, such as receiving treatment at chosen healthcare institutions, visiting specialists, undergoing various tests, purchasing medicines, and using other health improvement services. In 2025, employees were given the option to choose between Health Insurance and a free limit in the newly introduced MELP additional benefits app used by the Bank. Using this digital tool, employees can purchase various services related to professional development, wellness, healthy living, and quality leisure activities. However, the majority of the Bank employees continue to use Health Insurance.

Bank employees have the opportunity to make additional pension contributions by choosing between two products – a pension fund or investment life insurance, where part of the contribution is paid by the employee and part is provided by the employer. Approximately 30% of employees participate in these programs.

Other additional benefits offered to the Bank employees, which are not based on performance, include:

- remote work;
- flexible working hours;
- additional leave days for certain managerial positions and for uninterrupted service;
- additional days off in case of illness or bereavement;
- welcome kits, gifts for employees and their children during major holidays;
- one-off payments in the event of death of employee's family member, a significant accident, a diagnosis of a critical illness, etc.;
- higher rate of compensation for the first two days of sick leave;
- free flu vaccines and other discounts provided by the Bank's partners;
- team building events;
- opportunities to participate in interbank and other sports tournaments.

REMUNERATION POLICY

The information has been prepared and is provided in accordance with the Minimum Requirements for Remuneration Policy of the Bank of Lithuania Board, the provisions of Article 450 of Regulation (EU) No. 575/2013 of the European Parliament and of the Council, the Bank's Articles of Association, resolutions of the Supervisory Council and the Management Board, and other legal acts governing the requirements for the Remuneration Policy of the Bank as a financial institution and a public limited liability company whose shares are admitted to trading on the regulated market.

Information relating to the decision-making process used to determine the Remuneration Policy, including the number of meetings held by the main body overseeing remuneration during the financial year

In 2025, the Remuneration Policy was reviewed and updated based on the decisions of the Bank's Remuneration Committee, the Bank's Supervisory Council, the Bank's Management Board, and the recommendations of the Bank's internal audit. The draft Remuneration Policy was submitted to the Bank's Management Board and the Remuneration Committee for consideration in accordance with internal legislation. The Remuneration Policy, together with the feedback from the Bank's Management Board, Remuneration Committee, the Bank's Chief Compliance Officer (CCO), has been submitted to the Bank's Supervisory Council and the Bank's General Meeting of Shareholders for approval. The version of the Remuneration Policy approved by the Bank's General Meeting of Shareholders on 31 March 2025 entered into force from the date of its approval and applies to the allocation, approval, granting and payment of remuneration to Nominated Employees for their work/activities in 2025 and/or subsequent years. The version of the Remuneration Policy approved on 29 March 2024 applies to the allocation, approval, granting and payment of remuneration to Nominated Employees for their work/activities in 2023 and/or 2024. This version also applies to the approval and granting of deferred portions of the annual variable remuneration to Nominated Employees for their work/activities in 2022. The version of the Remuneration Policy approved by the Bank's General Meeting of Shareholders on 30 March 2022 applied when allocating remuneration to Nominated Employees for their work/activities in 2022. The version of the Remuneration Policy approved by the Bank's General Meeting of Shareholders on 31 March 2020 applies when allocating, approving and granting remuneration to Nominated Employees for their work/activities prior to 2022.

The version of the Remuneration Policy approved by the Bank's General Meeting of Shareholders on 31 March 2025 is intended for and applicable to the Bank and Group companies. Group companies subject to special remuneration requirements under other legal acts draw up and approve their own remuneration policies that apply together with this Remuneration Policy. The approved Remuneration Policy is published on the website of the Bank.

The Remuneration Policy is aligned with the Group's operational and risk strategy and objectives, as well as its objectives, including anticipated objectives related to environmental, social, and governance (ESG) risks, the values and culture of the organisation, risk culture, and long-term sustainability interests, aimed at increasing the long-term value of the Bank's shares, avoiding conflicts of interest, promoting reliable and effective risk management, including robust management of money laundering and terrorist financing risks, and defines the processes and principles governing the payment of remuneration. The Remuneration Policy is an integral part of the risk management framework of the Bank.

The Remuneration Policy of the Bank is gender-neutral, i.e., it is based on the principle of equal pay for equal work or work of equal value for employees of either gender.

The Bank's Supervisory Council is responsible for establishing the principles of the Remuneration Policy and remuneration system models, maintaining the policy, overseeing its implementation and conducting periodic reviews at least annually. The Bank's Management Board is responsible for the implementation of the Remuneration Policy. The Bank's Internal Audit Division regularly, at least once a year, assesses the implementation of the Remuneration Policy.

External consultants were engaged in the preparation of the draft Remuneration Policy.

The Bank has formed a Remuneration Committee that carries out competent and independent assessments of variable remuneration policy and practice, and ensures that the remuneration framework takes into

account all types of risk, capital and liquidity, and is compatible with reliable and effective risk management as well as with the business strategy, objectives and the long-term sustainability interests of the Bank or the Group company, and provides an opinion on the gender neutrality of the Remuneration Policy. The composition of the Remuneration Committee, the procedure for its formation, its functions, rights and responsibilities are set out in the Regulations of the Bank's Remuneration Committee approved by the Supervisory Council of the Bank. The composition of the Remuneration Committee is approved by the Supervisory Council of the Bank, and the list and functions of the committee members are set out in the section of the Annual Report entitled "Committees established in the Bank and their areas of activity". The Remuneration Committee held eight (8) meetings in 2025.

Information on the relationship between remuneration and performance

The remuneration system is a complex of remuneration package elements used by the Group to attract, motivate and retain high-performing employees who would help implement the Group's long-term objectives and business strategy.

The Bank and Group companies apply fixed and variable remuneration.

Fixed remuneration is determined, calculated and paid on the terms and conditions and in accordance with the procedure set out in the Remuneration Policy and internal documents of the Bank. Fixed remuneration represents a sufficiently high proportion of total remuneration to ensure that employees are not overly dependent on variable remuneration and that the Bank and Group companies are able to operate a flexible remuneration policy, including the possibility of not paying any variable remuneration. When determining base salary for a specific employee, account is taken of competence, experience, qualifications, specific expertise, internal and external equity, market trends and other relevant factors. Additional benefits apply regardless of the individual performance of the employees and do not incentivise risk-taking; therefore, they are not considered remuneration for work performed. Additional benefits are based on predefined criteria, reflect the professional experience of the employees and are irrevocable for the stated effective term of the benefits and/or until the employee holds a specific job position with assigned certain additional benefits in accordance with the internal documents of the Bank and the additional benefits, limits and/or rates set therein.

Variable remuneration is paid to align the individual performance targets of employees with the long-term interests of the Group in order to promote sustainable business development and to encourage ethical, fair, transparent and professional conduct of employees, respecting the rights and interests of customers.

The amount of variable remuneration is based on an assessment of the achievement of predefined objectives at Bank, Group, Group company, division, functional and individual levels. Variable remuneration awarded to an employee may also depend on the employee's position and the significance of decision-making, which can have a material impact on the Group's risk exposure. When assessing individual employee objectives and achievements, not only the achieved personal financial result is evaluated, but also the non-financial/non-quantitative contribution (e.g., compliance with the Code of Ethics, adherence to the Bank's values, relationships with customers/colleagues, adherence to standards, fulfilment of requirements set out in internal documents, initiative, leadership, participation in project activities, process improvement). The methods for calculating variable remuneration are developed to align with the Group's business strategy, objectives, values, long-term sustainable business interests, promote reliable and effective risk management, avoid conflicts of interest, ensure compliance with the code of ethics, and prevent incentivising excessive risk-taking by employees, and also ensure the protection of investors and customers when providing the Group's services, without infringing on customers' interests.

The variable remuneration fund is established only after evaluating the Bank's performance, taking into account existing and future risks, the use of capital, and the need for liquidity support. The variable remuneration fund and its size must not limit the ability of the Group to strengthen its capital base. Persons performing the Bank's risk management and compliance control functions, where concerns arise regarding the impact on employee behaviour or the risk profile of the activities performed, contribute within the

scope of their competence to the establishment of variable remuneration funds, the setting of performance criteria, and the awarding of variable remuneration.

The Remuneration Policy aims to promote responsible business, fair dealing with customers and avoiding conflicts of interest in relations with customers, so that the monetary/non-monetary rewards do not become an incentive for employees to pursue their own interests, the interests of the Bank or any other company of the Group to the detriment of customers' interest.

Key features of the remuneration structure, including information on the criteria used to assess performance, and risk adjustment, deferral policies and award criteria. Fixed to variable remuneration ratio.

The Bank and the Group companies, depending on their size, the nature, scale and complexity of their operations and the risks they take, apply fixed and variable remuneration (remuneration components):

- Fixed remuneration for employees consists of
 - (i) base salary and other related benefits (e.g., holiday pay, compensation for unused leave, sick pay, overtime, etc.) and
 - (ii) additional benefits;
- Fixed remuneration for the Supervisory Council members who are not employees consists of
 - (i) base salary
 - (ii) supplement to the base salary;
- Variable remuneration of employees includes
 - (i) annual variable remuneration,
 - (ii) supplements,
 - (iii) one-off bonuses,
 - (iv) other benefits that are considered variable remuneration under applicable legislation (e.g., non-compete payment, severance pay or part thereof, etc.).

Variable remuneration is not granted to members of the Supervisory Council of the Bank.

Detailed information on the components of remuneration at the Bank and Group companies is provided in the Remuneration Policy, which is published on the Bank's website.

Variable remuneration may be granted to all employees, while maintaining an appropriate balance between fixed and variable remuneration components and the possibility of a flexible policy regarding variable remuneration components, i.e., the variable remuneration awarded shall not exceed 100% of the sum of the fixed remuneration elements earned during the same one (1) calendar year for which the variable remuneration was awarded in order to promote reliable and effective risk management, unless the Bank's General Meeting of Shareholders (applicable only to the Bank's Nominated Employees)/the Bank's Management Board as the sole shareholder of the Group companies (applicable to the executives and members of the Management Board of the Group companies, who are Nominated Employees), in accordance with the statutory requirements, increases the maximum ratio of variable to fixed remuneration to 200%.

The Group does not offer guaranteed variable remuneration.

The actual ratio of variable to fixed remuneration in the Group is calculated by adding up all components of the variable remuneration awarded over a certain period and dividing their sum by the amount of the components of fixed remuneration awarded during the same period.

In accordance with the Bank's Remuneration Policy, members of the Bank's Supervisory Council are paid fixed remuneration consisting of the base salary and a supplement. The base salary and supplement to the base salary for members of the Bank's Supervisory Council are determined irrespective of the member's gender, age, nationality, and experience, and is paid on a *pro rata* basis for the preceding month, quarter or at such other intervals as may be specified in the member's contract of service as a member of the Supervisory Council of the Bank.

The amounts of the base salary and supplements to the base salary for members of the Bank's Supervisory Council have been fixed for the full term of office of a member of the Bank's Supervisory Council following the approval of the Remuneration Policy by the Bank's General Meeting of Shareholders on 29 March 2024. For the performance of their duties as members of the Bank's Supervisory Council, members of the Bank's Supervisory Council are paid an annual base salary of EUR 50,000 (before

applicable taxes). The annual supplement to the base salary of a member of the Bank's Supervisory Council for the position of Chairperson of the Bank's Supervisory Council is EUR 200,000 (before applicable taxes), for the position of Chairperson of one committee is EUR 18,000 (before applicable taxes), and for the position of a member of one committee is EUR 10,000 (before applicable taxes). A member of the Bank's Supervisory Council receiving a supplement for the position of Chairperson of a committee does not receive a supplement for the position of a member of the same committee.

In accordance with the Bank's Remuneration Policy, annual variable remuneration may only be granted to Nominated Employees, with the exception of members of the Supervisory Council of the Bank.

Nominated Employees are the members of the Supervisory Council of the Bank, executives of the Bank and certain Group companies and members of the Bank's Management Board, as well as other Bank employees, whose professional activities have a significant impact on the nature of the Bank's and Group's risks, and who, under the applicable laws of the Republic of Lithuania and the European Union, as well as the Bank's internal documents, are considered eligible for annual variable remuneration.

Group companies, taking into account the applicable special regulatory requirements, designate the nominated employees of a specific Group company. Such nominated employees are not considered to be the Nominated Employees. Group companies that are subject to special remuneration requirements under other legislation determine the principles of variable remuneration applicable to Nominated Employees of Group companies and award and pay variable remuneration to them in accordance with the procedures set out in the Group company's internal documents.

Nominated Employees are designated in accordance with the criteria set out in the Resolution of the Board of the Bank of Lithuania on the Approval of the Minimum Requirements for Remuneration Policy and the qualitative and quantitative criteria set out in Commission Delegated Regulation (EU) No. 2021/923.

Representatives from independent risk management, compliance, legal, human resources and other divisions, as appropriate, are involved in the designation of Nominated Employees, as well as the Remuneration Committee and other committees of the Council (Risk, Nomination and/or Audit), within the scope of their responsibilities in relation to remuneration decisions. The list of Nominated Employees is reviewed annually, or more frequently if necessary, e.g., in the event of significant changes in the structure of the Bank/Group, in accordance with the criteria set out in the legislation, and taking into account any additional criteria that may be applicable (if appropriate), reflecting the level of risk inherent in the Group's various activities and the impact of employees on the nature of risk.

The list of Nominated Employees is approved by the Management Board of the Bank, subject to the designation report. The Bank's Supervisory Council is informed of the report on the designation of the Nominated Employees and the list of Nominated Employees. The Bank's Supervisory Council approves all exceptions to the designation of Nominated Employees and reviews and monitors their impact and, if necessary, approves exceptions in the designation of Nominated Employees. In 2025, annual variable remuneration was granted to Nominated Employees for performance in 2024. The granting and payment of annual variable remuneration to Nominated Employees for performance in 2024 were adjusted taking into account the ex-ante risk adjustment conclusion submitted. Following the application of ex-ante adjustments, reducing the level of achievement of objectives, the fund allocated for the distribution of annual variable remuneration to the Bank's Nominated Employees for performance results in 2024 was reduced.

In calculating annual variable remuneration to members of the Bank's Management Board, the Chief Executive Officer, Deputy Chief Executive Officers, Heads of Divisions, heads of significant business units of the Bank, except where the individuals referred to herein are also the heads of internal control functions (i.e., CRO, CCO, Head of Internal Audit Division), the Bank's/Group's performance results carry greater weight than division/certain activity areas/individual performance results. For other Nominated Employees, including heads of internal control functions, the Bank's/Group's performance carries less weight than the performance of a division/certain activity areas/individual or the Group company's performance for the purpose of calculating annual variable remuneration.

The variable remuneration of employees performing risk management, compliance and internal audit functions is awarded for the work performed and the results obtained in connection with the performance of their assigned functions; the performance of the units under their control is not

taken into account. It may be linked, however, to the overall performance of the Bank/Group/Group company or the performance of certain activity areas unrelated to the business units under their control. The remuneration of persons performing these internal control functions should be predominantly fixed, reflecting the nature of their responsibilities. The ratio of variable to fixed remuneration applicable to Nominated Employees performing internal control functions should be lower compared to the ratio of variable to fixed remuneration applicable to Nominated Employees of the business units under their control.

The amount of the annual variable remuneration for Nominated Employees is determined taking into account the financial and non-financial performance, i.e., the results of the assessment of the Bank's/Group's objectives, the results of the assessment of the achievement by the Nominated Employee of the objectives of the Group Company/division/certain group of activities/personal objectives, and the weight assigned to these objectives, the coefficients of the annual variable remuneration approved by the respective body of the Bank, and possible adjustments to the calculated coefficient, which may also be influenced by the employee's non-financial/non-quantitative contribution. The annual variable remuneration is linked to the risk taken by the unit/employee and to the performance of the Group/Group company and the unit/certain areas of activity/employee. The criteria for calculating annual variable remuneration and target ratios also depend on the job position and responsibility, the effect on operating performance as well as the existing and future risks. The relative weighting of the performance criteria of each level (group of posts) is established by the respective body of the Bank that sets the exact proportions/weightings of the targets.

Pursuant to the version of the Remuneration Policy approved by the Bank's General Meeting of Shareholders on 29 March 2024, the annual variable remuneration of the Nominated Employees for their performance in 2024 has been awarded in one of the following ways:

- by awarding the full annual variable remuneration in Bank shares, with a deferral period of 5 or 4 years;
- by awarding 50% of the annual variable remuneration in cash, to be paid immediately, and 50% of the annual variable remuneration in Bank shares, with a deferral period of 4 years;
- by awarding the full annual variable remuneration in cash, to be paid immediately; this method may be used where the annual variable remuneration awarded for a given performance year does not exceed EUR 50,000 (gross) and does not represent more than one third (1/3) of the total annual remuneration of the Nominated Employee to whom the annual variable remuneration is awarded, and where such option is provided for by law.

The deferral period for the annual variable remuneration is determined taking into account the potential risk associated with the outcome of the annual performance review of the Nominated Employee:

- for members of the Bank's Management Board, the Chief Executive Officer and senior management, the deferral period is five (5) years from the date of award of the annual variable remuneration to the date of granting the deferred portion;
- for other Nominated Employees, including those performing internal control functions (other than those serving as members of the Bank's Management Board), the deferral period is four (4) years from the date of award of the annual variable remuneration to the date of granting the deferred portion, unless 100% of the annual variable remuneration is awarded and paid in cash, if the amount awarded for a given year of work does not exceed EUR 50,000 (gross) and does not represent more than one third (1/3) of the total annual remuneration of the Nominated Employee to whom the annual variable remuneration is awarded, and, where applicable, where the law so provides.

The awarded deferred annual variable remuneration or its parts are subject to approval. The approval of the first deferred portion shall take place one year after the award of the annual variable remuneration by approving the specific deferred portion of the annual variable remuneration awarded, and the other deferred portions of the annual variable remuneration shall be approved *pro rata* on an annual basis, taking into account the length of the deferral period; The deferred portion awarded at the time of approval may be adjusted downwards (with the right to reduce to zero) by applying *ex post* adjustments (where applicable), and in compliance with legal requirements.

For Nominated Employees, the annual variable remuneration is awarded only after an annual performance review and based on the results of the most recent year's performance review, i.e., when approving the deferred

portion, the performance assessment results of at least the last three years of the Nominated Employee must be taken into account. Where the duration of the employment or the contract with the Nominated Employee is less than 3 years, decisions are based on the available performance evaluation results.

Pursuant to the Remuneration Policy, the Group does not have a pension scheme and agreements for early retirement are not concluded. The Group does not generally conclude prior agreements about the amount of severance pay and non-compete compensation.

In case of expiry of an employment contract with a Nominated Employee, an agreement on the procedure for the payment of annual variable remuneration and/or outstanding portions thereof must be concluded. Any portions of variable remuneration unpaid/not awarded as at the date of termination of employment of the Nominated Employee are paid/awarded taking into account the employee's performance during the period set by the Bank or Group company, his/her period of service during that year, and in such way that the employee is not remunerated if his/her actions resulted in a loss to the Bank or the Group, except for statutory payments under the law. The award/approval of annual variable remuneration takes place under the same procedure and at the same time as the award/approval of variable remuneration for other employees, regardless of the date on which the employee's employment ends. The same rules apply in the event that no agreement can be reached with the dismissed Nominated Employee as provided for herein.

The amounts of payments related to employment termination/end of term of office (**Severance Pay**) and notice periods are determined based on the statutory amounts of such payments and/or the duration of such notice periods established by legislation and the procedure laid down in this Policy. A Severance Pay exceeding the statutory severance payment amounts may be paid to Nominated Employees only with the approval of the Council, unless the Council has delegated the right to take such decisions to the Management Board. The Severance Pay to a Nominated Employee may not exceed the ratio of variable to fixed remuneration specified in paragraph 4.9 of Remuneration Policy. Severance Pay shall be linked to performance over the entire period of activity and are determined so as not to reward failure to fulfil obligations or misconduct and/or underperformance. Severance Pay to members of the Bank's Management Board holding other positions in the Bank, to the Bank's Chief Executive Officer and his/her deputies, and to the Head of the Internal Audit Division and other key function holders is subject to the prior decision/approval of the Council. Severance Pay is considered to be variable remuneration. The Severance Pay is granted in accordance with the method of granting the annual variable remuneration applicable to the Nominated Employee and applying the same principles of approval, award and withholding as those applicable to the deferred portion of the annual variable remuneration in accordance with this Policy and other internal documents of the Bank. The amount of Severance Pay and the procedure for awarding it is set out in the internal documents of the Bank.

In the event of resignation or removal of a member of the Bank's Supervisory Council, or in any other case where the term of office of a member of the Bank's Supervisory Council ends before the expiry of the term of office, no benefits or compensation are payable in connection with the termination of the contract of the member of the Supervisory Council of the Bank. In such a case, the member of the Bank's Supervisory Council is paid a portion of his/her remuneration in proportion of his/her time of service as the member or Chairperson of the Bank's Supervisory Council and/or a member/Chairperson of a committee of the Bank for which remuneration has not yet been paid.

Information on the performance assessment criteria on which the entitlement to shares, options or variable remuneration components is based. The main criteria and reasons for the variable remuneration system and other non-monetary benefits.

The annual variable remuneration, including the deferred portion thereof, may be allocated, approved, granted and/or paid only where the financial position of the Bank/Group is sustainable, following the application of *ex ante* and *ex post* adjustments (where applicable) and without prejudice to the requirements of other laws. The Bank's assessment of current and potential future risks, including ESG risk, arising from, or directly related to, the payment of annual variable remuneration is based on the Bank's assessment of quantitative and qualitative criteria. Quantitative criteria are the Bank's capital and liquidity ratios, and qualitative criteria are the Bank's business continuity risk management indicators. Annual variable remuneration must be reduced or not paid at all upon proposal of the Bank's management/supervisory bodies/Remuneration Committee, if the performance of the Bank/Group fails to meet the indicators set out in the

strategy, or where losses are recorded, where the Nominated Employee has acted in bad faith or where his/her actions resulted in a loss to the Bank or the Group. The annual variable remuneration may be withheld if the Nominated Employee has not completed a full calendar year of service.

In accordance with the Remuneration Policy, the deferred portions of the annual variable remuneration are made available to the Nominated Employee in line with the deferral period of the annual variable remuneration applicable to the position of Nominated Employee:

- where a 5-year deferral period applies, 3/5 of the deferred portion is granted 3 years after the award of the annual variable remuneration, 1/5 of the deferred portion is granted 4 years after the award of the annual variable remuneration, and the remaining 1/5 of the deferred portion is granted 5 years after the award of the annual variable remuneration;
- where a 4-year deferral period applies, 3/4 of the deferred portion is granted 3 years after the award of the annual variable remuneration, and the remaining 1/4 of the deferred portion is granted 4 years after the award of the annual variable remuneration.

The deferred portion may be granted through an option agreement between the Bank and the Nominated Employee, whereby the Bank grants the Nominated Employee the right to acquire the Bank's shares at no cost upon the expiry of the deferral period, or by any other method determined by the Bank's Management Board. The annual variable remuneration, or part thereof, granted in Bank shares is subject to a one-year restriction period for the right of transfer (retention period) from the date of granting the shares, during which time the Nominated Employee may not transfer, pledge, otherwise encumber or otherwise dispose of the shares granted.

The Bank's shares as a portion of the annual variable remuneration payable to Nominated Employees are awarded in accordance with the Rules for Awarding Shares approved by the General Meeting of Shareholders of the Bank; they are awarded to ensure the interest of the Group in increasing employee engagement, promoting long-term employment with the Group and pursuing its long-term strategic objectives. Employees are prohibited from taking out personal insurance through hedging strategies or insurance against decrease in variable remuneration to mitigate the impact of the risks identified in the application of the principles used to calculate their variable remuneration.

In 2025, a long-term incentive programme was approved in the Remuneration Policy, applicable to Nominated Employees whose professional activities have the most significant impact on the Bank's risk profile, under which variable remuneration may be awarded through long-term incentive schemes. The decision on the application of the programme to specific Nominated Employees and the determination of the programme conditions is taken by the Supervisory Council of the Bank in accordance with the requirements set out in the Remuneration Policy.

Long-term incentive programmes are applied for a period of at least three years. Under such programmes, remuneration is awarded 100% in Bank shares, subject to a five-year deferral period and a one-year retention period, taking into account the potential risk associated with the performance assessment results of the Nominated Employee. Variable remuneration may exceed 100% of the amount of fixed remuneration received, but may not exceed 200%. Employees performing internal control functions are subject to a lower variable to fixed remuneration ratio than employees of the units under their control.

The application of an increased variable to fixed remuneration ratio must be justified by an assessment confirming that it does not have a negative impact on the soundness of the Bank's capital base and does not breach the requirements of legal acts, including Directive 2013/36/EU and Regulation (EU) No. 575/2013. In addition, such a ratio may be applied only where there is no decision of the General Meeting of Shareholders revoking this possibility and where the Supervisory Council has assessed the conclusions of the evaluation carried out by the Chief Risk Officer.

Under long-term incentive programmes, variable remuneration depends on at least one year of performance results of the Nominated Employee and on future results over a period of three years or longer. The Supervisory Council determines the specific conditions, the fulfilment of which gives rise to entitlement to variable remuneration; where future performance results are not achieved, remuneration is proportionately reduced down to zero. The right to receive variable remuneration is retained only if, at the end of the programme, the employee remains employed by the Bank and holds a position having a particularly significant impact on the Bank's risk profile.

The programme may provide for interim annual performance results granting a portion of variable remuneration where final results are not achieved or where the employee leaves without fault (a good leaver). Good leaver cases include retirement, serious illness, death, changes in professional functions or termination of employment by mutual agreement without fault. Termination of employment for cause (a bad leaver) includes fraud, breaches of contract or legal acts, failure to meet professional duties or other actions entitling the Bank to dismiss the employee without severance pay, except in cases approved by decision of the Supervisory Council.

Variable remuneration awarded to Nominated Employees under long-term incentive programmes is subject to the requirements for the award and payment of annual variable remuneration set out in this Policy and other internal documents of the Bank, ensuring transparency, effective risk management and compliance with legal acts.

GENERAL QUANTITATIVE INFORMATION ON REMUNERATION

Average monthly remuneration of the Bank's and the Group's employees before taxes

Bank	Management personnel		Other employees		Group	Management personnel		Other employees	
	Average number of employees	Average monthly salary, EUR	Average number of employees	Average monthly salary, EUR		Average number of employees	Average monthly salary, EUR	Average number of employees	Average monthly salary, EUR
2025	82	10,923	999	3,299	114	10,074	1,092	3,291	
2024	81	9,933	914	2,788	114	9,063	1,009	2,562	

Information on the remuneration of Nominated Employees of the Bank and the Group in 2025, before tax

As at 31 December 2025, the Group had 33 Nominated Employees, including: 29 at the Bank, 4 at Artea Lizingas UAB, holding the Nominated Positions, whose professional activities have a significant impact on the risk profile of the Group and which are determined by the Management Board of the Bank in accordance with the applicable legislation of the Republic of Lithuania and European Union, and the internal documents of the Bank.

In 2024, an assessment of the Nominated Positions has been carried out and the Group's list of Nominated Positions has been updated in accordance with the qualitative and quantitative criteria set out in Directive

2013/36/EU and Commission Delegated Regulation (EU) No. 2021/923. The list remained unchanged in the context of the Group's business lines.

The tables below provide aggregate quantitative information for the Bank and the Group:

- Data on Nominated Employees by position are based on the positions identified on 31 December 2025. Remuneration information for 2025 is presented including employees who held Nominated Employee positions in 2025. Information relating to Nominated Employees who became members of a management body performing a management function during 2025 is presented separately for the relevant period according to their positions in both

the Business Areas section and the Management Body Performing a Management Function section.

- Fixed remuneration includes payments made in the respective year: base salary, holiday pay, sick leave, income in kind, additional benefits (e.g., pension insurance and accumulation, health insurance contributions, cash gifts/bonuses, prizes, death benefits, etc.).
- Variable remuneration includes payments made in the respective year: bonuses and premiums; cash portion of the annual variable remuneration awarded (deferred portion of the annual variable remuneration awarded in shares is excluded); deferred share-based components of annual variable remuneration paid.
- Deferred variable remuneration for previous periods includes data on recipients who hold or previously held Nominated Employee positions and who were awarded annual variable remuneration for earlier performance periods.
- Fixed remuneration of members of the Bank's management body performing the supervisory function (no variable remuneration is paid to members of the Bank's management body performing the supervisory function), and fixed and variable remuneration for members of the Bank's and the Group's management body exercising the management function.
- Members of the management body exercising the management function are understood to include members of the Management Board and the Chief Executive Officer of the Bank, members of the Management Board and the Chief Executive Officer of Artea Lizingas UAB. Information on members of the management body exercising the management function is presented separately and

- Fixed and variable remuneration of the Bank's and the Group's Nominated Employees, broken down by Business Area.
- The Nominated Employees performing investment banking functions are responsible for the investment services business functions, which include the provision of investment services to customers in the areas of corporate finance advisory services, private equity, capital markets, trading and sales.
- The Nominated Employees performing retail banking functions are responsible for corporate and private customer transactions and lending activities.
- The Nominated Employees performing asset management functions are responsible for portfolio management, UCITS management and other forms of asset management.
- The Nominated Employees performing the operational functions are responsible for information technology, information security, human resources, outsourcing of essential or critical operational functions.
- The Nominated Employees performing the independent internal control functions are those performing an independent risk management function, a compliance function or an internal audit function.
- Values in the Total column are calculated by summing information under Members of the management body performing the supervisory function, Members of the management body performing the management function and Business areas.

In 2025, no Nominated Employee in the Bank and the Group received total

Group, 2025	Members of the management body performing the supervisory function	Members of the management body performing the management function	Employees bearing significant risks (Nominated Employees) Areas of business						Total
			Investment banking	Retail banking	Asset management	Operational function	Independent internal control functions	Other	
Number of members of the Supervisory Council and the Management Board, pcs.	8	9	-	-	-	-	-	-	17
Number of recipients acting as Nominated Employees, pcs.	-	-	1	9	-	1	5	5	21
Number of recipients performing senior management functions, pcs.	-	-	-	-	-	1	1	-	2
FIXED REMUNERATION IN 2025	775	1,982	111	1,193	-	273	179	192	4,705
Number of beneficiaries, pcs.	8	13	1	9	-	2	6	5	44
ANNUAL VARIABLE REMUNERATION FOR 2024 AWARDED IN 2025	-	1,307	46	671	-	115	110	96	2,345
Number of beneficiaries, pcs.	-	13	2	9	-	1	7	4	36
Non-deferred annual variable remuneration for 2024 awarded in cash in 2025 (paid in 2025)	-	149	23	336	-	16	110	96	730
Deferred annual variable remuneration for 2024 awarded in shares in 2025 (not paid)	-	1,160	23	336	-	99	-	-	1,618
Deferred (not paid) annual variable remuneration for 2024 awarded in shares in 2025, number of shares	-	1,370	27	397	-	117	-	-	1,911
Variable remuneration as a percentage of fixed remuneration (awarded for 2024), %	-	63%	41%	56%	-	42%	61%	50%	50%
Guaranteed variable remuneration in 2025	-	-	-	-	-	-	-	-	-
Number of beneficiaries, pcs.	-	-	-	-	-	-	-	-	-
Payments related to termination in 2025	-	505	-	-	-	-	-	-	505
Number of beneficiaries, pcs.	-	3	-	-	-	-	-	-	3
Of whom: maximum amount per person	-	209	-	-	-	-	-	-	209
Deferred variable remuneration for prior periods	-	2,155	11	824	-	152	101	139	3,382
Deferred annual variable remuneration for 2021 awarded in shares in 2022 and paid in 2025,	-	643	11	241	-	33	48	50	1,026
Deferred annual variable remuneration for 2022 awarded in shares in 2023 outstanding at 31/12/2025	-	632	-	316	-	43	53	66	1,110
Deferred annual variable remuneration for 2023 awarded in shares in 2024 outstanding at 31/12/2025	-	880	-	267	-	76	-	23	1,246

is not repeated in the Business Area data, unless the Nominated Employee became a member of the Bank's Management Board in the current year.

remuneration (fixed and variable) in the range of EUR 1 million to EUR 1.5 million

MANAGEMENT REPORT

Bank, 2025	Members of the management body performing the supervisory function	Members of the management body performing the management function	Employees bearing significant risks (Nominated Employees) Areas of business						Total
			Investment banking	Retail banking	Asset management	Operational function	Independent internal control functions	Other	
Number of members of the Supervisory Council and the Management Board, pcs.	8	5	-	-	-	-	-	-	13
Number of recipients acting as Nominated Employees, pcs.	-	-	1	9	-	1	5	5	21
Number of recipients performing senior management functions, pcs.	-	-	-	-	-	1	1	-	2
FIXED REMUNERATION in 2025	775	1,527	111	1,193	-	273	179	192	4,250
Number of beneficiaries, pcs.	8	9	1	9	-	2	6	5	40
ANNUAL VARIABLE REMUNERATION FOR 2024, AWARDED IN 2025	-	1,059	46	671	-	115	110	96	2,097
Number of beneficiaries, pcs.	-	9	1	9	-	1	5	4	29
Non-deferred annual variable remuneration for 2024 awarded in cash in 2025 (paid in 2025)	-	110	23	336	-	16	110	96	691
Deferred annual variable remuneration for 2024 awarded in shares in 2025 (not paid)	-	1,034	23	336	-	99	-	-	1,492
Deferred (not paid) annual variable remuneration for 2024 awarded in shares in 2025, number of shares	-	1,223	27	397	-	117	-	-	1,764
Variable remuneration as a percentage of fixed remuneration (awarded for 2024), %	-	70%	41%	56%	-	42%	62%	50%	49%
Guaranteed variable remuneration in 2025	-	-	-	-	-	-	-	-	-
Number of beneficiaries, pcs.	-	-	-	-	-	-	-	-	-
Payments related to termination in 2025	-	505	-	-	-	-	-	-	505
Number of beneficiaries, pcs.	-	3	-	-	-	-	-	-	3
Of whom: maximum amount per person	-	209	-	-	-	-	-	-	209
Deferred variable remuneration for prior periods	-	1,691	11	824	-	152	101	139	2,918
Deferred annual variable remuneration for 2021 awarded in shares in 2022 and paid in 2025	-	496	11	241	-	33	48	50	879
Deferred annual variable remuneration for 2022 awarded in shares in 2023 outstanding at 31/12/2025	-	437	-	316	-	43	53	66	915
Deferred annual variable remuneration for 2023 awarded in shares in 2024 outstanding at 31/12/2025	-	758	0	267	-	76	0	23	1,124

GROUP STRUCTURE

	Nature of activities	Registration date	Company code	Address	Tel.	e- mail, website
Artea Bank AB	commercial banking	04/02/1992	112025254	Tilžės str.149 LT-76348 Šiauliai	+370 41 595 607	info@artea.lt , www.artea.lt

The Bank directly controls the following subsidiaries

	Nature of activities	Registration date	Company code	Address	El. puslapis
UAB Artea lizingas	finance lease, consumer credits.	14/07/1997	234995490	Laisvės al. 80, LT-44249 Kaunas	
UAB Artea turto fondas	real estate management	13/08/2002	145855439	Vilniaus str. 167, LT-76352 Šiauliai	
Artea Life Insurance	life insurance	31/08/2000	110081788	Laisvės pr. 3, LT-04215 Vilnius	www.artea.lt
UAB Artea Retrofit Fund 1*	multi-apartment renovation financing	05/04/2022	306057616	Tilžės g. 149, LT-76348 Šiauliai	
UAB Artea Asset Management	fund management	07/02/2023	306241274	Gynėjų g. 14, LT-01109 Vilnius	
UAB Artea Retrofit Fund 2*	multi-apartmen renovation financing	21/02/2024	306682354	Tilžės g. 149, LT-76348 Šiauliai	

*not consolidated under IFRS 10 requirements

OTHER INFORMATION, PUBLISHED INFORMATION AND MAJOR EVENTS

TRANSACTIONS WITH RELATING PARTIES

Information on these transactions with related parties is provided in note 27 to the Bank's financial statements for the year 2025.

INFORMATION ON SANCTIONS IMPOSED

During 2025, neither Artea Bankas nor the Group companies were subject to any sanctions.

INFORMATION ON RESEARCH AND DEVELOPMENT ACTIVITIES

The Bank is continuously investing and exploring opportunities to support expansion and enhance operational efficiency. The Bank does not perform research activities. The most significant development at this time is the ongoing change of the Bank's core banking system, which is expected to further strengthen operational capabilities and support future growth.

INFORMATION ABOUT HARMFUL TRANSACTIONS

During the reporting period, no harmful transactions that were not in accordance with the Bank's objectives, normal market conditions, harming the interests of shareholders or other groups of persons and which had or could have a negative impact on the Bank's activities or results of operations were concluded. There were also no transactions where the Bank's executives, controlling shareholders or other related parties would have been in a conflict of interest due to their different duties to the Bank and their private interests and / or duties.

REPORTS ON MATERIAL EVENTS

In accordance with the procedures set by the Charter of the Bank and the legal acts of the Republic of Lithuania reports on material events are announced in the Central regulated information base and on the Bank's website at:

[Homepage](#) › [Bank Investors](#) › [Reports on Stock Events](#)

Other important events are available on the Bank's website at:

[Homepage](#) › [About Us](#) › [News](#)

Chief Executive Officer

5 March 2026



Vytautas Sinius



GOVERNANCE INFORMATION FOR 2025

(Additional Information to the Consolidated Management Report for 2025)

Following Article 24th of the Law on Reporting of Enterprises and Groups of Enterprises of the Republic of Lithuania, the Bank discloses its compliance with its specific provisions or recommendations.

Clause 1. Reference (s) to the applicable Corporate Governance Code (Codes) and where it is (they are) published and / or a reference to all publicly available information on corporate governance practices.

The Bank's shares are traded on a regulated market and are listed on the Nasdaq Baltic Main List. Following Article 12(3) of the Law on Securities of the Republic of Lithuania and clause 25.4 of the Listing Rules of Nasdaq Vilnius, the Governance Code for the companies quoted on the Nasdaq Vilnius applies to the Bank, which has been prepared by Nasdaq Vilnius in accordance with the Commission recommendation 2014/208/ES dated 09 April 2014 approved by the European Commission regarding quality of governance reporting provided by undertakings. The Bank follows the Corporate Governance Report form approved by the Board of Nasdaq Vilnius AB on 15 January 2019 which is prepared in accordance with the Governance Code for Listed Companies approved by the Board of Nasdaq Vilnius on 15 January 2019.

Clause 2. In the event of a deviation from, and / or non-compliance with the applicable provisions of corporate governance code (s), the provisions being deviated from and / or not complied with and the reasons for it.

Following Article 12(3) of the Law on Securities of the Republic of Lithuania and clause 25.4 of the Listing Rules of Nasdaq Vilnius AB, the Bank discloses its compliance with the Governance Code for the companies quoted on the Nasdaq Vilnius AB, its specific provisions and

recommendations. Where the Bank does not meet some of its provisions or recommendations, it is indicated which specific provisions or recommendations are not met and explanatory information is provided.

Free Form Summary of the Corporate Governance Report

According to the Articles of Association, the Bank's bodies are the General Meeting of Shareholders, the Supervisory Council, the Management Board and the Chief Executive Officer. The Bank's Supervisory Council is a collegial eight-member supervisory body with four independent members. The Management Board of the Bank is an eight-member collegiate executive body of the Bank, consisting of the Chief Executive Officer, Deputy Chief Executive Officers and Heads of Bank Divisions. The Bank has 7 committees. 5 Committees – Risk, Audit, Nomination, Remuneration, Corporate Affairs – are formed by the decision of the Supervisory Council from the members of the Supervisory Council, 2 Committees – Loan and Risk Management – by the decision of the Management Board.

The Supervisory Council is elected by the General Meeting of Shareholders for the term of 4 years. The Management Board of the Bank is also elected by the Supervisory Council for a 4-year term. The Management Board of the Bank elects and dismisses the Chief Executive Officer and his/her Deputies, determines the remuneration of the Chief Executive Officer and other conditions of the employment contract.

More information about the Bank's management, shareholder rights, the activities of the Supervisory Council, the Management Board of the Bank and committees, their members, internal control and risk management systems is provided in the Bank's consolidated management report for the year ended December 31, 2025.

Structured table for disclosure

PRINCIPLES/ RECOMMENDATIONS	YES /NO/NOT APPLICABLE
I Principle. General meeting of shareholders, equitable treatment of shareholders, and shareholders' rights.	
<u>1. The corporate governance framework should ensure the equitable treatment of all shareholders. The corporate governance framework should protect the rights of shareholders.</u>	
1.1. All shareholders should be provided with access to the information and/or documents established in the legal acts on equal terms.	Yes
COMMENT	
The information required by legislation and the Bank's documents is publicly available on the Bank's website in Lithuanian and English. All shareholders have the same statutory rights to attend general meetings.	
1.2. It is recommended that the company's capital should consist only of the shares that grant the same rights to voting, ownership, dividend and other rights to all of their holders.	Yes
COMMENT	
The Bank's authorised capital consists of 652,398,897 ordinary registered shares with a par value of EUR 0.29 each. Each share grants one vote at the general meeting. All shares of the Bank entitle the holders to equal rights.	
1.3. It is recommended that investors should have access to the information concerning the rights attached to the shares of the new issue or those issued earlier in advance, i.e. before they purchase shares.	Yes
COMMENT	
The Bank's website contains the Bank's Articles of Association which establish the rights granted to the holders of the Bank's shares. When new shares are issued, the rights granted by the shares shall be disclosed in the prospectus and in other publicly available issue documents.	
1.4. Exclusive transactions that are particularly important to the company, such as transfer of all or almost all assets of the company which in principle would mean the transfer of the company, should be subject to approval of the general meeting of shareholders.	No
COMMENT	
When approving the Articles of Association of the Bank, the General Meeting of Shareholders transferred the right to approve the decisions of the Management Board regarding the sale of a significant part of the assets to the Supervisory Council of the Bank (without prejudice to the requirements of the Law on Companies of the Republic of Lithuania). It should be noted that in the event of a particularly significant transaction, the Bank's bodies, the Management Board of the Bank or the Supervisory Council, could decide to convene a GMS on this issue, although such an obligation is not directly enshrined in the Bank's Articles of Association. For example, at the Extraordinary General Meeting of Shareholders held on 22 February 2023, the issue of <i>approval of the implementation of the Master Agreement regarding merger of Invalda INVL AB retail asset management and life insurance businesses with the Artea Bankas AB Group</i> was put to the vote.	
1.5. Procedures for convening and conducting a general meeting of shareholders should provide shareholders with equal opportunities to participate in the general meeting of shareholders and should not prejudice the rights and interests of shareholders.	Yes

The chosen venue, date and time of the general meeting of shareholders should not prevent active participation of shareholders at the general meeting. In the notice of the general meeting of shareholders being convened, the company should specify the last day on which the proposed draft decisions should be submitted at the latest.

COMMENT

The General Meetings of Shareholders of the Bank are held in Vilnius/Šiauliai at an address and time announced in advance. Ordinary shareholders' meetings are held at the end of March (i.e., within 3 months after the end of the financial year) extraordinary – when necessary. The notice convening the General Meeting of Shareholders shall specify that the draft resolutions may be submitted in writing or by e-mail before the time indicated on the date of the meeting and shall be communicated to the Chairperson after he/she has announced the agenda of the meeting, until the meeting begins to discuss the agenda items.

1.6. With a view to ensure the right of shareholders living abroad to access the information, it is recommended, where possible, that documents prepared for the general meeting of shareholders in advance should be announced publicly not only in Lithuanian language but also in English and/or other foreign languages in advance. It is recommended that the minutes of the general meeting of shareholders after the signing thereof and/or adopted decisions should be made available publicly not only in Lithuanian language but also in English and/or other foreign languages. It is recommended that this information should be placed on the website of the company. Such documents may be published to the extent that their public disclosure is not detrimental to the company or the company's commercial secrets are not revealed.

Yes

COMMENT

All information and documents of the General Meeting of Shareholders are drafted in Lithuanian and English and are publicly available on the Bank's website and through the GlobeNewswire information delivery system regulated by the Nasdaq Baltic.

1.7. Shareholders who are entitled to vote should be furnished with the opportunity to vote at the general meeting of shareholders both in person and in absentia. Shareholders should not be prevented from voting in writing in advance by completing the general voting ballot.

Yes

COMMENT

The Bank's Shareholders have the right to participate in the Shareholders' meeting both in person and through a representative, by issuing a duly authorised proxy or concluding a transfer of voting rights in accordance with the procedure established by legal acts. Shareholders are also be provided with the opportunity to vote in writing in advance by completing the general ballot paper and submitting it to the Bank prior to the meeting.

1.8. With a view to increasing the shareholders' opportunities to participate effectively at general meetings of shareholders, it is recommended that companies should apply modern technologies on a wider scale and thus provide shareholders with the conditions to participate and vote in general meetings of shareholders via electronic means of communication. In such cases the security of transmitted information must be ensured and it must be possible to identify the participating and voting person.

No

COMMENT

Due to the specific nature of the Bank's share accounting, where voting is done through intermediaries and the beneficial owners of part of the shares are not known to the Bank prior to the disclosure at the General Meeting of Shareholders, the Bank does not itself encourage or initiate the possibility to participate and vote in General Meetings of Shareholders by electronic means of communication. However, the Bank would be prepared to allow shareholders to participate in the General Meeting of Shareholders and to vote by electronic means and to provide voting instructions, if so requested by shareholders holding shares carrying at least 1/10 of the total votes.

1.9. It is recommended that the notice on the draft decisions of the general meeting of shareholders being convened should specify new candidatures of members of the collegial body, their proposed remuneration and the proposed audit company if these issues are included into the agenda of the general meeting of shareholders. Where it is proposed to elect a new member of the collegial body, it is recommended that the information about his/her educational background, work experience and other managerial positions held (or proposed) should be provided.

Yes

COMMENT

The information published together with the draft decisions discloses information about the proposed candidates, as well as data on their education, work experience, and other positions held. Information about the remuneration paid to members of the Supervisory Council is set out in the remuneration policy, which is approved by the Bank's General Meeting of Shareholders and published on the Bank's website. In 2025, one (1) new independent member was elected to the Bank's Supervisory Council, with detailed information about the candidate's education, work experience, and other positions held being presented to the General Meeting of Shareholders.

The name of the audit firm proposed to the general meeting of shareholders and the proposed remuneration for audit services are presented in the draft resolution for the relevant item on the meeting agenda.

1.10. Members of the company's collegial management body, heads of the administration² or other competent persons related to the company who can provide information related to the agenda of the general meeting of shareholders should take part in the general meeting of shareholders. Proposed candidates to member of the collegial body should also participate in the general meeting of shareholders in case the election of new members is included into the agenda of the general meeting of shareholders.

Yes

COMMENT

General Meetings of Shareholders, which are organised and coordinated in advance, are always attended by persons who can provide information related to the agenda of the meeting.

Proposed candidates shall always attend the General Meeting of Shareholders who elect the members of the Supervisory Council except in special cases (e.g., if physical attendance at the meeting would not possible due to the illness, quarantine regime or other important circumstances).

² For the purposes of this Code, heads of the administration are the employees of the company who hold top level management positions.

II Principle. Supervisory Council

2.1 Functions and liability of the supervisory council

The Supervisory Council of the company should ensure representation of the interests of the company and its shareholders, accountability of this body to the shareholders and objective monitoring of the company's operations and its management bodies as well as regularly provide recommendations to the management bodies of the company.

The supervisory council should ensure the integrity and transparency of the company's financial reporting and control system.

<p>2.1.1. Members of the Supervisory Council should act in good faith, with care and responsibility for the benefit and in the interests of the company and its shareholders and represent their interests, having regard to the interests of employees and public welfare.</p>	Yes
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COMMENT

The members of the Supervisory Council act in accordance with the principles of good governance and perform their functions taking into account the interests of the Bank and its shareholders, depositors and other stakeholders. The obligations specified in the recommendation are enshrined in the agreement on the activities of each member of the Supervisory Council and in the Rules of Procedure of the Supervisory Council.

<p>2.1.2. Where decisions of the Supervisory Council may affect the interests of the company's shareholders differently, the Supervisory Council should treat all shareholders impartially. It should ensure that shareholders are properly informed about the company's strategy, risk management and control and resolution of conflicts of interest.</p>	Yes
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COMMENT

The Supervisory Council follows the recommendations. Before making decisions, the members of the Supervisory Council assess their influence on the activities of the Bank and the shareholders of the Bank. The Bank shall comply with the disclosure requirements of listed companies and shall ensure that the Bank's shareholders are properly informed about the Bank's strategy, operations and risk management and control.

<p>2.1.3. The supervisory council should be impartial in passing decisions that are significant for the company's operations and strategy. Members of the supervisory council should act and pass decisions without an external influence from the persons who elected them.</p>	Yes
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COMMENT

When making decisions that affect the Bank's activities and strategy, the Supervisory Council acts independently, in accordance with the requirements of the law. The work and decisions of the members of the Supervisory Council are not influenced by the persons who elected them.
The rules of procedure of the Supervisory Council and the agreements concluded on the activities of the members of the Supervisory Council stipulate that each member must be prepared and able to act objectively, critically, and independently, and to make reasonable, objective, and independent decisions.

<p>2.1.4. Members of the supervisory council should clearly voice their objections in case they believe that a decision of the Supervisory Council is against the interests of the company. Independent³ members of the Supervisory Council should: a) maintain independence of their analysis and decision-making; b) not seek or accept any unjustified privileges that might compromise their independence.</p>	Yes
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COMMENT

The members of the Supervisory Council have the right to express their opinion on all issues on the agenda of the meeting, which must be duly reflected in the minutes of the meeting in accordance with the Rules of Procedure of the Supervisory Council. The Rules of Procedure of the Supervisory Council oblige the members of the Supervisory Council to constructively and critically evaluate the proposals, explanations and information submitted to the Supervisory Council. Also, in the event of circumstances that could cause a conflict of interest between a member of the Supervisory Council and the Bank, the member of the Supervisory Council must immediately inform the Bank and the Supervisory Council in writing about such new circumstances. The obligations specified in the recommendation are enshrined in the agreement on the activities of a member of the Supervisory Council and in the Rules of Procedure of the Supervisory Council.

<p>2.1.5. The supervisory council should oversee that the company's tax planning strategies are designed and implemented in accordance with the legal acts in order to avoid faulty practice that is not related to the long-term interests of the company and its shareholders, which may give rise to reputational, legal or other risks.</p>	Yes
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COMMENT

The Bank's Supervisory Council supervises the Bank's bodies in the exercise of their its responsibilities, including ensuring that all the Bank's strategies (as well as the tax planning strategy) are developed and implemented in accordance with legal acts.

<p>2.1.6. The company should ensure that the supervisory council is provided with sufficient resources (including financial ones) to discharge their duties, including the right to obtain all the necessary information or to seek independent professional advice from external legal, accounting or other experts on matters pertaining to the competence of the supervisory council and its committees.</p>	Yes
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COMMENT

The Bank ensures the Supervisory Council is provided with the resources necessary for its activities – it technically services the meetings of the Supervisory Council, ensures the secretarial function and provides all the necessary information.
The Rules of Procedure of the Supervisory Council also provide for the right of the Supervisory Council to call on the assistance of other specialists (i.e., consultants, subject matter experts, personal assistants, etc.)(, considering issues within the areas of responsibilities of the Supervisory Council.

II Principle. Supervisory Council

2.2 Formation of the Supervisory Council

³ For the purposes of this Code, the criteria of independence of members of the Supervisory Council are interpreted as the criteria of unrelated parties defined in Article 31(7) and (8) of the Law on Companies of the Republic of Lithuania.

The procedure of the formation of the Supervisory Council should ensure proper resolution of conflicts of interest and effective and fair corporate governance.

<p>2.2.1. The members of the supervisory council elected by the general meeting of shareholders should collectively ensure the diversity of qualifications, professional experience and competences and seek for gender equality. With a view to maintain a proper balance between the qualifications of the members of the Supervisory Council, it should be ensured that members of the supervisory council, as a whole, should have diverse knowledge, opinions and experience to duly perform their tasks.</p>	Yes
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COMMENT

Shareholders, in assessing the qualifications and professional experience of the members of the Supervisory Council, shall vote accordingly at the General Meeting of Shareholders in respect of the proposed candidates to the Supervisory Council. Before recommending candidates to the Supervisory Council to the General Meeting of Shareholders, the Nomination Committee evaluates the candidates for the members of the Supervisory Council in accordance with the applicable legal regulations and the Bank's internal legal acts. The evaluation also includes a collective evaluation of the Supervisory Council as a body. The diversity of the qualifications, professional experience and competence of the members of the Supervisory Council is ensured by the fact that a member of the Supervisory Council (nominated or already elected at the shareholders meeting) is allowed to start his/her duties only with the permission of the supervisory authority. The supervisory authority shall also assess the individual and collective suitability of the members of the Supervisory Council when issuing an approval. The composition of the Supervisory Council is in line with the requirements set out in the Bank's Diversity Policy adopted in 2022, including the criterion of under-representation of the genders in the Bank's collegial body.

<p>2.2.2. Members of the supervisory council should be appointed for a specific term, subject to individual re-election for a new term in office in order to ensure necessary development of professional experience.</p>	Yes
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COMMENT

The Supervisory Council is elected for four years. The number of terms of office of a person in the Supervisory Council shall not be limited unless the person is considered to be an independent member. The General Meeting of Shareholders may remove the entire Supervisory Council or its individual members before the end of the term of office and may elect new members until the end of the term of office of the existing Supervisory Council.

<p>2.2.3. Chair of the supervisory council should be a person whose current or past positions constituted no obstacle to carry out impartial activities. A former manager or management board member of the company should not be immediately appointed as chair of the supervisory council either. Where the company decides to depart from these recommendations, it should provide information on the measures taken to ensure impartiality of the supervision.</p>	Yes
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COMMENT

The other (former) duties of the Chair of the Supervisory Council do not prevent him/her from acting impartially as the Chair of the Supervisory Council. The current Chairman of the Supervisory Council (the independent Supervisory Council member) does not hold any other positions, either has not been the Chief Executive Officer or a member of the Management Board of the Bank.

<p>2.2.4. Each member should devote sufficient time and attention to perform his duties as a member of the Supervisory Council. Each member of the Supervisory Council should undertake to limit his other professional obligations (particularly the managing positions in other companies) so that they would not interfere with the proper performance of the duties of a member of the Supervisory Council. Should a member of the Supervisory Council attend less than a half of the meetings of the Supervisory Council throughout the financial year of the company, the shareholders of the company should be notified thereof.</p>	Yes
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COMMENT

The members of the Supervisory Council devote sufficient time and attention to their duties as members of the Supervisory Council. In 2025, 13 (thirteen) Supervisory Council meetings were held, of which 3 (three) were extraordinary, and 3 (three) times the Supervisory Council made decisions by poll (i.e., by written vote). All members of the Supervisory Council attended the regular meetings. All members of the Supervisory Council attended the 2 (two) extraordinary meetings of the Supervisory Council, which were convened on an urgent basis, and 6 (six) of the 7⁴ (seven) members. During 2025 Annual General meeting was held as at 2025.03.31. During this last Annual General Meeting CEO (Vytautas Sinius), CFO (Donatas Savickas), Chairman Of Supervisory Council (Valdas Vitkauskas) and other members participated.

<p>2.2.5. When it is proposed to appoint a member of the Supervisory Council, it should be announced which members of the Supervisory Council are deemed to be independent. The Supervisory Council may decide that, despite the fact that a particular member meets all the criteria of independence, he/she cannot be considered independent due to special personal or company-related circumstances.</p>	Yes
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COMMENT

The current Supervisory Council, whose term of office lasts until the next ordinary general meeting of shareholders in 2028, has five (5) independent members. This information is disclosed in the Bank's annual consolidated management reports and on its website. The Supervisory Council has not decided that any of the current independent members cannot be considered independent.

<p>2.2.6. The amount of remuneration to members of the supervisory council for their activity and participation in meetings of the Supervisory Council should be approved by the general meeting of shareholders.</p>	Yes
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COMMENT

For their activities and participation in meetings, the members of the Supervisory Council are paid a fixed remuneration which consists of a salary and an additional compensation paid for performing additional functions while holding the position of a member of the Supervisory Council (Chair of the Supervisory Council, Chair of the Committee, Committee member).

⁴ On the day of the extraordinary meeting of the Supervisory Council, 7 members of the Supervisory Council were in office.

The annual amount of the official remuneration and the percentage of bonuses to the official remuneration paid to a member of the Supervisory Council for the entire term of office shall be approved by the General Meeting of Shareholders of the Bank when approving the Remuneration Policy.

2.2.7. Every year the Supervisory Council should carry out an assessment of its activities. It should include evaluation of the structure of the Supervisory Council, its work organization and ability to act as a group, evaluation of the competence and work efficiency of each member of the Supervisory Council, and evaluation whether the Supervisory Council has achieved its objectives. The Supervisory Council should, at least once a year, make public respective information about its internal structure and working procedures.

Yes

COMMENT

Each year, the members of the Supervisory Council participate in a joint assessment of the effectiveness of the Bank's internal governance system, which includes an assessment of the structure, work organization and ability to function as a group, as well as an assessment of the competence and performance of each Supervisory Council member and an assessment of whether the Supervisory Council has achieved its set objectives. The composition and operating procedures of the Supervisory Council are set out in the Bank's Articles of Association and are also published in the annual consolidated management reports.

III Principle. Management Board

3.1 Functions and liability of the management board

The management board should ensure the implementation of the company's strategy and good corporate governance with due regard to the interests of its shareholders, employees and other interest groups.

3.1.1. The management board should ensure the implementation of the company's strategy approved by the Supervisory Council if the latter has been formed at the company. In such cases where the Supervisory Council is not formed, the management board is also responsible for the approval of the company's strategy.

Yes

COMMENT

The Management Board of the Bank ensures the implementation of the Bank's strategy as approved by the Supervisory Council.

3.1.2. As a collegial management body of the company, the management board performs the functions assigned to it by the Law and in the articles of association of the company, and in such cases where the Supervisory Council is not formed in the company, it performs inter alia the supervisory functions established in the Law. By performing the functions assigned to it, the management board should take into account the needs of the company's shareholders, employees and other interest groups by respectively striving to achieve sustainable business development.

Yes

COMMENT

The Bank has a Supervisory Council, accordingly the Management Board of the Bank, performs the functions assigned to it by law and the Bank's Articles of Association.
The duty to act in good faith, diligently, responsibly and prudently, to make decisions for the benefit of the Bank and its shareholders and taking into account their legitimate interests is enshrined in the Rules of Procedure of the Board of Management Board.
The duty to act in good faith, diligently, responsibly and prudently, to make decisions for the benefit of the Bank and its shareholders and taking into account their legitimate interests is enshrined in the Rules of Procedure of the Management Board of the Bank.

3.1.3. The management board should ensure compliance with the laws and the internal policy of the company applicable to the company or a group of companies to which this company belongs. It should also establish the respective risk management and control measures aimed at ensuring regular and direct liability of managers.

Yes

COMMENT

The Management Board of the Bank ensures compliance with laws and internal policies. As set out in the Bank's Articles of Association, the Management Board of the Bank monitors the implementation of the Bank's risk management policy, independent risk management and compliance, effective functioning of the Bank's internal control system, how appropriate is governance structure, compliance with set principles, values, and code of conduct. The Management Board of the Bank monitors and supervises whether the actions of the Bank's administration are in accordance with the Bank's strategy, policies, business plans, budget implementation and, where appropriate, special external or internal factors (e.g., non-standard financial sector developments, regulatory changes, supervisory requirements, substantial deviation from business plans, budget) may revoke decisions made by the Chief Executive Officer of the Bank.

3.1.4. Moreover, the management board should ensure that the measures included into the [OECD Good Practice Guidance](https://www.oecd.org/daf/anti-bribery/44884389.pdf)⁵ on Internal Controls, Ethics and Compliance are applied at the company in order to ensure adherence to the applicable laws, rules and standards.

Yes

COMMENT

The Management Board of the Bank is responsible for implementing laws, regulations, and standards in the areas of internal control, ethics, and compliance, including those included in the OECD recommendations.
The Bank has various documents in place to ensure internal control, ethics, and compliance management measures, such as: Code of Ethics; Corruption Prevention and Unacceptable Behavior Policy; Artea Bank Group Compliance Policy; Financial Crime Prevention and Sanctions Compliance Policy; Money Laundering and Terrorist Financing Prevention Standard; Conflict of Interest Management Policy; Risk Appetite Framework, Risk Management Strategy, etc.

3.1.5. On Internal Controls, Ethics and Compliance are applied at the company in order to ensure adherence to the applicable laws, rules and standards.

Yes

COMMENT

⁵ Link to the OECD Good Practice Guidance on Internal Controls, Ethics and Compliance: <https://www.oecd.org/daf/anti-bribery/44884389.pdf>

When appointing the Bank's Chief Executive Officer, the Management Board of the Bank takes into account the balance of his/her qualifications, skills, experience and competence, as well as his good reputation. It is also taken into account whether the supervisory authority has not objected to such appointment.

III Principle. Management Board

3.2 Formation of the management board

<p>3.2.1. The members of the management board elected by the Supervisory Council or, if the Supervisory Council is not formed, by the general meeting of shareholders should collectively ensure the required diversity of qualifications, professional experience and competences and seek for gender equality. With a view to maintain a proper balance in terms of the current qualifications possessed by the members of the management board, it should be ensured that the members of the management board would have, as a whole, diverse knowledge, opinions and experience to duly perform their tasks.</p>	Yes
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COMMENT

The qualifications and professional experience of the members of the Management Board of the Bank are assessed by the Supervisory Council by voting in favour of the proposed candidates to the Management Board of the Bank. Before recommending candidates to the Management Board of the Bank to the Supervisory Council, the Nomination Committee evaluates the candidates to the Management Board of the Bank in accordance with the applicable legal regulations and the Bank's internal legal acts. The evaluation also includes a collective evaluation of the Management Board of the Bank as a body. The diversity of the qualifications, professional experience and competences of the members of Management Board of the Bank is ensured by the fact that a member of the Management Board of the Bank (nominated or already elected by the Supervisory Council) is allowed to start his/her duties only with the permission of the supervisory authority. When granting authorisations, the supervisory authority assesses the individual and collective suitability of the members of the Management Board of the Bank.

<p>3.2.2. Names and surnames of the candidates to become members of the management board, information on their educational background, qualifications, professional experience, current positions, other important professional obligations and potential conflicts of interest should be disclosed without violating the requirements of the legal acts regulating the handling of personal data at the meeting of the Supervisory Council in which the management board or individual members of the management board are elected. In the event that the Supervisory Council is not formed, the information specified in this paragraph should be submitted to the general meeting of shareholders. The management board should, on yearly basis, collect data provided in this paragraph on its members and disclose it in the company's management report.</p>	Yes
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COMMENT

Information about candidates for the Bank's Management Board, including their CVs and declarations of interests, is submitted to the Bank's Supervisory Council meeting, at which the Management Board of the Bank or individual members are elected. Information about the positions held by members of the Management Board of the Bank or their participation in the activities of other companies is continuously collected, accumulated, and presented in the Bank's annual consolidated management report and on the Bank's website.

<p>3.2.3. All new members of the management board should be familiarized with their duties and the structure and operations of the company.</p>	Yes
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COMMENT

Members of Management Board of the Bank are familiarised with their duties, activities, organisational and governance framework of the Bank, its strategy and operations.

<p>3.2.4. Members of the management board should be appointed for a specific term, subject to individual re-election for a new term in office in order to ensure necessary development of professional experience and frequent reapproval of their status.</p>	Yes
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COMMENT

According to the Bank's Articles of Association, the Management Board of the Bank is elected for four years. The number of terms of office of a person in the Management Board of the Bank shall not be limited. The Supervisory Council may remove the entire Management Board of the Bank or its individual members before the end of the term of office and may elect new members until the end of the term of office of the existing Management Board of the Bank.

<p>3.2.5. Chair of the management board should be a person whose current or past positions constitute no obstacle to carry out impartial activity. Where the Supervisory Council is not formed, the former manager of the company should not be immediately appointed as chair of the management board. When a company decides to depart from these recommendations, it should furnish information on the measures it has taken to ensure the impartiality of supervision.</p>	Yes
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COMMENT

The other (current and former) duties of the Chair of the Management Board of the Bank do not prevent him/her from acting impartially as the Chair of the Management Board of the Bank. The fact that the Chair of the Management Board of the Bank also is the Chief Executive Officer of the Bank ensures the compliance with the requirement set forth in Article 33(2) of the Law on Banks of the Republic of Lithuania.

<p>3.2.6. Each member should devote sufficient time and attention to the duties of a board member. If a board member attended less than half of the board meetings during the financial year of the company, the company's supervisory council should be informed about it, if the supervisory council is not formed in the company – the general meeting of shareholders.</p>	Yes
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COMMENT

Management Board of the Bank members devote sufficient time and attention to performing their duties as board members. The company's minutes record the attendance and voting of board members when decisions are made. In 2025, 68 Management Board of the Bank meetings were held, with at least two-thirds of the Management Board of the Bank members attending each meeting (according to the board's rules of procedure, a meeting may be held and decisions may be taken when at least two-thirds of the Management Board of the Bank members are present).

<p>3.2.7. In the event that the Management Board of the Bank is elected in the cases established by the Law where the Supervisory Council is not formed at the company, and some of its members will be independent⁶, it should be announced which members of the Management Board of the Bank are deemed as independent. The Management Board of the Bank may decide that, despite the fact that a particular member meets all the criteria of independence established by the Law, he/she cannot be considered independent due to special personal or company-related circumstances.</p>	Not applicable
<p>COMMENT</p> <p>The Bank has a Supervisory Council.</p>	
<p>3.2.8. The amount of remuneration to members of the management board for their activity and participation in meetings of the management board should be approved by the general meeting of shareholders.</p>	No
<p>COMMENT</p> <p>The Bank has a Supervisory Council, which is responsible for electing and removing members of the Management Board of the Bank. All members of the Management Board of the Bank also hold other positions in the Bank. In accordance with the Remuneration Policy approved by the General Meeting of Shareholders, the prior approval of the Supervisory Council is required when determining the remuneration and other terms of the employment contract of the members of the Management Board of the Bank holding other positions in the Bank. The Supervisory Council also approves the annual variable remuneration of the members of the Management Board of the Bank holding other positions in the Bank.</p>	
<p>3.2.9. The members of the Management Board of the Bank should act in good faith, with care and responsibility for the benefit and the interests of the company and its shareholders with due regard to other stakeholders. When adopting decisions, they should not act in their personal interest; they should be subject to no-compete agreements and they should not use the business information or opportunities related to the company's operations in violation of the company's interests.</p>	Yes
<p>COMMENT</p> <p>In accordance with the Rules of Procedure of the Management Board of the Bank, the Management Board of the Bank acts in good faith, with care and responsibly, in accordance with the principles of good governance, and performs its functions in the interests of the Bank's shareholders, clients and other interested third parties. A member of the Management Board of the Bank shall not have the right to vote and attend the Management Board of the Bank meeting when dealing with issues related to his/her activities on the Management Board of the Bank or his/her responsibility, as well as matters in which the member may have an interest, or where the lack of objectivity of the member of the Management Board of the Bank may expose the Bank to other risks.</p>	
<p>3.2.10. Every year the management board should carry out an assessment of its activities. It should include evaluation of the structure of the Management Board of the Bank, its work organization and ability to act as a group, evaluation of the competence and work efficiency of each member of the Management Board of the Bank, and evaluation whether the Board of Management Board has achieved its objectives. The Management Board of the Bank should, at least once a year, make public respective information about its internal structure and working procedures in observance of the legal acts regulating the processing of personal data.</p>	Yes
<p>COMMENT</p> <p>Each year, the members of the Management Board of the Bank participate in a joint assessment of the effectiveness of the Bank's internal governance system, which includes an assessment of the Management Board of the Bank structure, work organization, and ability to function as a group, as well as an assessment of each Management Board of the Bank member's competence and performance, and an assessment of whether the Management Board of the Bank has achieved its established performance objectives. The composition and operating procedures of the Management Board of the Bank are set out in the Bank's Articles of Association and are also published in the annual consolidated management reports.</p>	

IV Principle. Rules of procedure of the Supervisory Council and the management board of the company

4. The rules of procedure of the Supervisory Council, if it is formed at the company, and of the management board should ensure efficient operation and decision-making of these bodies and promote active cooperation between the company's management bodies.

<p>4.1. The Management Board of the Bank and the Supervisory Council, if the latter is formed at the company, should act in close cooperation in order to attain benefit for the company and its shareholders Good corporate governance requires an open discussion between the Management Board of the Bank and the Supervisory Council. The Management Board of the Bank should regularly and, where necessary, immediately inform the Supervisory Council about any matters significant for the company that are related to planning, business development, risk management and control, and compliance with the obligations at the company. The Management Board of the Bank should inform he Supervisory Council about any derogations in its business development from the previously formulated plans and objectives by specifying the reasons for this.</p>	Yes
<p>COMMENT</p> <p>The laws and regulations governing the activities of the Supervisory Council and the Management Board of the Bank, The Bank's Articles of Association and Rules of Procedure establish the principles and procedures for cooperation between the Supervisory Council and the Management Board and ensure that the supervisory and management bodies function properly in order to maximize the benefits for the Bank and its shareholders.</p> <p>All or some of the members of the Management Board of the Bank are usually invited to attend the meetings of the Supervisory Council. Members of the Management Board of the Bank are invited to attend the meetings of the Supervisory Council depending on the agenda of the respective meeting of the Supervisory Council.</p>	
<p>4.2. It is recommended that meetings of the company's collegial bodies should be held at the respective intervals, according to the pre-approved schedule. Each company is free to decide how often meetings of the collegial bodies should be convened but it is</p>	Yes

⁶ For the purposes of this Code, the criteria of independence of the members of the board are interpreted as the criteria of unrelated persons defined in Article 33(7) of the Law on Companies of the Republic of Lithuania.

recommended that these meetings should be convened at such intervals that uninterrupted resolution of essential corporate governance issues would be ensured. Meetings of the company's collegial bodies should be convened at least once per quarter.

COMMENT

The Supervisory Council and the Management Board of the Bank operate in accordance with the procedures set out in their Rules of Procedure.

Meetings of the Supervisory Council are held at least four times a year and at intervals of no more than four months. In 2025, 13 meetings of the Supervisory Council were held, of which 3 times the Supervisory Council made decisions by poll (i.e., by written vote).

According to the Management Board rules of procedure, Management Board meetings must be convened periodically, but at least once a month. In 2025, 68 Board meetings were held.

4.3. Members of a collegial body should be notified of the meeting being convened in advance so that they would have sufficient time for proper preparation for the issues to be considered at the meeting and a fruitful discussion could be held and appropriate decisions could be adopted. Along with the notice of the meeting being convened all materials relevant to the issues on the agenda of the meeting should be submitted to the members of the collegial body. The agenda of the meeting should not be changed or supplemented during the meeting, unless all members of the collegial body present at the meeting agree with such change or supplement to the agenda, or certain issues that are important to the company require immediate resolution.

Yes

COMMENT

The Rules of Procedure of the Supervisory Council and the Management Board provide for a requirement that the notice of the meetings being convened be given in advance.

Meetings of the Supervisory Council are held in accordance with a schedule agreed in advance. Extraordinary meetings are convened as necessary. The agenda of the meeting is prepared by the secretary of the Supervisory Council, approved by the Chairperson and submitted to the members of the Supervisory Council in advance not later than four working days before the meeting, and in case the issue should be solved by way of survey – not later than two working days. The meeting may take place and the resolutions adopted will be considered valid even if this procedure is not observed but all members of the Supervisory Council agree to it and this is documented in the minutes of the meeting.

The Management Board of the Bank meets according to a pre-agreed meeting schedule, i.e., every week. Extraordinary meetings are convened as necessary, subject to prior agreement with the Chairman of the Management Board of the Bank. The agenda of the meeting is prepared by the Secretary of the Management Board of the Bank, coordinated with the Chairman of the Management Board of the Bank, and made available to all members of the Management Board of the Bank in advance, at least 2 days before the meeting. Additional urgent items may be included on the agenda of a Management Board of the Bank meeting only with the consent of the Chair of the Management Board of the Bank.

4.4. In order to coordinate the activities of the company's collegial bodies and ensure an effective decision-making process, the chairs of the company's collegial supervision and management bodies should mutually agree on the dates and agendas of the meetings and closely cooperate in resolving other matters related to corporate governance. Meetings of the company's Supervisory Council should be open to members of the Management Board of the Bank, particularly in such cases where issues concerning the removal of the management board members, their responsibility or remuneration are discussed.

Yes

COMMENT

The dates of all meetings of the Supervisory Council and the Management Board of the Bank cannot be coordinated due to the different frequency of meetings of these bodies. Members of the Management Board of the Bank are invited to attend meetings of the Supervisory Council depending on the agenda of the relevant Supervisory Council meeting.

V Principle. Nomination, remuneration and audit committees

5.1 Purpose and formation of committees

The committees formed at the company should increase the work efficiency of the Supervisory Council or, where the Supervisory Council is not formed, of Management Board of the Bank which performs the supervisory functions by ensuring that decisions are based on due consideration and help organise its work in such a way that the decisions it takes would be free of material conflicts of interest. Committees should exercise independent judgment and integrity when performing their functions and provide the collegial body with recommendations concerning the decisions of the collegial body. However, the final decision should be adopted by the collegial body.

5.1.1. Taking due account of the company-related circumstances and the chosen corporate governance structure, the Supervisory Council of the company or, in cases where the Supervisory Council is not formed, the Management Board of the Bank which performs the supervisory functions, establishes committees. It is recommended that the collegial body should form the nomination, remuneration and audit committees⁷.

Yes

COMMENT

The Bank's Supervisory Council has formed Audit, Risk, Nomination, Remuneration and Corporate Affairs Committees.

5.1.2. Companies may decide to set up less than three committees. In such case companies should explain in detail why they have chosen the alternative approach, and how the chosen approach corresponds with the objectives set for the three different committees.

Not applicable

COMMENT

See comment of clause 5.1.1.

5.1.3. In the cases established by the legal acts the functions assigned to the committees formed at companies may be performed by the collegial body itself. In such case the provisions of this Code pertaining to the committees (particularly those related to their role, operation and transparency) should apply, where relevant, to the collegial body as a whole.

Not applicable

⁷ The legal acts may provide for the obligation to form a respective committee. For example, the Law on the Audit of Financial Statements of the Republic of Lithuania provides that public-interest entities (including but not limited to public limited liability companies whose securities are traded on a regulated market of the Republic of Lithuania and/or of any other Member State) are under the obligation to set up an audit committee (the legal acts provide for the exemptions where the functions of the audit committee may be carried out by the collegial body performing the supervisory functions).

COMMENT

See comment of clause 5.1.1.

5.1.4. Committees established by the collegial body should normally be composed of at least three members. Subject to the requirements of the legal acts, committees could be comprised only of two members as well. Members of each committee should be selected on the basis of their competences by giving priority to independent members of the collegial body. The chair of the management board should not serve as the chair of committees.

Yes

COMMENT

The Nominations Remuneration, and Audit Committees each have three members, while the Risk and Corporate Affairs Committees have four members. The committees are composed of members of the Supervisory Council who are appointed to the committees based on their expertise. The Remuneration, Nominations, and Corporate Affairs committees each have two independent members of the Supervisory Council, the risk committee has three, and all members of the audit committee are independent. The Chairpersons of the Remuneration, Nominations, Risk, and Audit Committees are independent members of the Supervisory Council. The Chairperson of the Supervisory Council is also the Chairperson of the Appointments and Remuneration Committee.

5.1.5. The responsibility of each committee formed should be determined by the collegial body itself. Committees should perform their duties according to the authority delegated to them and regularly inform the collegial body about their activities and performance on a regular basis. The authority of each committee defining its role and specifying its rights and duties should be made public at least once a year (as part of the information disclosed by the company on its governance structure and practice on an annual basis). In compliance with the legal acts regulating the processing of personal data, companies should also include in their management reports the statements of the existing committees on their composition, the number of meetings and attendance over the year as well as the main directions of their activities and performance.

Yes

COMMENT

The recommendation is implemented through the committees of the Supervisory Council formed and operating in the Bank. The Supervisory Board determines the powers of its committees (functions, rights and duties) by approving the Terms of Reference of each committee. The chairs of the committees shall present to the Supervisory Council information on the activities of each committee between the meetings of the Supervisory Council at the beginning of each meeting of the Supervisory Council, as well as the management reports of the committees to the Supervisory Council. The powers of the committees, their composition and other information are published in the Bank's annual and semi-annual reports.

5.1.6. With a view to ensure the independence and impartiality of the committees, the members of the collegial body who are not members of the committees should normally have a right to participate in the meetings of the committee only if invited by the committee. A committee may invite or request that certain employees of the company or experts would participate in the meeting. Chair of each committee should have the possibility to maintain direct communication with the shareholders. Cases where such practice is to be applied should be specified in the rules regulating the activities of the committee.

Yes

COMMENT

Only Bank employees or other persons (experts) invited by the committee may attend and participate in the meetings of the committees. The chairs of the committees are enabled to communicate directly with the shareholders.

V Principle. Nomination, remuneration and audit committees

5.2 Nomination committee

5.2.1. The key functions of the nomination committee should be the following:

- 1) select candidates for vacant positions on supervisory and management bodies and in senior management, and recommend them to the collegiate body for consideration. The Nomination should assess the balance of skills, knowledge, and experience within the management body, prepare a description of the functions and capabilities required for a specific position, and assess the time commitment required for the role.
- 2) regularly assess the structure, size, composition, skills, knowledge, and performance of the supervisory and management bodies, and make recommendations to the collegiate body on how to achieve the necessary changes;
- 3) pay due attention to continuity planning.

Yes

COMMENT

The main functions of the Nomination committee are described in the Nomination committee regulations and are in line with those specified in this recommendation.

5.2.2. When dealing with issues related to members of the collegial body who have employment relationships with the company and the heads of the administration, the manager of the company should be consulted by granting him/her the right to submit proposals to the Nomination Committee.

Yes

COMMENT

The Nomination Committee consults with the Bank's management on that all information and documents necessary for the Nomination Committee's decisions are prepared by the secretary of this committee - The responsible employee of the Bank's HR, who coordinates with the CEO the issues related to employment relationships submitted to the committee.

V Principle. Nomination, remuneration and audit committees

5.3 Remuneration committee

The main functions of the remuneration committee should be the following:

Yes

- 1) submit to the collegial body proposals on the remuneration policy applied to members of the supervisory and management bodies and the heads of the administration for approval. Such policy should include all forms of remuneration, including the fixed-rate remuneration, performance-based remuneration, financial incentive schemes, pension arrangements and termination payments as well as conditions which would allow the company to recover the amounts or suspend the payments by specifying the circumstances under which it would be expedient to do so;
- 2) submit to the collegial body proposals regarding individual remuneration for members of the collegial bodies and the heads of the administration in order to ensure that they would be consistent with the company's remuneration policy and the evaluation of the performance of the persons concerned;
- 3) review, on a regular basis, the remuneration policy and its implementation.

COMMENT

The main functions of the bank's remuneration committee are described in the remuneration committee's regulations and comply with the provisions of this recommendation.

V Principle. Nomination, remuneration and audit committees

5.4 Audit committee

5.4.1. The key functions of the audit committee are defined in the legal acts regulating the activities⁸ of the audit committee.

COMMENT

The key functions of the Bank's Audit Committee are described in the Regulations of the Audit Committee and correspond to those specified in legal acts.

Yes

5.4.2. All members of the committee should be provided with detailed information on specific issues of the company's accounting system, finances and operations. The heads of the company's administration should inform the audit committee about the methods of accounting for significant and unusual transactions where the accounting may be subject to different approaches.

COMMENT

As provided in the Regulations of the Audit Committee, the members of the committee must be provided with detailed information regarding the specifics of the Bank's reporting, financial and operational activities. The Bank's management staff and persons responsible for accounting and compiling of the financial statements are required to inform the Audit Committee of the methods of accounting for high-value and non-standard transactions, if the accounting of these transactions can be managed by different methods as well as activities in preferential trade zones and/or through specialist entities (enterprises, organisations) in order to find out whether such activity is justified.

Yes

5.4.3. The audit committee should decide whether the participation of the chair of the Management Board, the manager of the company, the chief finance officer (or senior employees responsible for finance and accounting), the internal and external auditors in its meetings is required (and, if required, when). The committee should be entitled, when needed, to meet the relevant persons without members of the management bodies present.

COMMENT

In accordance with the Regulations of the Audit Committee, other employees of the Bank may be invited to attend the meetings of the Audit Committee (as observers or specialists), but they do not have the right to vote. All those present in a meeting of the Audit Committee shall have access to information on the items on the agenda for which they are invited. Furthermore, in carrying out its duties, the committee shall be entitled to use the assistance of third parties for the purpose of conducting special investigations or other tasks and obtaining the necessary funding from the Bank.

Yes

5.4.4. The audit committee should be informed about the internal auditor's work program and should be furnished with internal audit reports or periodic summaries. The audit committee should also be informed about the work program of external auditors and should receive from the audit firm a report describing all relationships between the independent audit firm and the company and its group.

COMMENT

The Bank's Audit Committee, ensuring the effectiveness of the internal audit function, coordinates and periodically evaluates the work of the internal audit and discusses the results of the audit, evaluates how the identified shortcomings are eliminated and the internal audit plans are implemented, and takes appropriate action if necessary. When supervising external auditors or audit firms, the committee is aware of the auditors' work program, including the scope of the financial statement audit and sustainability assurance tasks, the materiality level applied, and the process of identifying significant risks.

Yes

5.4.5. The audit committee should examine whether the company complies with the applicable provisions regulating the possibility of lodging a complaint or reporting anonymously his/her suspicions of potential violations committed at the company and should also ensure that there is a procedure in place for proportionate and independent investigation of such issues and appropriate follow-up actions.

COMMENT

The Audit Committee verifies if the Bank complies with the effective provisions concerning the possibility for employees to submit complaints or anonymously report suspicions that significant violations are made within the Bank and aims to ensure that procedures are established for a proportionate and independent investigation of such issues and for the necessary follow-up. The Audit Committee also may demand information on major events and non-compliance events, or whether they have been subject to appropriate measures in a timely manner.

Yes

⁸ Issues related to the activities of audit committees are regulated by Regulation No. 537/2014 of the European Parliament and the Council of 16 April 2014 on specific requirements regarding statutory audit of public-interest entities, the Law on the Audit of Financial Statements of the Republic of Lithuania, and the Rules Regulating the Activities of Audit Committees approved by the Bank of Lithuania.

5.4.6. The audit committee should submit to the Supervisory Council or, where the Supervisory Council is not formed, to the management board its activity report at least once in every six months, at the time that annual and half-yearly reports are approved. No

COMMENT

The Bank's Audit Committee reports to the Supervisory Council once a year, when the financial statements are submitted for approval to the Bank's General Meeting of Shareholders.

VI Principle. Prevention and disclosure of conflicts of interest

The corporate governance framework should encourage members of the company's supervisory and management bodies to avoid conflicts of interest and ensure a transparent and effective mechanism of disclosure of conflicts of interest related to members of the supervisory and management bodies.

The corporate governance framework should recognize the rights of the stakeholders as established by law and promote active cooperation between the company and its stakeholders in creating the company's well-being, jobs and financial stability. In the context of this principle, the term "stakeholders" includes investors, employees, creditors, suppliers, customers, the local community and others with interests in a particular company.

Any member of the company's supervisory and management body should avoid a situation where his/her personal interests are or may be in conflict with the company's interests. In case such a situation did occur, a member of the company's supervisory or management body should, within a reasonable period of time, notify other members of the same body or the body of the company which elected him/her or the company's shareholders of such situation of a conflict of interest, indicate the nature of interests and, where possible, their value. Yes

COMMENT

The recommendation is followed. This is ensured by the provisions of the Rules of Procedure of the Supervisory Council and the Management Board of the Bank that members of the Supervisory Council and the Management Board must avoid activities that may give rise to situations of conflict of interest and must disclose to the Bank, prior to taking up their duties as a member of the supervisory and/or management body, any information that may give rise to, or that has already given rise to, a conflict of interest, and must keep such information updated. In accordance with the Bank's internal regulations, members of the Bank's Supervisory Council and Management Board annually submit to the Bank declarations of associated persons and private interests. Meanwhile, if there is a change in the data contained in the declarations, the declarations are updated and submitted to the Bank immediately.

It should also be noted that the Bank has adopted the Procedure for the Management of Conflicts of Interest, which sets out the main measures for the identification, prevention and management of conflicts of interest in the Bank, as well as the rights, duties and responsibilities of the Bank's Supervisory Council and the Management Board and of other employees in relation to managing conflicts of interest.

It should also be noted that the Bank has adopted the Procedure for the Management of Conflicts of Interest, which sets out the main measures for the identification, prevention and management of conflicts of interest in the Bank, as well as the rights, duties and responsibilities of the Bank's Supervisory Council and Management Body and of other employees in relation to managing conflicts of interest.

VII Principle. Remuneration policy of the company

The remuneration policy and the procedure for review and disclosure of such policy established at the company should prevent potential conflicts of interest and abuse in determining remuneration of members of the collegial bodies and heads of the administration, in addition it should ensure the publicity and transparency of the company's remuneration policy and its long-term strategy.

7.1. The company should approve and post the remuneration policy on the website of the company; such policy should be reviewed on a regular basis and be consistent with the company's long-term strategy. Yes

COMMENT

On March 31, 2025⁹ The remuneration policy approved by the Bank's general meeting of shareholders was published on the Bank's website. This policy is aligned with the Bank's long-term strategy and is reviewed on a regular basis in accordance with the procedures and timelines prescribed by applicable laws and regulations.

7.2. The remuneration policy should include all forms of remuneration, including the fixed-rate remuneration, performance-based remuneration, financial incentive schemes, pension arrangements and termination payments as well as the conditions specifying the cases where the company can recover the disbursed amounts or suspend the payments. Yes

COMMENT

The Remuneration Policy covers all forms of remuneration applied by the Bank.

7.3. With a view to avoid potential conflicts of interest, the remuneration policy should provide that members of the collegial bodies which perform the supervisory functions should not receive remuneration based on the company's performance. Yes

COMMENT

The applicable Remuneration Policy provides for a fixed remuneration for the members of the Supervisory Council, independent of the Bank's performance.

⁹ This version of the Remuneration Policy was approved on March 31, 2025 by the Bank's general meeting of shareholders, entered into force on the date of its approval and applies in full, except for the appointment, approval, and payment of remuneration (except for the deferred portion of the annual variable remuneration) to the Designated Employees for their work/ activities for 2022 and the payment of remuneration to identified employees for work/activities for 2021 and 2020 (in such cases, the versions of the Remuneration Policy approved by the Bank's General Meeting of Shareholders on March 31, 2020, and March 30, 2022, shall apply). The remuneration policy approved by the Bank's general meeting of shareholders on March 31, 2020, and March 30, 2022, shall apply).

7.4. The remuneration policy should provide sufficient information on the policy regarding termination payments. Termination payments should not exceed a fixed amount or a fixed number of annual wages and in general should not be higher than the non-variable component of remuneration for two years or the equivalent thereof. Termination payments should not be paid if the contract is terminated due to inadequate performance. Yes

COMMENT

The remuneration policy stipulates that the amounts of payments related to the termination of employment/term of office and the notice periods are determined in accordance with the amounts and/or notice periods for such payments established by law and the procedures set out in the remuneration policy. Severance pay, if it exceeds the amounts of severance pay established by law, may be paid to specified employees only with the approval of the Supervisory Council, unless the Supervisory Council delegates the right to make such decisions to the Management Board.

7.5. In the event that the financial incentive scheme is applied at the company, the remuneration policy should contain sufficient information about the retention of shares after the award thereof. Where remuneration is based on the award of shares, shares should not be vested at least for three years after the award thereof. After vesting, members of the collegial bodies and heads of the administration should retain a certain number of shares until the end of their term in office, subject to the need to compensate for any costs related to the acquisition of shares. No

COMMENT

The Bank has a system of payment of a part of the annual variable remuneration in the Bank's shares. The Remuneration Policy and other documents regulating the Bank's remuneration system provide for the granting of rights to shares four or five years after the initial appointment (through the Employee Options). The retention of shares after the grant is not provided for the members of the to the Management Board and the Chief Executive Officer and is in no way linked to the end of their term of office.

7.6. The company should publish information about the implementation of the remuneration policy on its website, with a key focus on the remuneration policy in respect of the collegial bodies and managers in the next and, where relevant, subsequent financial years. It should also contain a review of how the remuneration policy was implemented during the previous financial year. The information of such nature should not include any details having a commercial value. Particular attention should be paid on the major changes in the company's remuneration policy, compared to the previous financial year. Yes

COMMENT

On 31 March 2025, the Bank's General Meeting of Shareholders approved the Remuneration Policy, which complies with the requirements of the Law on Companies of the Republic of Lithuania and other legislation applicable to the Bank. As of 2021, the Bank publishes information on the implementation of the Remuneration Policy.

7.7. It is recommended that the remuneration policy or any major change of the policy should be included on the agenda of the general meeting of shareholders. The schemes under which members and employees of a collegial body receive remuneration in shares or share options should be approved by the general meeting of shareholders. Yes

COMMENT

In 2025, the Annual General Meeting of Shareholders approved the new version of the Remuneration Policy, and the Share Allocation Rules were approved in 2025. These documents regulate the allocation of shares to recipients of annual variable remuneration through an option scheme. Amendments to the Share Allocation Rules and the Remuneration Policy are only possible by resolution of the general meeting of shareholders.

VIII Principle. Role of stakeholders in corporate governance

The corporate governance framework should recognize the rights of stakeholders entrenched in the laws or mutual agreements and encourage active cooperation between companies and stakeholders in creating the company value, jobs and financial sustainability. In the context of this principle the concept "stakeholders" includes investors, employees, creditors, suppliers, clients, local community and other persons having certain interests in the company concerned.

8.1. The corporate governance framework should ensure that the rights and lawful interests of stakeholders are protected. Yes

COMMENT

The Bank considers its main stakeholder groups to be its employees, shareholders, customers, suppliers and partners, regulatory authorities, communities and society, associated structures and the media. The rights and legitimate interests of all these groups are respected, as disclosed in more detail in the 2024 sustainability report.

8.2. The corporate governance framework should create conditions for stakeholders to participate in corporate governance in the manner prescribed by law. Examples of participation by stakeholders in corporate governance include the participation of employees or their representatives in the adoption of decisions that are important for the company, consultations with employees or their representatives on corporate governance and other important matters, participation of employees in the company's authorized capital, involvement of creditors in corporate governance in the cases of the company's insolvency, etc. Yes

COMMENT

Depending on the stakeholder group, participation is made possible. This is explained in more detail in the Social Responsibility Report. One of the Bank's exclusive instruments is employee participation in the share capital through the payment of part of the annual variable remuneration in the Bank's shares.

8.3. Where stakeholders participate in the corporate governance process, they should have access to relevant information. Yes

COMMENT

Stakeholders are given access to the necessary information, except where the information is confidential.

8.4. Stakeholders should be provided with the possibility of reporting confidentially any illegal or unethical practices to the collegial body performing the supervisory function Yes

COMMENT

The Bank provides different whistleblowing channels for different stakeholder groups to report illegal or unethical practices. Employees can report via the Bank's internal information system (AIS), shareholders via investor relations channels, customers via the remote customer service center, via a publicly available channel for reporting violations published on the Bank's website, etc.

IX Principle. Disclosure of information

The corporate governance framework should ensure the timely and accurate disclosure of all material corporate issues, including the financial situation, operations and governance of the company.

9.1. In accordance with the company's procedure on confidential information and commercial secrets and the legal acts regulating the processing of personal data, the information publicly disclosed by the company should include but not be limited to the following:

9.1.1. operating and financial results of the company; Yes

COMMENT

Disclosed quarterly in interim and annual financial statements.

9.1.2. objectives and non-financial information of the company; Yes

COMMENT

Disclosed in interim and annual consolidated management reports.

9.1.3. persons holding a stake in the company or controlling it directly and/or indirectly and/or together with related persons as well as the structure of the group of companies and their relationships by specifying the final beneficiary. Yes

COMMENT

It is disclosed on the Bank's website and in its interim and annual statements. The acquisition or disposal of a stake is also publicly announced when the person or group of persons who have acquired or lost the stake inform the Bank thereof in accordance with the established procedure.

9.1.4. members of the company's supervisory and management bodies who are deemed independent, the manager of the company, the shares or votes held by them at the company, participation in corporate governance of other companies, their competence and remuneration; Yes

COMMENT

It is disclosed on the Bank's website and in its interim and annual statements.

9.1.5. reports of the existing committees on their composition, number of meetings and attendance of members during the last year as well as the main directions and results of their activities; No

COMMENT

Information on the composition and activities of the Committees is disclosed in an management report. The number of committee meetings and attendance by the members shall not be disclosed.

9.1.6. potential key risk factors, the company's risk management and supervision policy; Yes

COMMENT

Information on the Bank's risk management and supervision is disclosed in the annual financial statements.

9.1.7. the company's transactions with related parties; Yes

COMMENT

It is disclosed on the Bank's website in accordance with the criteria established by legal acts and internal documents of the Bank.

9.1.8. main issues related to employees and other stakeholders (for instance, human resource policy, participation of employees in corporate governance, award of the company's shares or share options as incentives, relationships with creditors, suppliers, local community, etc.); Yes

COMMENT

It is disclosed on the Bank's website in accordance with the criteria established by legal acts and internal documents of the Bank.

9.1.9. structure and strategy of corporate governance; Yes

COMMENT

It is disclosed on the Bank's website and in its interim and annual statements.

9.1.10. initiatives and measures of social responsibility policy and anti-corruption fight, significant current or planned investment projects. This list is deemed minimum and companies are encouraged not to restrict themselves to the disclosure of information included into this list. This principle of the Code does not exempt companies from their obligation to disclose information as provided for in the applicable legal acts; Yes

COMMENT

Information on environmental, social, and governance (ESG) aspects and the management of these risks is disclosed in the 2025 sustainability report.
Information on significant investment projects planned and implemented in accordance with the Bank's scope of activities is published as material information of the issuer through the regulated information disclosure system administered by Nasdaq.

9.2. When disclosing the information specified in paragraph 9.1.1 of recommendation 9.1, it is recommended that the company which is a parent company in respect of other companies should disclose information about the consolidated results of the whole group of companies.

Yes

COMMENT

The Bank discloses consolidated results for the Group through consolidated interim and annual statements and consolidated management report.

9.3. When disclosing the information specified in paragraph 9.1.4 of recommendation 9.1, it is recommended that the information on the professional experience and qualifications of members of the company's supervisory and management bodies and the manager of the company as well as potential conflicts of interest which could affect their decisions should be provided. It is further recommended that the remuneration or other income of members of the company's supervisory and management bodies and the manager of the company should be disclosed, as provided for in greater detail in Principle 7.

Yes

COMMENT

Information about the professional experience, qualifications, and potential conflicts of interest of the Supervisory Council, management board, and chief executive officer that could influence their decisions is disclosed.
The consolidated annual management report and consolidated financial statements disclose information about total employee-related costs, the amount of remuneration paid to the Bank's key management personnel during the year, The remuneration report provides detailed information on the remuneration received by each member of the collegiate body.

9.4. Information should be disclosed in such manner that no shareholders or investors are discriminated in terms of the method of receipt and scope of information. Information should be disclosed to all parties concerned at the same time.

Yes

COMMENT

Information is provided to shareholders and investors to the same extent and simultaneously in the Lithuanian and English languages and is publicly available on the Bank's website.

X Principle. Selection of the company's audit firm

The company's audit firm selection mechanism should ensure the independence of the report and opinion of the audit firm.

10.1. With a view to obtain an objective opinion on the company's financial condition and financial results, the company's annual financial statements and the financial information provided in its management report should be audited by an independent audit firm:

Yes

COMMENT

The Bank's consolidated annual financial statements are audited and the financial information presented in the annual consolidated management report which is verified by an independent audit firm in accordance with International Standards on Auditing as adopted by the EU.

10.2. It is recommended that the audit firm would be proposed to the general meeting of shareholders by the Supervisory Council or, if the Supervisory Council is not formed at the company, by the Management Board of the company.

Yes

COMMENT

The candidate audit firms are selected by the Audit Committee and proposed to the General Meeting of Shareholders by the Supervisory Council.

10.3. In the event that the audit firm has received remuneration from the company for the non-audit services provided, the company should disclose this publicly. This information should also be available to the Supervisory Council or, if the Supervisory Council is not formed at the company, by the management board of the company when considering which audit firm should be proposed to the general meeting of shareholders.

Yes

COMMENT

Information on fees paid to the audit firm for non-audit services (if any) would be disclosed in the Bank's annual consolidated management reports. This information is available to the Supervisory Council and the Management Board.
The Committee is responsible for overseeing the policies and procedures that safeguard the independence and objectivity of the external auditor. The Committee reviews the Group's policy on non-audit services on a regular basis and ensures it remains appropriate and effective.
The policy defines the categories of services that may be provided by the external auditor and establishes approval requirements for such services. Certain services may be pre-approved where fees fall below established thresholds, while all other permitted services require prior approval from the Committee. Before engaging the external auditor for any permitted non-audit service, management is required to confirm whether the service falls within the scope of existing pre-approval or whether specific Committee approval is necessary.
The fees paid to the external auditor for audit and any permitted non-audit services, together with further details of the policy, are disclosed in the notes to the financial statements.
During the year 2025, the external auditor provided only audit services and did not provide any non-audit services to the Group.

More details are provided in the Financial Risk Management disclosure in notes to the financial statements for the year 2025 and on the internal control system in the Consolidated Management Report 2025.

Clause 4. Information on significant direct or indirect holdings.

As of 31 December 2025, the following shareholdings have been declared in accordance with the procedure established in the Law on Securities of the Republic of Lithuania and the disclosure rules of the Bank of Lithuania:

- Algirdas Butkus, together with the companies he controls – UAB prekybos namai “Aiva” and UAB “Mintaka” – held 5.48% of the Bank’s shares as of December 31, 2025.
- The European Bank for Reconstruction and Development (EBRD) held 7.37% of the shares as of December 31, 2025.
- UAB Tesonet Global – acquisition of a block of shares, announced on November 28, 2025. On December 31, 2025, it held 7.34% of the Bank’s shares.
- AB Invalda INVL held 19.94% of the Bank’s shares as of December 31, 2025.
- UAB Willgrow (formerly UAB ME investicija) held 9.12% as of December 31, 2025.
- Gintaras Kateiva and his spouse hold a 5.06% stake, which was reported on August 20, 2025.

Clause 5. Information on related party transactions as provided for in Article 372 of the Law on Companies (identifying the parties to the transaction (legal form, name, code, register of the legal entity, register where the data concerning this entity are collected and stored; natural person’s name, address for correspondence) and transaction value).

In 2025, the Bank published on its website two notices regarding significant transactions with parties related with the Bank:

NOTIFICATION	27/02/2025
Transaction concluded with UAB Artea Lizingas, a subsidiary of AB Artea.	
Company code 234995490, address Karaliaus Mindaugo pr. 35, Kaunas.	
Transaction details:	
Loan limit EUR 340,000,000 (term until 30 March 2026, interest rate 4.39%),	
Loan limit EUR 7,000,000 (term until 30 March 2026, interest rate 4.39%) .	
The loan transactions with a related party of Artea Bankas were concluded by Artea Bankas in the course of its normal business activities under normal market conditions. In the opinion of Artea Bankas, the loan transactions and the terms and conditions of the loan transactions are fair and reasonable to Artea Bankas and its shareholders who are not parties to these loan transactions.	

Clause 6. Information on and description of shareholders having special control rights.

There are no shareholders with special control rights in the Bank.

Clause 7. Details of any existing restrictions on voting rights, such as restrictions on the exercise of voting rights by a certain percentage or number of persons, the time limits by which voting rights may be exercised or the systems by which ownership of the securities is separated from the shareholder.

As of 31 December 2025, the Bank was not aware of any restrictions on the voting rights attached to the Bank’s shares, the time limits for exercising the voting rights, or any voting rights conferred by these shares separated from the shareholder under any systems.

Clause 8. Information on the rules governing the election and replacement of the members of the Board as well as amendments to the Charter of the Company.

According to the Bank’s Articles of Association, the members of the Management Board of the Bank are elected, removed and supervised by the Bank’s Supervisory Council. The selection of the members of the Management Board of the Bank is carried out in accordance with the Regulations on the Selection of Management Board of the Bank, and the evaluation of the candidates to the Management Board of the Bank is carried out in accordance with the Policy for the Assessment of Managers. In accordance with Policy for the Assessment of Managers, the Nomination Committee evaluates the candidate and recommends that the appointing/electing person/body make a final decision on the respective position in the Bank. A member of the Management Board of the Bank must also obtain the permission of the supervisory authority before taking up his/her duties at the Bank.

The Bank’s Articles of Association are amended by the General Meeting of Shareholders of the Bank. Decisions on the amendment of the Articles of Association are adopted by a majority of votes, which may not be less than 2/3 of all votes granted by the shares of the shareholders participating in the meeting.

Clause 9. Information on the powers of board members.

The **Management Board of the Bank** is a collegial management body of the Bank consisting of eight (8) members. The term of office of the Management Board is four years and the number of terms is not limited. If individual members of the Management Board of the Bank are elected, they are elected until the end of the term of office of the existing Management Board of the Bank. The Management Board of the Bank acts in accordance with its Rules of Procedure.

The Bank’s Management Board shall consider and approve:

- The Bank’s management report;
- The Bank’s management structure and employee positions;
- The regulations of the Bank’s branches, representative offices, and other separate divisions of the Bank;

- The Bank's loan granting procedure, in accordance with the loan granting policy approved by the Bank's Supervisory Council;
- The procedure for the Bank's guarantees, sureties and other commitments;
- The procedure for writing off loans and other debt obligations;
- The regulations of the Bank's Loan Committee and Risk Management Committee;
- The procedure for participating and voting in the general meeting of shareholders by electronic means of communication;
- The rules of procedure of the Management Board.

The Management Board also elects/appoints and removes the Chief Executive Officer of the Bank and his/her deputies, determines the remuneration of the Chief Executive Officer, other terms and conditions of his/her employment contract, approves his/her job description, promotes him/her and imposes sanctions, determines which information is considered a trade secret and confidential information of the Bank.

The Management Board shall adopt:

- decisions on the Bank becoming the promoter and/or participant of other legal entities;
- decisions on opening branches, representative offices and other separate subdivisions of the Bank and on terminating their activities;
- decisions on the investment, transfer or lease of fixed assets with the book value exceeding 1/20 of the Bank's authorised capital (calculated separately for each type of transaction);
- decisions on the pledge and mortgage of fixed assets with the book value exceeding 1/20 of the Bank's authorised capital (the total amount of transactions is calculated);
- decisions on the issue of guarantees or sureties to secure obligations of other entities in the amount exceeding 1/20 of the Bank's authorised capital;
- decisions on the acquisition of fixed assets for a price exceeding 1/20 of the Bank's authorised capital;
- decisions to issue non-convertible bonds;

- decisions on other matters that are considered or decided by the Management Board under the laws and Articles of Association of the Bank.

The Management Board shall set forth:

- The terms and conditions of the bank's share issue;
- The procedure for issuing bank bonds. When the general meeting of shareholders adopts a resolution on the issue of convertible bonds, the Management Board shall have the right to establish additional conditions for their issue and to approve bond subscription agreements, which may be signed by the head of the Bank or his authorized representative;
- The procedure for admission to work at the Bank and the cases in which employees are admitted to the Bank with the approval of the Management Board.

The Management Board shall execute resolutions passed by the General Meeting of Shareholders and the Supervisory Council.

The Management Board shall analyse and evaluate the materials submitted by the Chief Executive Officer of the Bank concerning:

- the strategic business plan of the Bank and information on its implementation;
- organisation of the Bank's activities;
- the Bank's financial position;
- results of economic activity, revenue and expenditure estimates, inventory and other records of changes in assets.

The Management Board analyzes and evaluates the Bank's annual financial statements and the draft profit (loss) distribution plan and, together with its comments and proposals, as well The Management Board approve the Bank's management report and submits it together with all annual report to the Supervisory Council and the General Meeting of Shareholders. The Board also analyzes and evaluates the draft rules for granting shares and the draft remuneration policy, which it submits to the Supervisory Council and the General Meeting of Shareholders together with its comments and proposals. and decides on other issues related to the Bank's activities, unless they fall within the competence of other bodies of the Bank in accordance with the law or the Bank's Articles of Association.

The The Management Board is responsible for convening and organizing general shareholders' meetings in a timely manner.

Clause 10. Information on the competence of the general meeting of shareholders, rights of shareholders and their implementation, if not provided by law.

The competence of the General Meeting of Shareholders, the rights of shareholders and exercise thereof do not differ from those provided by law.

Clause 11. Information on the composition of the management, supervisory bodies and their committees, areas of their and company head's activity.

The **Supervisory Council** is a collegial body supervising the activities of the Bank. The Supervisory Council is chaired by the Chairperson. The Bank's Supervisory Council, consisting of eight (8) members, is elected by the General Meeting of Shareholders for a period of four years. The members of the Supervisory Council are proposed to the General Meeting by the initiators of the General Meeting or shareholders holding 1/20 of the Bank's shares.

Candidates are proposed before or during the meeting. Each candidate to the Supervisory Council shall inform the General Meeting of his/her duties and responsibilities, as well as his/her other activities related to the Bank and other legal entities related to the Bank.

In the election of the members of the Supervisory Council, each shareholder shall have the number of votes attributable to the shares he/she holds multiplied by the number of members of the Supervisory Council being elected. These votes are distributed at the shareholder's discretion, for one

or more candidates. The candidates who receive most votes shall be elected.

Five (5) independent members were elected to the Supervisory Council for this term. The Articles of Association of the Bank provide that the number of terms of office of a member of the Supervisory Council shall not be limited.

Functions of the Supervisory Council:

- elects and dismisses members of the Bank's Management Board, approves the Management Board decision on the election and dismissal of the Chairman of the Management Board. If the Bank operates at a loss, the Supervisory Council must consider whether the members of the Management Board are suitable for their positions;

- elects the members of the audit, risk, appointments, and remuneration committees, forms other committees of the Council, and elects their members;
- supervises the activities of the Management Board and the head of the Bank;
- analyzes the Bank's income and expenses, own investments, and capital adequacy issues;
- considers and approves the rules of procedure of the Bank's Supervisory Council;
- takes decisions on transactions with related parties as provided for in the Law on Joint Stock Companies;
- approves the description of the procedure and conditions for evaluating transactions with related parties that are concluded under normal market conditions in the course of normal business activities, as provided for in the Law on Joint Stock Companies;
- ensures that the Bank has an effective internal control system;
- submits proposals and comments to the general meeting of shareholders on the Bank's annual financial statements, management report, profit (loss) distribution draft, as well as the activities of the Management Board and the Bank's management;
- submits comments and proposals to the general meeting of shareholders on the draft rules for granting shares;
- submits comments and proposals to the general meeting of shareholders and the Management Board on the draft remuneration policy of the Bank and the draft information on remuneration provided in the management report;
- submits proposals to the Management Board and the company's CEO to revoke their decisions that are contrary to laws and other legal acts, the company's articles of association or the decisions of the general meeting of shareholders;
- approves the loan policy and establishes the procedure for granting loans that may only be granted with the approval of the Supervisory Council;
- approves any policy related to the Bank's activities, including the risk management policy, as well as the provisions for the selection of members of the Supervisory Council and the Management Board;
- considers and approves the Bank Group's business strategy, analyzes and evaluates information on the implementation of the business strategy, and submits this information to the regular general meeting of shareholders;
- approves the annual targets of the Bank Group;
- approves decisions to change the nature of the Bank's core business or to terminate its activities (except where such actions are required by the laws of the Republic of Lithuania);
- approves decisions to sell the Bank's and Group companies' operating expenses and projects, in one or more related transactions, if their amount exceeds 3% of the Bank's Tier 1 capital, except for exceptions provided for by the Supervisory Council;
- approves decisions on the operating expenses and projects of the Bank and Group companies in the course of one or more related transactions, if their amount exceeds 3% of the Bank's Tier 1 capital, except for the exceptions provided for by the Supervisory Council;
- approves decisions on the Bank becoming a founder or participant in other legal entities, except for exceptions provided for by the Supervisory Council;
- approves decisions on establishing Bank branches and representative offices and terminating their activities;
- approves decisions on the appointment and dismissal of the Bank's CEO;
- establishes a list of transactions and decisions that require the approval of the Supervisory Council and/or the Management

Board for their conclusion or implementation; when the approval of the Supervisory Council is required for the conclusion or implementation of transactions and decisions, the Board decides whether to approve or disapprove the conclusion or implementation of such transactions and decisions;

- makes decisions that fall within the competence of the Supervisory Council in accordance with the internal legal acts approved by the Supervisory Council, which, in accordance with the law, the company's articles of association, and the decisions of the shareholders' meeting, must be made by the Supervisory Council;
- considers and decides on other issues which, in accordance with the law and the Bank's articles of association, as well as the decisions of the general meeting of shareholders, must be considered or decided by the Supervisory Council.

Management Board of the Bank – see Clause 9.

Chief Executive Officer (CEO) is a single-person management body of the Bank who organises day-to-day activities of the Bank and performs other actions necessary to perform his/her functions, implement the decisions of the Bank's bodies and ensure the Bank's activities.

Functions of the CEO of the Bank:

- to organise day-to-day activities of the Bank;
- to hire and dismiss employees of the Bank, conclude and terminate employment contracts concluded with them, provide incentives to them and impose sanctions on them. The CEO is entitled to authorise another Bank employee to perform actions listed herein;
- to represent the Bank in dealings with other persons, in a court and arbitral tribunal without a separate authorisation;
- to issue and revoke authorisations to represent the Bank and powers of procurations;
- to issue orders;
- to perform other actions necessary to perform his/her functions, implement decisions of the Bank's bodies and ensure the Bank's activities.

Chief Executive Officer is responsible for:

- Organization of the bank's activities and implementation of its objectives;
- Preparation of annual financial statements, management reports, and submission of audited annual financial statements to the general meeting of shareholders for approval;
- Preparation of the draft remuneration policy, draft information on remuneration, and draft rules for granting shares;
- Conclusion of a contract with an audit firm and conclusion of a contract with an audit firm or an independent sustainability assurance service provider;
- submission of information and documents to the general meeting of shareholders, the Supervisory Council, and the Management Board in cases specified by law or at their request;
- submission of the Bank's documents and data to the administrator of the register of legal entities;
- submitting documents to the Bank of Lithuania and the Lithuanian Central Securities Depository;
- publishing information required by law and other legal acts in the sources specified in the Bank's Articles of Association;
- providing information to shareholders;
- Preparation of a draft procedure for participation and voting at the general meeting of shareholders by electronic means;
- preparation of a draft description of the procedure and conditions for the evaluation of transactions with related parties that are

concluded under normal market conditions in the course of normal business activities;

- performance of other duties specified in laws and legal acts, the Bank's articles of association, and the job description of the Bank's manager.

The Chief Executive Officer of the Bank shall act on behalf of the Bank and shall have the right to conclude transactions unilaterally, except as

otherwise provided for in the Articles of Association of the Bank or decisions of the Bank's bodies.

More information about the composition of management bodies and committees is provided in the summary to this report and the consolidated management report for 2025, section Bank Management.

Clause 12. For the selection of the company's chief executive officer, members of the management and supervisory bodies, a description of the company's diversity policy in relation to gender, other aspects such as age, disability, education, professional experience, the objectives of the policy, the manner in which it has been implemented and the results of its implementation during the reporting period. If the diversity policy is not applied, the reasons for not applying it shall be explained. For companies with boards of directors and/or Supervisory Councils, the section of the management report devoted to information on corporate governance shall also include statistical information on gender representation on the company's management and supervisory bodies (percentages of representation by gender), the measures already taken or to be taken by the company to ensure that the under-represented gender in the company's management and supervisory bodies is not less than 33 %. (the proportion of gender representation in the company's management, Management Board, Supervisory Council and the reasons for failing to achieve this proportion.

The Bank has a Diversity Policy approved by the Supervisory Council on 5 May 2022, which is publicly available on the Bank's website. Diversity in the Bank is understood in a broad sense, not only in terms of the diversity of the management bodies, but also across the organisation and the Bank's Group. Diversity is a situation in which the characteristics of employees and members of management bodies, including their age, gender, education, and professional experience, differ in such a way as to ensure a diversity of views within the Bank's Group and, as appropriate, the management / supervisory bodies. The geographical origin criterion is not mandatory as the Bank does not operate internationally but is seen as an advantage by the Bank. The following Diversity Policy principles and objectives were identified:

- (i) Fostering the diversity culture;
- (ii) Increasing the diversity of the management body;
- (iii) Equality;
- (iv) Achieving gender balance;
- (v) Increase of the number of the under-represented gender in management bodies; and

- (vi) Zero-tolerance to discrimination. At least 25 per cent of the members of the Bank's collegial bodies must be women (under-represented gender), with a target of 30 per cent as of 2028 (it should be noted that the current term of office of the Bank's governing bodies is 2020–2024).

The selection of members of the Bank's supervisory and management bodies is governed by the provisions on the selection of members of the Management Board /Supervisory Council approved by the Bank's Supervisory Council. Before the selection is announced, the need for the required competences, experience, knowledge and skills shall be assessed and the Nomination Committee shall prepare a description of the functions and skills in this respect.

In 2025, the gender representation in the governing bodies of the Bank was as follows:

Bank body	Women (%)	Men (%)	Women (number)	Men (number)
Management Board	40	60	2	3
Supervisory Council	25	75	2	6
Chief Executive Officer (Member of the Management Board)	-	100	-	1
Total	30.8	69.2	4	9

Since the overall representation of women (underrepresented gender) in the Bank's management bodies is 30.8%, Artea Bank does not meet the minimum threshold of 33% set by law. In the future, the Bank will continue to apply transparent and equality-based selection processes in order to

maintain its diversity policy and promote gender balance at the highest levels of management.

Clause 13. Information on all the agreements between the shareholders (their substance, terms).

The Bank does not have any information about any mutual agreements between the shareholders related to the Bank's shares effective as of 31 December 2024.



REMUNERATION INFORMATION FOR 2025

(Additional Information to the Consolidated Management Report for 2025)

The Bank's information on remuneration has been prepared and approved in accordance with the procedure set out in the Law on Companies of the Republic of Lithuania and in compliance with the content requirements of Article 25 of the Law on Accountability of Enterprises and Enterprise Groups of the Republic of Lithuania.

Upon approval of the 2025 financial statements of the Bank and the Bank Group by the Bank's General Meeting of Shareholders, this information will be made publicly available on the Bank's official website at www.artea.lt for a period of 10 years.

This section, dedicated to remuneration information (reporting period from 01/01/2025 to 31/12/2025), provides details regarding the remuneration of each member of the Bank's management (the Chief Executive Officer, the Management Board) and supervisory bodies (the Supervisory Council). Members of the management and supervisory bodies have been identified based on their position in the Bank as at 31 December 2025, and disclosures are also made for those members who commenced/ceased their roles during the course of 2025 (if any).

On 31 March 2025, the General Meeting of Shareholders of the Bank did not express any objections or other remarks regarding the 2024 *Remuneration Report*, which is publicly available as an annex to the Bank's Consolidated Annual Report on the [Bank's website](http://www.artea.lt) as part of the document entitled "Annual Report of Artea bankas AB and the Bank's Group for FY 2024".

The allocation of remuneration to members of the Bank's management and supervisory bodies is governed by the *Remuneration Policy* approved by the Bank's General Meeting of Shareholders and published on the Bank's website. By resolution of the General Meeting of Shareholders of 31 March 2025, a new version of the *Remuneration Policy* was approved. This version is applied in full to the allocation, approval, granting and payment of remuneration for work/activities performed in 2025 and/or subsequent years. The version of the *Remuneration Policy* approved on 29 March 2024 applies to the allocation, approval, granting and payment of remuneration to Nominated Employees for work/activities performed in 2023 and/or 2024. This version of the *Remuneration Policy* is also applied when approving and granting deferred portions of annual variable remuneration to Nominated Employees for work/activities performed in 2022. Remuneration for work/activities performed in 2022 was allocated in accordance with the version of the *Remuneration Policy* approved on 30 March 2022. According to this policy, the deferred portions of annual variable remuneration to members of the Bank's Management Board are approved and granted in accordance with the version of the *Remuneration Policy* approved in 2022.

The Group's remuneration system model is aligned with and consistent with the Group's operational and risk strategy and objectives, including anticipated objectives related to environmental, social, and governance (ESG) risks, the values and culture of the organisation, risk culture, and long-term sustainability interests, aimed at increasing the long-term value of the Bank's shares, avoiding conflicts of interest, promoting reliable and effective risk management, including robust management of money laundering and terrorist financing risks, and defines the processes and principles governing the payment of remuneration. Remuneration is determined taking into account the employee's knowledge, experience, qualifications, responsibilities, performance and quality of work, as well as the position held, applicable remuneration range for the position, etc. A uniform remuneration system is applied, ensuring non-discrimination of employees on grounds of gender, age, nationality, race, social status, religion, etc. Successful implementation of the *Remuneration Policy* enables the Bank to attract, motivate and retain the best employees who contribute to the achievement of the Group's long-term goals and the implementation of the business strategy. The Bank monitors gender pay gaps and takes action to reduce them when necessary.

According to the *Remuneration Policy*, fixed remuneration is paid to the members of the Bank's Supervisory Council, while members of the Bank's Management Board receive both fixed and variable remuneration. The variable remuneration fund is established only after

evaluating the Bank's performance, taking into account existing and future risks, the use of capital, and the need for liquidity support. The methods for

calculating variable remuneration are developed to align with the Bank Group's business strategy, objectives, values, long-term sustainable business interests, promote reliable and effective risk management, avoid conflicts of interest, ensure compliance with the code of ethics, and prevent incentivising excessive risk-taking by remuneration recipients.

In accordance with the Bank's *Remuneration Policy*, the annual variable remuneration for members of the Bank's Management Board is granted only after the annual performance assessment, based on the results of the last year's performance evaluation. In confirming the deferred portion, consideration is given to the results of evaluating the member's performance over at least the last 3 years. When the duration of employment or the Contract with the Employee is less than 3 years, decisions are based on the available performance evaluation results. The size of variable remuneration is based on the overall assessment of employee, department, and predetermined goals and achieved results of the bank and the Group. The allocated variable remuneration may also depend on the employee's position and the significance of decision-making, which can have a significant impact on the risk assumed by the Group. When assessing individual employee objectives and achievements, not only the achieved personal financial result is evaluated, but also the non-financial/qualitative contribution (e.g., compliance with the Code of Ethics, adherence to the Bank's values, relationships with clients/colleagues, adherence to standards, fulfilment of requirements set out in internal documents, initiative, leadership, participation in project activities, process improvement).

As stipulated in the Bank's *Remuneration Policy*, the annual variable remuneration is paid in both cash and Bank shares. This section discloses information on the annual variable remuneration allocated in 2025 based on the performance in 2024. In accordance with the *Remuneration Policy* approved on 29 March 2024, applicable to the allocation of annual variable remuneration for the year 2024, the granting of the portion of the remuneration payable in Bank shares to the members of the Bank's management body is deferred for a period of five (5) years from the date of allocation of the annual variable remuneration. The deferred portion is approved in increments of five times, meaning that each year, 1/5 of the allocated shares must be approved. 3/5 of the deferred portion is granted 3 years after the allocation of the annual variable remuneration, 1/5 of the deferred portion is granted 4 years after the award of the annual variable remuneration, and the remaining 1/5 of the deferred portion is granted 5 years after the allocation of the annual variable remuneration. A retention period applies to the granted portions.

The deferred portion may be granted through an option agreement between the Bank and the employee, whereby the Bank grants the employee the right to acquire the Bank's shares at no cost upon the expiry of the deferral period, or by any other method determined by the Bank's Management Board.

The annual variable remuneration may be allocated to a member of the management body, maintaining an appropriate balance between the variable and fixed components of remuneration, and allowing for flexible policies related to variable remuneration components; specifically, the variable remuneration allocated for one (1) calendar year cannot exceed 100% of the total amount of fixed remuneration components received during the same one (1) calendar year for which the variable remuneration is allocated (i.e., the ratio of variable to fixed remuneration cannot exceed 100%), aiming to promote reliable and effective risk management.

The updated *Remuneration Policy* approved in 2025 provides for the possibility of applying long-term incentive programs for Bank employees. In 2025, the Supervisory Council approved a long-term incentive program for 2025-2027, which applies to identified employees (as defined in Section 4.7 of the *Remuneration Policy*) whose professional activities have the greatest impact on the nature of the bank's risk (the Supervisory Council has the right to decide which identified staff members to include in the long-term incentive program). More detailed information on the long-term incentive program is provided in the *Remuneration policy* section of this year's *Consolidated Management Report*.

REMUNERATION OF MEMBERS OF THE SUPERVISORY BODY

In accordance with the Bank's Remuneration Policy, members of the Bank's Supervisory Council are paid fixed remuneration consisting of the base salary and a supplement. Remuneration for members of the Supervisory Council is determined irrespective of the member's gender, age, nationality, and experience, and is paid on a pro rata basis for the preceding month, quarter or at such other intervals as may be specified in the member's contract of service as a member of the Supervisory Council of the Bank.

The amounts of base salary and supplements for the entire term of office of a member of the Supervisory Council are determined by the Bank's General Meeting of Shareholders when approving the Bank's Remuneration Policy.

Information about the remuneration of the members of the Bank's Supervisory Council for the year 2025 (who hold or have held office in 2025), before taxes:

Full name	Positions on the Bank's Supervisory Council and Committees ¹	Remuneration paid by the Bank in 2025, EUR ²
Valdas Vitkauskas	Independent Member of the Supervisory Council, Chairman of the Supervisory Council, Chairman of the Remuneration and Nomination Committees, Member of the Audit, Risk and Corporate Affairs Committees	316,000
Gintaras Kateiva	Member of the Supervisory Council, Member of the Remuneration Committee	60,000
Darius Šulnis	Member of the Supervisory Council, Chairman of the Corporate Affairs Committee, Member of the Nomination and Risk Committees	88,000
Susan Gail Buyske	Independent Member of the Supervisory Council, Chairwoman of the Risk Committee, Member of the Audit Committee	78,000
Mindaugas Raila	Member of the Supervisory Council, Member of the Corporate Affairs Committee	60,000
Tomas Okmanas	Independent Member of the Supervisory Council, Member of the Corporate Affairs Committee	66,129
Monika Nachyła	Independent Member of the Supervisory Council, Chairwoman of the Audit Committee, Member of the Nomination Committee	71,500
John Michael Denhof ²	Independent Member of the Supervisory Council, Member of the Risk and Remuneration Committees	35,677

¹ Members of the Supervisory Council were paid a fixed remuneration for their activities in accordance with the *Remuneration Policy*.

² John Michael Denhof began serving in the Bank's Supervisory Council from 06/06/2025.

Below is the information on the changes in the remuneration of the members of the Bank's Supervisory Council for the period 2020-2025:

Full name	Positions on the Bank's Supervisory Council and Committees	Changes in remuneration, % ¹				
		In 2021 compared to 2020	In 2022 compared to 2021	In 2023 compared to 2022	In 2024 compared to 2023	In 2025 compared to 2024
Valdas Vitkauskas ²	Independent Member of the Supervisory Council, Chairman of the Supervisory Council, Chairman of the Remuneration Committee, Chairman of the Nomination Committee, Member of the Audit Committee, Member of the Risk Committee	-	-	253% ³	-5%	-2%
Gintaras Kateiva	Member of the Supervisory Council, Member of the Remuneration Committee	-7%	0%	0%	3%	1%
Darius Šulnis	Member of the Supervisory Council, Member of the Nomination Committee, Chairman of the Corporate Affairs Committee	1%	-5%	-7%	45% ⁴	5%
Susan Gail Buyske ⁵	Independent Member of the Supervisory Council, Chairwoman of the Risk Committee, Member of the Audit Committee	87% ⁶	5%	7%	15% ⁷	4%
Mindaugas Raila ⁸	Member of the Supervisory Council, Member of the Corporate Affairs Committee	-	-	-	24% ⁹	1%
Tomas Okmanas ¹⁰	Independent Member of the Supervisory Council, Member of the Remuneration Committee	-	-	-	47% ¹¹	-1%
Monika Nachyła ¹²	Independent Member of the Supervisory Council, Chairwoman of the Audit Committee, Member of the Nomination Committee	-	-	-	-	78% ¹³
John Michael Denhof ¹⁴	Independent Member of the Supervisory Council, Member of the Risk and Remuneration Committees	-	-	-	-	-

¹ Up until 31/03/2020, the Supervisory Council members were paid share of profit for their activities. From 01/04/2020, the fixed remuneration specified in the *Remuneration Policy* is paid. The changes in remuneration have been calculated by adding up the remuneration paid in the relevant year and comparing it with the corresponding previous year. The calculations use remuneration data before taxes.

² Valdas Vitkauskas was elected as an independent member of the Bank's Supervisory Council in 2022, therefore remuneration changes for the period 2020-2022 are not provided.

³ Increase resulting from the remuneration paid for duties performed at the Bank during the period from 01/06/2022 to 31/12/2022, as compared with the remuneration paid for the full year 2023, following appointment as Chairperson of the Bank's Supervisory Council.

⁴ The increase in remuneration in 2024 resulting from the annual supplement to the base salary following appointment as Chairperson of the Bank's Corporate Affairs Committee from 01/01/2024.

⁵ Susan Gail Buyske was elected as an independent member of the Bank's Supervisory Council in 2020. ⁶ Increase resulting from the remuneration paid for duties performed at the Bank during the period from 31/07/2020 to 31/12/2020, as compared with the remuneration paid for the full year 2021.

⁷ The increase in remuneration in 2024 as a result of the annual supplement to the base salary following appointment as Chairperson of the Bank's Risk Committee from 29/03/2024.

⁸ Mindaugas Raila was elected as a member of the Bank's Supervisory Council in 2023, therefore remuneration changes for the period 2021–2023 are not provided. ⁹ The increase in remuneration in 2024 as a result of the annual supplement to the base salary following appointment as a member of the Bank's Corporate Affairs Committee from 29/03/2024.

¹⁰ Tomas Okmanas was elected as an independent member of the Bank's Supervisory Council in 2023, therefore remuneration changes for the period 2021–2023 are not provided. ¹¹ The increase in remuneration in 2024 resulting from the annual supplement to the base salary following appointment as a member of the Bank's Remuneration Committee from 29/03/2024.

¹² Monika Nachyla commenced her duties as a member of the Bank's Supervisory Council on 26/06/2024, therefore remuneration changes for the period 2021–2024 are not provided. ¹³ Increase resulting from the remuneration paid for duties performed at the Bank during the period from 26/06/2024 to 31/12/2024, as compared with the remuneration paid for the full year 2025.

¹⁴ John Michael Denhof commenced his duties as a member of the Bank's Supervisory Council on 06/06/2025, therefore remuneration changes for the period 2021–2023 are not provided.

REMUNERATION OF MEMBERS OF THE MANAGEMENT BODY

All members of the Bank's Management Board are also Bank employees, holding either the position of the Chief Executive Officer or Deputy Chief Executive Officer and/or Heads of Divisions. As Bank employees, they are subject to the fixed and variable remuneration specified in the Bank's *Remuneration Policy*, which is determined and allocated by the Bank's Supervisory Council.

In allocating the annual variable remuneration to members of the Bank's Management Board, the Chief Executive Officer, Deputy Chief Executive Officers, Heads of Divisions – excluding those who also perform internal

control functions such as Chief Risk Officer (CRO) and Chief Compliance Officer (CCO) – the Group's performance results carry greater weight than divisional or individual performance results. When allocating the annual variable remuneration to the CRO and CCO, the Group's performance results carry less weight compared to divisional or individual performance results or the operating results of the Group company. Information about the remuneration of the members of the Bank's Management Board for the year 2025 (who hold or have held office in 2025), before taxes:

Full name	Roles at the Bank	Fixed remuneration for 2025		Annual variable remuneration allocated in 2025 for 2024			Deferred annual variable remuneration paid in 2025, granted in the form of options for activities in 2021		Ratio of variable to fixed remuneration for the year 2024 ³ , %	Other variable remuneration paid in 2025	Ratio of variable to fixed remuneration for the year 2025 ⁴ , %
		Fixed remuneration (excluding income in kind and additional benefits), EUR ¹	Income in kind and other additional benefits, EUR ²	Total allocated variable remuneration, EUR	Portion paid in cash, EUR	Deferred portion in shares, allocation units	Share value, EUR	Number of shares			
Vytautas Sinius	CEO	368,012	14,759	278,140	-	328,771	153,166	171,327	77%	-	-
Donatas Savickas ⁵	Deputy CEO, CFO	151,617	4,197	107,820	-	127,447	65,437	73,196	72%	182,250	29%
Daiva Šorienė ⁶	Deputy CEO, Head of Division	111,560	5,509	130,640	-	154,421	76,224	85,262	79%	209,250	43%
Mindaugas Rudys ⁷	Head of Division	140,593	6,352	117,950	-	139,421	65,437	73,196	74%	-	-
Algimantas Gaulia	Head of Division	184,560	7,402	82,800	-	97,872	50,186	56,137	48%	-	-
Agnė Duksienė ⁸	Head of Division	42,961	1,407	69,870	-	82,589	-	-	47%	113,538	88%
Tomas Varenbergas ⁹	Head of Division	163,131	11,184	119,620	-	141,395	-	-	74%	-	-
Laura Križinauskienė ¹⁰	Head of Division	148,411	24,886	127,730	-	150,981	-	-	84%	11,773	-
Aurelija Geležūnė ¹¹	Head of Division	136,273	4,041	-	-	-	-	-	-	-	-

¹ Fixed remuneration (excluding income in kind and additional benefits) is calculated including the base salary, leave pay, and sick leave payments paid in 2025.

² Income in kind and additional benefits include pension insurance, contributions to III pillar pension funds, health insurance contributions, cash

bonuses, death benefits, and other payments made under the Bank's internal regulations.

³ Information on the ratio of fixed to variable remuneration is provided for 2024, as the annual variable remuneration for 2025 activities has not yet been allocated.

⁴ Information on the ratio of fixed to variable remuneration is provided for 2025 only for those members of the Bank's Board who ceased to hold position of the Bank's Management Board in 2025. In accordance with regulatory requirements, the ratio of variable to fixed remuneration is calculated by allocating the relevant portion of the severance pay to the variable remuneration portion.

⁵ Donatas Savickas ceased to hold the position of the member of the Bank's Management Board on 14/08/2025. Upon termination of the employment relationship, a severance and non-competition payment of 182 250 EUR (gross) was paid, which is classified as other variable remuneration.

⁶ Daiva Šorienė ceased to hold the position of the member of the Bank's Management Board on 14/08/2025. Upon termination of the employment relationship, a severance payment and non-competition of 209 250 EUR (gross) was paid, which is classified as other variable remuneration.

⁷ Mindaugas Rudys ceased to hold the position of the member of the Bank's Management Board on 30/09/2025.

⁸ Agnė Duksienė ceased to hold the position of the member of the Bank's Management Board on 18/03/2025. Upon termination of the employment relationship, a severance payment of 113 538 EUR (gross) was paid, which is classified as other variable remuneration.

⁹ Tomas Varenbergas commenced his duties as a member of the Bank's Management Board on 04/06/2024, therefore the deferred annual variable remuneration paid in 2025 for 2021 is not provided.

¹⁰ Laura Križinauskienė commenced her duties as a member of the Bank's Management Board on 07/06/2024, therefore the deferred annual variable remuneration paid in 2025 for 2021 is not provided.

¹¹ Aurelija Geležiuė commenced her duties as a member of the Bank's Management Board on 10/10/2025, therefore, the annual variable remuneration allocated for 2024 performance, the deferred annual variable remuneration paid in 2025 for 2021 and the ratio of variable to fixed remuneration are not provided.

Information on the portion of the annual variable remuneration for members of the Bank's Management Board for 2024 and performance criteria:

Full name	Roles at the Bank	Weight of Group objectives, %	Weight of Management objectives, %	Weight of Department objectives, %	Limits of the variable remuneration portion based on achieved objective results	Overall achievement result of objectives (Group, Management, Department)
Vytautas Sinius	Chairman of the Management Board and Chief Executive Officer	60%	40%	-	51 – 125%	80.50%
Donatas Savickas	Deputy Chairman of the Management Board, Deputy Chief Executive Officer – Head of Division	50%	20%	30%	51 – 125%	83.10%
Daiva Šorienė	Member of the Management Board, Deputy Chief Executive Officer – Head of Division	50%	20%	30%	51 – 125%	87.30%
Mindaugas Rudys	Member of the Management Board, Head of Division	50%	20%	30%	51 – 125%	85.10%
Algimantas Gaulia	Member of the Management Board, Head of Division	30%	10%	60%	51 – 125%	79.50%
Agnė Duksienė	Member of the Management Board, Head of Division	30%	10%	60%	-	81.1%
Tomas Varenbergas ¹	Member of the Management Board, Head of Division	50%	20%	30%	51 – 125%	92.20%
Laura Križinauskienė ²	Member of the Management Board, Head of Division	50%	20%	30%	51 – 125%	82.90%
Aurelija Geležiuė ¹	Member of the Management Board, Head of Division	-	-	-	-	-

¹ Aurelija Geležiuė commenced her duties as a member of the Bank's Management Board on 10/10/2025, therefore the information on performance criteria for 2024 is not provided.

No remuneration was paid to the members of the Bank's Management Board by the Bank's Group companies for 2025.

Reclaims of variable remuneration for the year 2025 were not applicable to the members of the Bank's Management Board.

Below is the information about the shares granted to the members of the Bank's Management Board in 2025, rights granted through stock option agreements, transaction prices, and dates:

Full name	Roles at the Bank	In 2025, shares were granted as an annual variable remuneration for 2021, unit ²	Option transactions ¹		
			The deferred portion of the annual variable remuneration allocated in 2025 for 2024, granted in shares via options, units. ³	The first deferred 1/5 portion of the annual variable remuneration for 2023 approved in 2025, granted in shares via options, units	The second deferred 1/5 portion of the annual variable remuneration for 2022 approved in 2025, granted in shares via options, units
Vytautas Sinius	Chairman of the Management Board Chief Executive Officer	171,327	328,771	92,454	39,707
Donatas Savickas ⁸	Deputy Chairman of the Management Board Deputy Chief Executive Officer – Head of Division	73,196	127,447	33,871	17,094
Daiva Šorienė	Member of the Management Board Deputy Chief Executive Officer – Head of Division	85,262	154,421	39,414	20,655
Mindaugas Rudys	Member of the Management Board Head of Division	73,196	139,421	36,335	18,162
Algimantas Gaulia ⁴	Member of the Management Board Head of Division	56,137	97,872	26,816	15,543
Agnė Duksienė ⁵	Member of the Management Board Head of Division	-	82,589	20,383	-
Tomas Varenbergas ⁶	Member of the Management Board Head of Division	-	141,395	-	-
Laura Križinauskienė ⁷	Member of the Management Board Head of Division	-	150,981	-	-
Aurelija Geležiuinė ⁷	Member of the Management Board Head of Division	-	-	-	-

¹ Date of granting and confirmation of the option rights: 04/04/2025. Option transactions grant the right to receive upon exercise of the option transaction shares in the Bank for no consideration (with the recipient paying applicable taxes based on the share price on the date of exercise of the option) subject to taxation in accordance with the provisions of the law in force at the time of grant. The granting of the portion of the remuneration payable in Bank shares to the members of the Bank's Management Board is deferred for a period of five (5) years from the date of allocation of the annual variable remuneration. The deferred portion is approved in increments of five times meaning that each year 1/5 of the allocated shares must be approved. 3/5 of the deferred portion is granted 3 years after the allocation of the annual variable remuneration 1/5 of the deferred portion is granted 4 years after the award of the annual variable remuneration and the remaining 1/5 of the deferred portion is granted 5 years after the allocation of the annual variable remuneration. Under the share-based payment (option) agreement, the Bank grants employees options to acquire shares at a zero strike price.

² Average share price: EUR 0.71 (determination period from 01/10/2021 to 28/02/2022 (inclusive)).

³ Average share price: EUR 0.85 (determination period from 09/09/2024 to 06/03/2025 (inclusive)).

⁴ Agnė Duksienė commenced her duties as a member of the Bank's Management Board on 08/05/2023 therefore the information on share option rights granted for previous years is not provided.

⁵ Tomas Varenbergas commenced his duties as a member of the Bank's Management Board on 04/06/2024 therefore the information on share option rights granted for previous years is not provided.

⁶ Laura Križinauskienė commenced her duties as a member of the Bank's Management Board on 07/06/2024 therefore the information on share option rights granted for previous years is not provided.

⁷ Aurelija Geležiuinė commenced her duties as a member of the Bank's Management Board on 10/10/2025 therefore the information on share option rights granted for previous years is not provided.

⁸ Donatas Savickas work relationship with Artea Bank was terminated in 2025.

No amendments were made to option agreements with the members of the Bank's Management Board.

Below is the information on the changes in the remuneration for the period 2020–2024 for the members of the Bank's Management Board who held office in 2025:

Full name	Roles at the Bank	Changes in remuneration, % ¹				
		In 2020 compared to 2019	In 2021 compared to 2020	In 2022 compared to 2021	In 2023 compared to 2022 ⁷	In 2024 compared to 2023 ⁷
Vytautas Sinius	Chairman of the Management Board Chief Executive Officer	-7.8%	2.9%	2.6%	16%	-6%
Donatas Savickas	Deputy Chairman of the Management Board Deputy Chief Executive Officer Head of Division	-6.7%	1.9%	9.6%	6%	-2%
Daiva Šorienė	Member of the Management Board Deputy Chief Executive Officer – Head of Division	-8.8%	3.0%	10.7%	7%	-6%
Mindaugas Rudys ²	Member of the Management Board Head of Division	-	5.6%	14.7%	6%	-2%
Algimantas Gaulia ³	Member of the Management Board Head of Division	-	-	22.7%	14%	-8%
Agnė Duksienė ⁴	Member of the Management Board Head of Division	-	-	-	-	-
Tomas Varenbergas ⁵	Member of the Management Board Head of Division	-	-	-	-	-
Laura Križinauskienė ⁶	Member of the Management Board Head of Division	-	-	-	-	-
Aurelija Geležiūnė ⁷	Member of the Management Board Head of Division	-	-	-	-	-

¹ Changes in remuneration are calculated by summing the fixed remuneration (salary leave pay sick leave income in kind additional benefits) and variable remuneration (bonuses and the annual variable remuneration in cash and shares granted for specific year excluding the deferred components of the annual variable remuneration in cash and shares for the preceding years) for the relevant year and by comparing the result with the previous year's figures. The calculations use pre-tax remuneration data. Information on changes in remuneration during 2025 is not provided as the annual variable remuneration for the performance in 2025 has not yet been allocated.

² Mindaugas Rudys commenced his duties as a member of the Bank's Management Board on 31/03/2020 therefore the changes in his remuneration before 2020 are not provided.

³ Algimantas Gaulia commenced his duties as a member of the Bank's Management Board on 30/07/2021 therefore changes in his remuneration before 2021 are not provided.

⁴ Agnė Duksienė commenced her duties as a member of the Bank's Management Board on 08/05/2023 therefore changes in her remuneration before 2023 are not provided.

⁵ Tomas Varenbergas commenced his duties as a member of the Bank's Management Board on 04/06/2024 therefore remuneration changes are not provided.

⁶ Laura Križinauskienė commenced her duties as a member of the Bank's Management Board on 07/06/2024 therefore remuneration changes are not provided.

⁷ Agnė Duksienė commenced her duties as a Member of the Bank's Management Board on 10/10/2025 therefore remuneration changes are not provided.

⁸ Increases due to the fixed remuneration review implemented in 2023 and 2024 for current roles at the Bank.

⁹ Decrease due to lower variable remuneration allocated to the Bank for performance results in 2024 compared to 2023.

CHANGES IN THE BANK'S RESULTS AND AVERAGE REMUNERATION AMOUNT

Below is the information about the Bank's results and the average monthly remuneration of Bank employees who are not members of

the Bank's management and supervisory bodies, for the period 2021-2025:

	Net profit, in thousands EUR	Average monthly remuneration, EUR (before taxes)
2025	60,686	3,667
2024	78,787	3,248
2023	75,375	3,013
2022	67,449	2,642
2021	56,005	2,251



CONSOLIDATED INFORMATION ON SUSTAINABILITY 2025

ARTEA BANKAS AB GROUP CONSOLIDATED INFORMATION ON SUSTAINABILITY 2025

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BACKGROUND INFORMATION

BASIS OF PREPARATION

BP-1

This sustainability information for Artea Bankas AB Group has been prepared on a consolidated basis together with the Bank's and Group's financial statements (hereinafter referred to as the "Financial Statements"). The information is prepared in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). The same reporting period is used as in the Financial Statements, ensuring consistency and comparability of data – starting on 1 January 2025, and ending on 31 December 2025. The scope of consolidation of sustainability information is the same as that of the Financial Statements. The information covers all aspects of the Group's operations and the related value chain.

Artea Bankas AB is hereinafter referred to as the Bank, and Artea Bankas AB Group, comprising the Bank and its subsidiaries, is referred to as the Group.

Subsidiaries: Artea Asset Management UAB, Artea Life Insurance UAB, Artea Lizingas UAB, Artea Turto Fondas UAB, securitisation vehicle Artea Retrofit Fund 1 UAB, securitisation vehicle Artea Retrofit Fund 2 UAB.

Coverage of the value chain

The Sustainability Information section discloses information on the upstream and downstream parts of the Group's value chain.

The focus is on:

- analysis of the impact of key suppliers and assessment of their sustainability.
- analysis of the Group's financing portfolio, including assessment of sustainability risks and opportunities for the clients and projects financed.

These aspects ensure a comprehensive assessment of the environmental, social and governance (ESG) impacts of the Group.

Confidential information clauses

The Group does not exercise the option to withhold certain information regarding intellectual property, know-how or results of innovation as set out in paragraph 7.7 of ESRS 1. Full disclosure of sustainability actions and results is provided to ensure transparency and compliance with EU regulatory requirements.

Future operational developments and negotiating information

The Group also does not benefit from the exemption from disclosure of information on future business developments or ongoing negotiations as referred to in Articles 19a(3) and 29a(3) of Directive 2013/34/EC.

DISCLOSURES IN RELATION TO SPECIFIC CIRCUMSTANCES

BP-2

Time horizons

The Group follows the definitions of short-term, medium-term and long-term periods set out in Section 6.4 of ESRS 1: the short-term horizon is less than 1 year, the medium-term horizon is between 1 and 5 years, and the long-term horizon is more than 5 years. These time horizons have been chosen to ensure clear and consistent compliance with the European regulatory requirements for sustainability reporting and are aligned with the periods set out in the Group's risk management strategy in the area of ESG risk management.

The impact of climate and environmental risks on standard financial and non-financial risks depends on the time period being assessed, and the Group has therefore used these time horizons for its analysis of the significance of climate and environmental risks and for the double materiality assessment.

The 2025 update of the ESG strategy, which is an integral part of the Group's strategy, also took into account the results of the Double Materiality Assessment and the identified material topics. In 2025, the Bank reviewed the results of the Double Materiality Assessment performed in the previous year and, having identified no significant changes, confirmed that the same material sustainability topics remain relevant to the Group. The results are expected to contribute to the formulation of new sustainability targets, which will be measured and monitored over these time horizons.

Value chain estimates

The majority of the Group's greenhouse gas (GHG) emissions come from financing activities. To this end, in early 2023, the Bank joined the Partnership for Carbon Accounting Financials (PCAF) initiative, which helps financial institutions to calculate and disclose GHG emissions from financing and investment activities (scope 3, category 15 of the Greenhouse Gas Protocol). The PCAF was chosen because it is a recognised and widely used methodology that is appropriate for the Bank's loan and securities portfolio data. In 2025, the Group's companies (Artea Life Insurance UAB, Artea Asset Management UAB) also joined this partnership.

In calculating GHG emissions from financing and investing activities, the Group uses:

- GHG emissions data provided by corporate clients or available in the public domain;
- publicly available GHG emissions data from issuers or data projected by third parties;
- emissions data provided by the manufacturers of the leased vehicles;
- financial and other client data (e.g., type of buildings financed, energy efficiency class, floor area, value) collected by the Group;
- emissions factors available in the PCAF database.

The reliability of the data is assessed by the PCAF data quality score (1 being the highest, 5 being the lowest). In investment activities, not all issuers have access to information for the calculation of the Group's GHG emissions, and in financing activities, not all clients or transactions have access to information. Therefore, a volume indicator is provided to indicate what proportion of the asset value was based on available information. Details of the data used, and the quality scores, are provided in the statement under "GHG emissions from financing activities of the Bank" and "GHG emissions from investing activities of the Bank and Group companies".

Group's sustainability position

The Group complies with legal requirements, supervisory guidance (ECB, EBA, LB) and best practice in the area of sustainability and expects this from its clients and partners. The disclosure of sustainability indicators aims to use data of the highest possible quality wherever possible. For example, to calculate the volume of emissions to be financed as accurately as possible, efforts are made to collect as much data as possible directly from clients – an ESG questionnaire for business clients is used, the use of a publicly available GHG emissions calculator is encouraged, and additional information is collected, such as the energy performance class of buildings. In addition, continuous efforts are being made to improve data collection and quality control

processes and to strengthen cooperation with local and international initiatives.

Group clients that fall under the EU Corporate Sustainability Reporting Directive (CSRD) will be required to disclose sustainability information. Meanwhile, clients to whom the CSRD does not apply are not obligated to do so, but may voluntarily begin reporting sustainability information in line with selected voluntary disclosure standards. Voluntary disclosure is likely to enable the collection of more accurate and comprehensive data.

As the entry into force of certain sustainability disclosure requirements under the EU 'Omnibus I' package has been postponed, the Group anticipates that clients will begin submitting sustainability data gradually. Nevertheless, the mandatory disclosures required under the EU Corporate Sustainability Reporting Directive (CSRD), together with voluntary data provided in line with recognised standards, are expected to significantly enhance both the volume and quality of available information. This development will support the Group in obtaining more accurate and reliable sustainability data over time.

The quantitative indicators disclosed in the report have not been validated by an external body that is not a provider of assurance services.

Incorporating information by reference

Disclosure	ESRS reference	Page No.
Members of the Management Board and the Supervisory Council of the Bank	ESRS 2.GOV-1_08 ESRS 2.GOV-1_09	15
Disclosure of revenue amount	ESRS 2.SBM-1_06	161
Disclosure of net revenue used to calculate GHG emission intensity	E1-6_33	161
Disclosure of actual number of employees	S1-6_17	19, 124

GOVERNANCE

The role of the administrative, management and supervisory bodies

GOV-1 (+G1.GOV-1), GOV-2

The **Management Board** is a collegiate management body of the Bank that ensures the proper conduct of the Bank's business. The members of the Management Board are elected, dismissed and supervised by the Supervisory Council of the Bank. The Management Board currently consists of five (5) members (the Bank's Articles of Association provide for an 8-member Management Board). The term of office of the Management Board is four years. There is no limit to the number of terms of office. If individual members of the Management Board are elected, they are elected until the end of the term of office of the existing Management Board.

The **Supervisory Council** is the collegiate body supervising the Bank's activities. The members of the Supervisory Council are elected and dismissed by the General Meeting of Shareholders. The Supervisory Board is currently composed of eight (8) members, five (5) of whom are independent members. The Supervisory Council is chaired by the Chairperson. The term of office of the Supervisory Council is four years. There is no limit to the number of terms of office. If individual members of the Supervisory Council are elected, they hold office until the end of the term of office of the current Supervisory Council.

Composition of the Management Board

Number of members of the Management Board	5
Breakdown by gender (women's part) (%)	40%

Composition of the Supervisory Council

Number of members of the Supervisory Council	8
Average ratio of female to male members of the Supervisory Council (%) (calculated as average ratio of female to male members)	33%
Percentage of independent Supervisory Council members (%)	62.5%

Information as at 31 December 2025

Changes in preparation of sustainability information

GHG emissions for 2024 have been recalculated, more information on page 121, 123.

Reporting of errors in previous reporting periods

In last year's Artea Group Sustainability Information (2024 Annual Sustainability Report, page 235), the share of the Bank's corporate loan portfolio exposed to high ESG risk was incorrectly reported. The error occurred because certain sectors without high ESG risk were mistakenly included under 'Other sectors'. The total amount of the Bank's corporate loans classified as having high ESG risk should be EUR 770.41 million instead of EUR 1,829.21 million.

Disclosures under other legislation

Disclosures made under other legislation or generally accepted sustainability reporting resolutions are not provided.

Members of the Bank's Management Board and Supervisory Council are listed in the Annual Report (page 15).

Competences of the top management bodies of the Group and the Management Board in relation to sustainability

The knowledge and experience of the members of the Bank's Management Board and Supervisory Council are assessed on an individual and collective basis, taking into account the requirements of the legislation applicable to the Bank and the Bank's internal regulations. The assessment takes into account the educational background, further training, experience, specific knowledge and skills required.

The knowledge and experience of the members of the Bank's governing bodies are assessed on an individual and collective basis in the following areas:

- key areas of governance of the Bank
- strategy and decision-making
- legal and regulatory environment
- the Bank's main areas of activity and the risks arising from them (including risk management, compliance and audit)
- relevant sectoral and/or financial areas of expertise, including financial and capital markets, solvency and models
- environmental, social and governance risks and their drivers
- financial accounting and reporting
- information technology and information security (including ICT and security risk management)
- and other areas specified in the legal requirements applicable to the Bank.

The individual and collective suitability assessment of the Bank's Management Board conducted in 2025 showed that the members of the Management Board are capable of collectively making the necessary decisions taking into account the Bank's business model, risk appetite, strategy and the Lithuanian market, and have the appropriate experience and competence to perform the functions of a member of the management body. The Management Board members assessed that they have sufficient skills, experience and knowledge to manage risks related to climate change and environmental protection.

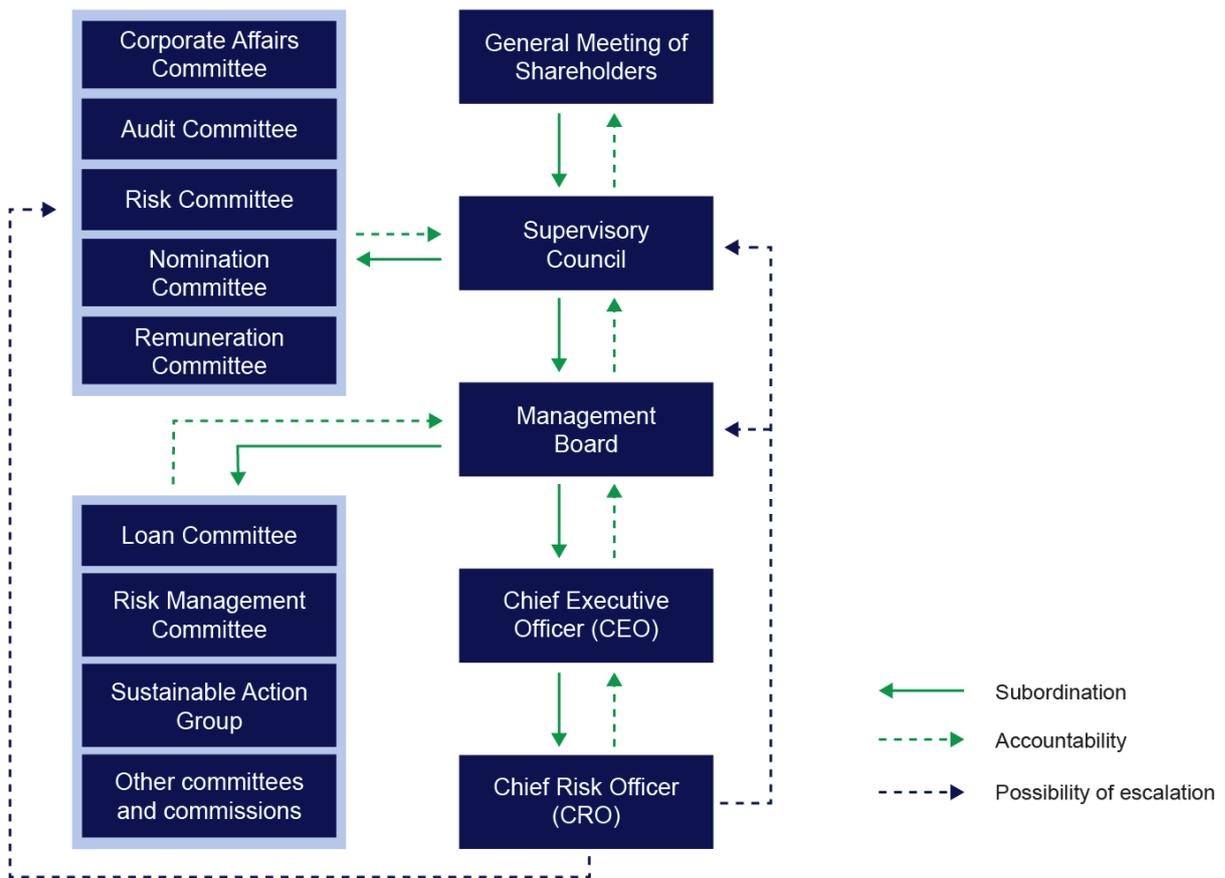
Looking at the current composition of the Management Board, it collectively has experience in all areas necessary for the Bank's business activities, but coverage in the areas of IT and product development needs to be strengthened by electing a new member to the Management Board. It is planned that during the 2024–2028 term of office of the Bank's Management Board, the number of members of the Bank's Management Board will be increased and the body is to consist of 6 members.

The assessment of the collective suitability of the Bank's collegiate body includes an assessment of knowledge, skills and experience in the area of ESG, which are necessary to ensure the sound and effective management of the risks to which the Bank is, or may be, exposed. A sufficient collective understanding of ESG risks among the members of the Bank's Management Board is essential for effective risk management, and a sufficient understanding of ESG risks among the members of the Bank's Supervisory Council is essential for effective oversight.

Governing bodies are also held to the highest standards and requirements of business ethics – they are responsible for shaping business ethics in the organisation, which requires appropriate knowledge that is also assessed as part of individual and collective assessment. Both the members of the Management Boards of the Group companies and the Supervisory Council are subject to the requirements of the Code of Ethics, and the members of the Management Boards of the Group companies are also required to undergo mandatory training on the Code of Ethics once a year.

We aim to ensure that the Group's governing bodies and their members have access to a wide range of sources of expert knowledge so that they can continuously update and expand their knowledge in the field of sustainability. During the reporting period, members of the Bank's Management Board had meetings with the experts who carried out the double materiality assessment and was briefed on the processes involved in the assessment and subsequently presented with the final results. As the main decision-making body on sustainability issues, the Management Board is provided with relevant information before any decisions are taken, to ensure that decisions are well founded and informed.

The Bank's ESG impact management framework



Supervisory Council of the Bank:

- At the level of the Bank's Supervisory Council, the ESG area is within direct responsibility of the member of the Supervisory Council who also serves as the Chairwoman of the Audit Committee and is a member of the Risk and Nomination Committees;
- Approves the Group's strategy, including the ESG strategy, which is an integral part of the Group's strategy;
- Approves the Bank's Risk Management Strategy and Risk Appetite Statement (together with ESG key risk indicators).

Management Board of the Bank:

- At the level of the Bank's Management Board, direct oversight of ESG risk management is the responsibility of a member of the Management Board, who is also the Bank's Chief Risk Officer (CRO) holding the position of the Head of the Bank's Risk Management Division, and who has the ability to raise issues directly with the Management Board, the Risk Committee, and the Supervisory Council as necessary.
- The Bank's Management Board approves the ESG risk impact assessment for the Bank's operations, as well as the climate and environmental risk materiality assessment and the climate and environmental risk impact assessment for the business environment (once a year).
- The Bank's Management Board is the top-level governance body responsible for aligning and integrating the ESG strategy into the Group's strategy and submitting it to the Bank's Supervisory Council for approval, as well as for the annual review of the implementation of the ESG strategy and the formulation of the strategic objectives of ESG within the context of the Group's strategy.

Risk Committee:

- Oversees ESG risk management in the Bank (quarterly);

- Conducts periodic monitoring of ESG risk indicators and overall ESG risk management (quarterly);
- Considers, on a proposal from the Bank's Management Board, changes to the ESG key risk indicators approved by the Supervisory Council;
- Conducts a deep dive into detailed ESG analyses as required.

Audit Committee

- Oversees the process of ensuring the integrity of the Bank's and Group's annual reports, including sustainability information.

Nomination Committee

- Monitors and assesses whether the Bank's governing bodies and key function holders have the core competencies required, including ESG risk management competencies.

Risk Management Committee:

- The Chief Risk Officer (CRO) chairs the Bank's Risk Management Committee;
- Oversees ESG risk management in the Bank (monthly);
- Conducts periodic monitoring of ESG risk indicators and overall ESG risk management (monthly).

Sustainable Operations Group:

- The Sustainable Operations Group is chaired by the Sustainability Officer;
- The Sustainable Operations Group is composed of a total of thirteen (13) members from seven (7) different divisions (Chief Risk Officer, Director of the Risk Department, Director of the Credit Risk Management and Control Department, Director of the Product Development Department, Director of the Compliance Department, Director of the Personnel Department, the Sustainability Officer and other managers and specialists participate in the activities);

- The Sustainable Operations Group is an advisory body on ESG risks and on the development of the ESG strategy and conducts **quarterly** oversight of the implementation of the ESG strategy.

Other structural units, committees and functions:

- Banking Product Committee – responsible for the development of banking products, including green products, as well as products focused on improving energy efficiency and promoting a sustainable business model, and ESG risks are among the risks assessed in product development.
- Credit Committee – decides whether to grant loans to clients. The ESG risk class is also taken into account when considering lending.
- Retail Banking and Corporate Banking Divisions (first line of defence) – provide financing proposals to clients, also focused on improving energy efficiency and promoting a sustainable business model. Assesses the level of ESG risk of clients.
- Investment services – when investing, effort is made to avoid the negative impact of ESG risks on the price and liquidity of securities in the long term, and therefore compliance with the ESG criteria is assessed.
- The Non-Financial Risk Department (second line of defence) coordinates the Group's ESG risk management and control processes, drafts internal regulations to manage this risk and oversees their implementation.
- The Compliance Department (second line of defence) performs the internal regulatory compliance function in relation to the ESG risk management system, as well as compliance inspections.
- Internal Audit (third line of defence) - carrying out independent ESG audits on a risk basis, assessing the effectiveness of the ESG risk management control framework, making recommendations to strengthen the effectiveness of the ESG risk management control framework, and monitoring the implementation of the recommendations. Provides materials to the Bank's Audit Committee on issues identified during audits, recommendations made and their implementation. Advises on ESG risk management issues as needed.

Some of the functions of the Group companies (Artea Life Insurance UAB, Artea Asset Management UAB, Artea Lizingas UAB) are integrated into the Bank's activities; therefore, the above-mentioned Bank's committees and commissions deal with the ESG risk management issues of the subsidiaries. However, the subsidiaries have committees dedicated solely to their activities:

Investment Committee:

- In the context of the activities of Artea Life Insurance UAB, it makes investment decisions regarding the management of investment portfolio assets based on the results of the ESG analysis (**daily monitoring, ad-hoc decision-making**).
- In the context of the activities of Artea Asset Management UAB, it takes investment decisions on the management of the assets in the funds taking into account the results of the ESG analysis (**daily monitoring, ad-hoc decision-making**).

Risk Management Committee:

- In the context of the activities of Artea Life Insurance UAB, it manages and monitors risks (including ESG risk) **on a quarterly basis**.

The Bank also has a **Labour Council**, made up of eleven (11) staff members elected by secret ballot and holding various positions in the Bank. The activities of the Council are governed by its rules of procedure. It actively cooperates with the Bank's Personnel, Asset Management and Administration and other departments, providing proposals that, among other things, reflect the ESG topics of interest to employees, in order to find the best solutions for the well-being of employees. The Group companies Artea Life Insurance UAB and Artea Asset Management UAB also have Labour Councils, which operate on a similar basis as the Labour Council of the Bank.

For more on the governing bodies and their composition, see page 15 of the Annual Report.

Overview of the management of sustainability issues during the reporting period

The Group conducts a self-assessment every year. During this process, it analyses the types of risks that may arise from banking activities and have a significant impact on the Group. The main risks faced by the Group are:

- credit risk
- market risk
- liquidity risk
- concentration risk
- operational risk
- ICT risk
- model risk
- compliance risk
- ESG risk
- banking book interest rate risk
- insurance risk
- strategic risk
- risks associated with the collection of risk data and the reporting of risks

In 2024, the Group performed its first Double Materiality Assessment. It included an assessment of the risks and opportunities that could financially affect the Group's operations (financial materiality) and an assessment of the Group's positive and negative impacts on the environment or society (impact materiality). In 2025, the results of the Double Materiality Assessment were reviewed, but in the absence of significant changes, the Double Materiality Assessment was not substantially updated, and the previously identified significant sustainability topics remain unchanged. The Double Materiality Assessment is approved by the Bank's Management Board or other delegated management bodies.

The Bank also updates its Climate-Related and Environmental Risk Materiality Assessment annually, the results of which are used when performing or reviewing the Double Materiality Assessment (ESG risk assessment is described in more detail on page 73 of this section).

Integration of sustainability-related performance in incentive schemes

GOV-3 (+ E1.GOV-3)

The Group's remuneration system includes a long-term incentive programme for nominated employees whose professional activities have the most significant impact on the nature of the Bank's risk. One of the four main indicators of this programme is the ESG indicator, which provides an ESG rating in the results of the Reputation Index survey. Depending on the Bank's market position, as determined by means of an ESG survey, the respective weights of key performance indicators (KPIs) are set.

ESG objectives can also be measured in terms of the achievement of the overall objectives of the organisation or assigned to specific posts with direct responsibility for this area. Currently, employee performance measurement is not directly based on specific sustainability-related targets or their impact, nor are ESG performance indicators considered as benchmarks for performance measurement or integrated into remuneration policies. The Group regularly reviews its remuneration system and its publicly disclosed Remuneration Policy and would, therefore, consider future improvements to better integrate sustainability objectives into its incentive and remuneration framework.

Statement on due diligence

GOV-4

The Group does not currently have a comprehensive due diligence process in place – suppliers are subject to a supplier-specific due diligence process. Nevertheless, there are a number of different processes in place that take a number of steps relevant to this topic. Last year, the Group carried out a Double Materiality Assessment, which revealed significant impacts, risks and opportunities in the environmental, social and governance areas. In this assessment, stakeholders were involved and their feedback was taken into account in the assessment of the topics relevant to the Group. As part of future improvements to sustainability management processes, the possibility of extending the due diligence process is also being considered.

Risk management and internal controls over sustainability reporting

GOV-5

The Group's annual consolidated financial statements and the management report are reviewed by the Bank's Chief Executive Officer and approved by the Bank's Management Board.

The Group analyses, assesses, assumes and manages the risks or groups of risks it faces in its operations. The **Risk Management Strategy** approved by the Bank's Supervisory Council and the procedures for managing the different types of risks based on it help to ensure the integrity of the risk management process within the Group. The risk appetite framework aims to define the risks and their

management principles in the Group's activities. As the various risks faced by the Group are interconnected, their management is centralised and the Bank has a **Risk Management Committee** for this purpose. One of the main objectives of the Bank's Risk Management Committee is to organise and coordinate the risk management system and oversee public disclosure of information related to ESG risk and its management. The Group reviews its risk management procedures and systems on a regular basis, at least once a year, taking into account market developments, new products and emerging best practices.

Oversight of ESG risk management, including oversight of public disclosure issues related to ESG risk and its management, is also carried out by the **Risk Committee**. Details of the functions of this Committee are disclosed on page 61.

Key Elements Of Due Diligence	Sections Of The Sustainability Statement	Page No.
Embedding due diligence in governance, strategy and business model	ESRS 2 GOV-2, ESRS 2 GOV-3, ESRS 2 SBM-3_06	60, 62, 68
Engaging with affected stakeholders in all key stages of due diligence (stakeholder involvement in policy implementation – access to rights and mechanisms outlined in policies)	ESRS 2 GOV-2, ESRS 2 SBM-2, ESRS 2 IRO-1, ESRS 2 MDR-P (E1-2, S1-1, S1-2, S4-1, S4-2, G1-1, G1-2)	60, 65, 73, 117, 125, 126, 133, 135, 136, 139
Identifying and assessing negative impacts	ESRS 2 IRO-1, ESRS 2 SBM-3	73, 68
Taking action to address negative impacts	ESRS 2 MDR-A (E1-3, S1-4, S4-4)	117, 132, 133
Tracking the effectiveness of these efforts (indicators and targets)	ESRS 2 MDR-M, ESRS 2 MDR-T (E1-4, E1-5, E1-6, S1-5, S1-6, S1-7, S1-10, S1-13, S1-14, S1-16, S1-17, S4-5)	117, 119, 120, 132, 124, 124, 129, 128, 130, 129, 128, 133

STRATEGY

Strategy, business model and value chain

SBM-1

The Artea Group's priority areas of activity are:

- Retail banking
- Corporate banking
- Investment services

Important groups of services offered:

Artea Bankas AB:

- Daily banking
- Financing
- Saving and investment products

As part of their services, the Bank offers their clients a choice of green and energy efficiency products: green mortgage loans, leasing of electric and hybrid cars, and financing of projects that promote business sustainability, such as loans for the purchase and/or installation of solar and wind power plants.

Artea Lizingas UAB:

- Financing

Artea Lizingas UAB provides consumer financing services to individuals, including loans for the purchase of solar power plants.

Artea Asset Management UAB:

- Pension and investment funds

All second- and third-pillar pension funds managed by the management company integrate sustainability risk management into the investment process. These funds invest in activities that promote environmental and/or social factors. Approaches to managing sustainability risks and integrating these risks into investment decisions include: ESG integration, engagement, negative screening (prohibited investments).

Artea Life Insurance UAB:

- investment-linked life insurance and contingency life insurance.

For investment-linked life insurance clients, Artea Life Insurance UAB also offers the Global Sustainable Equity investment line, which aims to invest the majority of its assets in sustainable investment products.

For more detailed information on green products and products aimed at improving energy efficiency, see the *Environmental* section (page 117).

Disclosure of the value chain

The Group's commitment to sustainability is integral to its overall strategy, business model and value chain. As part of the double materiality assessment, we have carried out a detailed value chain identification and assessment and developed our own value chain map. It covers the Group's entire value chain, while resources and dependencies cover the value chain and key resources used for the Bank's direct activities (hereinafter, "own activities").

The Bank and other Group companies are at the centre of the financial services value chain. The Group acts as an intermediary between the providers of capital (e.g., shareholders and other banks) and the end-users, i.e., the clients. The Bank depends on various suppliers and regulators to shape its operating environment, technological capacities and security.

Upstream and downstream parts of the value chain:

- External suppliers (e.g., IT services)
- Systems and data maintenance providers (data protection)
- Office rental
- ATM servicing
- Security service providers (including cash transportation)
- Shareholder deposits
- Services of other banks (e.g., correspondent banks)

- Supervisory authorities
- Clients

The inputs indicate the most important resources necessary for the successful development and use of the Group's operations and business model. Inputs are selected and used according to the business model, and different departments (e.g., Personnel, Asset Management and Administration, etc.) are responsible for their selection, use and retention.

Outputs refer to the Group's products and services (a detailed description of which is provided in the section "Strategy, business model and value chain" on page 63). The value chain described above covers the Bank's direct activities (hereinafter referred to as its own activities).

Key inputs (resources):

- Human resources (own workforce)
- Natural/physical resources:
 - Water
 - Land
 - Energy (green energy for own operations)
 - Financial assets
 - Rented premises
 - Cars purchased
- Technological resources:
 - Internal IT solutions
 - Databases

- Data (and data protection)

Key outputs:

- Products and services.

Disclosure of revenue amount

Detailed information on the Group's income is disclosed in the financial disclosures section of this statement (page 161).

Strategic orientations

The main goal of Artea Group's long-term strategy is **to become the best bank in Lithuanian by 2029**. The Bank aims to provide the best customer experience, to be the first choice in the minds of clients, to outperform the market growth rates in terms of number of clients and loan portfolio, and to generate high double-digit returns for investors.

Achievements (desired results) that detail this ambition:

- From a customer perspective, to become No.1 in customer satisfaction in the banking sector.
- In terms of growth, to grow faster than the market in terms of number of active clients and loan portfolio.
- From an employee's perspective, the goal is to become a TOP3 employer in the financial sector.
- In terms of awareness, to become the first brand in the minds of consumers in the banking sector.
- From the investors' perspective, to deliver a 20% rate of return to investors.

More information in Management Report (on page 11).

*The Artea Group's ESG strategy is an integral part of the Group's overall strategy. The targets set in the ESG area include:

Scope	Description of the objective	Measured	Actual, 2024	Progress, 2025
Environmental	Reduce Scope 1 and 2 greenhouse gas (GHG) emissions of the Bank Group	-35% less GHG emissions in 2030 compared to 2024	**606 tCO2	534 tCO2
	Increase sustainable financing volume	Progress	By the end of 2024: Green loan volumes: 49.62 MEUR Renovation volumes: EUR 1 billion RES project volumes: EUR 67.4 million	By the end of 2025: Green loan volumes: 85.1 MEUR Renovation volumes: EUR 1.26 billion RES project volumes: EUR 95.4 million
	Prepare a Transition Plan	Progress	<i>For more details, see the section on Transition Plan, page 113.</i>	
Social	Maintain customer satisfaction levels	Net promoter score compared with 2024	85%	85%
Management	Create a mature and mindful risk and compliance culture	Progress	<i>For more details, see the section on Risk and Compliance Culture, page 137.</i>	
Common ESG objective	To become the highest-rated Bank Group in Lithuania in the ESG field.	No. 1	-	Assessment in progress

* The Bank Group's ESG objectives are measured quantitatively or, where no quantitative target is set, by assessing quantitative and/or qualitative progress in the specific area. The common ESG objective will be measured based on the ESG reputation index of the Group as assessed by an external agency.

**According to the GHG emission reduction targets approved by the Board in 2025, which were approved prior to the recalculation of the 2024 GHG emissions from Artea Group's operations.

Interests and views of stakeholders

[SBM-2 \(+S1.SBM-2, S4.SBM-2\)](#)

We continuously strive to integrate interests and views of stakeholders into our strategy and business model. This process is an essential part of the Group's business, ensuring that the Group's solutions meet the expectations and needs of all stakeholders.

During the development of the strategy, the Group analyses factors and trends in the external environment, involving a large part of the

Bank's community. The impact and significance of the different trends are analysed from the point of view of the following four stakeholders:

- Clients
- Employees
- The public
- Investors

We regularly organise meetings, surveys and discussions with a wide range of stakeholder groups, including clients, employees, suppliers, investors and communities. We collect and analyse data on stakeholders' expectations and needs to better understand their priorities. The data and insights obtained are integrated into the Group's strategic plans and business model. This includes setting strategic objectives that meet stakeholders' expectations and needs, improving business processes and ensuring responsible and transparent operations.

Stakeholder interests and opinions were also analysed in the Double Materiality Assessment. The interests, views and rights of employees along the value chain and of affected communities likely to be

significantly impacted by the Group, including respect for their human rights, have also been taken into account in this DMA process. However, the interests of clients and society/community were considered together. This approach has been chosen because of the broad nature of the Bank's and the Group's activities and the ongoing impact – it is assumed that the direct decisions of clients can affect society and vice versa (for example, through real estate investments, both direct clients and society at large are affected). Meanwhile, when reviewing the double materiality assessment results in 2025, the opinions of certain Group employees and the discussions held during the Group's strategy review process were taken into account.

Stakeholder map (DMA flow chart)



Engaging with stakeholders

Stakeholder engagement is a key aspect of the Group's business, which helps to ensure that our decisions and actions meet the expectations and needs of all stakeholders. By engaging with our stakeholders, we can better understand market trends and identify potential risks and opportunities. This promotes transparency and trust that are essential for long-term business success. In addition, active stakeholder engagement helps develop sustainable and responsible business solutions that contribute to social and economic well-being.

The Management Board and the Supervisory Council are kept informed of the results of the stakeholder engagement through the

internal governance system. Information is provided through reports by committees (Risk Management Committee, Risk Committee) and by responsible staff with escalation rights.

In the table below, we disclose our key stakeholders and how we engage with them in our day-to-day activities. Stakeholder engagement was also ensured in the context of the double materiality assessment. This step is described in the description of the DMA process in this statement (page 73).

Stakeholders	How engagement is organised	Purpose of engagement (topic)	How stakeholder views are taken into account
Own workforce	Annual performance review interview Bank's internal website (Intranet) Internal surveys Events for employees Opportunities to make and implement proposals Labour Council Possibility to notify the Compliance Officer	Ensuring adequate working conditions (adequate pay, work-life balance, health and safety). Equal opportunities, non-discrimination.	The insights/results from surveys and suggestions through various internal channels are used to make relevant decisions, such as the design of new training and engagement programmes.
Investors (existing and potential shareholders)	Presentation of performance results to investors Shareholder meetings Regular reports Website Participation in investor conferences	Developing a sustainable and financially stable business.	Taken into account in the formulation of the Group's main strategic directions.
Supervisory authorities (European Central Bank, Bank of Lithuania, Single Resolution Board)	Regular reports Participation in meetings	Legal compliance and conformity.	The Group's main strategic directions are shaped by ensuring compliance with supervisory requirements and expectations, and implementing recommendations.
Clients	Client service quality surveys Communication on social networks Website Events for clients	Access to quality information about services. Accessible services.	The relationship with clients to secure sustainable revenues from the services we provide to them is a key driver of the Group's business model. The results of customer service quality surveys have implications for actions to improve customer experience.
Partners	Regular reports Website	Up-to-date and transparent information on the Group's activities. Partners' impact and action on ESG topics.	The Group strives to meet its partners' expectations regarding ESG standards and expects the same from its partners.
The public	Public communication Website Events	Up-to-date and transparent information on the Group's activities. Information on the impact generated by the Group on ESG topics.	The Group strives to meet the public's expectations regarding ESG standards. Monitoring of public opinion and trends; results are used to inform relevant decisions.

MATERIALITY ASSESSMENT

SBM-3 (+ E1.SBM-3, S1.SBM-3, S4.SBM-3, IRO-1 (+E1.IRO-1, G1.IRO-1), IRO-2

Results of the Double Materiality Assessment

Based on the results of the Bank's Double Materiality Assessment, the following Material Sustainability Topics (as well as sub-topics and sub-sub-topics) were identified:

- **ESRS E1: Climate change** (climate change mitigation (OA+ P), adapting to climate change (P), energy (OA+ P)).
- **ESRS S1: Own workforce** (working conditions (adequate wages, social dialogue, freedom of association, collective bargaining, health and safety), equal treatment and equal opportunities for all (gender equality and equal pay for work of equal value, training and skills development), other work-related rights (privacy)). (OA).
- **ESRS S4: Consumers and end-users** (information-related impacts on consumers and/or end-users (privacy, access to (quality) information) (OA), social inclusion of consumers and/or end-users (non-discrimination, access to products and services, responsible marketing) (OA+ P).

- **ESRS G1: Business conduct** (corporate culture, corruption and bribery) (OA).

Where:

OA – own activities covering the Group's activities
P – portfolio covering both the Bank's (BP) and the Group's (GP) portfolios

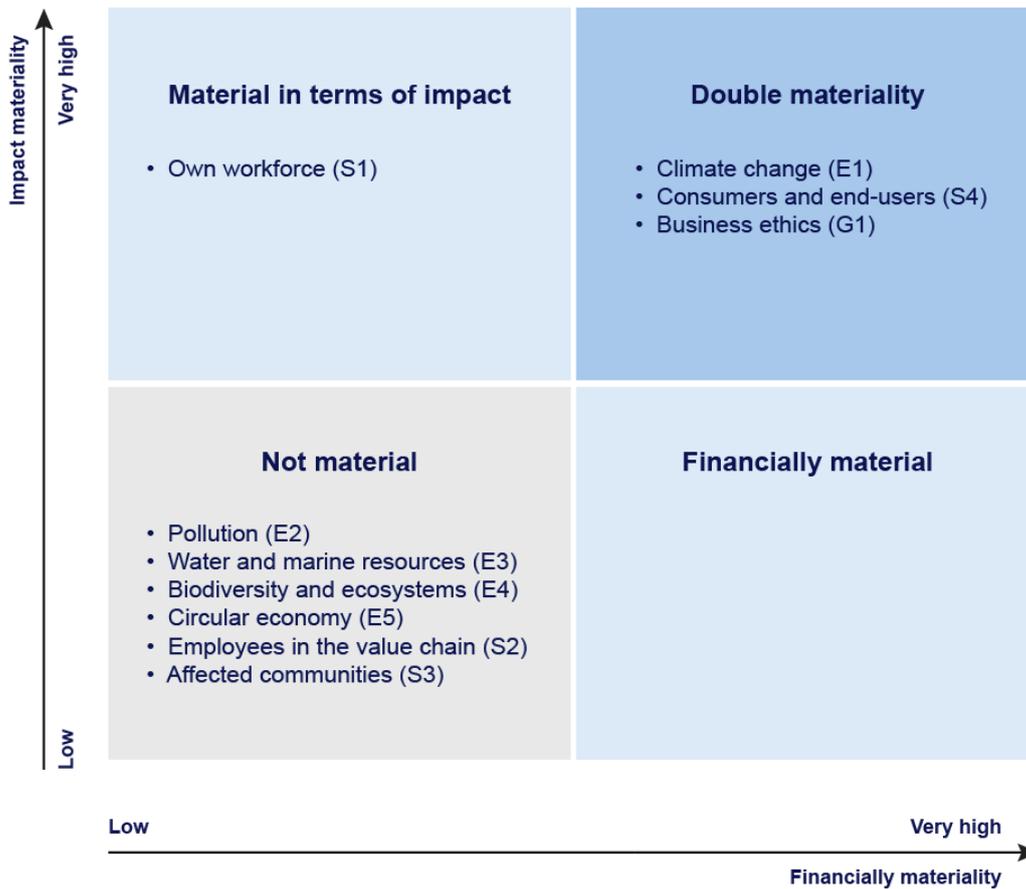
BP – the Bank's portfolio, comprising the loan and investment portfolios of Artea Bankas AB

GP – the Group's portfolio comprising the investment and loan portfolios of the subsidiaries Artea Life Insurance UAB and Artea Asset Management UAB and Artea Lizingas UAB

The matrix shows the ranking of the Material Sustainability Topics based on the results of the Double Materiality Assessment. Detailed

descriptions of the results and the impacts, risks and opportunities identified are presented below.

Materiality Matrix



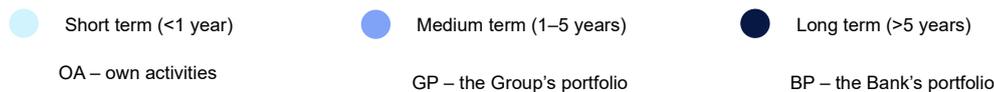
During the Double Materiality Assessment, the topics of *Climate Change* and *Consumers and End-Users* were identified as 'critical' and must be disclosed in the Group's Sustainability Report.

The Group voluntarily discloses the topics of *Own Workforce* and *Business Conduct*. Although these topics have been identified as 'material' (but not 'critical') and their disclosure is not mandatory, given the nature and strategy of the Group's activities, it was decided to include them among the material sustainability topics and disclose them voluntarily.

In 2025, when the Bank conducted a review of its Double Materiality Assessment, no changes were identified in relation to material sustainability topics; therefore, the same material sustainability topics remain relevant to the Group.

The materiality categories and the materiality assessment process are described in more detail in the **Description of the process to identify and assess material impacts, risks and opportunities** (page 73).

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



E1 Climate change

Impacts (I), risks (R) and opportunities (O)	Time horizon (short-, medium-, long-term)	Potential impact on business, value chain, strategy or decision-making	Action taken or planned
Sub-topic: Climate change mitigation and energy			
Negative impacts (OA/GP/BP): GHG emissions	● ●	The most significant negative impacts relate to greenhouse gas (GHG) emissions released into the atmosphere, which are generated by the Group's financing and investment services (GP). Among these, the most significant negative impact relates to the Bank's loan portfolio (BP).	The Bank Group has set a target to reduce Scope 1 and 2 greenhouse gas (GHG) emissions. It is planned that the targets and measures related to the GHG emissions of the Bank's loan portfolio will be prepared and aligned with the SBTi by mid-2027.
Risks (BP): Impact of the Green Deal on the Bank's clients (loan portfolio)	● ●	Regulatory requirements and policy mechanisms related to the implementation of the EU Green Deal may primarily affect the Bank's clients operating in sectors such as real estate, construction, manufacturing and transportation. Transition risks will have the greatest impact in the medium to long term. Companies operating in these sectors may face increased costs due to the need for additional investments, for example in green technologies or building renovation. Companies that consume a lot of energy in their operations and depend on fossil fuels may also face increased energy prices and related additional taxes. All of this may have an impact on customer insolvency – credit risk, as well as reputational risk and, accordingly, the Bank's strategy. Similarly, SMEs, which dominate the portfolio of Artea Bankas (BP), may face greater challenges in adapting to new requirements due to their limited resources and knowledge compared to the ability of larger corporations to adapt to change. As a result, the transformation of SMEs towards a more sustainable business model may be slower.	By joining the SBTi, the Bank has committed to setting targets and measures that will enable it to achieve climate neutrality by 2050. It is planned that the targets and measures will be prepared and aligned with the SBTi by mid-2027 (described in detail in the Transition Plan section on page 113). The financing solutions offered are focused on increasing energy efficiency and promoting a sustainable business model, such as investments in renewable energy, building modernisation solutions, etc.
Risks (GP): Impact of the Green Deal on the Bank's clients (investment portfolio)	● ●	Issuers of securities need to take steps to manage climate risks to attract finance and maintain securities prices. Sectors such as energy face greater risks. If companies fail to meet these expectations, they may find it difficult to attract investment and their securities may lose value, which would in turn jeopardise the stability of the Group's portfolio and create negative public opinion (including among investors and customers) about both the companies (issuers) and the Bank Group.	
Risks (GP): Group's sustainability and climate risk management and compliance	● ● ●	Managing sustainability and climate risks is key to complying with legislation, representing the interests of clients and remaining competitive in the market. Existing and updated legislation, such as the EU regulation on sustainability-related disclosures in the financial services sector (SFDR), may force a rapid change in strategy. One of the potential risks for investors is the likely reclassification of funds at the product level. With stricter criteria, the funds invested in may no longer meet the declared sustainability level (for example, they may be downgraded from Article 9 to Article 8 under the SFDR or reclassified to new, lower intensity categories). Investment portfolio: if issuers fail to address climate change risks and manage climate-related risks inadequately or insufficiently, they could lose investments and the value of their securities, which puts portfolio stability at risk. These circumstances may affect the public's (including investors, clients) perception of companies (issuers).	Continuous improvement of the sustainability or ESG risk framework (including climate and environmental risks), as detailed in the section on <i>ESG risk management</i> , while ensuring a systematic analysis of market developments and timely adaptation to the evolving provisions of the SFDR regulation. Educating employees and clients on the importance of sustainability and climate and environmental risks to help them better prepare for and adapt to change. Employee education on the importance of ESG risk management is part of the Bank Group's risk culture.

<p>Opportunities (GP): Increasing financing that promotes sustainability</p>		<p>The negative impact of loans can be significantly reduced if mitigation measures are used, such as loans for renewable energy projects, energy efficiency improvements or other loans that promote business sustainability.</p> <p>Also, by investing in companies and projects that focus on reducing environmental impacts and adopting sustainable practices (e.g., loans focused on energy efficiency improvements, green bonds, ESG-related funds), we can attract external capital, generate financial returns at a comparatively lower risk (in terms of ESG or climate change), maintain or increase our attractiveness to clients and investors, and make a positive contribution to tackling environmental issues.</p>	<p>Proposed financing solutions focused on increasing energy efficiency and promoting sustainable business models (described in detail in the section Green products and products aimed at increasing energy efficiency on page 117).</p>
<p>Sub-topic: Climate change adaptation</p>			
<p>Negative impacts (BP): Impact of the Green Deal on the Bank's clients (loan portfolio)</p>		<p>Although the overall impact is not significant, certain sectors can contribute significantly, for example agriculture or construction, which, due to their activities, may have/cause a negative impact on soil and/or resources such as water reserves and/or water quality, biodiversity, habitat loss, etc. Accordingly, these sectors may be affected by regulatory requirements and policy mechanisms related to the implementation of the EU Green Deal.</p>	<p>Continuous improvement of the sustainability or ESG risk framework (including climate and environmental risks) to better assess the impact of physical risks (detailed in the sections on <i>Management of ESG risks - ESG risk identification</i> and <i>Climate Risk and Resilience Analysis — Physical Risk</i>, page 113).</p>
<p>Risks (BP): Impact of physical risks on the Bank's clients (loan portfolio)</p>		<p>Potential impacts include additional investment, increased costs or reduced income due to new regulatory requirements, losses and business disruption caused by extreme weather events, additional insurance costs or reduced property values in flood-prone areas. In addition, disruptions in customer supply chains can have a significant impact on sectors such as manufacturing and retail. All of this may have a long-term impact on credit risk and the Bank's financial position.</p>	<p>Diversifying investments to reduce the risks associated with specific sectors such as energy. This will help protect your portfolios against potential losses.</p>
<p>Negative impacts (GP): Impact of the Green Deal on the Bank's clients (investment portfolio)</p>		<p>The range of investment products on offer covers a variety of sectors, so the physical impact of climate change and the need to adapt to it directly affect asset values and strategic capital allocation. In the most sensitive sectors, such as agriculture, forestry and real estate, the profitability of investments depends heavily on their ability to withstand extreme natural events and adapt to changing environmental conditions.</p>	

S1 Own workforce

Impacts (I), risks (R) and opportunities (O)	Time horizon (short-, medium-, long-term)	Potential impact on business, value chain, strategy or decision-making	Action taken or planned
<p>Sub-topics: Working conditions: adequate wages, and equal treatment and equal opportunities for all: gender equality and equal pay for work of equal value; diversity</p>			
<p>Negative impacts (OA): Wage inequalities</p>		<p>Impacts may include increased staff turnover, decreasing employee motivation, loss of competencies, unattractiveness of the Bank/Group as an employer, loss of talent, increased financial resources due to staff turnover or a reduction in the wage gap.</p>	<p>Monitoring regulatory changes and identifying and implementing necessary measures; Updating the performance review and remuneration policies, for which the following projects and activities are planned:</p>
<p>Risks (OA): Retaining and/or attracting talent</p>			<ul style="list-style-type: none"> integrating the updated performance review process and introducing calibration of results; introducing a competency model; reviewing the remuneration system: reviewing and updating the systems in place for the management of fixed remuneration and variable remuneration (also in line with the Pay Transparency Directive); analysis of the use of long-term financial instruments in the

			remuneration system, choice of instruments.
Sub-topic: Working conditions: social dialogue, freedom of association, collective bargaining			
Positive impacts (OA): Ensuring active social dialogue		This approach encourages open communication, effectively addresses employees' concerns and fosters a collaborative and inclusive working environment. Regular employee feedback that is taken into account increases employee satisfaction and strengthens their engagement.	We have active Labour Councils in all Group companies, with which we maintain regular dialogue.
Sub-topic: Working conditions: health and safety			
Negative impacts (OA): Potential physical and cyber attacks Risks (OA): Inadequate working conditions		The potential negative impact of physical and cyber attacks can lead to physical harm to employees, psychological stress and create an unfavourable working environment for employees. This may be compounded by a heavy workload, which can reduce employee efficiency and motivation or lead to higher employee turnover. Staff turnover can require financial and administrative resources and affect the quality of customer service.	<ul style="list-style-type: none"> • Procedures are reviewed and updated regularly (annually) to maintain compliance with legal requirements and other regulatory acts; • Attention to the proper familiarisation of staff with internal documents; • Focus on more efficient processes and prioritisation of tasks; • Ensuring the provision of safe and ergonomic workstations; • Organising health checks; • Carrying out occupational risk assessments of workstations; • Additional focus on civil protection; etc.
Sub-topic: Equal treatment and equal opportunities for all: training and skills development			
Positive impacts (OA): Employee training and development programmes Risks (OA): Lack of competencies		Lack of skills development can lead to staff turnover, reduced motivation and failure to attract talent. At the same time, there is a growing need to improve the competences of managers and to increase the focus on leadership development.	<ul style="list-style-type: none"> • The e-learning platform is used to manage mandatory training for all Group employees and to more efficiently organize the development of specific employee groups. The platform continuously monitors training completion indicators, carries out knowledge checks, and ensures clear and timely communication about the training process. • Access is also provided to additional learning platforms designed for the development of specific competencies. • A Development Plan has been integrated into the updated performance evaluation process. • A 360° assessment for managers is implemented to support leadership development.
Sub-topic: Other work-related rights: privacy			
Negative impacts (OA): Employee data breaches		Potential negative impacts arise from possible breaches or unauthorised use of employee data. Financial impact (fines); reputational impact (warning, reprimand, instruction).	<ul style="list-style-type: none"> • GDPR requirements implemented. • All employees receive regular training on the GDPR. • Procedures are regularly (annually) reviewed and updated, while maintaining compliance with the law and other regulatory instruments. • Informing staff about the Bank's processing of their personal data.

S4 Consumers and end-users

Impacts (I), risks (R) and opportunities (O)	Time horizon (short-, medium-, long-term)	Potential impact on business, value chain, strategy or decision-making	Action taken or planned
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Sub-topic: Information-related impacts on consumers and/or end-uses (privacy, access to (quality) information)

Negative impacts (OA): Processing of personal data		The negative impact stems from the highly sensitive nature of financial information and the associated potential privacy breaches. The financial sector handles a huge amount of personal and financial data, making it a prime target for cyber-attacks and identity theft.	Implement the requirements of the GDPR and DORA. Related mandatory training for all staff introduced within the Group. Procedures are regularly reviewed and updated, while maintaining compliance with the law and other regulatory instruments.
Risks (OA): Privacy violations		Both potential data breaches and privacy breaches carry significant risks, including fines and reputational damage. In addition, the elimination and mitigation of these breaches may disrupt the normal operations of the organisation and create additional costs.	
Positive impacts (OA): Effective communication		Positive impact is achieved through effective communication for clients (providing accurate, non-excessive information in the right way and at the right time).	The aim is to maintain Net Promoter Score (NPS) of 85%.

Sub-topic: Social inclusion of consumers and/or end-users (non-discrimination, access to products and services, responsible marketing)

Positive impacts (OA): Service accessibility		The positive impact is achieved through a variety of channels of communication with consumers, including an extensive network of physical banking outlets. Additional improvements are being introduced, aligned with the overall business strategy to become the best bank in the country by providing the best customer experience in terms of services and products.	In 2025, the customer experience of becoming a client of the Bank/Group through the digital channel was improved. Processes are in place to assess risks and ensure compliance with legislation (non-discrimination, equal opportunities, responsible marketing).
Risks (OA): Network of customer service outlets		Without maintaining a wide network of physical outlets, access to financial services would be restricted, resulting in a loss of income opportunities. In addition, competitors offering more inclusive products and services may attract these segregated segments and thus reduce the Bank's market share.	Following the acquisition of Artea Asset Management UAB and the expansion of the Group's range of services, the even greater focus is on quality and accessibility of services.
Risk (BP): Financial fraud risk		Risk related to customers' use of the Bank's services, where fraudsters may impersonate the Bank in order to deceive customers and misappropriate their funds.	Continuous actions are taken to increase customers' awareness of financial fraud and financial literacy (e.g. public communication).
Opportunity (BP): Customer engagement and education on ESG topics		Educating customers and encouraging them to adopt more sustainable business models can strengthen business relationships, create new collaboration opportunities, and support the maintenance of long-term partnerships.	Measures are applied to enhance customers' knowledge of sustainability topics (e.g. additional educational information included in the ESG questionnaire; customers are involved in various sustainability-promoting projects).

G1 Business conduct

Impacts (I), risks (R) and opportunities (O)	Time horizon (short-, medium-, long-term)	Potential impact on business, value chain, strategy or decision-making	Action taken or planned
Sub-topic: Corporate culture, corruption and bribery			
Negative impacts (OA): Bribery and Corruption		<p>Potential negative impacts could arise from poor management practices leading to incidents of bribery, corruption – such a failure to meet ethical standards could seriously damage the corporate culture and reputation of the Group companies from the perspective of clients, investors and the public.</p> <p>Even with comprehensive prevention and mitigation measures and ongoing monitoring, the negative impact of corruption remains, as a corruption incident can significantly affect trust in the organisation, lead to legal consequences and damage reputation.</p>	<p>In 2025, a survey planned under the compliance activity programme was carried out to assess areas where corruption risks may arise. The analysis of the survey showed that no significant deficiencies were identified, the corruption prevention requirements are well understood by the Bank's managers, and the risk of corruption and unethical behaviour is low.</p> <p>In 2025, the Group launched the Risk and Compliance Culture Improvement Project aimed at strengthening risk identification and management capabilities, as well as enhancing the overall risk culture across the Group. The project also covers bribery and corruption risk aspects as an integral part of strengthening the broader risk and compliance culture.</p>
Risks (OA, BP): Bribery and corruption		<p>The risk related to non-compliance with anti-bribery, anti-corruption and ethical conduct requirements arises from two perspectives:</p> <ul style="list-style-type: none"> • Cooperation with business partners who fail to comply with these requirements may result in financial consequences (e.g. insolvency of business partners) and may expose the Group to reputational risk; • Providing products and services to clients who do not comply with these requirements may create credit risk (e.g. client insolvency due to penalties imposed on them), which may affect investment returns and expose the Group to reputational risk. 	<p>Regular training on the unacceptability of corruption is conducted.</p> <p>The Group's clients and business partners are subject to the Code of Ethics, which sets out the key behavioural principles and standards, promoted values, and business principles.</p>

Description of the process to identify and assess material impacts, risks and opportunities

IRO-1 (+E1.IRO-1, G1.IRO-1)

The materiality assessment process was carried out in 2024 and reviewed in 2025 in accordance with the double materiality principle set out in the EU Corporate Sustainability Reporting Directive. The materiality assessment process was carried out by external experts with the participation of Artea Bankas Group, based on the European Sustainability Reporting Standards (ESRS) and the EFRAG Materiality Assessment Implementation Guidance (version of May 2024).

In 2025, the Bank reviewed the results of the Double Materiality Assessment conducted in the previous year and, having identified no significant changes, confirmed that the same sustainability topics remain material to the Group. As part of the review of the double materiality results, the Bank's portfolio assessment was updated using the latest portfolio data, and the relevance of material sustainability topics was evaluated within the Group's strategy review process. No methodological changes were made during the review of the double materiality assessment results. The review of the 2025 double materiality results was approved by the Bank's Management Board.

Methodology

During the assessment, both impact materiality and financial materiality are evaluated. In an impact assessment, a topic is considered to be material if it has significant actual or potential impact on people or the environment. In a financial materiality assessment, a topic is considered material if it has or may have a financial impact on the company, i.e., it creates financial risks or opportunities. In addition, other topics may be added that are not material according to the assessment methodology, but which the Group recognises as material topics in light of the Group's strategy and/or other factors significant to the Group. It should be noted that such topics are disclosed on a voluntary basis. The Bank has not made any changes to the materiality assessment process compared to last year; therefore, the information provided below remains relevant.

In the financial sector, a large part of the sustainability impacts and risks and opportunities arise in the client segment or investment portfolio. The Double Materiality Assessment has therefore been divided into **two phases**:

1. **the assessment of the materiality of the upstream operations in the value chain and the materiality of the Artea Bankas Group's direct activities.** The aim is to assess the impacts and risks arising from the direct activities of Artea Bankas and its employees (**Phase 1**, also known as "DMA of the Bank's operations").
2. **the Bank's portfolio performance assessment.** The aim is to assess the impacts and risks arising from the activities in which Artea Bankas Group invests (**Phase 2**, also known as "Portfolio DMA").

This method of identifying material topics is applied to financial institutions. The distinction between direct activities and the portfolio in the identification of topics is mandatory, as these two activities differ significantly in their impact and scope:

- **Artea Bankas Group** is a national institution and operates in Lithuania. Its direct activities are divided into several areas, but all of them fall within the financial services area. These areas are associated with specific impacts, risks and opportunities.
- Meanwhile, the **Bank's investments** cover a wide range of sectors with very different impacts and operational specificities. Although Artea Bankas Group invests in Lithuanian companies, mainly in the small and medium-sized enterprises segment, the range of investments covers very different economic activities: real estate, manufacturing, transportation, agriculture. These activities have the potential to give rise to wide-ranging impacts, risks and opportunities.

Important. The descriptions below indicate the differences in the process of double materiality assessment by indicating the phase (1 – direct activities of Artea Bankas Group or 2 – Portfolio activities). In

the absence of such a reference, the process is similar for both stages of the assessment (e.g., stakeholder engagement and setting the materiality threshold).

The Double Materiality Assessment was carried out in three steps:

1. **Understanding context and scope.** The scope of the assessment was defined and agreed taking into account the Group's core business, value chain partners and stakeholders.
 - a. **Scope of the assessment:** developing value chain and stakeholder maps.
 - b. **Time horizons applied.** As the Group's materiality assessment has to be carried out in the short, medium and long term, the following time horizons have been defined:
 - i. Short-term: 1 year (reporting period)
 - ii. Medium: 1-5 years
 - iii. Long-term: more than 5 years.
 - c. **In Stage 2 (Portfolio DMA)**, the following information was added to the value chain and stakeholder information:
 - i. **Overview of securities and other financial instruments** held by the main **investment portfolios** of Artea Bankas Group (Artea Bankas AB, Artea Asset Management UAB and Artea Life Insurance UAB). The focus was on the **types of such investments** (bonds, shares, etc.) and their **geographical location**.
 - ii. **Product types and volumes** by client group. This breakdown is based on the United Nations Environment Programme Finance Initiative (**UNEP FI**) tool. The client groups assessed separately were **consumers** (natural persons) and **institutional clients** (private businesses), according to their sectoral distribution.
 - d. **Identifying the value chain and stakeholders.** Based on the identified value chain and stakeholders, data collection and the identification of a list of potentially material sustainability topics continued.
2. **Compiling a list of potentially material sustainability topics.** The purpose of this step was to pre-assess which of the sustainability topics listed in Annex A of ESRS 1 are not relevant to the Group and may not be included in the further assessment in step 3. In addition, assumptions were made at this stage about topics potentially material from an impact and financial perspective.
 - a. The pre-assessment in **Phase 1** (DMA of the Bank's operations) was carried out using an initial assessment template developed by external experts to determine whether a particular topic is likely to be material to the Bank. All of the Group's activities were assessed, without singling out specific geographies or business relationships, but bearing in mind that most of the Group's operations are carried out in Lithuania.
 - b. In **Phase 2** (Portfolio DMA), given that the Group's portfolios include companies from different sectors, all sustainability topics were retained as potentially material. In terms of industry-specific topics, the UNEP FI tool has a number of topics with specific impacts on the financial sector that were included in the Phase 2 (Portfolio DMA) assessment, but scored low and did not make it to the final list of material topics.
 - c. **Value chain perspective.** The ESRS does not require detailed information on each actor in the value chain, but essential value chain information must be included. The assessment of material impacts, risks and opportunities (IROs) should focus on relationships that are likely to involve material IROs, for example:
 - i. "hot spots" were identified, i.e., activities or areas that may have the greatest actual and potential impact, or
 - ii. relationships were identified with entities whose products or services have a significant impact on the Group's business model.
3. **Materiality assessment.** This step sought to determine the **impact and financial materiality** of the potentially material topics selected in step 2 and to identify the actual and potential sustainability impacts, risks and opportunities (IROs).

Impact materiality assessment.

The assessment of the impact materiality has been carried out taking into account the **severity** and **likelihood** of actual and potential impacts along the value chain.

- **Severity of impact.** The severity of impact was assessed based on three parameters:
 1. the scale, to determine how serious or beneficial a negative or positive impact on people or the environment is;
 2. the extent, to determine how widespread a positive or negative impact is;
 3. irreversibility, to determine whether and to what extent negative impacts can be remedied. In the case of positive impacts, reversibility is not addressed.
- **Likelihood.** The likelihood of occurrence of impacts has been assessed in the short, medium and long term (as described on page 58 of the report). In the case of actual or potential human rights impacts, likelihood was not taken into account. In this case, materiality is determined by the severity of the impact.
- **Impact materiality categories.** Actual and potential impacts were divided into four categories based on the sum of the severity and likelihood scores:
 1. Informative
 2. Important
 3. Material
 4. Critical

Where there were several possible or actual impacts, priority was given to the negative impacts, with a more conservative assessment being chosen if the extent or likelihood was not clear.

Specifics of the impact materiality assessment in **Phase 2 (Portfolio DMA)**.

The impact materiality assessment in this phase was carried out according to the UNEP FI methodology. The [UNEP FI](#) platform is designed to calculate the portfolio impact of financial institutions. The tool combines individual portfolio data and international official sources measuring the impact of different sectors on 11 ESG topics (broken down into 22 sub-topics and additional sub-sub-topics), depending on geography, time horizon, scale of investment and other variables. The UNEP FI tool is used by banks and financial institutions worldwide. The methodology of the UNEP FI tool is described in more detail on the website and in the user guides for the tool.

The following modules of the UNEP FI tool were used in the analysis: Context Module, Consumer Banking/Identification Module and Institutional Banking/Identification Module.

The official UNEP FI-ESRS Conversion Tool and additional [explanatory documents](#) were used to link the results of the impact assessment to the ESRS topics and sub-topics. Some adjustments have been made to the UNEP FI methodology to take into account the specificities of the Group, such as the use of additional proxy indicators after the experts assessed that the indicators provided by the UNEP FI were not directly relevant for the assessment of certain ESRS topics/sub-topics; and indicators adapted to the geography of the investments of Artea Bankas, for example, data on the social topics have been updated with the latest national statistics.

Methods and sources for assessing the materiality of impacts: Environmental impacts

Methods applied:

- **Portfolio impact and geographic context:** the Group's environmental impact was mainly portfolio-related, so due consideration was given to the portfolio and the composition of the Group's client base. In addition, the geographical location of the Group's operations has been taken into account and location-specific data have been updated based on the latest available information.
- **Impact in own operations:** in the Group's own operations, the environmental impact was mainly related to the use of resources

or services required to operate (e.g., energy consumption, water, use of office space). The assessment therefore focused on impacts related to the use of the Group's resources.

- **Weighted method:** the severity parameters were assessed taking into account the size of the Group's loan portfolio in different sectors and the environmental impact related to that sector. This was done with a view to limiting the potential environmental impact from a small part of the loan portfolio.
- **Probability:** in assessing the probability in own operations, the Group's own policies and impact management measures on environmental issues were taken into account. If no policies or measures are in place, the probability has not been assessed (the impact is considered real). For Phase 2 (Portfolio DMA), the probability was considered as a current state, as no projected changes in the composition of the portfolio were taken into account.

Sources used:

the severity and likelihood parameters were estimated based on a range of information and sources, including:

- Artea Bankas Group's sustainability statements, ESG strategy and existing policies (focus on: Artea Bankas' materiality assessment of climate and environmental risks and business environment scan; policies of Artea Life Insurance UAB and Artea Asset Management UAB for responsible investment and integration of sustainability risks).
- Annual reports and topics relevant to suppliers, where applicable.
- Disclosures from Lithuanian utility companies and other service providers (e.g., energy, water).
- Environmental impact studies and reviews by financial institutions and international organisations.
- Official sources used by the UNEP FI tool.

Methods and sources for assessing the materiality of impacts: social impacts

Methods applied:

- **Conservative approach:** due to the Group's close relationship with consumers and the public, the severity parameters were assessed using a conservative approach, i.e., taking into account potential non-compliance or the greatest potential impact. If certain sub-sub-topics could involve both negative and positive impacts (e.g., working time/work-life balance), depending on the sub-group of the stakeholder, only negative impacts were assessed. For Phase 2 (Portfolio DMA), both positive and negative impacts were assessed in parallel and the higher of the two was chosen as the final impact materiality score. **"Hot spot" in the area of impact:** the pre-assessment in Phase 1 (DMA of the Bank's operations) identified the area of high impact for a specific sub-topic with scores being based on the potential impacts associated with the area of high impact.
- **Likelihood of value chain impacts:** the assessment of the likelihood of potential impacts took into account the company's policies and mitigation measures in place to reduce the impact on workers along the value chain. For Phase 2 (Portfolio DMA), the probability was considered as a current state, as no projected changes in the composition of the portfolio were taken into account. In addition, for the purposes of assessing the portfolio impact on workers, all workers are considered to be value chain workers and own workforce was not assessed.

Sources used:

the severity and likelihood parameters for **Phase 1 (DMA of the Bank's operations)** were estimated based on a range of information and sources, including:

- Artea Bankas Group's sustainability statements, ESG strategy and existing policies (taking into account the ESG Risk Assessment Procedure for Clients, Artea Bankas AB internal procedure Limits on Investments in Securities Portfolio, policies of Artea Life Insurance UAB and Artea Asset Management UAB for responsible investment and integration of sustainability risks).

- Annual reports and topics relevant to suppliers, where applicable.
- Industry rankings and materiality maps (e.g., SASB, MSCI).
- Studies and reviews by international organisations on the social and human rights impacts of the financial industry.
- Disclosures from industry stakeholders on social and human rights impacts, including:
 - Standards specific to the financial sector relating to employee welfare, stress levels and working conditions.
 - Legal requirements on privacy and cybersecurity for financial institutions.
 - Responsible marketing requirements for financial institutions.
- Official sources used by the UNEP FI tool.

In addition to the sources mentioned above, the experts used the following sources for the analysis in **Phase 2 (Portfolio DMA)**:

- Information on the Group's credit risks by client group and, in the case of legal entities, by sector;
- Information on the Group's investment portfolios, including the types of financial instruments and the geographical location of investments.

Methods and sources for assessing the materiality of impacts: impacts on governance

Methods applied:

- **Sector-specific high-impact areas.** The Group's business and governance model is heavily dependent on its internal management structure as well as on financial regulation at both local and European level. Therefore, the governance model and the control system (e.g., Group management system, relations with subsidiaries, sectoral policies, etc.) were assessed.
- **National laws and business environment.** Although the Group's operations and loan portfolio are primarily domestic, the Group is subject to extensive international legal regulation. Supervisory authorities, in particular the European Central Bank, which is the supervisory authority of Artea Bankas, have ambitious expectations for ESG.
- **Group's commitments.** The Group's current status has been assessed based on the policies presented, national commitments and publicly available information on the future plans of the European Central Bank and the European Banking Authority.

Sources used:

the likelihood parameters were estimated based on a range of information and sources, including:

- Artea Bankas Group's sustainability statements and ESG strategy.
- Existing policies (including Remuneration Policy, Diversity Policy, Policy on the Prevention of Corruption and Unacceptable Conduct, Corporate Governance Policy, Code of Ethics), processes and management structure, including the Articles of Association of Artea Bankas Group, the Privacy Policy of Artea Bankas Group companies in Lithuania, the ESG Risk Assessment Procedure for Clients, etc.
- Particular attention was paid to the processes and the organisational model of the subsidiaries, taking into account the major organisational changes after the merger of Artea Bankas AB and Invalda INVL in 2023.
- In addition, the assessment is based on previous and current stakeholder engagement and questionnaires.

Financial materiality assessment

The assessment of financial materiality has been carried out taking into account the magnitude of financial impacts and the likelihood of risks and opportunities for direct operations along the value chain in the short, medium and long term. Qualitative assessment thresholds were applied, assigning them corresponding numerical values, but not related to financial or other quantitative measures.

Sustainability-related risks and opportunities were assessed from two perspectives:

- risks or opportunities for business relationships;
- risks or opportunities for resources.

The assessment of financial materiality also took into account Artea Bankas' existing assessment of the materiality of climate and environmental risks and overview of the business environment.

Categories of financial materiality

The following categories of financial materiality have been identified:

- No risks/opportunities
- Informative
- Material
- Important
- Critical

The following data were used to assess financial materiality:

- Typical sectoral risk information according to SASB:
 - The analysis in **Phase 1 (DMA of the Bank's operations)** used [SASB](#) information on key ESG risk areas for the commercial banking, consumer finance, asset management and custody and insurance sectors. Where the topics were related to portfolio activities, the relevant information was also used in the scope of the financial materiality assessment in **Phase 2 (Portfolio DMA)**.
 - The **Phase 2 (Portfolio DMA)** analysis took into account SASB information on key ESG risk areas for the Group's loan portfolio.
- Typical sectoral dependencies on ecosystem services according to [ENCORE](#) (*Exploring Natural Capital Opportunities, Risks and Exposure*).
- Information on financially material topics among others in the financial industry.

In addition to sector-specific information, the assessment of financial materiality also took into account entity-specific information:

- the results of the impact materiality assessment.
- the results of existing risk assessments, in particular Artea Bankas' assessment of the materiality of climate and environmental risks and business environment scan.
- views of internal and external stakeholders.

Stakeholder engagement

The ESRS identifies two types of stakeholders that are relevant for the double materiality assessment: affected stakeholders and users of sustainability statements. Some stakeholders may belong to hypothetical groups.

A stakeholder engagement plan has been developed:

1. Following the pre-assessment step, stakeholder engagement is planned with a view to obtaining missing information on the impact of the Group and its value chain or the risks/opportunities relevant to it;
2. Following the impact materiality assessment, stakeholder engagement is planned with a view to confirming or refuting the hypotheses.

Stakeholder perspectives were collected in two ways:

1. **Analysis of documentation and available sources** – this step involved analysing documents that indicate actions and commitments for specific stakeholders, e.g., sustainability statements, supplier policies, survey results. This method was chosen to understand their views and expectations at the Group level or in cases where individual responses were not available or relevant.
2. **Direct engagement** – this step involved direct interviews and focus groups with stakeholder groups. This method was chosen when there was a need for a more detailed opinion and when there was insufficient good quality publicly available data. This method of engagement also provides a broader view than questionnaires.

Different stakeholder engagement methods were used depending on:

- whether the relationship with the stakeholder is associated with a high impact area or a major dependency. This has been assessed in the pre-assessment and the main assessment.
- the quality of information on the views of the stakeholder group.

The following stakeholders (and their method of engagement) were included in the double materiality assessment:

- investors (interviews and analysis)
- regulators (analysis)
- employees and their representatives (interviews and analysis)
- business partners (analysis)
- clients (retail and corporate) (interviews)
- nature (analysis)
- media (analysis)

Identification of material topics

The following ranges were agreed for the identification of material topics:

- Topics that are considered material to the Group are those that, after assessing their impact and/or financial materiality, are classified as 'critical'.
- In addition, other topics may be added that are rated as 'material' from the perspective of impact or financial materiality and are recognised as relevant topics in light of the Group's strategy and/or other factors significant to the Group. It should be noted that topics

classified as 'material' are not of the highest possible materiality but may be disclosed voluntarily.

Management of ESG risks (including climate and environmental risks)

Key impacts, risks and opportunities

The Group is continuously focusing on improving the ESG risk management framework. In 2025:

- the Group improved its ESG risk management system by incorporating science-based climate scenarios when updating the Bank's Climate and Environmental Risk Materiality Assessment and conducting a business environment scan related to climate and environmental risks. Science-based scenarios were also used in stress testing, and the Risk Appetite Statement and the ESG risk indicator system were updated, adding new indicators for measuring the ESG risk.
- when calculating the Group's consolidated GHG emissions – both from operational activities and loan and investment portfolios – both the calculation process and the quality of the data used were improved.
- the requirements of supervisory authorities and legislation were implemented.
- the Bank conducted an internal audit and compliance check in the ESG area, and improvements were made in the ESG area based on the recommendations received.
- Work on the Transition Plan, which began in 2024, is continuing (more information on page 113).

The ESG risk management system includes:

Components of the ESG risk management system:	Processes within the Bank:	
	Overall monitoring of ESG risks and legal regulation, as well as definition of risk categories and assessment methodologies	
Risk identification	Identification of ESG risks (double materiality assessment); Climate and environmental risk materiality assessment; The Business Environment Scan in relation to climate and environmental risks.	
Risk assessment and measurement	Risk assessment process (Risk Map); GHG emissions from financing and investment activities; Stress testing and evaluation of results as part of the Internal Capital Adequacy Assessment Process (ICAAP); Green asset ratio.	The Risk Management Strategy defines the Group's policy for identifying, assessing and managing risks. The risk appetite statement defines the level of risk that the Group is willing to take in order to achieve its business objectives.
Risk management	Managing ESG risk as a distinct type of risk; Integrating ESG risk management into the management of other financial and non-financial risks.	
Risk monitoring and reporting	Internal reporting (see page 61 of the statement for details on the functions of the governing bodies); External reporting (public disclosure).	
Risk review and improvement	Continuous improvement of the risk management framework; ESG training for employees.	

Identifying ESG risk

The Group understands ESG risk as the risk of any adverse financial impact on the Group arising from the existing or future impact of ESG factors on counterparties (clients, suppliers, etc.), on the Group's assets, or on the Group's activities. ESG risk includes:

- **Environmental risks**, consisting of climate and environmental risks (**other environmental risks**) related to biodiversity, pollution, waste and water management, land use, etc. Climate and environmental risks consist of two main factors:
- **Physical risk** is the risk of any adverse financial impact on the Group arising from the current or future impact of changing climatic events on counterparties, on the Group's assets, or on the Group's activities.
- **Transition risk** is the risk of any adverse financial impact on the Group arising from the current or future transition to a more environmentally sustainable economy (including adaptation to a lower carbon economy) affecting counterparties, the Group's assets, or the Group's activities.
- **Social risks** relate to the Group's employees, their health and well-being, differences in remuneration, impact on society, the quality of services, etc.
- **Governance risks** relate to the Group's risk management culture, regulatory compliance, legal risk, gender diversity, etc.

In 2025, the Bank continued to improve its ESG risk-management framework. By updating its climate-related and environmental risk materiality assessment — which is linked to the Double Materiality Assessment — and by conducting a comprehensive analysis of the business environment scan related to climate and environmental risks, the Bank used climate scenarios to assess both transition and physical risks (more detailed information on climate scenarios is provided on page 114). Accordingly, the Risk Appetite Statement was updated, along with the ESG risk indicators. The climate and environmental risks and the assessment of their impacts are a regular process in the Bank, which is assessed at each review of the Group's strategy and Risk Management Framework. The Group's new strategy (2026-2028) identifies the strengthening of ESG standards as one of the key strategic directions.

The Group's risk appetite documents (see page 78 for more details on Risk Appetite) and the Risk Map identify ESG risk (together with climate and environmental risks) as a separate risk category, but their impact is assessed and managed through the standard risks – credit, concentration, market, liquidity, operational and reputational.

The ESG risk culture is an integral part of the Group's risk culture, and in the future the Group will continue to focus on the development of its ESG risk management framework, the implementation of new supervisory and legislative requirements.

ESG risk measurement, monitoring and management

Credit risk

Since 2006, the Bank's business lending has been guided by one of the best practices in the international financial sector – EBRD Environmental and Social Risk Management Manual. The identification, assessment and management of environmental and social risks are considered as part of credit risk. Based on this Manual, ECB documents, the Bank's internal documents and procedures, and complementary methodologies, environmental and social risk management is carried out in a few main phases:

- The Bank does not provide New Lending for Non-Financed Activities. Non-financed activities are determined in accordance with the EBRD Environmental and Social Risk Management Manual (*Corporate, SME and Micro Lending, Annex 1: Environmental and Social Exclusion List*), SBTi's recommendations for financial institutions, and other legislation regulating particularly high ESG risks.

- The Bank identifies whether the project is likely to cause significant future adverse environmental and/or social impacts that cannot be readily identified or assessed at the time of examination. In such a case, an environmental and social impact assessment is carried out. The types of projects falling into this category are identified in accordance with this EBRD List: Corporate, SME and Micro Lending, Annex 2: Category A Projects.
- The Bank determines a client's ESG risk class based on the assessment of the client's economic activity (economic activity code) and the client's score on the ESG questionnaire, evaluating the answers provided in the ESG questionnaire by assessing the responses provided in the ESG questionnaire and the Client's additional documents. The ESG questionnaire consists of qualitative and quantitative questions. The ESG questionnaire covers all three elements: environmental, social and governance risks.
- The Bank also collects GHG emissions data from its clients along with their annual financial statements.

Client ESG risk assessment is used in the credit risk assessment (rating) process for corporate clients and in the client risk monitoring process. This risk assessment influences clients' credit risk assessment and pricing. The social and business client management elements are integrated into the rating system of corporate clients.

Internal documents ensure adequate risk management and internal controls ensure the implementation of the principles.

Market risk

Market risk has been identified as insignificant in the Bank due to the narrow range of the Bank's investment products, but ESG risk assessment is included in the Bank's product management procedures. The Bank assesses ESG risk in the investment decision-making process – when the Bank invests in a portfolio held to generate cash flows, it assesses the compliance of corporate debt securities with ESG criteria. First, the compliance of debt securities with the ESG eligibility criteria is assessed (i.e., they must meet the definition of a green bond, a sustainable bond, or a similar condition). If this condition is not met, the issuer's own ESG rating is assessed.

The subsidiaries Artea Asset Management UAB and Artea Life Insurance UAB also perform ESG risk assessments, evaluating each new or existing investment for compliance with ESG criteria.

Operational and reputational risks

The ESG risk is included in operational and reputational risk management. The Operational Risk Event Logging System provides the possibility to classify operational and reputational risk events related to environmental (physical and transition risk factors), social and governance risk factors as ESG risk.

Operational risk events and reputational risk events related to ESG risk are included in the reporting to the Bank's relevant governing bodies. The Bank's Emergency Plan also identifies risk factors resulting from physical risk factors.

Liquidity risk

ESG risks are included in liquidity risk management to a limited extent due to the currently identified relatively low impact of ESG risk factors on the Bank's liquidity risk. The Bank periodically assesses the impact of ESG risk factors on the Bank's liquidity.

Stress testing

The Bank incorporates climate and environmental risk elements into its internal stress testing, i.e., positions for which a high or medium-high risk rating was assigned during the Climate and Environmental Risk Materiality Assessment, as well as risk factors with the highest likelihood of occurrence and potential impact. During the stress testing, the manifestation of climate risk is assessed under

different climate scenarios. The Bank enhanced its stress-testing methodology and included the following Network for Greening the Financial System (NGFS) climate scenarios: Net Zero 2050 and Delayed Transition. In addition, the Bank applied the Baseline scenario, which assumes no impact from climate change. The adverse effects of climate change on the Bank's capital requirements are evaluated by modelling the impact of transition and physical risks on the loan portfolio. The results of the stress testing are further used in the Bank's Internal Capital Adequacy Assessment Process (ICAAP) to ensure future capital adequacy.

Artea Life Insurance UAB, strengthening its risk management framework, integrates sustainability risk scenarios based on NGFS climate models into its Own Risk and Solvency Assessment (ORSA) process. When performing stress tests, the impact of physical and transition risks on the company's assets and liabilities is quantified, and the results are used directly to assess the adequacy of long-term solvency capital requirements.

Risk appetite

The Group periodically updates its Risk Management Strategy and Risk Appetite documents. The Risk Appetite Statement includes the following ESG risk indicators and their limits: the share of non-financed sectors, the share of high ESG risk in the loan portfolio and the staff turnover. We also started monitoring the implementation of internal audit recommendations. To improve the Group's risk management in the ESG area, ESG risk indicators are reviewed annually and updated as necessary. The Bank also monitors other ESG risk indicators for which limits have been set, such as the taxonomy-aligned mortgage volume indicator, the fuel consumption indicator for company cars, and the mandatory training attendance indicator. In addition, in implementing the requirements of the European Banking Authority (EBA) (EBA/GL/2025/01), the Bank has expanded the list of monitored risk indicators and has begun monitoring ESG risk indicators and information related to loan and collateral positions by energy efficiency

class, greenhouse gas emissions and their intensity, as well as indicators related to the impact of physical risks on the Bank's activities and other risk indicators measuring ESG risk.

Changes to the key ESG risk indicators of the Bank are considered by the Risk Committee and approved by the Supervisory Council, on the recommendation of the Bank's Management Board. Periodic monitoring of ESG risk indicators and overall ESG risk management is carried out by the Risk Management Committee (reporting on a monthly basis) that reports periodically (quarterly) to the Risk Committee.

Opportunities

The Bank reports green asset ratios as provided for in Regulation (EU) 2020/852 of the European Parliament and of the Council (hereinafter, the "Taxonomy Regulation"), and any successor legislation thereto. Exposures to taxonomy-eligible economic activities are determined based on the Regulation, taking into account the Bank's products and information received from companies. The main performance indicator related to the taxonomy is the Green Asset Ratio (GAR), which measures the proportion of assets that meet the criteria of the taxonomy. Such assets are defined as assets that meet the criteria of the taxonomy, i.e., assets that contribute significantly to at least one of the six environmental objectives set out in the Taxonomy Regulation.

For the financial year 2025, the Bank provides information on the share of taxonomy-eligible and taxonomy-aligned assets in the Bank's total assets (see page 79). Taxonomy-aligned assets are taxonomy-eligible assets that are subject to the environmental objectives of the taxonomy and meet the criteria of the Taxonomy Regulation. These assets are assessed based on the taxonomy reports of the companies in the portfolio of loans and/or debt securities. The taxonomy reports disclosed by the Bank are based solely on information provided by the companies.

ENVIRONMENTAL INFORMATION

DISCLOSURE OF INFORMATION UNDER ARTICLE 8 OF REGULATION 2020/852 (TAXONOMY REGULATION)

Definitions

Green asset ratio (GAR) – the share of assets that finance or are invested in taxonomy-eligible economic activities out of total GAR assets.

Taxonomy-eligible (taxonomy-relevant) economic activity – an economic activity described in the delegated acts adopted pursuant to the EU Taxonomy Regulation, regardless of whether that economic activity meets any or all of the technical screening criteria set out in those delegated acts.

Taxonomy-aligned activity – an economic activity that directly enables other activities to contribute substantially to one or more environmental objectives. An economic activity qualifies as contributing substantially to one or more environmental objectives where it directly enables other activities to make a substantial contribution to one or more of those objectives, provided that such economic activity: (a) does not lead to a lock-in of assets that undermine long-term environmental goals, considering the economic lifetime of those assets, and (b) has a substantial positive environmental impact, on the basis of life-cycle considerations.

Turnover – key performance indicators (KPIs) for taxonomic activities based on turnover. Turnover includes revenue recognised in accordance with International Accounting Standard (IAS) 1.

Capital expenditure – key performance indicators (KPIs) for taxonomic activities based on capital expenditure. Capital expenditure covers expenses that are accounted for based on: property, plant and equipment (International Accounting Standard (IAS) 16), intangible assets (IAS 38), investment property (IAS 40), agriculture (IAS 41), and leases (IFRS 16).

Data volume, availability and quality

The Bank's green assets mainly consisted of household loans for financing real estate rated energy efficiency class A. To assess whether these loans are taxonomy-eligible, information is collected from the Bank's clients and third parties (the Centre of Registers). By financing green and other similar projects (energy efficiency-oriented projects), the Bank seeks to increase the supply of financial services that promote sustainability.

The remaining part of the Bank's green assets consisted of equity portfolio investments in corporate debt securities (held to maturity and available for sale). For the collection of KPI data on debt securities issuers, we used publicly available non-financial reports of issuers and third-party databases.

Although the Bank does not include the trading book portfolio among its additional KPIs due to the applicability of Article 94(1) of Regulation (EU) No. 575/2013 (CRR), a detailed review of the portfolio composition was carried out and it was established that the companies in which the Bank has invested are not subject to NFRD and do not disclose their KPIs.

The taxonomy disclosures of subsidiaries Artea Asset Management UAB and Artea Life Insurance UAB are presented in Annexes 3 and 4 to this report. When assessing the KPIs of all investment issuers, data were collected from issuers' publicly available non-financial reports and third-party databases. The look-through approach was applied to investments in collective investment undertakings when calculating taxonomy disclosures.

The 2025 results were not affected by methodological changes, as the Group did not experience any significant methodological modifications compared to the previous year. In the Bank, the growth of the green asset ratio in 2025 was driven by the expansion of the mortgage loan portfolio and the Bank's securities portfolio.

Business strategy and product development

Artea Bank has not established specific objectives or targets related to increasing the GAR (Green Asset Ratio). However, the Bank monitors ESG indicators on a quarterly basis to assess the dynamics of activities relevant to the taxonomy and activities meeting taxonomy-aligned conditions. These indicators are currently used for monitoring and historical analysis purposes to ensure data continuity. If needed, they may be used in the future to formulate targets related to increasing the share of green assets. Artea Group companies UAB Artea Asset Management and UAB Artea Life Insurance offer investment products that fall under the disclosure requirements of Articles 8 or 9 of the EU SFDR Regulation. Pre-contractual documentation (sustainability-related disclosures) provides investors with detailed information about the investment strategies applied to promote environmental and/or social characteristics or to achieve a sustainable investment objective. At present, these products are not focused on investing in activities aligned with EU Taxonomy requirements as a primary investment criterion, nor do they commit to maintaining a minimum share of taxonomy-aligned investments in the portfolio. This approach is based on the fact that the geographical diversification of investment portfolios results in a significant share of investments being allocated outside the EU (e.g., the U.S., emerging markets, etc.). Companies in those jurisdictions are not legally subject to the EU Taxonomy Regulation and therefore are not required to provide taxonomy-alignment disclosures. As a result, a large portion of the portfolio cannot be objectively assessed against EU Taxonomy criteria, regardless of the actual sustainability performance of the companies invested in.

At present, the Bank is not developing additional products focused exclusively on EU Taxonomy requirements; however, it has implemented a process to systematically assess financed loans and verify their compliance with the Taxonomy Regulation. The alignment of the Bank's products with EU Taxonomy sustainability criteria is evaluated based on loan documentation evidencing the purpose of the financed activity and its consistency with the Taxonomy Regulation and the Taxonomy Compass criteria.

Trading book

The Bank's trading portfolio typically fluctuates within the EUR 10–15 million range. The portfolio is focused on short-term (up to 2 years) bonds issued by Baltic region companies. The investment process applies strict risk limits, including ESG criteria. Given the short duration of the financial instruments and the portfolio's structure, its association with EU Taxonomy-aligned activities is currently not significant. Environmental risk impacts on portfolio value are managed through position diversification and ongoing monitoring of issuers' sustainability profiles.

The Group applies procedures and policies in its operations that confirm compliance with the EU Taxonomy Minimum Safeguards requirements.

0. Summary of KPIs

		Total environmentally sustainable assets (Revenue based)	KPI (Based on the Turnover of the counterparty)	KPI (Based on the CapEx of the counterparty)	% coverage (over total assets) (***)	% of assets excluded from the numerator of the GAR (article 7(2) and (3) and Section 1.1.2 of Annex V)	% of assets excluded from the denominator of the GAR (article 7(1) and section 1.1.4 of Annex V)
Main KPI	Green asset ratio (GAR) stock	80.3	2.03%	2.04%	67.40%	36.26%	32.60%

		Total environmentally sustainable assets (Revenue based)	KPI (Based on the Turnover of the counterparty)	KPI (Based on the CapEx of the counterparty)	% coverage (over total assets)	% of assets excluded from the numerator of the GAR (Article 7(2) and (3) and Section 1.1.2 of Annex V)****	% of assets excluded from the denominator of the GAR (Article 7(1) and Section 1.2.4 of Annex V)****
Additional KPIs	GAR (flow)	16.5	6.94%	6.94%	0.28%	6.55%	0.43%
	Trading book (*)	-	-	-			
	Financial guarantees	-	-	-			
	Assets under management	116.1	7.74%	12.29%			
	Fees and commissions income (**)	-	-	-			

(*) For credit institutions that do not meet the conditions of Article 94(1) of the CRR or the conditions set out in Article 325a(1) of the CRR.

(**) Fees and commissions income from services other than lending and AuM. Institutions shall disclose forward-looking information for these KPIs, including information in terms of targets, together with relevant explanations on the methodology applied.

(***) % of assets covered by the KPI over banks' total assets.

(****) For the Flow KPI, the bank has reflected specific flows within the SME and sovereign/supranational portfolios. However, due to current data limitations in calculating a comprehensive flow-based denominator for the entire balance sheet, the 2025-12-31 total assets value has been utilized.

1. Assets for the calculation of GAR. Revenue

Million EUR	Total [gross] carrying amount	2025-12-31																							
		Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)			Circular economy (CE)			Pollution (PPC)			Biodiversity and Ecosystems (BIO)			TOTAL (CCM + CCA + WTR + CE + PPC + BIO)					
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)					
		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)					
		Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling
GAR - Covered assets in both numerator and denominator																									
Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	1823.3	1001.7	80.3																					1001.7	80.3
Financial undertakings	192.7																								
Credit institutions	9.9																								
Loans and advances	9.9																								
Debt securities, including UoP																									
Equity instruments																									
Other financial corporations	182.8																								
of which investment firms																									
Loans and advances	177.5																								
Debt securities, including UoP	2.8																								
Equity instruments	2.5																								
of which management companies																									
Loans and advances																									
Debt securities, including UoP																									
Equity instruments																									
of which insurance undertakings																									
Loans and advances																									
Debt securities, including UoP																									
Equity instruments																									
Non-financial undertakings	11.8	4.3	2.3																					4.3	2.3
Loans and advances																									
Debt securities, including UoP	11.5	4.3	2.3																					4.3	2.3
Equity instruments	0.3																								
Households	1568.3	997.5	78.0																					997.5	78.0
of which loans collateralised by residential immovable property	1002.6	996.0	78.0																					996.0	78.0
of which building renovation loans	86.3	1.3																							
of which motor vehicle loans	56.9	1.4																						1.4	
Local governments financing	50.4																								
Housing financing																									
Other local government financing	50.4																								
Collateral obtained by taking possession: residential and commercial immovable properties																									
Assets excluded from the numerator for GAR calculation (covered in the denominator)	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1	2125.1
Financial and Non-financial undertakings	1917.1																								
SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	1913.3																								
Loans and advances	1913.3																								
of which loans collateralised by commercial immovable property	1254.0																								

1. Assets for the calculation of GAR. Revenue (continuation)

		2024-12-31																							
Mln. EUR	Total [gross] carrying amount	Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)			Circular economy (CE)			Pollution (PPC)			Biodiversity and Ecosystems (BIO)			TOTAL (CCM + CCA + WTR + CE + PPC + BIO)					
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)					
		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)					
		Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling		
GAR - Covered assets in both numerator and denominator																									
Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	1639.4	908.0	53.2																			914.6	56.7		
Financial undertakings	174.0	1.0	0.2																			2.0	0.3		
Credit institutions	9.0																								
Loans and advances	4.5																								
Debt securities, including UoP	2.4																								
Equity instruments	2.1																								
Other financial corporations	165.0	1.0	0.2																			2.0	0.3		
of which investment firms	165.0																								
Loans and advances	152.7																								
Debt securities, including UoP	11.9	1.0	0.2																			2.0	0.3		
Equity instruments	0.4																								
of which management companies																									
Loans and advances																									
Debt securities, including UoP																									
Equity instruments																									
of which insurance undertakings																									
Loans and advances																									
Debt securities, including UoP																									
Equity instruments																									
Non-financial undertakings	13.7	1.6																				10.3	4.7		
Loans and advances	0.0																								
Debt securities, including UoP	13.3	1.6																				10.3	4.7		
Equity instruments	0.4																								
Households	1413.8	899.7	49.6																			899.7	49.6		
of which loans collateralised by residential immovable property	886.4	886.4	49.6																			886.4	49.6		
of which building renovation loans	81.1	10.3																				10.3			
of which motor vehicle loans	45.1	3.0																				3.0			
Local governments financing	38.0																								
Housing financing																									
Other local government financing	38.0																								
Collateral obtained by taking possession: residential and commercial immovable properties																									
Assets excluded from the numerator for GAR calculation (covered in the denominator)	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7
Financial and Non-financial undertakings	1842.8																								
SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	1837.5																								
Loans and advances	1826.4																								
of which loans collateralised by commercial immovable property	239.1																								

1. Assets for the calculation of GAR. Capex

Mln. EUR		2025-12-31																									
		Total [gross] carrying amount	Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)			Circular economy (CE)			Pollution (PPC)			Biodiversity and Ecosystems (BIO)			TOTAL (CCM + CCA + WTR + CE + PPC + BIO)						
			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)						
			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)						
		Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which transitional	Of which enabling		
GAR - Covered assets in both numerator and denominator																											
Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	1823.3	1002.0	80.7			0.0	0.0																		1002.1	80.7	
Financial undertakings	192.7																										
Credit institutions	9.9																										
Loans and advances	9.9																										
Debt securities, including UoP																											
Equity instruments																											
Other financial corporations	182.8																										
of which investment firms																											
Loans and advances	177.5																										
Debt securities, including UoP	2.8																										
Equity instruments	2.5																										
of which management companies																											
Loans and advances																											
Debt securities, including UoP																											
Equity instruments																											
of which insurance undertakings																											
Loans and advances																											
Debt securities, including UoP																											
Equity instruments																											
Non-financial undertakings	11.8	4.6	2.7			0.0	0.0																		4.6	2.7	
Loans and advances																											
Debt securities, including UoP	11.5	4.6	2.7			0.0	0.0																		4.6	2.7	
Equity instruments	0.3																										
Households	1568.3	997.5	78.0																						997.5	78.0	
of which loans collateralised by residential immovable property	1002.6	996.0	78.0																						996.0	78.0	
of which building renovation loans	86.3	1.3																									
of which motor vehicle loans	56.9	1.4																								1.4	
Local governments financing	50.4																										
Housing financing																											
Other local government financing	50.4																										
Collateral obtained by taking possession: residential and commercial immovable properties																											
Assets excluded from the numerator for GAR calculation (covered in the denominator)	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9	2213.9
Financial and Non-financial undertakings	1917.1																										
SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	1913.3																										
Loans and advances	1913.3																										

1. Assets for the calculation of GAR. Capex (continuation)

		2024-12-31																										
Mln. EUR	Total [gross] carrying amount	Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)			Circular economy (CE)			Pollution (PPC)			Biodiversity and Ecosystems (BIO)			TOTAL (CCM + CCA + WTR + CE + PPC + BIO)								
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)								
		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)								
		Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling		
GAR - Covered assets in both numerator and denominator																												
Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	1639.4	901.4	49.7			9.8	5.2																	911.2	54.9			
Financial undertakings	174.0	0.1	0.1			1.2	0.5																	1.3	0.6			
Credit institutions	9.0																											
Loans and advances	4.5																											
Debt securities, including UoP	2.4																											
Equity instruments	2.1																											
Other financial corporations	165.0	0.1	0.1			1.2	0.5																	1.3	0.6			
of which investment firms	165.0																											
Loans and advances	152.7																											
Debt securities, including UoP	11.9	0.1	0.1			1.2	0.5																	1.3	0.6			
Equity instruments	0.4																											
of which management companies																												
Loans and advances																												
Debt securities, including UoP																												
Equity instruments																												
of which insurance undertakings																												
Loans and advances																												
Debt securities, including UoP																												
Equity instruments																												
Non-financial undertakings	13.7	1.6				8.6	4.7																	10.3	4.7			
Loans and advances																												
Debt securities, including UoP	13.3	1.6				8.6	4.7																	10.3	4.7			
Equity instruments	0.4																											
Households	1413.8	899.7	49.6																					899.7	49.6			
of which loans collateralised by residential immovable property	886.4	886.4	49.6																					886.4	49.6			
of which building renovation loans	81.1	10.3																						10.3				
of which motor vehicle loans	45.1	3.0																						3.0				
Local governments financing	38.0	3.0																						3.0				
Housing financing																												
Other local government financing	38.0																											
Collateral obtained by taking possession: residential and commercial immovable properties																												
Assets excluded from the numerator for GAR calculation (covered in the denominator)	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	1952.7	
Financial and Non-financial undertakings	1842.8																											
SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	1837.5																											
Loans and advances	1826.4																											
of which loans collateralised by commercial immovable property	239.1																											

2. GAR sector information. Revenue

2025-12-31	Climate Change Mitigation (CCM)				Climate Change Adaptation (CCA)				Water and marine resources (WTR)				Circular economy (CE)				Pollution (PPC)				Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)			
Breakdown by sector - NACE 4 digits level (code and label)	Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD	
	[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
	Min. EUR	Of which environmentally sustainable (CCM)	Min. EUR	Of which environmentally sustainable (CCM)	Min. EUR	Of which environmentally sustainable (CCA)	Min. EUR	Of which environmentally sustainable (CCA)	Min. EUR	Of which environmentally sustainable (WTR)	Min. EUR	Of which environmentally sustainable (WTR)	Min. EUR	Of which environmentally sustainable (CE)	Min. EUR	Of which environmentally sustainable (CE)	Min. EUR	Of which environmentally sustainable (PPC)	Min. EUR	Of which environmentally sustainable (PPC)	Min. EUR	Of which environmentally sustainable (BIO)	Min. EUR	Of which environmentally sustainable (BIO)	Min. EUR	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)	Min. EUR	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)
35.00 - Electricity, gas, steam and air conditioning supply	10.4	2.3			10.4	0.0			10.4	0.0			10.4	0.0			10.4	0.0			10.4	0.0			10.4	2.3		
30.00 - Manufacture of other transport equipment	5.7	0.0			5.7	0.0			5.7	0.0			5.7	0.0			5.7	0.0			5.7	0.0			5.7	0.0		

2024-12-31	Climate Change Mitigation (CCM)				Climate Change Adaptation (CCA)				Water and marine resources (WTR)				Circular economy (CE)				Pollution (PPC)				Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)							
Breakdown by sector - NACE 4 digits level (code and label)	Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD	
	[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount			
	Min. EUR	Of which environmentally sustainable (CCM)	Min. EUR	Of which environmentally sustainable (CCM)	Min. EUR	Of which environmentally sustainable (CCA)	Min. EUR	Of which environmentally sustainable (CCA)	Min. EUR	Of which environmentally sustainable (WTR)	Min. EUR	Of which environmentally sustainable (WTR)	Min. EUR	Of which environmentally sustainable (CE)	Min. EUR	Of which environmentally sustainable (CCM)	Min. EUR	Of which environmentally sustainable (CCM)	Min. EUR	Of which environmentally sustainable (CCA)	Min. EUR	Of which environmentally sustainable (CCA)	Min. EUR	Of which environmentally sustainable (WTR)	Min. EUR	Of which environmentally sustainable (WTR)	Min. EUR	Of which environmentally sustainable (WTR)	Min. EUR	Of which environmentally sustainable (CE)		
35.00 - Electricity, gas, steam and air conditioning supply	9.4	1.4			9.4	1.4			9.4	0.0			9.4	0.0			9.4	0.0			9.4	0.0			9.4	2.8						
16.00 - Manufacture of wood and products of wood and cork, except furniture	2.0	0.3			2.0	0.3			2.0	0.0			2.0	0.0			2.0	0.0			2.0	0.0			2.0	0.6						
30.00 - Manufacture of other transport equipment	4.0	0.0			4.0	0.0			4.0	0.0			4.0	0.0			4.0	0.0			4.0	0.0			4.0	0.0						
70.22 - Business and other management consultancy activities	2.0	1.6			2.0	1.6			2.0	0.0			2.0	0.0			2.0	0.0			2.0	0.0			2.0	3.2						

2. GAR sector information. Capex

2025-12-31	Climate Change Mitigation (CCM)				Climate Change Adaptation (CCA)				Water and marine resources (WTR)				Circular economy (CE)				Pollution (PPC)				Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)			
Breakdown by sector - NACE 4 digits level (code and label)	Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD	
	[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
	Min. EUR	Of which environmentally sustainable (CCM)	Min. EUR	Of which environmentally sustainable (CCM)	Min. EUR	Of which environmentally sustainable (CCA)	Min. EUR	Of which environmentally sustainable (CCA)	Min. EUR	Of which environmentally sustainable (WTR)	Min. EUR	Of which environmentally sustainable (WTR)	Min. EUR	Of which environmentally sustainable (CE)	Min. EUR	Of which environmentally sustainable (CE)	Min. EUR	Of which environmentally sustainable (CCM)	Min. EUR	Of which environmentally sustainable (CCM)	Min. EUR	Of which environmentally sustainable (CCA)	Min. EUR	Of which environmentally sustainable (CCA)	Min. EUR	Of which environmentally sustainable (WTR)	Min. EUR	Of which environmentally sustainable (WTR)
35.00 - Electricity, gas, steam and air conditioning supply	10.4	2.7			10.4	0.0			10.4	0.0			10.4	0.0			10.4	0.0			10.4	0.0			10.4	2.7		
30.00 - Manufacture of other transport equipment	5.7	0.0			5.7	0.0			5.7	0.0			5.7	0.0			5.7	0.0			5.7	0.0			5.7	0.0		

2024-12-31	Climate Change Mitigation (CCM)				Climate Change Adaptation (CCA)				Water and marine resources (WTR)				Circular economy (CE)				Pollution (PPC)				Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)			
Breakdown by sector - NACE 4 digits level (code and label)	Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD	
	[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
	Min. EUR	Of which environmentally sustainable (CCM)	Min. EUR	Of which environmentally sustainable (CCM)	Min. EUR	Of which environmentally sustainable (CCA)	Min. EUR	Of which environmentally sustainable (CCA)	Min. EUR	Of which environmentally sustainable (WTR)	Min. EUR	Of which environmentally sustainable (WTR)	Min. EUR	Of which environmentally sustainable (CE)	Min. EUR	Of which environmentally sustainable (CE)	Min. EUR	Of which environmentally sustainable (CCM)	Min. EUR	Of which environmentally sustainable (CCM)	Min. EUR	Of which environmentally sustainable (CCA)	Min. EUR	Of which environmentally sustainable (CCA)	Min. EUR	Of which environmentally sustainable (WTR)	Min. EUR	Of which environmentally sustainable (WTR)
35.00 - Electricity, gas, steam and air conditioning supply	9.4	0.0			9.4	2.4			9.4	0.0			9.4	0.0			9.4	0.0			9.4	0.0			9.4	2.4		
16.00 - Manufacture of wood and products of wood and cork, except furniture	2.0	0.0			2.0	0.4			2.0	0.0			2.0	0.0			2.0	0.0			2.0	0.0			2.0	0.4		
30.00 - Manufacture of other transport equipment	4.0	0.0			4.0	0.2			4.0	0.0			4.0	0.0			4.0	0.0			4.0	0.0			4.0	0.2		
70.22 - Business and other management consultancy activities	2.0	0.0			2.0	1.6			2.0	0.0			2.0	0.0			2.0	0.0			2.0	0.0			2.0	1.6		

3. GAR KPI stock. Revenue

% (compared to total covered assets in the denominator)	2025-12-31																							
	Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)		Water and marine resources (WTR)		Circular economy (CE)			Pollution (PPC)		Biodiversity and Ecosystems (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				Proportion of total assets covered					
	Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)									
	Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)									
Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which transitional		Of which enabling				
GAR - Covered assets in both numerator and denominator																								
Loans and advances, debt securities and equity instruments not HTI eligible for GAR calculation	25.4%	2.0%																			25.4%	2.0%		31.1%
Financial undertakings																							3.3%	
Credit institutions																							0.2%	
Loans and advances																							0.2%	
Debt securities, including UoP																								
Equity instruments																								
Other financial corporations																							3.1%	
of which investment firms																								
Loans and advances																							3.0%	
Debt securities, including UoP																							0.0%	
Equity instruments																							0.0%	
of which management companies																								
Loans and advances																								
Debt securities, including UoP																								
Equity instruments																								
of which insurance undertakings																								
Loans and advances																								
Debt securities, including UoP																								
Equity instruments																								
Non-financial undertakings	0.1%	0.1%																			0.1%	0.1%		0.2%
Loans and advances																								
Debt securities, including UoP	0.1%	0.1%																			0.1%	0.1%		0.2%
Equity instruments																							0.0%	

3. GAR KPI stock. Revenue (continuation)

% (compared to total covered assets in the denominator)	2024-12-31																							
	Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)		Circular economy (CE)			Pollution (PPC)		Biodiversity and Ecosystems (BIO)			TOTAL (CCM + CCA + WTR + CE + PPC + BIO)			Proportion of total assets covered				
	Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)							
	Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)							
Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling							
GAR - Covered assets in both numerator and denominator																								
Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	25.3%	1.5%			0.2%	0.1%														25.5%	1.6%			34.7%
Financial undertakings	0.0%	0.0%			0.0%	0.0%														0.1%	0.0%			3.7%
Credit institutions																								0.2%
Loans and advances																								0.1%
Debt securities, including UoP																								0.1%
Equity instruments																								0.0%
Other financial corporations	0.0%	0.0%			0.0%	0.0%														0.1%	0.0%			3.5%
of which investment firms																								3.5%
Loans and advances																								3.2%
Debt securities, including UoP	0.0%	0.0%			0.0%	0.0%														0.1%	0.0%			0.3%
Equity instruments																								0.0%
of which management companies																								
Loans and advances																								
Debt securities, including UoP																								
Equity instruments																								
of which insurance undertakings																								
Loans and advances																								
Debt securities, including UoP																								
Equity instruments																								
Non-financial undertakings	0.0%				0.2%	0.1%														0.3%	0.1%			0.3%
Loans and advances																								
Debt securities, including UoP	0.0%				0.2%	0.1%														0.3%	0.1%			0.3%
Equity instruments																								0.0%
Households	25.0%	1.4%																		25.0%	1.4%			26.9%

3. GAR KPI stock. Capex

% (compared to total covered assets in the denominator)	2025-12-31																				Proportion of total assets covered
	Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)		Circular economy (CE)			Pollution (PPC)		Biodiversity and Ecosystems (BIO)			TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
	Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)				
	Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)				
	Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling			
GAR - Covered assets in both numerator and denominator																					
Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	25.4%	2.0%			0.0%	0.0%													25.4%	2.0%	
Financial undertakings																				3.3%	
Credit institutions																				0.2%	
Loans and advances																				0.2%	
Debt securities, including UoP																					
Equity instruments																					
Other financial corporations																				3.1%	
of which investment firms																					
Loans and advances																				3.0%	
Debt securities, including UoP																				0.0%	
Equity instruments																				0.0%	
of which management companies																					
Loans and advances																					
Debt securities, including UoP																					
Equity instruments																					
of which insurance undertakings																					
Loans and advances																					
Debt securities, including UoP																					
Equity instruments																					
Non-financial undertakings	0.1%	0.1%			0.0%	0.0%													0.1%	0.1%	
Loans and advances																					
Debt securities, including UoP	0.1%	0.1%			0.0%	0.0%													0.1%	0.1%	
Equity instruments																				0.0%	
Households	25.3%	2.0%																	25.3%	2.0%	

3. GAR KPI stock. Capex (continuation)

% (compared to total covered assets in the denominator)	2024-12-31																								
	Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)		Circular economy (CE)			Pollution (PPC)			Biodiversity and Ecosystems (BIO)			TOTAL (CCM + CCA + WTR + CE + PPC + BIO)			Proportion of total assets covered				
	Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)							
	Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)							
Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling						
GAR - Covered assets in both numerator and denominator																									
Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	25.1%	1.4%			0.3%	0.1%															25.4%	1.5%			34.72%
Financial undertakings	0.0%	0.0%			0.0%	0.0%															0.0%	0.0%			3.68%
Credit institutions																									0.19%
Loans and advances																									0.09%
Debt securities, including UoP																									0.05%
Equity instruments																									0.04%
Other financial corporations	0.0%	0.0%			0.0%	0.0%															0.0%	0.0%			3.49%
of which investment firms																									3.49%
Loans and advances																									3.23%
Debt securities, including UoP	0.0%	0.0%			0.0%	0.0%															0.0%	0.0%			0.25%
Equity instruments																									0.01%
of which management companies																									
Loans and advances																									
Debt securities, including UoP																									
Equity instruments																									
of which insurance undertakings																									
Loans and advances																									
Debt securities, including UoP																									
Equity instruments																									
Non-financial undertakings	0.0%				0.2%	0.1%															0.3%	0.1%			0.3%
Loans and advances																									
Debt securities, including UoP	0.0%				0.2%	0.1%															0.3%	0.1%			0.3%
Equity instruments																									0.0%
Households	0.3%																				25.0%	1.4%			29.9%

4. GAR KPI flow. Revenue

% (compared to flow of total eligible assets)	2025-12-31																								
	Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)		Circular economy (CE)			Pollution (PPC)			Biodiversity and Ecosystems (BIO)			TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				Proportion of total new assets covered			
	Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)							
	Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)							
Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling		Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling							
GAR - Covered assets in both numerator and denominator																									
Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	100.0%	6.9%																		100.0%	6.9%				6.0%
Financial undertakings																									
Credit institutions																									
Loans and advances																									
Debt securities, including UoP																									
Equity instruments																									
Other financial corporations																									
of which investment firms																									
Loans and advances																									
Debt securities, including UoP																									
Equity instruments																									
of which management companies																									
Loans and advances																									
Debt securities, including UoP																									
Equity instruments																									
of which insurance undertakings																									
Loans and advances																									
Debt securities, including UoP																									
Equity instruments																									
Non-financial undertakings																									
Loans and advances																									
Debt securities, including UoP																									
Equity instruments																									
Households	100.0%	6.9%																			100.0%	6.9%			6.0%

4. GAR KPI flow. Revenue (continuation)

% (compared to flow of total eligible assets)	2024-12-31																					
	Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)		Circular economy (CE)			Pollution (PPC)		Biodiversity and Ecosystems (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)			Proportion of total new assets covered			
	Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)								
	Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)								
Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling					
GAR - Covered assets in both numerator and denominator																						
Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	100.0%	7.0%																		100.0%	7.0%	5.9%
Financial undertakings																						
Credit institutions																						
Loans and advances																						
Debt securities, including UoP																						
Equity instruments																						
Other financial corporations																						
of which investment firms																						
Loans and advances																						
Debt securities, including UoP																						
Equity instruments																						
of which management companies																						
Loans and advances																						
Debt securities, including UoP																						
Equity instruments																						
of which insurance undertakings																						
Loans and advances																						
Debt securities, including UoP																						
Equity instruments																						
Non-financial undertakings																						
Loans and advances																						
Debt securities, including UoP																						
Equity instruments																						
Households	100.0%	7.0%																		100.0%	7.0%	5.9%

of which loans collateralised by residential immovable property	98.8%	7.0%																			98.8%	7.0%					5.8%
of which building renovation loans	0.5%																				0.5%						0.0%
of which motor vehicle loans	0.7%																				0.7%						0.0%
Local governments financing																											
Housing financing																											
Other local government financing																											
Collateral obtained by taking possession: residential and commercial immovable properties																											
Total GAR assets	100.0%	7.0%																			100.0%	7.0%					5.9%

4. GAR KPI flow. Capex

% (compared to flow of total eligible assets)	2025-12-31																			
	Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)		Circular economy (CE)			Pollution (PPC)		Biodiversity and Ecosystems (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				Proportion of total new assets covered
	Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)				
	Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)				
	Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling		
GAR - Covered assets in both numerator and denominator																				
Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	100.0%	6.9%																100.0%	6.9%	6.0%
Financial undertakings																				
Credit institutions																				
Loans and advances																				
Debt securities, including UoP																				
Equity instruments																				
Other financial corporations																				
of which investment firms																				
Loans and advances																				
Debt securities, including UoP																				
Equity instruments																				
of which management companies																				
Loans and advances																				
Debt securities, including UoP																				
Equity instruments																				
of which insurance undertakings																				
Loans and advances																				
Debt securities, including UoP																				
Equity instruments																				
Non-financial undertakings																				
Loans and advances																				
Debt securities, including UoP																				
Equity instruments																				
Households	100.0%	6.9%																100.0%	6.9%	6.0%

4. GAR KPI flow. Capex (continuation)

% (compared to flow of total eligible assets)	2024-12-31																					
	Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)		Circular economy (CE)			Pollution (PPC)		Biodiversity and Ecosystems (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)			Proportion of total new assets covered			
	Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)						
	Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)						
Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling					
GAR - Covered assets in both numerator and denominator																						
Loans and advances, debt securities and equity instruments not HTF eligible for GAR calculation	100.0%	7.0%																		100.0%	7.0%	5.9%
Financial undertakings																						
Credit institutions																						
Loans and advances																						
Debt securities, including UoP																						
Equity instruments																						
Other financial corporations																						
of which investment firms																						
Loans and advances																						
Debt securities, including UoP																						
Equity instruments																						
of which management companies																						
Loans and advances																						
Debt securities, including UoP																						
Equity instruments																						
of which insurance undertakings																						
Loans and advances																						
Debt securities, including UoP																						
Equity instruments																						
Non-financial undertakings																						
Loans and advances																						
Debt securities, including UoP																						
Equity instruments																						
Households	100.0%	7.0%																		100.0%	7.0%	5.9%

of which loans collateralised by residential immovable property	98.8%	7.0%																			98.8%	7.0%					5.8%
of which building renovation loans	0.5%																				0.5%						0.0%
of which motor vehicle loans	0.7%																				0.7%						0.0%
Local governments financing																											
Housing financing																											
Other local government financing																											
Collateral obtained by taking possession: residential and commercial immovable properties																											
Total GAR assets	100.0%	7.0%																			100.0%	7.0%					5.9%

5. KPI off-balance sheet exposures. Revenue

% (compared to total eligible off-balance sheet assets)		2025-12-31																					
		Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)			Circular economy (CE)			Pollution (PPC)			Biodiversity and Ecosystems (BIO)			TOTAL (CCM + CCA + WTR + CE + PPC + BIO)			
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			
		Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling		
Financial guarantees (FinGuar KPI)																							
Assets under management (AuM KPI)	7.7%	7.7%			0.1%	0.1%														7.7%	7.7%		

% (compared to total eligible off-balance sheet assets)		2024-12-31																					
		Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)			Circular economy (CE)			Pollution (PPC)			Biodiversity and Ecosystems (BIO)			TOTAL (CCM + CCA + WTR + CE + PPC + BIO)			
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			
		Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling		
Financial guarantees (FinGuar KPI)																							
Assets under management (AuM KPI)	6.9%	6.9%			0.2%	0.2%														7.1%	7.1%		

*For Assets under management the look-through method was applied to our investments in investment funds. However, due to data limitations, it was not possible to assess what part of Taxonomy Eligible assets were related to climate change mitigation or adaptation. For the case of Taxonomy Aligned if it was possible to assess. In the reporting we chose to disclose the conservative amount of Taxonomy Eligible assets related to climate change mitigation and adaptation.

5. KPI off-balance sheet exposures. Capex

% (compared to total eligible off-balance sheet assets)		2025-12-31																				
		Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)		Circular economy (CE)		Pollution (PPC)		Biodiversity and Ecosystems (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)						
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)						
		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)						
		Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling						
Financial guarantees (FinGuar KPI)																						
Assets under management (AuM KPI)		11.9%	11.9%			0.4%	0.4%											12.3%	12.3%			

% (compared to total eligible off-balance sheet assets)		2024-12-31																				
		Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)		Circular economy (CE)		Pollution (PPC)		Biodiversity and Ecosystems (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)						
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)						
		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)						
		Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling						
Financial guarantees (FinGuar KPI)																						
Assets under management (AuM KPI)		11.2%	11.2%			0.6%	0.6%											11.9%	11.9%			

*For Assets under management the look-through method was applied to our investments in investment funds. However, due to data limitations, it was not possible to assess what part of Taxonomy Eligible assets were related to climate change mitigation or adaptation. For the case of Taxonomy Aligned if it was possible to assess. In the reporting we chose to disclose the conservative amount of Taxonomy Eligible assets related to climate change mitigation and adaptation.

6. KPI on fees and commissions income from services other than lending and asset management

	2025-12-31														
	Total (Million EUR)	Climate Change Mitigation (CCM)		Climate Change Adaptation (CCA)		Water and marine resources (WTR)		Circular economy (CE)		Pollution (PPC)		Biodiversity and Ecosystems (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)	
		Of which towards taxonomy relevant sectors (%) (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (%) (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (%) (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (%) (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (%) (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (%) (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (%) (Taxonomy-eligible)	
		Of which environmentally sustainable (%) (Taxonomy-aligned)		Of which environmentally sustainable (%) (Taxonomy-aligned)		Of which environmentally sustainable (%) (Taxonomy-aligned)		Of which environmentally sustainable (%) (Taxonomy-aligned)		Of which environmentally sustainable (%) (Taxonomy-aligned)		Of which environmentally sustainable (%) (Taxonomy-aligned)		Of which environmentally sustainable (%) (Taxonomy-aligned)	
	Of which transitional	Of which enabling	Of which enabling	Of which enabling	Of which transitional	Of which enabling									
Fees and commission income from NFRD corporates - Services other than lending	0.8														0.00%
Services towards financial undertakings	0.8														0.00%
Credit institutions	0.1														0.00%
Other financial undertakings	0.7														0.00%
of which investment firms															
of which management companies															
of which insurance insurance unertakings															
Non-financial undertakings	0.0														0.00%
Counterparties not subject to NFRD disclosure obligations, including third-country counterparties	20.6														0.00%

	2024-12-31														
	Total (Million EUR)	Climate Change Mitigation (CCM)		Climate Change Adaptation (CCA)		Water and marine resources (WTR)		Circular economy (CE)		Pollution (PPC)		Biodiversity and Ecosystems (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)	
		Of which towards taxonomy relevant sectors (%) (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (%) (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (%) (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (%) (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (%) (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (%) (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (%) (Taxonomy-eligible)	
		Of which environmentally sustainable (%) (Taxonomy-aligned)		Of which environmentally sustainable (%) (Taxonomy-aligned)		Of which environmentally sustainable (%) (Taxonomy-aligned)		Of which environmentally sustainable (%) (Taxonomy-aligned)		Of which environmentally sustainable (%) (Taxonomy-aligned)		Of which environmentally sustainable (%) (Taxonomy-aligned)		Of which environmentally sustainable (%) (Taxonomy-aligned)	
	Of which transitional	Of which enabling	Of which enabling	Of which enabling	Of which transitional	Of which enabling									
Fees and commission income from NFRD corporates - Services other than lending	0.9														0.00%
Services towards financial undertakings	0.9														0.00%
Credit institutions	0.2														0.00%
Other financial undertakings	0.7														0.00%
of which investment firms															
of which management companies															
of which insurance insurance unertakings															
Non-financial undertakings	0.0														0.00%
Counterparties not subject to NFRD disclosure obligations, including third-country counterparties	20.1														0.00%

The Bank's Taxonomy alignment relates to debt securities and lending exposures, which generate interest income rather than fee and commission income from services other than lending and asset management. Accordingly, the Bank did not identify any fee and commission income linked to Taxonomy-aligned economic activities for the reporting period.

1. Nuclear energy related activities

2025-12-31

Row	Nuclear energy related activities	
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
Fossil gas related activities		
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	YES
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	YES
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	YES

2. Taxonomy-aligned economic activities (denominator)

2025-12-31

Row	Economic activities	Turnover						Capex					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Mln. EUR	%	Mln. EUR	%	Mln. EUR	%	Mln. EUR	%	Mln. EUR	%	Mln. EUR	%
1	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
2	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
3	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
4	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	2.3	3%	2.3	3%			2.7	3%	2.7	3%	0.0	1.0%
5	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
6	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
7	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	78.0	97%	78.0	97%			78.0	97%	78.0	97%	0.0	0%
8	Total applicable KPI	80.3	100%	80.3	100%			80.7	100%	80.7	100%	0.0	100%

3. Taxonomy-aligned economic activities (numerator)

2025-12-31

Row	Economic activities	Turnover						Capex					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Min. EUR	%	Min. EUR	%	Min. EUR	%	Min. EUR	%	Min. EUR	%	Min. EUR	%
1	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
2	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
3	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
4	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	2.3	3%	2.3	3%	0.0	0%	2.7	3%	2.7	3%	0.0	100%
5	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
6	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
7	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI	78.0	97%	78.0	97%	0.0	0%	78.0	97%	78.0	97%	0.0	0%
8	Total amount and proportion of taxonomy-aligned economic activities in the numerator of the applicable KPI	80.3	100%	80.3	100%	0.0	0%	80.7	100%	80.7	100%	0.0	100%

4. Taxonomy-eligible but not taxonomy-aligned economic activities

2025-12-31

Row	Economic activities	Turnover						Capex					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Mln. EUR	%	Mln. EUR	%	Mln. EUR	%	Mln. EUR	%	Mln. EUR	%	Mln. EUR	%
1	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
2	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
3	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
4	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0.1	0%	0.1	0%			0.1	0%	0.1	0%		
5	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
6	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
7	Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	921.3	100%	921.3	100%			921.2	100%	921.0	100%		
8	Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the applicable KPI	921.4	100%	921.4	100%			921.3	100%	921.3	100%		

5. Taxonomy non-eligible economic activities

2025-12-31

Row	Economic activities	Turnover		Capex	
		Mln. EUR	%	Mln. EUR	%
1	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
2	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
3	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
4	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
5	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
6	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
7	Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	2,947.95	100.0%	2,947.95	100.0%
8	Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the applicable KPI	2,947.95	100.0%	2,947.95	100.0%

CLIMATE CHANGE

E1-1 (+ S1.SBM-3)

This part of the statement provides detailed information on the impact of Artea Bankas AB Group on climate change and its efforts to contribute to climate change mitigation and adaptation. As one of the main players in the financial sector in Lithuania, we understand the importance of our responsibility to contribute to addressing the environmental and climate change challenges. We strive to reduce the environmental impact of our own and our partners' direct activities and to promote positive change together with our clients and sustainable organisations. Therefore, in January 2024, we became signatories to the Science Based Targets initiative (SBTi). Joining SBTi has been approved by the Management Board of the Bank. By joining this initiative, the Bank has committed to achieving net zero target by 2050, as well as setting near-term targets and measures for reducing greenhouse gas emissions, aligned with the 2050 target trajectory, and submitting them for alignment with the SBTi standard. The Science Based Targets initiative provides companies and financial institutions with clear guidelines on how to reduce greenhouse gas (GHG) emissions, helping to avoid the most damaging effects of climate change and secure future business growth opportunities. Targets are considered science-based if they are in line with what the latest climate science deems necessary to achieve the Paris Agreement's objectives of limiting global warming to 1.5°C compared to pre-industrial levels.

Transition plan

The Group is committed to combating climate change and is determined to align its business strategy and activities with the transition to a sustainable economy. Although we do not currently have an official transition plan, as mentioned earlier, the Bank has joined the Science Based Targets initiative and plans to set near- and long-term targets by July 2027, which will be approved by the SBTi. Preparation for the transition plan is included in the Group's list of strategic initiatives for 2026.

In 2025, the Bank's Management Board approved near-term targets for reducing Scope 1 and 2 GHG emissions of the Artea Bankas Group, as well as targets for reducing GHG emissions in the financing and investment activities of Artea Bankas. The approved targets will be further aligned with the new SBTi Financial Institutions Net-Zero

Standard. Based on these targets, the Bank will prepare a transition plan (for the ESG targets of Artea Bankas AB Group, see page 64).

The Bank's ability to successfully implement its transition plan in the future will depend not only on the Bank's own actions, but also on the impact of external factors, particularly in the medium to long term. Important external factors include:

- **Implementation of the European Green Deal**
The successful implementation of the European Green Deal and sustainable economic growth strategy, as well as related regulatory and policy changes at the national and European Union levels, will have a direct impact on the country's economy and, accordingly, on the Bank's activities and the implementation of its transition plans.
- **Transformation of sectors**
The ability of different economic sectors to transform their business models in a timely and successful manner, transitioning to more sustainable solutions, will determine the Bank's ability to finance this transformation and achieve the targets set out in the Bank's transition plan. The successful transformation of different business sectors to more sustainable business models will determine the Bank's ability to deliver on its future plans.
- **Green finance**
Growing investor demand for sustainable financial products is an important factor enabling the Bank to attract additional capital and secure sustainable financing on competitive terms, which will have a significant impact on the successful implementation of the Bank's transition plan.

With all these factors in mind, we will strive to align the Group's strategy and business model with the Paris Agreement targets, which aim to limit global warming to 1.5°C, as well as with European climate legislation (Regulation (EU) 2021/1119), which aims to achieve climate neutrality by 2050. Recognising the importance of a comprehensive transition plan, we are determined to develop and implement a plan that meets both the Group's sustainability objectives and the requirements of applicable laws and regulations.

At present, the Group does not have a fully developed transition plan, so there is no direct impact on its own workforce related to transition or job losses due to the implementation of such a plan.

CLIMATE RISK AND RESILIENCE ANALYSIS

E1.SBM-3

Resilience analysis

Although we regularly conduct a detailed analysis of physical and transitional risks related to climate and environmental risks, and the end of 2025 to the beginning of 2026 were dedicated to improving the stress testing methodology and process, incorporating science-based climate scenarios into the testing and assessing the impact of these climate risks in the context of internal capital adequacy, a comprehensive resilience analysis has not yet been completed. This analysis, which will assess the ability to adapt the Group's strategy and business model to climate change in the short, medium and long term, will be conducted in the future.

Climate and environmental impact assessment

The Climate and Environmental Risk Materiality Assessment looks at the impact of physical and transition risks on the Bank's activities, in terms of both financial and non-financial risks. The Climate and Environmental Risk Materiality Assessment and the Business Environment Scan are carried out at least once a year and approved by the Management Board of the Bank.

Use of **climate-related and environmental risk materiality assessment** and **business environment scan** conducted from climate and environmental risk assessment perspectives:

- part of the Group's **Self-Assessment** (risk assessment) process (once a year);
- the results and conclusions of the assessments are used in reviewing the Group's strategy (which also incorporates the ESG topics);
- they are also used in the review of the Group's Risk Management Strategy and Risk Appetite Statement;
- in other internal processes, such as determining the level of client ESG risk, stress testing, determining ESG risk indicators, etc.

During the reporting year, when assessing the materiality of climate and environmental risks, the impact of physical and transition risks on the following risks was thoroughly evaluated: **credit, market, liquidity, operational and reputational, compliance and strategic (business model) and concentration** risks, as well as the main sectors and portfolios financed by the Bank. The assessment, using different climate scenarios, identified the main risk drivers, risk transmission channels, assessed the impact of risks over different time horizons (short-, medium- and long-term), and determined the

final level of risk after assessing the Bank's risk management measures to mitigate these risks.

The Climate and Environmental Risk Materiality Assessment allows the Bank to get a holistic view and to direct its risk management strategy accordingly.

The impact of climate and environmental risks on the Bank's standard financial and non-financial risks may vary from period to period. The Bank assesses the significance of climate and environmental risks by focusing on the following time periods:

Time horizons	YEARS
Short-term	<1
Medium	1-5
Long-term	>5

When assessing the impact of climate and environmental risk drivers, the Bank uses science-based climate scenarios: the Network for Greening the Financial System (NGFS) scenarios are used to assess the impact of transition risk: Net Zero 2050, delayed transition and current policies, while the Intergovernmental Panel on Climate Change (IPCC) scenarios – RCP2.8, RCP4.5 and RCP8.5 are used to assess the impact of physical risks.

Climate and environmental risk drivers and potential impacts are assessed through the following perspectives (risk drivers):

- Climate change policy and regulatory change. Carbon taxation and the ability of companies to adapt to a changing business environment can have an impact on highly polluting sectors.
- Technological changes that help to reduce carbon emissions can replace existing technologies that eventually become uncompetitive and obsolete (stranded assets) and could affect the price of the products produced.
- Market developments. Changing investor and customer expectations towards more sustainable business solutions can create reputational risks for companies that delay action to change their business model and reduce their attractiveness to investors and customers.
- Changes in the energy sector – changes in energy production and consumption by fuel type (renewable and non-renewable energy sources), based on Lithuania's long-term energy vision (by 2050) to transition to climate-neutral energy sources would primarily affect energy-intensive and polluting industries.
- Macroeconomic changes – changes in gross domestic product, inflation, unemployment rates and interest rates, which may be affected by climate risk drivers and their impact on individual industries, as well as the resulting systemic risks.

The Bank's materiality assessment looks at the impact of climate and environmental risk drivers on standard financial and non-financial risks:

- Credit risk. There may be financial impacts on the Bank's clients (e.g., increased operating costs, reduced profitability, reduced turnover, stranded assets, etc.) that may affect the client's solvency or the value of collateral. In the event of a physical risk, there is

also a potential financial impact on the Bank's clients due to the impact of physical events on the client's assets, disruption of operations, which may affect the client's solvency or the value of the collateral.

- Concentration risk. There may be a financial impact on the Bank's operations and continuity due to significant concentration of asset or liability exposures or concentration of combined exposures.
- Market risk. It may manifest itself through interest rate risk and issuer credit risk, which would have an impact on the Bank itself and its performance. Whereas in the case of physical risk, the impact depends on the potential exposure to physical risk in the country of the issuer, but given the relatively limited securities exposure, the impact on the Bank of both physical risk and transition risk is considered to be relatively limited.
- Liquidity risk. May affect the Bank's liquidity buffer (assets) and the Bank's financial results, for example, regulatory changes related to GHGs may impact cash flows and the use of the liquidity buffer due to the revaluation of assets. In the case of physical risk, the impact on the Bank may occur through the Bank's clients (for example, physical damage to a client's real estate may result in disruption to the client's business and/or cause solvency problems).
- Operational and reputational risks. Changes in client and investor preferences, inappropriate Bank services/products, cooperation with suppliers with high switching risk – manifested mainly through reputational risk. Meanwhile, physical risks may manifest themselves through physical damage to the Bank's immovable property, to the Bank's employees, disruption of the Bank's services, and physical damage to third parties providing critical outsourcing services to the Bank, as a result of extreme weather events. Disruption of the Bank's provision of services to clients may give rise to reputational risk.
- Compliance risk is mainly associated with physical events and their consequences, which may disrupt the Bank's operations and ability to fulfil its obligations in a timely manner (e.g., delays in reporting to the authorities supervising the Bank).
- Strategic (business model) risk. Implementation of the Bank's ESG (including climate and environmental) standards to maintain its attractiveness to investors. In terms of both transition and physical risks, the main impact on strategic (business model) risk relates to the Bank's clients – the occurrence of risk drivers may have an impact on client insolvency (credit risk), as well as on the Bank's reputational risk and, consequently, on strategic risk (the Bank may receive negative credit risk ratings or even face lawsuits, which may require a review of its business model).

After identifying potential transition and physical risk drivers, their transmission channels, which may be affected by different climate scenarios, and the assessment of the measures applied by the Bank to mitigate these risks, the impact and materiality of these risks in the context of the Bank's activities are further assessed. Although climate and environmental risks and their impact were assessed in the context of the Bank's various financial and non-financial risks, material impacts were observed for the following risk categories: credit and concentration risks, reputational and strategic (business model) risks. The information below discloses the material impact of climate-related and environmental risks on different risk categories within the Bank under various climate scenarios, but it does not specify the magnitude of that impact (i.e., the severity of the material effects).

● Short term (<1 year) ● Medium term (1–5 years) ● Long term (>5 years)

Risk category	Possible impact	Climate scenario	Period
Credit risk and concentration risk	In both the medium and long term, the potential impact of climate risk on different sectors and portfolios is mainly related to transition risk and related drivers (regulatory and technological changes, etc.). However, gradual adaptation to change and active measures to achieve a more sustainable business model reduce the potential impact of physical risks . The Bank's focus on certain sectors, such as real estate, may also have an impact.	<i>Net Zero 2050</i>	● ●
	The transition risk tends to increase due to sudden changes (regulatory, technological, etc.) from 2030 onwards and their impact on the Bank's clients. Delayed action may also lead to an increase in the impact of physical risks (e.g., floods, droughts) on the Bank's clients and their activities. The Bank's focus on certain sectors, such as real estate, may also have an impact.	<i>Delayed transition</i>	● ●
	The transition risk is relatively low, as the Bank's clients do not face any regulatory or technological impetus to implement changes aimed at a more sustainable business model, but smaller companies may face a competitive disadvantage if they do not take proactive measures. However, in the long term, the impact of physical risks (depreciation of collateral, losses in the activities of the Bank's clients) may increase.	<i>Current policies</i>	● ●
Reputational risk	In both the medium and long term, there is a potential climate risk impact on the Bank's reputation related to its customers, i.e., their ability to adapt to changes associated with the implementation of the Green Deal, as well as the effectiveness of the Bank's measures to manage ESG risks. This risk is expected to increase over the long term and is highest in the delayed transition scenario. Meanwhile, although the Current Policies scenario assumes that the impact of climate risk is likely to be minimal, it is believed that smaller companies (the Bank's clients) may face a competitive disadvantage if they fail to take proactive measures.	<i>Net Zero 2050</i>	● ●
		<i>Delayed transition</i>	● ●
		<i>Current policies</i>	● ●
Strategic (business model) risk	The impact on strategic or business model risk is mainly related to the impact of climate risk on credit risk. In the medium term, the potential impact of climate risk (due to transition risk) on the Bank is fairly limited due to its broadly diversified loan portfolio and the Bank's active efforts in the area of transition planning. In the long term, however, climate risk is likely to increase due to the growing need for clients to transition to a more sustainable business model.	<i>Net Zero 2050</i>	● ●
	This scenario presents the greatest risk to the Bank, as delayed action by clients could result in a sudden impact and need for transition in certain sectors, which could pose additional challenges for the Bank in adapting its business model. Furthermore, in this scenario, the impact of not only transition risk but also physical risk (e.g., floods, droughts) on the Bank's clients and their activities increases.	<i>Delayed transition</i>	● ●
	The transition risk is relatively low, as the Bank's clients face no impetus for the transition, but smaller companies that do not take proactive measures may face a competitive disadvantage. In the long term, the impact of physical risk (depreciation of collateral, losses in the Bank's clients' activities) may increase, but the impact on the Bank's strategic or business model risk would likely be limited.	<i>Current policies</i>	● ●
General assessment	In the medium and long term, the level of climate risk (transition risk) tends to increase in the Net Zero 2050 and Delayed Transition scenarios, mainly due to increasing regulatory requirements for both the Bank and its clients and the additional need for resources to meet the new requirements, as well as changing investor and client expectations and priorities, which are oriented towards more sustainable solutions. Additionally, the risk increases in the case of the Delayed Transition scenario, where the need for sector transformation is urgent and adaptation may be more complex. In the Current Policies scenario, the impact of transition risk is relatively limited, but the impact of physical risk is increasing, although the impact on the Bank's strategic or business model risk would likely be limited. The growing impact on strategic and business risks in the longer term reflects the need to focus on climate and environmental risk management and the continuous improvement of the risk management framework.	<i>Net Zero 2050</i>	● ●
		<i>Delayed transition</i>	● ●
		<i>Current policies</i>	● ●

The impact in the short term is not further described as it is considered insignificant due to the relatively short time horizon, the low likelihood

of risk factors materialising, and the mitigation measures applied by the Bank, which are considered sufficient in the short term.

The process, responsibilities and frequency of assessing the materiality of climate and environmental risks are described in the Bank's internal procedures: Environmental, Social and Governance (ESG) Risk Management Procedure.

Transition risks

The materiality of transition risk drivers to credit risk is assessed both qualitatively by analysing the legal environment, best practices and international methodologies applied in the financial sector (e.g., the recommendations of the Task Force on Climate-Related Financial Disclosures, the reports of the European Banking Authority, the Fit for 55 toolkit and information on the related legislation), and by assessing science-based scenarios (Net Zero 2050, Delayed Transition and Current Policies). The materiality assessment also uses internal information, such as GHG emissions from financing activities, and takes into account the Bank's existing methodology (e.g., sectors with high ESG risk) and the Bank's climate and environmental risk management measures. The impacts of transition risks are assessed for the largest sectors (real estate, construction, manufacturing, trade

and transport, agriculture) and segments (retail clients and corporate clients) financed by the Bank over different time horizons: short-term (<1 year), medium (1-5 years) and long-term (>5 years).

Following the update of the Climate and Environmental Risk Materiality Assessment in 2025 and taking into account the potential impacts of transition risks on individual sectors, the Bank has also updated the ESG Risk Assessment for Corporate Clients. The share of the Bank's corporate loan portfolio in sectors with high ESG risk (with a focus on transition risk) is relatively low (page 116). According to the methodology currently used, the Bank has identified the following sectors of economic activity where corporate clients may have the highest transition risk: agriculture, forestry and fishing, mining and quarrying; manufacturing; electricity, gas, steam and air conditioning supply; water supply, sewage treatment, waste management and remediation; and construction, transport and real estate affairs. The Bank operates in Lithuania and therefore the exposures presented in the table are limited to loans to business clients with operations in Lithuania.

Sector	High ESG-risk bank loans to corporate clients, EUR million*	Portfolio share of high ESG-risk loans, % (of total high ESG-risk loans to corporate clients)	Portfolio share of high ESG-risk loans, % (of total sector loans to corporate clients)
Agriculture, forestry and fisheries	48.4	5.2%	50.2%
Mining and quarrying	4.6	0.5%	90.4%
Manufacturing	142.3	15.3%	52.1%
Electricity, gas, steam and air conditioning supply	133.6	14.4%	86.8%
Water supply, sewerage, waste management and remediation activities	5.6	0.6%	20.4%
Construction	87.6	9.4%	51.4%
Transportation and storage	80.6	8.7%	66.5%
Real estate activities	379.9	40.9%	75.6%
Other sectors	47.3	5.1%	-
Total:	930.0	100.00%	-

* Net book value of the transaction as at 31/12/2025

Physical risks

In 2025, the Bank updated its physical risk materiality assessment and supplemented it with climate scenarios from the Intergovernmental Panel on Climate Change (IPCC) – RCP2.8, RCP4.5 and RCP8.5. The impact assessment is carried out over different time horizons: short-term (<1 year), medium (1-5 years) and long-term (>5 years).

The following physical risk categories and their impact on credit risk were assessed:

- Extreme weather events;
- Chronic weather events;
- Environmental physical risks – water scarcity, loss of biodiversity, impacts on soils (including soil degradation and erosion), destruction of habitats, dwindling resources, pollution.

Methodology

The Bank uses a variety of publicly available studies, tools and sources to assess the impact of physical risks. For example, the Study on Climate Change Risks by the Middle of the 21st Century (by the Hydrometeorological Service) and the Study of Soil Degradation and Erosion, Coastal Erosion and Solifluction in Lithuania (by Assoc. Prof. Dr. Jonas Volungevičius, Prof. Dr. Darijus Veteikis and Dr. Laurynas Jukna), ThinkHazard!, Aqueduct tools. The analysis of environmental

physical risks is based on policies and strategic plans of the European Union and Lithuania, as well as legislation and other sources. However, due to the lack of tools and sources, the analysis of environmental physical risks is of a more qualitative nature. Climate risk analysis (extreme and chronic weather events), on the other hand, is based on qualitative and quantitative approaches and, where possible, science-based climate scenarios.

Scope of the assessment

The materiality assessment uses the Bank's internal information, such as information on collateral (pledged real estate – registered address of the property, value of collateral). This internal information is then combined with physical risk maps (e.g., a flood map) to determine the proportion of the Bank's collateral that is exposed to future flood risk. The Bank's climate and environmental risk management measures (e.g., monitoring of insurance conditions) are also taken into account when determining the final (residual) risk level. **Flood risk is the most relevant physical climate risk identified (and quantified)**. It affects a wide range of sectors in which real estate is used as collateral.

Climate risk impacts are assessed for the largest sectors (real estate affairs, manufacturing and trade, agriculture), segments (retail clients and corporate clients) and products (mortgage loans, consumer loans, other loans) financed by the Bank.

The impacts of individual environmental risks are also assessed for other sectors financed by the Bank. Other environmental risks assessed include water scarcity, land use change, resource scarcity, biodiversity loss, destruction of habitats and pollution risks due to their environmental impacts in sectors such as agriculture, energy, manufacturing and construction. Land use change risks are relevant to the agriculture and construction sectors because of their potential impact on land and its characteristics. The water supply and waste recycling sectors, as well as the mining and quarrying sector, are exposed to resource scarcity and pollution risks.

POLICIES

E1-2

The Bank/Group does not currently have a specific policy in place to manage the material impacts, risks and opportunities associated with climate change mitigation and adaptation. The plan is to develop such a policy in the future once climate targets have been set.

However, there is an internal **Environmental, Social and Governance (ESG) Risk Management Procedure** that provides an effective framework for the management of these risks and contributes to the development of an ESG risk culture within the Bank. This procedure helps to achieve the objectives set out in the Bank's and the ESG strategy and ensures ESG risk appetite.

The Bank's Supervisory Council oversees the design, development and implementation of ESG risk culture, and the Bank's Management Board approves internal documents related to ESG strategy and risk management. The Non-Financial Risk Department (NFRD) is responsible for the design and effective functioning of the ESG risk management framework at Group level.

ACTIONS AND OBJECTIVES

E1-3, E1-4

In 2025, the Bank's Management Board approved near-term targets for reducing Scope 1 and 2 GHG emissions of the Artea Bankas Group (see Sustainability Targets, page 64 for details), as well as targets for reducing GHG emissions in the financing and investment activities of Artea Bankas. The approved targets will be further aligned with the new SBTi Financial Institutions Net-Zero Standard by mid-2027 and disclosed accordingly in subsequent reports. The approved targets will enable a better management of climate-related impacts, risks and opportunities, and ensure that activities are in line with sustainability goals and regulatory requirements. These targets are also used as a basis for preparing the Bank's transition plan. Meanwhile, the Group intends to formulate the objectives when preparing the transition plan. (for more details, see the section on Transition Plan, page 113).

The investment products of Artea Life Insurance UAB and Artea Asset Management UAB, for which information is disclosed in accordance with Articles 8 and 9 of the SFDR, have quantitative indicators, such as the portfolio's weighted GHG emissions intensity and the share of investments in investee companies involved in violations of the UN Global Compact principles or the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises (MNEs), which help assess how environmental and social factors are implemented in the investment process.

Green products and products focused on improving energy efficiency

Artea Bankas AB is the main financing partner for multi-apartment building modernization projects in the country. Between 2011 and 2025, the Bank financed 3,140 multi-apartment renovation projects amounting to EUR 1.26 billion. Since 2022, the Bank has been managing the EUR 275 million Artea Retrofit Fund 1, which is currently financing the renovation of 394 multi-apartment buildings. In addition, since 2024, the Bank has been managing the EUR 200 million Artea Retrofit Fund 2, through which the modernization of 272 multi-apartment buildings is being financed.

Where possible, the Bank uses science-based scenarios (Representative Concentration Pathways or RCPs), which allow for a better assessment of the impact of climate risk in the long term under different scenarios, or uses other available scenarios depending on the source of information (e.g., realistic, optimistic and pessimistic scenarios). In other cases, qualitative expert judgement is used to determine how physical risk events may affect individual sectors or segments financed by the Bank, based on the sources mentioned above.

Information on the management of ESG risks in the Group is provided to the Bank's governing bodies – the Management Board, the Risk Management Committee and the Risk Committee – in accordance with the reporting frequency set out for such information in the Register of Information Provided to the Governing Bodies.

This procedure is mandatory to all employees of the Group. It is available in the Group's internal information systems. Regular mandatory training sessions (once a year) are also organised to familiarise all Group employees with the topic of ESG and the importance of ESG risk management in the context of other financial and non-financial risk management.

The products of Artea Asset Management UAB and insurance-based investment products of Artea Life Insurance UAB follow the Responsible Investment and Sustainability Risk Integration Policy, which includes the impact of climate change in the investment process.

Furthermore, in 2025 the Bank received an invitation from the European Investment Bank (EIB) to begin negotiations on the establishment of a new, third fund for the modernization of multi-apartment buildings in Lithuania. The fund is expected to reach up to EUR 625 million, with sufficient resources to renovate approximately 850 multi-apartment buildings. The Bank's application to establish the fund was selected under the EIB's call for financial institutions for financing under the Holding Fund Lithuania 2021–2027.

Also, Artea Bankas AB contributes to the development of renewable energy projects in the country – in 2024, it financed the acquisition and installation of solar and wind power plants for almost EUR 55 million. In 2025, the volume of solar power plant and wind energy projects decreased; however, greater attention was given to financing electricity storage systems. The total amount of credit agreements dedicated to financing BESS investments exceeds EUR 40 million.

The Bank provides green mortgage loans to its clients, intended to finance real estate with the highest energy-efficiency class. In 2025, the Bank issued green home loans amounting to EUR 17.6 million.

AB Artea Bankas also offers other energy-efficiency-oriented products, such as leasing for electric and hybrid vehicles, as well as projects aimed at increasing business sustainability. Loans provided on more favourable terms for electric and hybrid vehicles contribute to creating a more sustainable environment and encourage customers to choose more environmentally friendly modes of transportation.

In 2026, the Bank will continue to focus on financing other projects that improve business sustainability, such as:

- Renewable energy
- Energy efficiency improvement projects
- Waste management projects
- Emission reduction projects
- Sustainable forestry projects
- Water and wastewater management projects

In addition, the Bank undertakes other actions that contribute to the management of ESG risks (particularly climate-related and environmental risks) and to the reduction of GHG emissions:

- Periodic assessment of the impact of climate and environmental risks on the sectors and portfolios financed by the Bank (Climate and Environmental Risk Materiality Assessment).
- Improvements to the credit risk management. The credit decision-making system ensures that clients with higher ESG risk are properly rated and that the approved financing structure allows for a reduction in the level of ESG risk.
- The efforts of companies (clients) to reduce GHG emissions and to adapt to new expectations are also monitored. This helps to better manage climate-related risks and may help avoid or reduce the potential negative impact on the Bank's portfolio.
- The collateral valuation process includes climate and environmental risk factors such as the energy performance of the property and physical risk assessment. Assessing these factors allows for improved credit risk management and contributes to promoting a societal shift towards more sustainable financial decisions.
- New regulatory requirements are also continuously monitored and implemented to ensure better management of ESG risks.

More detailed information on ESG risk management and the assessment of climate and environmental impacts is disclosed on page 113.

Energy consumption in own activities

In its operations, the Group aims to reduce fuel consumption and atmospheric pollution, with the following ongoing initiatives:

- An **electronic car booking system** is used, which allows business trips to be planned in groups, with as few cars as possible being used for travel.
- For the end of year 2025, 19% of the Group's fleet is made up of plug-in vehicles (14% in 2024) and 7% of electric vehicles (8% in 2024). The data for 2024 are adjusted to correct the previously reported information about the Group's vehicle fleet (in the 2024 report, plug-in was set at 16%, electric vehicles at 9%).
- The Bank's employees **are encouraged to use public transport** (e.g., train, bus) **for business trips** within Lithuania.

Newly implemented/ongoing projects within the Group:

- The access project launched in 2024 is continuing – a **mobile access system is being installed** in the Bank's branches, allowing access to the premises using an app on a mobile phone. This technology makes it possible to dispense with traditional plastic access cards, thereby reducing the use of plastic.
- In 2025, the **digitisation of documents related to the investigation of accidents at work** began. **Paper investigation documents will no longer be used.** All investigation documents will be signed with an electronic signature and submitted to the State Labour Inspectorate via the System for Electronic Services for Employers (SESE). Copies of the investigation documents are stored in the AIS.

Projects completed within the Group:

- the **digitisation of the medical check-up process was completed** on 01/01/2025. **Paper records are no longer used.** Documents confirming medical check-ups are issued on the e-Health portal managed by the Centre of Registers, and copies are stored on profit-web.
- In 2025, the *Tablet* project was completed, and clients now have the option of signing documents with a digital signature at all Bank branches (a total of 194 tablets). **The digital signature feature on the tablet eliminates the need for paper documents**, and all signed documents are automatically sent to the client's e-mail. This reduces paper consumption and contributes to the responsible use of resources and conservation of the environment.
- In 2024, the Rules for the Use of Company Mobile Phones were updated to allow for the purchase of **refurbished mobile phones**. In line with the principles of circularity, new phones are purchased from the same suppliers who later take them back, refurbish them and prepare them **for re-use**. This model contributes to reducing electronic waste, extending the life cycle of devices and reducing environmental impact.
- In 2025, a project was implemented during which GHG emission-reduction targets were formulated and established in accordance with the SBTi standard.

ENERGY CONSUMPTION AND MIX

E1-5

Energy consumption and mix	Group		Bank	
	2024	2025	2024	2025
Total fossil energy consumption (MWh)	1,282.43	1,511.74	1,100.93	1,441.60
Share of fossil sources in total energy consumption (%)	42.79	51.22	39.10	51.44
Consumption from nuclear sources (MWh)	0	0	0	0
Share of consumption from nuclear sources in total energy consumption (%)	0	0	0	0
(A) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	0	0	0	0
(B) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	1,714.58	1,439.82	1,714.58	1,361.12
(C) The consumption of self-generated non-fuel renewable energy (MWh)	0	0	0	0
Total renewable energy consumption (MWh) (calculated as the sum of lines A to C)	1,714.58	1,439.82	1,714.58	1,361.12
Share of renewable sources in total energy consumption (%)	57.21	48.78	60.90	48.56
Total energy consumption (MWh)	2,997.01	2,951.56	2,815.50	2,802.72

Methodology and additional information:

- Energy consumption is disclosed at the Group level.
- In 2025, Scope 1 natural gas consumption decreased compared to 2024. The decline was driven by the sale of a real estate property where natural gas had been used. It should also be noted that changes in consumption were influenced by meteorological conditions—the winter period of 2025 was colder than in 2024, which affected heating needs.
- Scope 2 gas volumes increased. The increase resulted from the fact that in 2025, several branches did not receive actual consumption data from suppliers on their invoices; therefore, consumption was calculated through modelling—based on total expenses incurred and the average annual unit price of gas.
- Overall, total natural gas consumption during the reporting period remained only slightly changed.
- Consumption of regular electricity was lower than consumption of “green” electricity in both 2024 and 2025, as a larger number of property owners leasing premises are purchasing green electricity.

- The consumption of regular electricity (market-based method) for the Bank and Group companies was 278.22 MWh in 2024, and 288.32 MWh in 2025. The consumption of green electricity (market-based method) was 1,714.58 MWh in 2024, and 1,439.82 MWh in 2025. Consumption of both green and regular electricity decreased, which may have been influenced by the hybrid work model (applied to central headquarters employees) and branch closures.
- Heat energy consumption was higher in 2025 than in 2024. Heat energy consumption for the Bank and Group companies amounted to 869.32 MWh in 2024, and 1 093.99 MWh in 2025. The increase resulted from the fact that in 2025, several branches did not receive actual consumption data from suppliers, and therefore consumption was calculated through modelling—based on the amount of expenses incurred and the average annual unit price of gas.

EMISSIONS

E1-6

Bank and Portfolio clients' emissions are measured from 2023. The GHG emission quantities and measurement methodology are presented below.

Emissions from direct activities

	Group			Bank		
	2024*	2025	Comparison (%)	2024*	2025	Comparison (%)
Scope 1 GHG emissions						
Total Scope 1 GHG emissions (tCO ₂ eq)	311.69	248.76	-20.19	255.40	196.11	-23.21
Percentage of Scope 1 GHG emissions regulated under the ETS (%)	0%	0%	-	0%	0%	-
Scope 2 GHG emissions						
Gross location-based Scope 2 GHG emissions (tCO ₂ eq)	395.93	407.18	+2.84	392.96	382.63	-2.63
Gross market-based Scope 2 GHG emissions (tCO ₂ eq)	250.98	284.78	+13.47	178.95	271.76	+51.86
Significant scope 3 GHG emissions						
Total Gross indirect (Scope 3) GHG emissions (tCO ₂ eq)	442 079.91	573 666.81	+29.77	296 727.05	413 996.09	+39.52
1 Purchased goods and services	11.84	10.96	-7.43	11.38	10.86	-4.57
[Optional sub-category: Cloud computing and data centre services]	Not estimated					
2 Capital goods	Not estimated					
3 Fuel- and energy-related (not included in Scope 1 or Scope 2)	Not estimated					
4 Upstream transportation and distribution	Not estimated					
5 Waste generated in operations	0.98	1.04	+6.12	0.52	1	+90.84
6 Business travelling	109.06	79.22	-27.35	104.07	74.77	-28.15
7 Employee commuting	361.17	126.01	-65.11	343.48	114.61	-66.63
8 Upstream leased assets	Not estimated					
9 Downstream transportation	Not estimated					
10 Processing of sold products	Not estimated					
11 Use of sold products	Not estimated					
12 End-of-life treatment of sold products	Not estimated					
13 Downstream leased assets	0	1.61	-	0	1.61	-
14 Franchises	Not estimated					
15 Investments (the Bank, Artea Life Insurance, Artea Asset Management)	441 596.87	573 447.97	+29.86	296 267.60	413 739.25	+39.67
Total GHG emissions						
Total GHG emissions (location-based) (tCO ₂ eq)	442 787.53	574 332.75	+29.71	297 375.41	414 574.84	+39.41
Total GHG emissions (market-based) (tCO ₂ eq)	442 642.58	574 200.35	+29.72	297 161.40	414 463.96	+39.47

*the 2024 GHG data was recalculated; more information is provided in the methodology of this section and in the supplementary information.

Methodology and additional information:

- Scope 1 covers: gas (own premises) (conversion factor – megawatt hours (MWh), data collected from the self-service website of the external company Ignitis UAB (Artea Bankas AB)). Fuel consumed by own vehicles (petrol and diesel) of the Group companies (conversion factor – litres (l), data collected from the self-service websites of external companies FLEET UNION UAB (Artea Bankas AB) and Circle K Lietuva UAB (Artea Bankas AB, Artea Lizingas UAB and Artea Life Insurance UAB) and invoices (Artea Bankas UAB), amount of diesel fuel added to generators (conversion factor – litres (l), data obtained from external company Fima UAB (Artea Bankas AB)), top-up of refrigerants (conversion factor – kilograms (kg), data obtained from external companies: Inservis UAB and SOL Baltics OU Lithuanian branch (Artea Bankas AB)).
- Scope 2 covers: gas (rented premises) (conversion factor – megawatt hours (MWh), data collected from invoices (Artea Bankas AB)), consumption of conventional and green electricity (conversion factor – kilowatt hours (kWh), data collected from bills (Artea Bankas AB, Artea Lizingas UAB, Artea Asset Management UAB and Artea Life Insurance UAB)), energy consumption for heating (conversion factor – kilowatt hours (kWh), data collected from bills (Artea Bankas AB, Artea Lizingas UAB, Artea Asset Management UAB and Artea Life Insurance UAB)). For business units whose bills do not specify utility consumption volumes, consumption was modelled based on the amount of expenses incurred and the average annual unit price of the relevant utilities. Scope 3 covers:
 - Category 1: paper goods for business purposes (conversion factor – kilograms (kg), data obtained from external companies Sanitex UAB (Artea Bankas AB, Artea Life Insurance UAB, Artea Lizingas UAB), collection services (conversion factor – from kilometres (km) to litres (l)), distance travelled provided by external company Brink's Lithuania UAB (Artea Bankas AB), water consumption (conversion factor – cubic metres (m3), data collected from bills issued to Artea Bankas AB, Artea Lizingas UAB, Artea Asset Management UAB and Artea Life Insurance UAB). Water consumption was modelled based on actual consumption data from similar business units or consumption data from the same business unit in the previous year;
 - Category 5: wastewater (conversion factor – cubic metres (m3), data collected from bills issued to Artea Bankas AB, Artea Lizingas UAB, Artea Asset Management UAB and Artea Life Insurance UAB). Wastewater consumption was modelled based on actual consumption data from similar business units or consumption data from the same business unit in previous years;
 - Category 6: taxi services (conversion factor – from kilometres (km) to litres (l), distance data collected from the self-service websites of external companies Bolt Operations OÜ (Artea Bankas AB, Artea Life Insurance UAB) and Prime Leasing UAB (Artea Bankas AB), invoices (Artea Asset Management UAB) and foreign receipts (Artea Life Insurance UAB)), flights (flight application: [Carbon Footprint Calculator](#), flight route data collected from invoices (Artea Bankas AB, Artea Asset Management UAB and Artea Life Insurance UAB), fuel (petrol and diesel) in cars used on a rental/loan for use basis (conversion factor – litres (l), data obtained from accounting records (Artea Bankas AB, Artea Life Insurance UAB, Artea Asset Management UAB).
 - Category 7: employee commuting to/from work (conversion factor – kilometres (km), data extrapolated for all employees, obtained during the survey (Artea Bankas AB, Artea Lizingas UAB, Artea Asset Management UAB and Artea Life Insurance UAB));
 - Category 13 (premises leased to third parties): electricity (conversion factor – kilowatt hours (kWh), data obtained from bills (Artea Bankas AB), water consumption and wastewater (conversion factor – m3, data collected from bills ([Artea Bankas AB](#)));
 - Category 15: investments (detailed information – GHG emissions from financing and investment activities, page 122).
- Certain categories in Scope 3 have not been assessed because they were not considered or were considered but a decision was taken not to calculate emissions due to:
 - the lack of accurate data;
 - the unreliability of the data;
 - the insignificance of the amounts obtained.
- GHG emissions (t CO₂) are calculated by multiplying the energy consumption by the emission factor, per type of fuel/energy/activity, as appropriate:

$$\text{Emissions}_{\text{Energy type}} = \text{Energy consumption} \times \text{Emission factor}_{\text{For the energy type}}$$
 - The formula above is used to calculate a large portion of GHG (CO₂) emissions in terms of units of measurement. A different way of calculating CO₂ emissions was used for flights (Scope 3, category 6): using a flight application ([Carbon Footprint Calculator](#)) publicly available online.
 - For the calculations, market-based and location-based (this method was used for electricity only) methods were chosen for the whole Group.
 - The emission factors (GHG emission factors) used are derived from several sources and are chosen to be relevant to the area under consideration.

In 2024, recalculations were carried out in the areas listed below. Scope 2 heat emissions amounted to 166.19 t CO₂ (194.8 kg CO₂/MWh), and after recalculation according to STR 2.01.02:2016 (100 kg CO₂/MWh) – 86.93 t CO₂. Scope 3 water and wastewater emissions, after applying the DEFRA coefficients, decreased from 1.29 to 0.80 t CO₂ and from 1.68 to 0.98 t CO₂ respectively, while paper emissions were recalculated according to the 2024 coefficient (0.24 instead of 0.26 kt CO₂/kt). Scope 2 electricity emissions were recalculated according to country-specific coefficients and the corrected consumption (26.95 MWh → 26,960 kWh).

Impact: Scope 1 – no change; Scope 2 – by the location-based method decreased by 43,02 t CO₂, by the market-based method decreased by 421.85 t CO₂; Scope 3 – decreased by 1.56 t CO₂ (excluding financed emissions – category 15).

GHG intensity per net revenue

GHG intensity per net revenue	Group			Bank		
	2024*	2025	Comparison (%)	2024*	2025	Comparison (%)
Total GHG emissions (location-based) per net revenue (t CO ₂ eq/MEUR)	1 299.47	1 800.42	+38.55	1 021.82	1 551.70	+51.86
Total GHG emissions (market-based) per net revenue (t CO ₂ eq/MEUR)	1 299.04	1 800.04	+38.57	1 021.09	1 551.29	+51.93

*the 2024 GHG data was recalculated.

Consistency of net revenues used to calculate GHG intensity with financial statements: page 161

GHG emissions from financing and investment activities*

	2024**					2025				
	Assets, MEUR	GHG (Scopes 1 and 2), tonnes per year	GHG (Scope 3), tonnes per year	Scope	Data quality score	Assets, MEUR	GHG (Scopes 1 and 2), tonnes per year	GHG (Scope 3), tonnes per year	Scope	Data quality score
Bank, GHG emissions from financing activities										
Business loans	1 151.3	71 896	-	100.0%	4.0	1 233.9	96 208	230 012	100.0%	4.0
Loans for the purchase of commercial real estate	458.0	24 582		96.0%	3.9	481.1	20 356		86.8%	3.8
Renovation of buildings	268.5	1 170	-	62.0%	4.0	283.4	619	23 204	32.3%	4.0
Leasing/hire purchase	316.9	75 841		100.0%	4.2	347.4	81 585		100.0%	4.2
Mortgage loans	915.8	18 556		93.3%	3.5	1 041.2	17 740		94.3%	3.1
Bank, GHG emissions from investment activities										
Government securities	714.4	100 574		100.0%	1.0	1 582.8	195 764		100.0%	1.0
Securities of private companies	57.0	3 554	174 422	77.9%	2.2	28.2	1 449	10 808	61.7%	2.7
Equity securities	93.4	95	151 724	84.8%	2.1	102.5	72	170 013	93.1%	0.9
Collective investment undertakings	2.1	-	-	0.0%	-	1.9	-	-	0.0%	-
Bank, total:	3 995.4	296 268	326 146	94.6%	3.3	5 102.3	413 793	434 037	94.4%	2.8
Artea Life Insurance UAB, GHG emissions from investment activities										
Government securities	28.0	4 772		100.0%	1.0	30.4	4 710		100.0%	1.0
Securities of private companies	20.2	4 018	22 119	100.0%	2.2	23.3	9 502	19 648	100.0%	2.7
Equity securities	0.7	143	869	100.0%	2.0	1.6	363	1 709	100.0%	1.5
Collective investment undertakings	166.3	21 715	68 625	95.8%	2.0	195.3	17 106	65 879	90.3%	2.0
Artea Life Insurance UAB, total:	215.3	30 648	91 613	96.7%	1.9	250.6	31 681	87 236	92.4%	1.9
Artea Asset Management UAB, GHG emissions from investment activities										
Government securities	120.7	21 621		100.0%	1.0	140.1	21 963		100.0%	1.0
Securities of private companies	176.3	32 659	149 953	87.7%	2.4	187.6	68 279	138 905	89.4%	2.7
Equity securities	52.4	25 511	66 082	100.0%	2.5	64.1	9 011	83 554	99.0%	1.5
Collective investment undertakings	1 084.5	41 256	378 834	83.4%	1.9	1 215.1	39 471	371 317	84.1%	2.1
Artea Asset Management UAB, total:	1 433.9	121 047	594 870	85.9%	1.9	1 606.9	138 724	593 776	86.7%	2.1
Group, total:	5 565.9	441 597	842 222	92.6%	2.9	6 959.8	573 448	929 058	91.9%	2.6

* When consolidating the Group's GHG emissions, an adjustment was made to avoid double counting, as Artea Life Insurance UAB invests in investment funds managed by Artea Asset Management UAB; also, in 2024 and 2025, the Bank had investments in its subsidiaries: Artea Life Insurance UAB, Artea Asset Management UAB and Artea Lizingas UAB.

**the 2024 GHG data was recalculated, more information is provided below.

Methodology and additional information:

GHG emissions calculations from the Group's financing and investment activities are carried out in accordance with the PCAF standard for the respective asset classes and based on the internal and external data available to the Group. When calculating GHG emissions from financing and investment activities for 2025, the Group implemented the following methodological changes:

- The assessment was expanded to include not only clients' Scope 1 and Scope 2 emissions but also Scope 3 emissions; additionally, Scope 3 emissions were calculated for certain categories for 2024 where client data was available;
- The Group also adopted a new emissions database, CEDA, which provides more accurate and more recent emission (pollution) factors that better reflect countries' decarbonisation progress. Until 2025, the Exiobase database had been used; however, according to PCAF, it will no longer be updated in the future and is being

replaced, therefore financial institutions are encouraged to gradually transition to the CEDA database.

Financing activities

Business loans. This category includes loans to corporate clients without a specific lending purpose or other loans that do not fall under any other PCAF category. GHG emissions from business loans were calculated for all sectors using GHG emissions data provided by the Bank's business clients, in the absence of direct data – GHG emissions were calculated using the clients' most recent financial data (sales revenue, equity, liabilities) and new emission factors data base – CEDA. The GHG emissions data provided directly by clients represent a small part of the total portfolio of business loans for which emissions were calculated, and the remainder was therefore calculated based on the emission factors proposed by PCAF.

Loans for the purchase of commercial real estate and mortgage loans. GHG emission calculations for loans for the purchase of commercial real estate and mortgage loans were carried out using the emission factors provided by PCAF and taking into account the type of buildings financed and mortgaged, the energy performance class, the gross floor area and the value of the property – this information is obtained periodically from the Centre of Registers. Actual data on the energy consumption of buildings were not available to the Bank.

Motor vehicle leasing. GHG emissions from leasing/hire purchase transactions have been calculated using the GHG emissions data provided by the leased car manufacturers or, in their absence, using publicly available GHG emission factors (provided by the UK Department for Environment, Food and Rural Affairs (Defra)) by car and fuel type. The estimated distances travelled by cars per year were also used, taking into account the type of car and the statistics on average distances travelled. GHG emissions were extrapolated for some of the leased assets where suitable data could not be found. It should be noted that the assumptions used in the GHG emissions calculations will be subject to future adjustments by the Bank.

Renovation/modernisation of buildings. As a financing partner, the Bank participates in a state programme to modernise multi-apartment and municipal buildings to improve their energy efficiency and reduce energy consumption. The GHG emission calculations for these loans were carried out using information on the value of the renovation projects, the emission factors provided by PCAF for the construction sector, and assumptions on the duration of renovation works.

Recalculation of GHG emissions for 2024. After the Group transitioned to the new emission-factor database CEDA, significant decreases in emission factors were observed across sectors compared with the emission factors provided in the Exiobase database. Therefore, to ensure comparability, GHG emissions were recalculated for the Bank's portfolio categories such as business loans, building renovation, private corporate debt and equity securities, as well as subsidiaries' investments in corporate bonds. Accordingly, the Bank's 2024 GHG emissions from the business loan portfolio and building renovation decreased - from 207,705 tonnes of GHG emissions to 71,896 tonnes of GHG emissions from business loans, and from 1,999 tonnes of GHG emissions to 1,170 tonnes of GHG emissions from building renovation. The Bank's emissions from securities of private companies decreased from 4,051 tonnes of GHG emissions to 3,554 tonnes of GHG emissions, while emissions from equity securities decreased from 147 tonnes of GHG emissions to 95 tonnes of GHG emissions. Meanwhile, emissions from subsidiaries' investments in securities of private companies changed only marginally, as only individual positions in the specified portfolios were recalculated — UAB "Artea Life Insurance" emissions in this portfolio increased from 3,970 tonnes of GHG emissions to 4,018 tonnes of

GHG emissions, and AB "Artea Asset Management" increased from 32,511 tonnes of GHG emissions to 32,659 tonnes of GHG emissions.

Investment activities

Government debt securities. In line with the PCAF methodology, the Group's calculations used country GHG emissions data from the European Commission's EDGAR database. Publicly available GDP values of countries (adjusted for purchasing power parity) were also used for the calculations.

Corporate debt securities and equity securities. GHG emissions calculations for these portfolios are based on actual GHG emissions data provided by clients (issuers), assessing their disclosures in published reports, as well as third-party data on GHG emissions generated by clients (Bloomberg). In the absence of direct data, the GHG emissions of clients were calculated based on financial data (sales revenues) and using PCAF emission factors for the sector. Financial data (enterprise value including cash (EVIC), equity, liabilities) of clients are also used to calculate the bank-financed share of GHG emissions.

Collective investment undertakings. GHG emissions are calculated using the look-through approach for collective investment undertakings such as investment funds, exchange-traded funds, private equity funds, etc. When applying the look-through approach to invested funds, GHG emissions calculations for government, corporate debt and equity securities are performed using the same methodology as described in the previous paragraphs. Due to fragmented and limited data, GHG emissions were not assessed for private equity fund investments.

Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

E1-9

The Bank conducts an annual assessment of the materiality of climate and environmental risks; the impact of physical and transition risks on the following risks was thoroughly assessed: **credit, market, liquidity, operational and reputational, compliance and strategic (business model) and concentration** risks, as well as the main sectors and portfolios financed by the Bank (for more details, see the section on climate risk and resilience analysis on page 113).

In 2025, during the assessment of the materiality of climate and environmental risks, it was determined that the most significant physical risk impact that the Bank can quantitatively measure is related to flood risk. This information is disclosed by the Bank in its risk and capital management reports (Template 5. Banking book. Potential climate-related physical risk indicators. Positions subject to physical risk). The positions presented in the report correspond to a high-risk level—flood risk—assessed by county and district level within the country.

Meanwhile, when assessing the impact of transition risk, one of the most important factors is the energy efficiency of collateral. This information is disclosed by the Bank in its risk and capital management reports (Template 2. Banking book. Potential climate-related transition risk indicators. Loans collateralised by immovable property. Energy efficiency of collateral).

It is planned that the financial impact arising from physical and transition risks will begin to be assessed once a comprehensive resilience analysis has been completed (see the Resilience Analysis section on p. 113), which will also allow the Group to supplement its future disclosures accordingly.

SOCIAL INFORMATION

OWN WORKFORCE

Employees are undoubtedly the cornerstone of the Group's success. Their input and active participation are crucial in shaping the overall culture and environment within the Group. The Group has set itself the ambitious goal of becoming one of the TOP 3 employers in the financial sector. In the long term, this means being the best place for professional development in the financial sector and creating a strong organisational culture based on mature leadership and values. Therefore, the aim is to create a supportive and inclusive environment that promotes the well-being of all employees.

This section discloses information about the Group's policies relating to its workforce, training and skills development, remuneration, health and safety, and other material topics. Here, we also provide data on training programmes, staff development, remuneration structure and health and safety measures taken to ensure the well-being and safety of workers at work.

OUR EMPLOYEES

S1-6, S1-7

Types of employees and non-employee workers who are classified as own workforce:

1. Employees on fixed-term and open-ended employment contracts (the employment contract is between the company (employer) and the employee).
2. Non-employee workers – within the Group, thirty-three (33) persons are classified as non-employee workers, i.e., persons who have concluded contracts with the company for the provision of labour (self-employed persons).

Total number of employees and breakdown by gender

Gender	Number of employees
Male	284
Female	1,009
Total	1,293

Data are presented at Group level. The number of employees is reconciled with the financial statements (page 19).

withdrawn from the Group's activities (employees on pregnancy or maternity leave or parental leave).

The number of employees includes all employees of the Group. The total number includes active employees and those who have

The Group fosters long-term working relationships with its employees. As at 31 December 2025, 32.87% of the Bank's employees had been employed for ten (10) years or more.

Number of employees by gender and type of contract	Male	Female
Number of permanent employees	277	977
Number of temporary employees	7	32
Number of full-time employees	281	982
Number of part-time employees	3	27

Temporary employees are generally employed under a fixed-term employment contract in accordance with Article 68 of the Labour Code of the Republic of Lithuania, when an employee is hired to substitute another employee during their childcare leave. In such cases, the duration of the fixed-term employment contract is linked to the substituted employee's return to work, and the basis for the contract's termination is considered to be objectively defined and lawful.

Artea Asset Management UAB, Artea Lizingas UAB. Currently, data from other Group companies are not managed centrally and therefore are not presented.

Number of employees who left the Group companies during the reporting period: **156**.

A description of the methodologies and assumptions used to compile the data:

Employee turnover rate in the Group companies during the reporting period: **12.96%**.

- The information is based on the calculation formulas and methodologies specified in the ESRS.
- Figures are based on number of employees.
- All numerical information is provided for the end of the year, i.e., based on the information at 31 December 2025.
- The rate of employee turnover is calculated according to the following formula: (number of redundancies / average number of employees) x 100%.
- In some EU Member States, individuals can legally register as being of a third, often neutral, gender, but this is not legally established in the Republic of Lithuania, so the "other" category as set out in the ESRS is not applicable.

The data presented by gender and length of service cover the following Group companies: Artea Bankas AB, Artea Life Insurance UAB (including LV and EE), Artea Asset Management UAB, Artea Lizingas UAB, Artea Turto Fondas UAB, Artea Retrofit Fund 1 UAB, Artea Retrofit Fund 2 UAB.

The turnover data presented cover the following Group companies: Artea Bankas AB, Artea Life Insurance UAB (excluding LV and EE),

- The data were collected from the human resources data management system tool used by the Personnel Department's administration team.

- "Number of part-time employees" refers to employees whose employment contract stipulates less than 40 hours of work per working week.

POLICIES

S1-1, S1-4, S1-5

The Bank Group has adopted internal documents to manage material impacts on its workforce, as well as the associated risks and opportunities, by ensuring an inclusive, respectful and productive working environment.

The main documents are the [Diversity Policy](#) approved by the Bank's Supervisory Council, the [Code of Ethics](#) approved by the Bank's Management Board, the [Rules for the Implementation of the Equal Opportunities Policy](#) approved by the Bank's Chief Executive Officer, as well as other internal procedures of the Bank (e.g., the Remuneration Policy and the Rules for Determining the Official Remuneration, as described in the *Remuneration* section). They are based on and reflect the fundamental principles and requirements set out in international instruments such as the UN Declaration of Human Rights, as well as the relevant legislation of the European Union and

the Republic of Lithuania. Although there is no separate document dedicated to human rights, the core principles are embedded in the above-mentioned documents. The Diversity Policy was developed to address human rights aspects related to diversity and inclusion, recognising the need to further address the importance of these issues for employees and society. Other human rights principles, such as the responsibility of businesses to respect human rights, non-discrimination and freedom of association, are reflected in general labour laws that apply to the Group companies.

The Group's operations do not identify risks related to forced labour, compulsory labour or child labour, and as such, there are no provisions in the substantive documents to address these topics. In its activities, the Group is guided by the principles of the Global Compact and the laws of the Republic of Lithuania, which prohibit child or forced labour.

DIVERSITY POLICY

The purpose of the policy: the Policy aims to foster a Group culture where gender equality and diversity are intrinsic parts of the organisation and where differences are harnessed actively to deliver business benefits. The Policy is taken into account in the assessment of the management – in the selection and recruitment of members of the governing bodies and in succession planning.

Main content of the policy: the Policy lists key principles: fostering a culture of diversity, increasing the diversity of members of the governing bodies, achieving equality, gender balance, increasing the proportion of under-represented gender in the governing bodies and zero tolerance of discrimination.

Scope of the policy: the Policy applies to all employees and members of the governing bodies of the Bank and Group companies.

Responsibility for implementing the policy: the Bank's progress in the area of diversity and compliance with this document is the responsibility of the Bank's Management Board, except for the meeting of the criterion of under-represented gender in the Bank's governing bodies set out in this Policy, which is the responsibility of the Supervisory Council. The Bank's Internal Audit Division regularly reviews the implementation of the Policy within the scope of the diversity of the Bank's governing bodies, within the timeframes set out in its action plans.

References to third-party standards: the following standards have been used in the development of this document: resolutions of the Board of the Bank of Lithuania, European Banking Authority (EBA) and European Securities and Markets Authority (ESMA) guidelines, the Code of Corporate Governance for NASDAQ Vilnius listed companies.

Assessing stakeholder interests: this Policy ensures that the interests of all stakeholders are taken into account in the pursuit of gender equality and diversity.

Accessibility of the policy: the Policy is a publicly available document accessible to employees and stakeholders on the Bank's website.

Reports of misconduct and breaches of the law: all employees and members of governing bodies have the right to file an anonymous report with their company's Compliance Officer or the Chairperson of the Bank's Nomination Committee requesting an investigation of violations that relate to the application and implementation of this Policy. To comply with the Law on the Protection of Whistleblowers of the Republic of Lithuania, the Group has a channel on the Bank's external website, artea.lt, where both employees and external parties can contact the Bank to report irregularities. Any form of persecution,

harassment or hostile behaviour against a person who has reported any non-compliance with the Policy is prohibited and not tolerated.

The Policy sets a target of 25% as the minimum criterion for under-represented gender on the Bank's Supervisory Council and Management Board, which will have to be at least 30% from 2028, the start of the new term of the Bank's Supervisory Council and Management Board. The Personnel Department is responsible for achieving this target.

The overall diversity targets set out in the Policy are being met and diversity balance is being achieved through strengthened human resource management across the Group:

- during the selection and recruitment process,
- during the performance review,
- in establishing a succession pool for managers and key function holders and candidates for membership of the governing body.

Additional actions taken by the Group and its individual companies to manage negative impacts or risks that are covered under the individual own workforce sub-topics, for example, updates to the Performance Review and Remuneration Policy that will address equal pay risk management are covered in the remuneration sub-topic.

The Bank, in accordance with the Code of Ethics and the Rules for the Implementation and Supervision of Equal Opportunities (Non-Discrimination) Policy, the Labour Code of the Republic of Lithuania, the Law on Equal Opportunities of the Republic of Lithuania, the Law on Equal Opportunities for Women and Men of the Republic of Lithuania, as well as other normative legal acts establishing equality of persons and the prohibition of restricting the rights of human beings on the basis of discriminatory grounds, does not tolerate inequalities, manifestations of violence, psychological or similar pressures, or any form of discrimination at work. Reporting misconduct and violations of law The Code of Ethics and the Prevention of Corruption and Unacceptable Conduct Policy regulate what acts may be considered as unacceptable cases of corruption. All new employees of the Group are made aware of these documents. These documents apply to and must be complied with not only by employees of the Bank but also by employees of Group companies.

The Group has no specific policy commitments in relation to the people from particularly vulnerable groups classified as own workforce, as the Group has not identified (singled out) vulnerable groups in its workforce.

The Bank has internal [Rules for the Implementation of the Equal Opportunities Policy](#) based on the Labour Code of the Republic of

Lithuania, the Law on Equal Opportunities of the Republic of Lithuania, the Law on Equal Opportunities for Women and Men of the Republic of Lithuania, as well as other normative legal acts establishing equality of persons and the prohibition of restricting the rights of human beings on discriminatory grounds. They provide that the Bank respects the principle of equal opportunities and the prohibition to restrict the rights of employees or to grant them privileges on various discriminatory grounds, both in the recruitment process and during the duration and termination of the employment relationship. This document provides for the following discriminatory grounds: gender, race, nationality, citizenship, language, origin, social status, religion, beliefs or opinions, age, sexual orientation, disability, ethnic origin, medical condition, intent to have a child(ren), adoptive child(ren), foster child(ren), or ward(s), marital and family status, membership of political parties, trade unions and associations, circumstances unrelated to the worker's professional qualities, freedom of association, freedom of collective bargaining and the right to take collective action, or any other grounds. The Bank's Personnel Department is responsible for monitoring compliance with this Policy. The Bank also has a channel for notifications and a timeframe and process for dealing with them. The Policy also provides for the right of employees to apply to the Office of the Equal Opportunities Ombudsperson in accordance with the procedure set out in the Law on Equal Opportunities of the Republic of Lithuania.

ENGAGEMENT

S1-2, S1-3, S1-8, S1-17

It is important for the Group to ensure the consistent and meaningful involvement of employees and their representatives in addressing significant organisational issues, particularly those that have or may have a direct impact on employees. Employee engagement processes are designed to enable employees to regularly express their opinions, provide feedback and be active participants in organisational change. The insights gained are systematically integrated into decision-making processes and operational improvement initiatives.

Change in the engagement measurement format

Until the end of 2024, the organisation conducted an annual employee engagement survey, which provided an overview of overall employee sentiment, organisational strengths and areas for development. Taking into account the dynamic operating environment in the organisation, the rapid pace of change, and the need to identify emerging risks and changes in employee experience more promptly, a decision was taken in 2025 to change the employee engagement measurement format.

The annual engagement survey was replaced by **quarterly eNPS (Employee Net Promoter Score) surveys**, enabling more frequent, relevant and timely employee feedback. The quarterly measurement cycle allows the Bank to respond more promptly to employee experience, monitor engagement dynamics, and reduce the risk that negative signals, including those related to workload, pace of change or emotional well-being, remain unaddressed for extended periods. This approach is particularly important during periods of structural, strategic or cultural change within the organisation.

Current engagement assessment model

The quarterly eNPS survey consists of:

- an **eNPS question** designed to assess employees' willingness to recommend the organisation as an employer; and
- a **set of thematic questions** covering the key drivers of employee engagement.

The following areas are currently assessed through the survey:

1. **Emotional engagement** – assessing whether employees experience a sense of purpose in their work and recognise the value of their contribution to the organisation.

The **Rules of Procedure** are an internal document drawn up in accordance with the Labour Code of the Republic of Lithuania and related legislation. These rules define the main work procedures and principles of conduct for employees of the Group companies Artea Bankas AB, Artea Asset Management UAB and Artea Life Insurance UAB in order to improve the working environment, organisational culture and quality of services provided. Key topics covered in the document:

- Ethics and equal opportunities requirements
- Security requirements and data protection
- Working time and rest periods
- Remuneration arrangements and incentives
- Violation of work duties
- Compensation for damages
- Terms of employment contract, etc.

The supervision and control of the document is carried out by the Personnel Department. Employees are made aware of the rules through internal channels, and new employees are made aware of the rules before they start their job functions.

Artea Lizingas UAB has its own Rules of Procedure, an updated version of which has been drafted taking into account the provisions of the Bank Group's Rules of Procedure and entered into force on 1 January 2024.

2. **Growth and development opportunities** – assessing whether employees perceive opportunities for career and professional development within the organisation.
3. **Change management** – assessing whether employees receive clear information about ongoing changes and understand their impact on day-to-day work.
4. **Customer centricity (organisational level)** – assessing whether employees perceive the organisation's efforts to improve customer experience through solutions and innovation.
5. **Collaboration** – assessing whether different units collaborate effectively, share information and work towards common objectives.
6. **Customer centricity (perception of individual contribution)** – assessing whether employees understand the impact of their work on the experience of internal or external customers.
7. **Understanding of organisational objectives** – assessing whether employees clearly understand their role in implementing the organisation's strategic objectives.
8. **Feedback** – assessing whether employees receive regular and meaningful feedback on their performance.

For each question, employees are given the opportunity to provide free-text comments, enabling a deeper understanding of the quantitative results and their context. While eNPS is used as the primary indicator of employee loyalty and overall sentiment, particular emphasis in decision-making is placed on the results of the thematic questions and the qualitative feedback from employees.

Use of data and action planning

The results of the quarterly eNPS surveys are centrally consolidated and analysed at organisational, division and team levels. The data collected are used for the early identification of risks, the development of action plans and the setting of priorities, as well as for monitoring employee engagement trends over time.

The results are presented to managers together with structured insights and recommendations. Following each survey, line managers hold discussions with their teams to review the results, encourage open dialogue, address the feedback provided by employees and agree on specific actions to strengthen engagement.

Responsibilities

The Personnel Department is responsible for the functioning of the employee engagement system, conducting eNPS, analysing results and coordinating action plans. As a top-level manager, the Head of HR ensures that the organisation's managers have the necessary information, tools and competencies to strengthen employee engagement, and that employee feedback is consistently integrated into the organisation's management and strategic decisions.

Organisation-wide initiatives

Analysis of the quarterly eNPS results revealed that **mutual cooperation** is one of the areas that employees rate lower than other dimensions of engagement. In response to this trend, organisation-wide **SAVA Artea values workshops** were initiated to strengthen collaboration, mutual trust and employee engagement.

SAVA Artea values workshops took place at various locations of the organisation to engage as many employees as possible. A total of **933 employees** were invited to participate in the workshops, of whom **574 employees attended**, representing approximately **62%** of all those invited. The attendance by location was as follows:

- **Kaunas** – 64% participated,
- **Klaipėda** – 84% participated,
- **Šiauliai** – 72% participated,
- **Vilnius** – 50% participated.

The level of participation achieved is considered to be the **critical mass of employees** that allows for a systemic impact on the organisation's culture, strengthening mutual cooperation and ensuring a common understanding of the organisation's values. The **remaining employees, department directors, were engaged through separate sessions held in a executive club format**, ensuring that the topics of values and cooperation were consistently discussed at the management level.

These workshops are seen as one of the main measures at the organisational level in response to employee feedback and in pursuit of sustainable employee engagement.

During the workshops, employees were invited to reflect on the organisation's values through everyday work situations, to better understand the roles of different departments and their interrelationships, and to strengthen a culture of cooperation in pursuit of common goals.

Action plans

Action plans are developed based on the results of quarterly eNPS employee surveys, analysing both quantitative indicators and qualitative employee feedback. Given that engagement assessment is carried out on a quarterly basis, actions are planned by adjusting them to the most relevant trends and identified areas for improvement at the organisational and department levels.

Collective bargaining coverage and social dialogue

There are no collective agreements in the Group, but Labour Councils are active in all Group companies, with which dialogue is maintained on relevant issues and/or changes affecting employees, as necessary. Labour Councils hold meetings once a month. The Group does not have agreements with its employees regarding their representation on the European Works Council, the European Company (SE) Works Council or the European cooperative society (SCE) Works Council.

Processes to remediate negative impacts and channels for own workforce to raise concerns

The Group has processes in place to remedy or cooperate in remedying negative impacts on individuals in its own workforce to which it is exposed. There are also channels that own workforce can use to raise concerns and have them addressed. Employees can report suspected or actual breaches by submitting anonymous reports

on the internal website. Reports are received by the Chief Compliance Officer and the Director of the Compliance Department. For a description of the process of analysing reports, see the section on *Governance* (page 138). Employees can report violations of anti-violence and anti-harassment policies to the Personnel Department via internal e-mail. The responsible employee of the Personnel Department, upon receiving the report, registers it in a non-public register and informs the Compliance Department. Within 2 working days, the employee is informed of the receipt of the report and an internal investigation is initiated, during which all possible information about the reported violation is collected. An investigation team is set up to assess the possible violation and all the information gathered, and to decide what further action needs to be taken to address the violation. Some of these channels and mechanisms are described in detail in separate policies – information about them is provided both in this *Social information* section and in the *Governance* section (page 138).

The Group also has **Rules for the Prevention of Violence and Harassment**, which set out the procedures for reporting and handling reports of violence and harassment. In accordance with these rules, all employees who have witnessed or experienced violence or harassment at work have the right and are encouraged to report it in the Bank Group's administrative information system – "Report to the Chief Compliance Officer". When reporting incidents, employees are required to provide details of the situation and circumstances of the violence, harassment or sexual harassment they have experienced, indicate any witnesses (if any) and provide all other available information (correspondence and other evidence) substantiating the manifestations of inappropriate conduct.

All persons working for or otherwise associated with the Group who become aware of any violations of law, including cases of discrimination, violence and harassment, are encouraged to report them to the Bank's Compliance Officer and/or the Director of the Bank's Compliance Department (or, in their relevant Group companies, to employees performing compliance functions) using an independent reporting channel. Employees who start working for the Group are familiarised with internal regulations, which contain information on when and where to report violations. All reports are carefully examined and investigated (see page 138 (the *Governance* section) for more information on reporting channels).

From 2025, training sessions for managers and employees on violence and harassment prevention were organized. The training must be conducted at least once every three calendar years. Newly hired employees must familiarize themselves with the training material no later than one month from the start of their employment.

All employees who observe or experience display of violence or harassment at work have the right—and are encouraged—to report this to the Bank Group's AIS.

The Group distinguishes three levels of workplace violence prevention measures: primary, secondary, and tertiary.

1. Primary prevention – actions aimed at eliminating display of violence and thereby reducing its negative impact on employees; i.e., improving the psychosocial and physical working environment, recording cases of violence and harassment, and fostering organizational culture.
2. Secondary prevention – development of Bank Group policies aimed at combating violence and harassment. The Group informs employees about the measures established to prevent violence and harassment and regularly organizes training sessions for managers and employees (at least once every three years). Newly hired employees are introduced to the training material within one month. During the training, employees learn to recognize inappropriate behaviour, understand possible response options, and contribute to creating a safe working environment. Managers receive additional training on ensuring policy compliance, identifying risks, providing support to affected individuals, and maintaining confidentiality.
3. Tertiary prevention – comprehensive support for individuals who have experienced violence or harassment and the application of

liability measures to perpetrators. Depending on financial capabilities and the circumstances of the incident, the Group may provide access to necessary specialists (e.g., psychologists) to support employees who have experienced violence. Employees who have experienced violence or harassment are ensured reintegration into the workplace or, upon their request and where possible, transfer to another unit, provided the employee has the appropriate competencies and qualifications for other functions. Perpetrators may be subject to liability under the Labour Code for gross misconduct, once both parties have been objectively heard and explanations, circumstances, the perpetrator's prior behaviour, and other criteria established in legal acts have been considered. When a case of violence or harassment is identified,

an initial conversation with the direct manager and/or the Human Resources Department (hereinafter – HRD) is conducted.

To prevent significant negative impact on its workforce, the Group regularly assesses workload and organizes temporary internal resource reallocation initiatives when certain units face increased workload. In such cases, support teams are formed to temporarily help manage the increased volume of work. Each quarter, an employee eNPS survey is conducted to assess employee well-being, engagement, and potential risk signals. Based on the results, improvement actions are planned to mitigate adverse effects on the workforce.

Incidents, complaints and severe human rights impacts

Incidents, complaints and severe human rights impacts	Number of reports (during the reporting period)
Reports of incidents of discrimination, including harassment	0
Reports made through the Bank's internal and external notification channels	0
Reports filed to the National Contact Points for OECD Multinational Enterprises	0

The table discloses information regarding employee-submitted reports. No fines, sanctions, or compensation for damages were imposed in relation to the incidents and complaints disclosed above.

During the reporting period, there were also no major human rights-related incidents involving the organization's workforce. Likewise, the reports submitted by clients were not related to human rights violations or non-compliance.

TRAINING AND SKILLS DEVELOPMENT

S1-13

Employee training within the organisation is planned and implemented consistently, taking into account strategic objectives and the competencies necessary to achieve them. The training process is closely linked to the vision of a growing and nurturing organisation, ensuring that employee development contributes to long-term value creation and covers 100% of the organisation's employees (22% men and 78% women).

In 2025, the training ecosystem was enhanced with new e-training content focused on ensuring business continuity: compliance and risk management, fraud prevention and deepening knowledge of violence and harassment prevention. Competencies in the financial sector and risk management were improved through external self-learning platforms, which provide employees with the opportunity to learn flexibly and individually, fostering a culture of continuous learning.

In 2025, training priorities were focused on strengthening three areas:

- risk and compliance competencies,
- principles of customer-centricity,
- fostering values-based conduct.

These topics covered employees at all levels and were integrated into the Executive Club events aimed at deepening management competencies. An innovative Sava Artea workshop concept was developed and implemented to promote values-based conduct, focusing on increasing awareness of values within the organisation.

A 360 feedback survey of managers was used for the development of leadership skills, allowing all managers to assess their strengths and areas for improvement, thus promoting continuous growth and more effective team management. Individual training plans for managers are drawn up based on the results of the survey.

Average number of training hours per employee: **17 academic hours/employee.**

In 2025, the clarity of the employee performance review process was further improved and the alignment of employee targets with the organisation's targets was enhanced. Target setting calibrations have been implemented to help optimise target ambition and measurement criteria at the organisational level. In 2025, 79.4% of the organisation's employees participated in the employee performance review, which is carried out annually or quarterly within the organisation.

Training and performance review by number of employees	Total number of employees	Male	Female
Number of employees who participated in training (%)	100%	22%	78%
Number of training hours per employee	17 hours	13 hours	18 hours
Number of employees involved in the employee performance review process (%)	79.4%	76.3%	23.7%

The most important decisions in the field of training and skills development are made by the Head of Personnel (strategic and special decisions are taken jointly with the CEO), and actions related to this field are implemented by the Training and Performance Review Team.

Training and competency development is the responsibility of the Personnel Department, directly under the responsibility of the Head of Personnel, who assigns specific tasks to the Organisational Development Team.

A description of the methodologies and assumptions used to compile the data:

- The LMS365 (ZENSAI) training management system is used to calculate the number of employees who participated in training, which allows monitoring employee participation and training progress. The system provides accurate data on the number of individuals assigned to training, completion rates and test results.
- An employee is considered to have completed the training if the LMS365 (ZENSAI) system records a completion status ("Completed"), which is determined according to the requirements

REMUNERATION

S1-10, S1-16

Ensuring that employees are paid a fair wage is a key issue across the Group, as it directly contributes to low employee turnover and high job satisfaction. Not only does a fair wage help retain existing employees; it also attracts new talent who value fair and competitive pay. In addition, by ensuring a fair wage, the Group strengthens its reputation and contributes to its strategic goal of becoming one of the best employers in the market.

Remuneration for employees of Group companies is determined based on the principles of external competitiveness and internal equity, the remuneration range set for the level of the position, the employee's professional experience, abilities, specific knowledge, skills and competences, and the availability of the remuneration budget.

The Group assesses the adequacy of remuneration at two levels: first, by ensuring that wages are not lower than the minimum wage established in national legislation, and second, by evaluating internal pay equity and external competitiveness based on defined job levels and salary ranges.

The adequacy of employee remuneration is assessed using the indicator of the lowest job-based (fixed) salary, defined as the lowest monthly base salary (gross) paid to employees working under employment contracts within the Group's companies. In internal documents, this indicator is defined as the minimum base salary (for a full-time position).

When assessing pay equity and competitiveness, the base salary is determined in accordance with the Remuneration Policy and related internal regulations, applying an internationally recognized job evaluation methodology and salary ranges established for job levels based on market remuneration data. Remuneration adequacy is assessed by job levels and the remuneration principles applied across the Group (excluding branches operating in LV and EE), without taking into account individual employees' personal circumstances.

The Group operates within the European Economic Area (EEA), therefore the applicable minimum wages established by national legislation are used when assessing adequate remuneration. Additionally, the Group applies a stricter internal standard under which the minimum base salary for a full-time position exceeds the national minimum wage; however, this standard applies only to employees of AB "Artea bankas."

During the reporting period, all Group employees exceeded the applicable national minimum base salary thresholds, and remuneration adequacy—based on comparative benchmarks defined

of the training programme. If an employee started training but did not complete it, they are not included in the number of those who participated because they did not actually review the training until the end. The indicator "Number of employees who participated in training (%)" is calculated using the following formula: Employees who participated in training (%) = Number of employees who have completed the training / Number of all employees to whom the training has been assigned x 100.

- The completion of classroom, independent and other training courses is recorded in the Employee Training Register, which stores information about the employee, their participation in training courses, and the content and duration of the training.
- The owner of the training, i.e., the owner of the area, decides which employees of the Group companies are to receive the training, based on the material produced and the applicable national laws and regulations.
- Employees who have been employed for less than 3 months and employees on long-term leave are not included in the employee performance review process.

in internal documents—was ensured for the majority of the Group's employees.

During the reporting period, the Group had no employees outside the EEA; therefore, the assessment of adequate remuneration outside the EEA is not applicable.

Group companies have updated their remuneration policies (publicly available) to reflect and manage pay-related risks. In 2025, the remuneration policies of Artea Bankas AB, Artea Life Insurance UAB and Artea Asset Management UAB were updated.

The Group also has a performance review process, organised according to internal rules and an internal performance review process. Performance reviews cover all employees of the Group companies, in accordance with the principles of performance review described in the internal regulations. The result of the performance review may have an impact on the variable remuneration and the annual remuneration review process.

The [Remuneration Policy](#) sets out the requirements for Group companies to comply with in determining and paying remuneration, premiums, bonuses and other payments awarded to employees for their performance, and other benefits, thereby ensuring that payroll costs are managed effectively and creating incentives for employees to contribute to the responsible implementation of the mission, vision, values, long-term objectives and strategy of the Bank and the Group. The Remuneration Policy is reviewed at least once a year.

During the reporting year, the Policy established a long-term incentive programme for employees whose activities have the most significant impact on the Group's risk profile. The programme is focused on achieving long-term results – variable remuneration is paid in Bank shares, applying longer deferral and retention periods and linking remuneration to the achievement of long-term performance targets. The remuneration system thus reinforces responsible decision-making, risk management and long-term value creation.

The Policy is gender-neutral, i.e., it is based on the principle of equal pay for equal work or work of equal value for workers of either gender. The Remuneration Policy also declares that employees shall be subject to a uniform remuneration system, without discrimination on the grounds of gender, age, nationality, race, social status, religion, etc. Remuneration is determined taking into account the employee's knowledge, experience, qualifications, responsibilities, performance and quality of work, as well as the position held, applicable remuneration range for the position, etc. It has been prepared in

accordance with the Law on Companies of the Republic of Lithuania, resolution of the Board of the Bank of Lithuania on the approval of the Description of the Minimum Requirements for Remuneration Policy drawn up in accordance with Guidelines on Sound Remuneration Policies of 2 July 2021 of 2 July 2021 (EBA/GL/2021/04) and other laws on the requirements for remuneration policy of the Bank as a financial institution and a public limited liability company whose shares are admitted to trading on a regulated market.

The gender pay gap is another important topic as it reflects inequalities in the labour market. The Group aims to ensure fair and equal pay for all employees, regardless of their gender, thus contributing to a fairer and more equal working environment.

The **Rules for Determining the Official Remuneration** govern the principles for setting/reviewing the official remuneration of the Bank's employees, the classification of job positions into grades, and the setting of minimum and maximum ranges of remuneration. The purpose of these Rules is to achieve internal fairness of remuneration

for the staff at the same grade and to manage payroll costs efficiently, to provide motivating and equitable remuneration that encourages employees to participate in the achievement of the Bank's objectives and to ensure that the remuneration is competitive in relation to the national labour market. These Rules establish measures to ensure fair and non-discriminatory remuneration:

- The average difference in the amount of remuneration received by different genders is analysed and assessed;
- we analyse which gender is dominant at a given job level in terms of the higher remuneration received;
- when significant differences emerge and there are no objective reasons to justify them, action is taken to reduce the gap.

The pay of female employees in managerial positions is 36% lower than that of male employees in managerial positions. Other male employees are paid 43% more than other female employees. The data were taken from the table below.

Management						Other employees					
Average number of employees			Average monthly salary, EUR			Average number of employees			Average monthly salary, EUR		
Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male
114	53	61	10,074	8,453	11,483	1,092	877	215	3,291	3,032	4,343

The data were provided by calculating the average monthly salary of employees over a 12-month period.

The ratio between the total annual remuneration of the highest paid individual and the median total annual remuneration of all employees (excluding the highest paid individual) is 15.4. This ratio is calculated by taking the average annual remuneration of the highest paid employee and dividing it by the median annual remuneration of all other employees.

A description of the methodologies and assumptions used to compile the data:

- The average number of employees is calculated using the chronological average formula (this requires data for thirteen (13) months);
- The average number of employees does not include employees on maternity leave or parental leave, or employees working in Latvia and Estonia;
- Data provided for Artea Bankas AB, Artea Life Insurance UAB, Artea Asset Management UAB, Artea Lizingas UAB, Artea Turto fondas UAB. Information on other Group companies is not provided because the data are not centralised in the personnel management and accounting function.

HEALTH AND SAFETY

S1-14

Occupational safety and health functions are centralised, and requirements and procedures are implemented in parallel at the following Group companies: Artea Bankas AB, Artea Life Insurance UAB, Artea Asset Management UAB, Artea Lizingas UAB.

The **Procedure for Internal Control of Occupational Safety and Health Compliance**, which applies to the Group as a whole, governs the procedure for internal control of occupational safety and health. The purpose of the Procedure is to ensure preventive measures aimed at preserving workers' performance, health and life at work, which are applied or planned at all stages of the Group company's activities, in order to protect workers from occupational risks or to reduce them as far as possible.

The following measures are taken to create a safe working environment:

- **Reviewing and updating instructions and procedures.** Occupational safety and health instructions, fire safety instructions, etc. Regulations/procedures governing occupational safety and health.
- **Attention to the proper familiarisation of staff with internal documents.** Occupational safety reminders: what to do in the heat, what to do in slippery conditions, the importance of staying hydrated. Lectures are also organised on topics such as exercise in the workplace, ergonomic workstations, etc. All this information is made available through the internal administrative information system and/or internal communication channels.

- **Ensuring the provision of safe and ergonomic workstations.** Adhering to ergonomics requirements when setting up new workstations. Recommendations are also provided to employees working from home on how to set up an ergonomic workstation at home.
- **Organising health checks** for all employees, usually every 2 years, but if the medical practitioner specifies a different interval (e.g., after one year), the frequency specified by the medical practitioner will be followed).
- **Influenza vaccination.** Centralised vaccination is organised annually to reduce morbidity, ensure a healthy working environment and minimise the impact of seasonal illnesses on work processes.
- **Carrying out occupational risk assessments of workstations.** Assessments are carried out annually, at different sites – depending on which units have been upgraded, which units/facilities are being added.
- **Additional focus on civil protection.** Employees are familiar with the Emergency Plan and know what to do in such situations. Responsible staff have been trained to ensure a smooth evacuation during an emergency.
- **Functional emergency preparedness trainings.** The Group conducts evacuation drills *at least once a year*. The drills are conducted according to pre-planned scenarios, e.g., fire, aggressive visitor, power outage. After the drill, an assessment is carried out and corrections are made to the Emergency Plan in

accordance with the recommendations and preventive measures provided for.

- **Incident logging.** The Group has developed the Rules for Recording and Investigating Incidents at Work, which cover the analysis of incidents at work and preventive measures and the monitoring of their implementation, so that work can be carried out safely and more serious damage to employees' health can be avoided in the future.
- **Occupational Safety and Health Committee (OSH Committee).** The Group has a joint OSH Committee, whose purpose is to ensure the smooth implementation of safety requirements within the Bank Group. The OSH Committee consists of employer representatives (appointed by an order) and employee representatives (elected) from each company in the Bank Group. Its meetings are held periodically to analyse the results of occupational risk assessments and incidents, and to provide recommendations on improving safety measures.
- **Maintaining regular dialogue with employees.** The Good Afternoon, Teammates programmes, which focus on health promotion, current affairs, maintaining the psychological resilience of employees, etc.
- **Providing physical protection measures.** All customer service units and centres are equipped with panic buttons that trigger the arrival of a security team.

To reduce stress experienced by employees at work, contribute to ensuring their health and safety and create a better working environment, attention is paid to more efficient processes and task prioritisation. Although the number of employees in the Group has grown steadily in recent years, workload remains a major issue, especially in functions where processes are not streamlined or automated. The available tools do not match the needs, which means that efficiency and productivity are not ensured. The functions performed, therefore, require manual labour and additional resources to keep the Group running.

Indicators

- Group employees covered by compulsory health insurance (%) – **100 per cent**
- Number of fatalities as a result of work-related injuries and work-related ill health – **0**
- Number of recordable work-related accidents – **0**
- Percentage of recordable work-related accidents – **0 per cent**
- Number of cases of recordable work-related ill health (subject to legal restrictions on the collection of data) – **0**
- Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health – **0 working days**

A description of the methodologies and assumptions used to compile the data:

- All Group employees who have a valid employment contract automatically receive compulsory health insurance, which is mandatory under national labour law.
- Employees who are covered by compulsory insurance are identified based on headcount.
- In the Group, accidents at work and accidents on the way to/from work are investigated in accordance with the procedure set out in the Regulations on Investigation and Recording of Accidents at Work approved by the Government of the Republic of Lithuania.
- Accident at work means an occurrence at work, including a traffic accident, during the performance of work functions or at the workplace, which results in damage to the health of a worker and disablement of the worker for at least one day, or in the death of a worker, and which has been investigated in accordance with the procedure laid down and has been recognised as an accident at work.
- Occupational disease – an acute or chronic impairment of an employee's health caused by one or more harmful and/or hazardous factors in the working environment, recognised as an occupational disease in accordance with established procedures.
- The data are presented for the following Group companies: Artea Bankas AB, Artea Life Insurance UAB, Artea Asset Management UAB, Artea Lizingas UAB.

ACTIONS AND OBJECTIVES

S1-1, S1-4, S1-5, S1-6, S1-7, S1-10, S1-16

The Group puts consistent effort to improve its human resource management practices for the purpose of ensuring employee engagement, competence development, career opportunities, adequate remuneration and organisational effectiveness. Actions and tasks are focused on establishing clear responsibilities, strengthening performance management, reviewing the remuneration system, collaboration and systematic talent and leadership development. These measures contribute to the sustainable development of the organisation and the achievement of long-term strategic goals.

In 2025, the following actions focused on the own workforce were implemented:

- Strengthening cooperation among teams: a) Regular half-yearly meetings of divisions and departments were introduced to coordinate key performance indicators (KPIs) and projects among business units; b) Half-yearly meetings are held for all employees to discuss the priorities and common goals of the relevant divisions.
- Career management at the organisation level: a) A 360 feedback system was introduced in the first quarter of 2025; b) Based on the results obtained, individual and team training plans are developed and implemented; c) The “Followers” programme for heads of divisions has been implemented for division-level managers; d) The training process has been implemented as an ongoing practice at the management level; e) Internal career guidelines, principles and processes were presented to employees by the end of the first quarter of 2025.
- Strengthening employee engagement and organisational culture: a) SAVA Artea values workshops were held to present the company’s updated values and enhance cooperation, mutual trust and employee engagement; b) The workshops were held at different locations within the organisation to ensure broader employee involvement.

In the coming years, the Group plans to continue to consistently strengthen its human resource management processes, paying particular attention to the development of talent, the integration of values into day-to-day operations, the strengthening of managerial competencies and increasing employee engagement.

Objectives

Strengthening talent attraction:

- Training courses are organised for managers on how to conduct effective selection processes.
- Managers are introduced to alternative candidate search models.

Internship programme: Artea’s appeal to young talent is being enhanced by the creation and implementation of a structured internship programme, which runs in spring and fall cycles.

Strengthening leadership and future competencies:

- A management development programme is being implemented, covering internal and external communication skills, assessment of organisational values-based conduct, feedback, growth interviews and selection competencies;

CONSUMERS AND END-USERS

This section outlines the Group’s commitments and actions related to sustainability principles that have material impacts on our consumers and end-users. The aim is to ensure that the Group’s operations and value chain are transparent and accountable, taking into account the impact of the services provided by the Group and its business relationships. The Group’s aim is to manage the risks and opportunities associated with its activities in order to avoid, mitigate or remedy adverse impacts on consumers and end-users. Therefore, the Group’s actions are constantly monitored and assessed to ensure the highest responsibility standards.

- An induction programme for new managers is being developed and launched;
- Succession practices are introduced throughout the organisation and a list of potential candidates for key roles is compiled;
- Critical positions are identified and their succession is planned;
- Future competencies are identified and a training plan is prepared to develop them.

Consistent employee career path within the organisation:

- Pre-onboarding and onboarding programmes for new employees have been developed and are being implemented;
- An action plan for improving eNPS results is drawn up and implemented;
- The exit process is being standardised.

Strengthening the culture of employee performance review:

- The performance review process is being updated to ensure clarity and consistency;
- Calibration stages are being introduced in both the target-setting and performance review periods;
- A review and incentive system is being created that links results to the achievement of targets and values-based conduct.

Remuneration Policy Update:

- Review of the remuneration system: review and update of the base salary management system and variable remuneration mechanisms, taking into account the implementation of the Pay Transparency Directive requirements;
- Expansion and implementation of long-term financial instruments within the remuneration system.

To achieve these objectives, the Group in 2025 began actively preparing for the implementation of the Pay Transparency Directive, scheduled for 2026. At the end of 2025, preparatory work was carried out and an implementation plan was developed. During the first half of 2026, the Group plans to carry out an analysis of internal processes, review remuneration-setting practices, and strengthen data transparency. Significant attention will also be dedicated to informing managers and employees to ensure that the Directive’s requirements are well understood and properly applied in practice. These efforts aim to consistently reduce the gender pay gap and ensure long-term pay equity within the organization. The impact of these actions and the progress achieved will be assessed in 2027.

At present, the Artea Group does not have separate sustainability targets in the area of its own workforce; however, the overall ESG target – to become the highest-rated banking group in Lithuania in the ESG area – also incorporates the employee perspective. In addition, for 2026 we have planned actions aimed at strengthening our own workforce area, and accordingly, we intend to set specific targets in the future.

The Group aims to provide convenient, affordable and accessible services on a national scale, regardless of where our clients live or their digital skills. Access to services is one of the key principles of banking service delivery and development, which ensures the achievement of poverty reduction and economic wealth creation. Accessibility means that a wide range of the country’s population and businesses have access to services and products in a way that is available to them – by visiting a physical bank branch and/or by choosing to receive services through digital means.

The Group is committed to providing top-quality services to both retail and corporate clients. The goal is to be a bank that not only meets but exceeds its clients' expectations by providing personalised and integrated financial services. The Group's goal is to ensure that every client, regardless of their financial situation or the size of their business, receives personalised attention and solutions tailored to their specific needs.

In line with these objectives, the Group's strategic customer-centric directions were updated:

- introducing Customer-Centricity processes;
- a new digitalisation and technology platform that will help ensure compliance with existing standards and enable future services to evolve faster and adapt to changing market needs.

Types of consumers and end-users

When defining consumers and end-users, these are clients who are direct beneficiaries of the Group's products and services. Clients have direct contact with the Group, and carry out various transactions such as opening accounts, taking out loans, using investment products or other services of the Group. The Group's clients are personal account holders, companies with corporate accounts, or individuals with personal loans or investment products. Accurate and accessible information on products or services is essential for these clients.

POLICIES, ACTIONS AND OBJECTIVES

S4-1, S4-4, S4-5

The Group does not currently have a single policy that identifies, assesses, manages and/or remedies its significant impacts on consumers and/or end-users and addresses all material risks or opportunities related to them. However, there are certain internal documents that cover specific topics relating to clients, their relationships and their rights and obligations.

For example, the principles set out in the **Code of Ethics**, which is described in detail in the *Governance* section (page 136), also apply to the clients. It incorporates fundamental human rights standards that oblige equal treatment of all, including clients, regardless of their nationality, race, social status, religion, age or other discriminatory grounds. The Group is committed to fostering relationships with our clients based on mutual respect and tolerance.

The **Privacy Policy** is also relevant, as it sets out all the rights of data subjects under the GDPR.

One of the main indicators that is monitored is the **NPS – the Net Promoter Score**. It comes from the **Customer Experience Surveys** (see the next section on this topic, i.e., *Engagement*). This indicator shows the satisfaction and loyalty of retail and corporate clients, i.e., the extent to which clients would be willing to recommend the services or products offered by the Group. The target for the NPS is among the Bank Group's main objectives – **in 2025, the Group's NPS was 85%**. The Group has not set any other targets at this time. To measure the Bank Group's target, the NPS is derived from a one-off telephone survey of retail and corporate (if any) clients of the following companies: Artea Bankas AB, Artea Life Insurance UAB, Artea Asset Management UAB and Artea Lizingas UAB.

Privacy Policy

The purpose of the policy: the Policy contains all information related to the processing of personal data, the purpose and legal basis for the Group's processing of clients' personal data, information retention periods, data security, the rights of the individual with regard to the processing of his/her personal data and other information.

Content of the policy: this document lists the categories of personal data processed and the list of external data. The Policy also sets out the rights of the person whose data are processed in accordance with this document, such as the right to access the data being processed, request the rectification of data or restrict the processing of data, withdraw the consent to the processing of data, e.g., for direct marketing.

The Group's main objective is to ensure that direct beneficiaries receive the highest level of service; therefore, it seeks to create exceptional value and meet their diverse needs by providing accurate and accessible information relating to products or services, which is why communication channels and the way information is provided are constantly being improved.

No specific client groups are identified as being more vulnerable to particular risks or impacts. However, the Bank assesses its clients based on different risk groups (for Money Laundering and Terrorist Financing (ML/TF) and Sanctions) from low to very high. The client risk assessment consists of client risk, geographic risk or product risk attributes, which decide which client risk group a consumer belongs to, in accordance with the **Know-Your-Client and Appropriateness Assessment Procedure** and the Annexes to the Procedure. Fraud risk groups are not differentiated, and assessment is carried out, for all consumer groups in the same way, in accordance with the **Fraud Prevention and Investigation Procedure** and the Annexes to the Procedure.

Essentially, the same assessments are performed at Artea Life Insurance UAB and Artea Asset Management UAB but separate Know-Your-Client and appropriateness assessment procedures approved at the company level are followed.

Scope of the policy: the Policy applies to all current, prospective and/or former clients of the Group or persons related to them.

Responsibility for implementing the policy: the Bank's Management Board is the highest level in the company responsible for implementing the Policy.

References to third-party standards: GDPR and other data protection legislation.

Assessing stakeholder interests: this Policy has been developed taking into account the interests of stakeholders. Each time documents are revised, the aim is to ensure that the Policy meets the expectations and requirements of all stakeholders.

Accessibility of the policy: the Policy is publicly available to all stakeholders on the Bank's website. Clients can also obtain a copy of the Policy free of charge at customer service units.

Reports of misconduct and breaches of the law: data subjects can exercise their rights, such as the right to access the data being processed, rectify inaccurate or incomplete personal data, delete personal data that are excessive or unlawfully processed (right to be forgotten), object to the processing of personal data concerning the data subjects by the companies where the processing is carried out on the basis of legitimate interest, file a complaint with the State Data Protection Inspectorate, as set out in the Policy, by visiting the nearest customer service unit, by sending a request by registered mail to the address of the registered office, by e-mail (contact details are indicated in the document) or by sending a request through the Internet Bank. The document describes the process and deadlines for handling requests.

There is also a special **privacy notice** for clients of Group companies, which is made public. It explains in detail the legal basis for marketing and sales, how personal data are processed and all other relevant issues.

Information on the **possibility to file a complaint** is publicly available on the Bank's website.

Clients may file complaints via the channels specified in the *Governance* section (page 138). The complaints are dealt with by the Remote Call Centre. Depending on the content of the complaint, the responsible staff or other relevant persons are contacted to address as soon as possible the deficiencies in the processes or products

complained about by clients. This process helps to improve the services and products provided to clients. Employees also have the opportunity to submit customer experience improvement initiatives through the internal "Idea Bank". The Remote Call Centre submits an annual report to the Bank of Lithuania indicating the actions taken and planned by the Bank to address performance deficiencies and risk management based on complaints. The responsible units are sent the logs of the previous year's complaints and asked to indicate what has been done and what is planned to be done to reduce the number of such complaints or disputes, taking into account the content of the complaints or disputes. A complaints indicator is produced each month and forwarded to the Operational Risk Division (ORD), so no separate operational risk events are recorded for complaints received.

However, complaints related to critical ICT (information and communication technology) incidents, product or service errors are recorded in the OR Event Register and forwarded to the ORD for management, which, in accordance with the **Operational Risk Management Procedure** and the **Operational Risk Event Management Procedure**, controls the elimination of the recorded OR events, analyses and systematises the recorded events, and proposes preventive measures. The Operational Risk Management Procedure applies to the Group as a whole, but Group companies have prepared and approved their own internal regulations governing OR management in the respective Group company, which must be consistent with the Bank's Operational Risk Management Procedure. The Bank's Operational Risk Event Management Procedure sets out the basic principles of OR event management, which guide the recording of OR events and the administration of recorded OR events – analysis and assessment, remediation, loss recovery, control and other actions, and the events themselves may involve both employees and clients. Once an event has been registered, the main objective is to eliminate or remedy the negative impact on the client. The owner of an OR event is responsible for taking action to remedy the OR event and/or implementing preventive measures to reduce the number of such events, monitoring the effectiveness of those measures and assessing material opportunities.

Other internal documents:

- **Artea Bankas AB Procedure for Monitoring Monetary Transactions of Clients** (the purpose of this procedure is to manage the ML/TF risk in the most optimal manner to the extent required by the laws on the prevention of money laundering and terrorist financing (AML/CTF)).
- **Artea Bankas AB Fraud Prevention and Investigation Procedure** (fraud prevention in the Bank is carried out in accordance with this procedure. The Bank uses advanced fraud prevention tools such as the ThreatMetrix system. This process is described in the ThreatMetrix Fraud Prevention Rules. The purpose of this tool is to reduce the losses that the Bank's clients suffer due to fraud).
- **Artea Life Insurance UAB Money Laundering and Terrorist Financing Risk Management Procedure** (the purpose of this procedure is to manage the ML/TF risk in the most optimal manner to the extent required by the AML/CTF legislation).
- **Artea Life Insurance UAB Procedure for the Supervision and Management of Insurance Products** (this procedure establishes effective processes and procedures to ensure that adequate consideration is given to, *inter alia*, the objectives, interests and characteristics of clients, including any sustainability-related objectives, in the development and approval of the company's products, and throughout their lifecycle).
- **Artea Life Insurance UAB Conflicts of Interest Management Procedure** (this procedure establishes effective processes and procedures to prevent conflicts of interest, to identify and manage potential conflicts of interest in order to avoid any adverse impact on the interests of clients (policyholders, insured persons, beneficiaries), and, in the event of a conflict of interest, to ensure that the company acts in a manner that is in the best interests of its clients (policyholders, insured persons, beneficiaries)).
- **Artea Asset Management UAB Procedure for the Monitoring of Client Transactions and Business Relationships** (establishes

key criteria for identifying transactions that may give rise to money laundering and terrorist financing risk and sanctions risk).

- **Artea Asset Management UAB Procedure for the Prevention of Money Laundering and Terrorist Financing** (the purpose of this procedure is to manage the ML/TF risk in the most optimal manner to the extent required by the AML/CTF legislation).
- **Artea Asset Management UAB Incentive Procedure and Procedure for Avoiding Conflicts of Interest** (these procedures set out the arrangements relating to incentives received and provided by the company and define how potential conflicts of interest can be avoided or, if they arise, how to mitigate their negative impact on clients' interests).
- **Artea Asset Management UAB Investment Decision Execution Policy** (this document provides that the provision of services to clients must always be in the best interests of the client and/or the collective investment undertaking and must be carried out in a fair, equitable and professional manner).

We are constantly striving to ensure high quality and security of services for our consumers and end-users. When we develop new products or change existing ones, we always assess their risks and compliance with existing legislation. This compulsory procedure is carried out by the legal division.

In 2025, the following customer-centric actions were implemented:

- **Training for employees on personal data protection.** All employees of the Group companies (Artea Bankas AB, Artea Life Insurance UAB, Artea Asset Management UAB, Artea Lizingas UAB) participate in training on personal data protection to ensure that they understand and comply with data protection requirements. Specialised training on personal data protection was organised for the Bank's Legal Department and managers of the Legal, Compliance and Prevention Division.
- **Regular review and updating of procedures.** The Group companies regularly review and update their procedures relating to clients' personal data in order to maintain compliance with the law and other regulatory requirements.
- **Informing clients about the processing of personal data.** The Group companies inform their clients about the processing of their personal data through a publicly available **Privacy Policy**, which is available on the Group's website. Clients can also get a printed copy of the document free of charge. Clients are informed when changes occur.
- **Improving the customer experience in digital channels.** In 2025, the customer experience of becoming a client of the Bank through the digital channel was improved. The Bank has dedicated human resources to monitor the process and provide support to help clients successfully complete the registration process. In addition, the new design of the digital channels was developed in line with best practices, with the aim of making it clearer and more convenient for users to access the Bank's services and find the information they need.
- **Client education on financial fraud and financial literacy.** The Bank has consistently taken steps to educate its clients on financial fraud and financial literacy in order to raise their awareness and protect them from potential threats.

These actions help to ensure that the Bank effectively manages risks and seizes material opportunities relating to consumers and end-users, as well as ensures high quality and security of services.

The main strategic direction shaping the organisation's future plans is the strengthening of a Customer Centricity culture. This involves a range of initiatives aimed at improving the customer experience, including enhanced communication, employee engagement, the development of customer experience monitoring indicators at the Group level, and work on optimising customer journeys.

At present, the Artea Group have separate sustainability target in the area of its consumers and end-users – maintain customer satisfaction level (NPS = 85%); however, this target does not directly cover other material S4 sub-topics (for example – privacy). In addition, for 2026 we have planned actions aimed at strengthening our consumers and

end-users area, and accordingly, we intend to set specific targets in the future.

ENGAGEMENT

S4-2, S4-3

Clients are engaged in different ways and at different stages, depending on the purpose of the engagement.

To ensure an improved customer experience, accessibility of service channels and impeccable customer service:

- Customer experience measurement surveys are conducted:
- the **mystery shopper survey** assesses the quality of customer service in the branches of Artea Bankas AB, Artea Lizingas UAB and the Remote Call Centre. The quarterly survey assesses the current situation and identifies areas for improvement. The survey data are used to assess the need to organise training for customer service managers at the Bank.
- **Customer experience surveys** are carried out with the help of external research companies. The survey is followed by an evaluation of the results, comments and insights received from clients. Clients' comments can be used to identify: strengths and weaknesses in products, service and processes. Where areas for improvement are identified, they are discussed and communicated to the responsible units in an agreed format. Solutions are sought to improve the customer experience.
- In 2025, two new modules were added to the automated customer surveys (Synopticom) conducted via e-mail: a survey on pension fund products (second- and third-pillar) and a survey on insurance products (investment-linked life insurance and contingency life insurance). These surveys also measure NPS and other indicators and assess the various touch points related to a given product, service and/or process. This allows us to continuously monitor the customer experience, track changes in performance and responding more quickly to challenges encountered or expectations expressed by clients. Clients also leave comments in these surveys, which allow us to pinpoint areas for improvement.
- Clients are approached through a variety of channels to provide them with relevant and accurate information: on the Bank Group's website, communication through social channels, direct communication.

Events organised for clients (most important events in 2025):

- 2025-02-27 — "Lithuanian Investment Index." During the remote session, Artea Asset Management CEO Vaidotas Rūkas presented the Lithuanian Investment Index (148 views).
- 2025-04-29 — "Artea" Bank as the main sponsor of the "Investing 2025: Advanced" event. The live broadcast of the event was viewed by 16,456 unique visitors.
- In May 2025, following the rebranding of Artea, we organised smaller-scale events for corporate clients to maintain relationships and manage fluctuations in opinion related to the change. In May, half-day events – business breakfast – were held in four cities: Vilnius, Kaunas, Šiauliai and Klaipėda. A total of 230 of our clients participated in the events. During the meetings, we presented the changes, discussed news, market developments, products and presented a macroeconomic overview. Presentations were given by Daiva Šorienė, Indrė Genytė-Pikčienė and Vaidotas Rūkas. After the official part of the event, we socialised and discussed with corporate clients.
- 2025-05-09 — AB *Artea Bank* Chief Economist Indrė Genytė-Pikčienė presented the economic outlook for the Lithuanian and

global economy at an event for journalists, which received broad media coverage.

- 2025-05-12 — Introduction of the Bank's new name in Šiauliai. To mark the introduction of the new brand, an installation was set up where residents received cornflower seed packets. In total, 2,060 seed packets were distributed.
- August 2025 — AB *Artea Bank* as the main sponsor of the Sengirė Foundation's "Old-Growth Residency" project. The campaign exceeded its fundraising target aimed at protecting Lithuanian forests. A total of 313,627 m² of forest area was protected (target: 200,000 m²).
- 2025-08-29 to 2025-08-30 — "Artea" Bank as a patron of "Būtent", the largest discussion festival. The Artea Bank pavilion hosted 10 discussions on topics of societal relevance — finance, social equality, and sustainability. A total of 37 experts and public figures took part. The discussions were streamed live, generating 401 views.
- 2025-10-09 — Presentation on the outlook for the Lithuanian and global economy by AB *Artea Bank* Chief Economist Indrė Genytė-Pikčienė (938 reviews).
- In 2025-10-23 the annual event for corporate clients and partners was held at the Merchants' Club in Vilnius. Its purpose was to maintain and strengthen existing relationships by demonstrating expertise, reliability and fostering a sense of partnership. Approximately 120 invited guests and clients attended the event. Rimvydas Mockus was the presenter of the event. Presentations were given by Linas Kojala, Indrė Genytė-Pikčienė, Kilo Health representative Daina Skanė, Paralympian Rapolas Micevičius, Robertas Čiočys, representative of Ellex Valiūnas & Partners. Two discussions were held on the topics of cyber security and artificial intelligence, with the participation of experts in their respective fields. Artea representative A. Kamarauskas also participated in the discussion on cyber security.
- 2025-10-30 — "Artea" Bank as the main sponsor of the event "Investing 2025: Advanced." The live broadcast of the event was viewed by 15,286 unique visitors.
- In 2025, Artea Bank periodically presented its results to investors (quarterly).

In addition, when performing the aforementioned client risk assessments, if necessary and if the client's payment operation and/or transaction is suspended, the client is informed about the situation through various channels in accordance with the established internal procedures and processes described therein. The quality and efficiency of the processes are regularly assessed by the AML Compliance Department to ensure compliance with the legal requirements and the continued effectiveness of the work in the Financial Crime Prevention Department.

Communication channels

All clients have access to the communication channels described in the *Governance* section (page 138), which are relevant not only to the own workforce but also more. As well as the mechanisms mentioned earlier in this section.

GOVERNANCE INFORMATION

BUSINESS CONDUCT

This part of the statement focuses on business ethics and organisational culture, including anti-corruption, anti-bribery, whistleblower protection and supplier relationship management. Responsible practices and transparency cover a wide range of aspects: ethical behaviour of employees, risk assessment and management, and sustainable business practices. The Group is committed to becoming an organisation that operates responsibly and ethically at all levels, contributing to long-term value creation and responsible business practices.

The Group undertakes various actions and initiatives to achieve these objectives. Particular emphasis is placed on responsible risk management, including comprehensive identification, assessment and management of risks. Measures to prevent money laundering and enforce international sanctions are implemented to ensure compliance with legal requirements and transparency.

POLICIES, ACTIONS AND OBJECTIVES

G1-1

The Group has adopted two main policies on this topic: The [Code of Ethics](#) (hereinafter, the "Code") and [Policy on the Prevention of Corruption and Unacceptable Conduct](#), which apply to Artea Bankas AB and its subsidiaries, i.e., all employees of the Bank and the Group companies.

These two documents and any amendments thereto are approved by the Bank's Supervisory Council.

Code of Ethics

For the purposes of the Code: the Group strives to ensure the highest standards of business ethics and responsible conduct through policies that help to prevent, mitigate and remedy actual and potential negative impacts, manage risks and seize opportunities. The Code covers key sustainability issues related to the Group's activities.

Contents of the Code: the Code outlines key principles such as responsibility, professionalism, customer centricity, protection of personal data and confidential information, zero tolerance of corruption and bribery, transparent provision and acceptance of gifts, entertainment or services, fair competition, avoidance of conflicts of interest, equality and non-discrimination, open and transparent communication, encouraging the reporting of improper conduct and breaches of legislation. The purpose of this document is to ensure that all employees of the Group adhere to the highest standards of ethics and conduct, including anti-corruption, anti-bribery, whistleblower protection and supplier relationship management.

Scope of the Code: the Code applies to all areas of the Group's operations, including upstream and downstream value chain, and to all geographical areas in which the Group operates. It encompasses all stakeholders – employees, clients, suppliers and communities. Business partners and other stakeholders can report any actual or potential violations of laws and/or the Code through a publicly available reporting channel.

Responsibility for implementing the Code: the highest level within the Group responsible for implementing the Code is the Bank's Management Board. The Compliance Department conducts a review of the Code of Ethics once a year, and the Code and its amendments are approved by the Bank's Supervisory Council. The responsible employees of the Bank's Compliance Department (in Group companies, the employee(s) in charge of compliance) test knowledge of individual areas and summarise the results as part of the monitoring of compliance with the Code. The Bank's Internal Audit Division

The Group integrates whistleblowing mechanisms that allow employees and stakeholders to report potential breaches in a secure and confidential manner. Project risk assessment ensures that all projects are carried out in a responsible manner, taking into account potential risks. The restructuring of the loan portfolio ensures sustainability and compliance with responsible lending principles. Training on responsible and ethical practices is provided to ensure that all employees adhere to the highest ethical standards and are familiar with legal and regulatory requirements.

By establishing principles of conduct with employees, clients, business partners, regulatory and governmental authorities and other stakeholders, the Group aims to build strong, long-term relationships, ensure a transparent business environment, and promote high ethical standards and a culture of integrity. This approach helps us to better understand operational risks, comply with legal requirements and internal rules, and better meet the expectations of our employees, shareholders, business partners and clients.

assesses the results of compliance with the Code and makes recommendations to the Bank and Group companies.

References to third-party standards: the principles of transparency enshrined in the Code are in line with the standards of the United Nations Convention against Corruption.

Assessing stakeholder interests: the Code has been prepared taking into account the interests of stakeholders. Each time the Code is revised, the aim is to ensure that it is in line with the expectations and requirements of all stakeholders.

Accessibility of the Code: the Group ensures that the Code is easily accessible to all stakeholders who may be affected and those who contribute to its implementation. The Code is publicly available and accessible to all stakeholders. Employees must familiarise themselves with the Code through the Bank's Administrative Information System (AIS) or in any other manner specified in the internal documents of the Bank and the Group companies. Managers of the Group companies are responsible for ensuring that their subordinates are familiar with the Code, and compliance with the Code is discussed during performance reviews.

Reports of misconduct and violations of law: employees may report violations directly, verbally or in writing, to their immediate supervisor, a higher-level manager, or the Chief Compliance Officer and Director of the Compliance Department (in Group companies, the employee(s) in charge of compliance). All information may also be submitted using the whistleblowing tools listed below.

Policy on the Prevention of Corruption and Unacceptable Conduct

The purpose of the policy: through this Policy, the Group aims to ensure the highest standards of transparency and responsible conduct to prevent, mitigate and remedy corruption and unacceptable conduct, manage risks and seize opportunities. This Policy aims to establish a uniform management system that is consistent with good practices to ensure fair and equitable treatment of clients, objective and impartial decision-making, an environment that is not conducive to corruption and unacceptable conduct, to increase confidence in the Group's business and to promote responsible business conduct.

Main content of the policy: the Policy outlines key principles such as fair and transparent procurement and zero tolerance for corruption. These principles are essential to ensure that the Group's activities are conducted in a responsible and transparent manner. The principle of

zero tolerance for corruption applies to all relations, both public and private, including relations with foreign public officials. Fair and transparent procurement provisions ensure that all procurement is carried out in a transparent and fair manner in accordance with established procedures and requirements.

Scope of the policy: the policy applies to the Group. Although the Policy does not directly apply to partners, beneficiaries and suppliers, they are nevertheless expected to adhere to no lower standards of conduct. If they are found to be in breach of these principles, the Group must promptly assess the criticality of the breach, the potential negative impact on the Group's interests and values, and make a decision on further cooperation.

Responsibility for implementing the policy: the Bank's Management Board is responsible for the implementation of this Policy, including the approval of measures to prevent corruption and to identify, assess, effectively manage and mitigate or prevent unacceptable conduct and the oversight of their application. It is the responsibility of the Compliance Department or the unit/employee in charge of anti-corruption to regularly analyse the risks of corruption and unacceptable behaviour and internal controls and report to the Bank's Management Board and managers of the Group companies indicating what organisational or technical measures have been or should be taken to address the identified weaknesses.

References to third-party standards: The Policy is based on international and national legislation to ensure responsible practices and the prevention of corruption.

Assessing stakeholder interests: this Policy has been developed taking into account the interests of stakeholders. Each time the Policy is revised, the aim is to ensure that the policy meets the expectations and requirements of all stakeholders.

Accessibility of the policy: this Policy is a publicly available document and is binding on all employees of the Group. It is the responsibility of every employee to comply with the Policy on a daily basis, to ensure proper communication and to model appropriate behaviour.

Reporting misconduct and breaches: if a breach of the Policy is identified, immediate disciplinary action is taken, including, but not limited to, suspension from duties or functions, removal from post, dismissal or termination of contract. If a breach of the Policy is found to constitute a criminal offence, it is reported to the competent authorities.

Related actions: the Policy provides that the Compliance Department analyses the corruption and/or misconduct risks, the internal control measures and their effectiveness.

In addition to these fundamental governance policies, the Group also has a number of internal policies and procedures that govern relevant areas and set out certain responsibilities and standards of conduct for employees:

- **Compliance Policy of Artea Bankas Group** (governs the principles of compliance risk management, the standards for the organisation of the process and ensures that the Group's activities comply with the requirements of regulatory legislation and standards of conduct).
- **Procedure for Investigation of Particularly Significant Operational Risk Events** (designed to ensure the transparent and efficient operation of the Bank and the effective implementation and administration of the preventive and control measures envisaged).
- **Artea Bankas Group Policy for the Prevention and Management of Conflicts of Interest** (applies to the entire Group, establishes measures for identifying, preventing and managing conflicts of interest, as well as the rights, duties and responsibilities of the Group's collegial bodies and employees).
- **Conflicts of Interest Management Procedure** (establishes measures for the identification, prevention and management of conflicts of interest, as well as the rights and duties and

responsibilities of the Bank's collegial bodies and the Bank's employees).

- **Policy for the Assessment of Managers** (establishes principles and processes for assessing the suitability of managers for their duties).
- **Procedure for Ensuring Confidentiality and Disclosing Inside Information** (regulates the procedure for delayed disclosure and disclosure of Inside Information at the disposal of Artea Bankas AB to the Bank of Lithuania and the general public, ensuring confidentiality of the aforementioned information, actions and liability of employees of the Group companies and the respective persons discharging managerial responsibilities and persons closely associated with them in relation to (non-)disclosure, (non-)use of Inside Information and maintaining its confidentiality).

Strengthening the risk and compliance culture

The ambitious growth targets set out in the Group's updated strategy require a robust and consistent management system capable of managing risks, which would ensure sustainable business development in the long term. With this in mind, strengthening risk and compliance culture has been identified as one of the key strategic directions that form the basis for responsible decision-making and organisational resilience. To this end, a project to strengthen risk and compliance culture was launched in mid-2025 and is scheduled to run from 2025 to 2026.

The need for the project is driven by the necessity to:

- establish a uniform understanding of risks across the Group,
- promote personal and collective responsibility for risk management,
- ensure that strategic and day-to-day decisions are made after assessing significant risk factors and compliance aspects.

Based on the results of the external assessment, the maturity level of the Bank's risk and compliance culture is currently classified as "defined" – partially compliant with best market practices, but with clearly identified areas for improvement. In order to achieve sustainable long-term growth, it is necessary to consistently strengthen the risk and compliance culture, in particular by integrating risk assessment principles into day-to-day decision-making processes at all levels of the organisation.

The aim of the project is to implement a system for strengthening the risk and compliance culture in accordance with the approved Vision for Risk and Compliance Culture and its implementation plan, in order to ensure that risk management is an integral part of the organisational culture and decision-making throughout the Group.

- develop a common and consistent understanding of risks and their management among the Group's employees.
- promote ethical conduct, transparency and clear accountability for decisions made.
- enhance effective communication on risk and compliance issues.
- integrate risk assessment principles into strategic, tactical and operational decisions.
- ensure that decision-making is aligned with the Group's strategy, risk appetite and sustainability goals.

The result of the project – an improved level of risk and compliance culture within the Group, assessed according to predefined risk culture assessment metrics and the implementation of planned tasks.

At present, the Artea Group has a separate sustainability target in the area of its business conduct – create a mature and mindful risk and compliance culture; however, this target does not have specific measurable metrics. In addition, for 2026 we have planned actions aimed at strengthening our business conduct area, and accordingly, we intend to set specific targets in the future.

PREVENTION OF CORRUPTION AND BRIBERY

G1-3, G1-4

Reports of misconduct and breaches and the process for analysing them

Although the reporting channels vary across the Group, the mechanisms and guiding principles for ensuring whistleblower protection are the same. Any observed or suspected non-compliance with the Policy may be reported confidentially or anonymously by employees to the Group company through an internal confidential channel for whistleblowers. The Bank's clients, partners and other stakeholders can report any actual or potential breaches of the Policy through a publicly accessible channel on the Bank's website. The channel for reporting to the Chief Compliance Officer and the Director of Compliance Department is designed to report any criminal offences, administrative offences or potentially illegal acts by employees of the Group (including managers), such as theft of property of the Group, its clients, partners, employees, fraud, abuse of office, conflicts of interest, discrimination, suspected breach of the provisions of the Code of Ethics or non-compliance with the requirements of the legislation governing the Group's activities, etc. The Bank's Chief Compliance Officer and the Director of Compliance Department are responsible for administering this channel.

The reporting channel to the Chairman of the Bank's Nomination Committee allows for confidential (and, if desired, anonymous) reporting of any violation or suspected violation due to the views of an individual member of the Bank's body, or of a small group of members, that may be detrimental to the interests of the Bank. All reports are confidential and, if the whistleblower so wishes, anonymous. Employees of Artea Bankas AB, Artea Life Insurance UAB, Artea Asset Management UAB and Artea Lizingas UAB are introduced to whistleblowing channels at their onboarding training.

The Group implements the Law on the Protection of Whistleblowers of the Republic of Lithuania. The mechanisms for the protection of whistleblowers set out in the Law are approved in the Group's internal documents and procedures.

The Head of Compliance and the Compliance Officer are the officers in the compliance function who receive whistleblowing reports addressed to Artea Asset Management UAB and Artea Life Insurance UAB, both internally and through externally accessible channels (which are shared within the Group).

The procedure and process for investigating reports received through the whistleblowing channel is regulated by the internal document of Artea Bankas Procedure for Investigating Whistleblower Reports, which ensures that reports are investigated promptly, independently, objectively and confidentially. Upon receipt of the report, the Chief Compliance Officer and/or the Director of the Compliance Department assess the content, circumstances and conditions of the report. After assessing the report, a working group may be formed to resolve the situation described in the report. The independence of the employees carrying out the investigation is also ensured in accordance with internal documents – the Compliance Policy and the Compliance Procedure, which clearly regulate this. These documents apply to the entire Group. The results of investigations are regularly presented to

the Bank's Management Board and particularly significant cases of non-compliance or increased risk are escalated to the Risk Committee or the Supervisory Council.

The results of investigations carried out at Artea Asset Management UAB, Artea Life Insurance UAB and Artea Lizingas UAB are presented to the Management Boards of these companies, with prior information to the Chief Compliance Officer of the Group. These companies have established processes and procedures that set out which departments and functions are informed as appropriate within their internal structures.

Positions with the highest risk of corruption and bribery

There are no specific positions within the Group that are considered to present the greatest risk of corruption and bribery. Compliance with the requirements set out in the aforementioned policies is mandatory for every employee, and the head of each department ensures that the established standards of conduct are followed in their department. However, we recognise that certain functions and areas of activity may be particularly sensitive to this risk. Therefore, special attention is paid to employees in management positions, working in procurement and supply chain management, financial management, project management, legal, compliance and other positions where this risk may be higher. Employees in these areas are encouraged to adhere to the highest ethical standards and to ensure that the Group's activities are carried out in a responsible and transparent manner.

Training

In 2025, mandatory online training was made available to all Group employees (including heads of units), which included information on the Code of Ethics, the Policy on the Prevention of Unacceptable Conduct and Corruption and the Procedure for Accepting and Giving Gifts. The training is followed by a knowledge test. Employees must attend training and take the test – if they fail to do so, regular reminders are sent by e-mail. The training is repeated every year.

In addition, Artea Bankas AB, Artea Life Insurance UAB and Artea Asset Management UAB have been running an Induction Programme for New Employees since 2023, which introduces the Group and its operations. One of the videos is on Compliance Assurance, presenting information on personal data protection, anti-money laundering, ethics, etc.

In addition, Artea Life Insurance UAB also runs a separate programme for new employees, during which business ethics topics and their implementation principles and current issues in the company are presented. Training is organised on an as-needed basis, i.e., when a group of around 10 new employees is formed.

Artea Lizingas UAB does not have an induction programme for new employees, but mandatory training for all employees (including training on anti-corruption) is available on the internal portal of the Bank.

INCIDENTS OF CORRUPTION OR BRIBERY AND OTHER INFORMATION

As part of our commitment to transparency and ethical business practices, we provide the following information on incidents of corruption or bribery during the reporting period. No such incidents were identified in the 2025 period.

In the second quarter of 2025, the Compliance Department conducted an analysis of the Bank's corruption and/or unacceptable conduct

risks, the internal control measures and their effectiveness. No significant deficiencies were identified in the analysis. In order to uphold the highest standards of integrity and transparency, we will continue to improve our anti-corruption measures and ensure strict compliance with all relevant regulations.

MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS

G1-2

The Group places great emphasis on environmental requirements, social responsibility, occupational safety and health, business ethics and governance. While continuously improving our operations and raising our standards above those set in the regulatory environment, we expect suppliers and sub-suppliers with whom we work in the area of procurement to meet similar commitments and standards.

The Group's approach to relationships with suppliers is based on the expectations set out in the Policy on the Prevention of Corruption and Unacceptable Conduct, which requires suppliers to comply with the ESG requirements. In the event of non-compliance, the situation is assessed and the right to terminate cooperation is reserved. In order to maintain responsible and transparent relationships with its suppliers, the Group actively monitors and evaluates its suppliers to ensure that they comply with ethical standards and legal requirements. This proactive approach helps to mitigate risks and ensure that the operations of the Group companies remain sustainable and responsible.

The [Supplier Code of Conduct](#) approved by the Management Board of the Bank reflects the Group's commitment to strengthening sustainable cooperation with suppliers. The document sets out the minimum commitments and standards of business conduct and ethics that the Group expects from its suppliers.

Supplier Code of Conduct

The purpose of the policy: the Supplier Code of Conduct of Artea Bankas and Group companies aims to ensure that suppliers adhere to the highest environmental, social responsibility, occupational safety and health, business ethics and corporate governance standards.

Main content of the policy: the Code sets out minimum standards of conduct and ethics for suppliers, including environmental requirements, protection of human rights, promotion of workforce diversity, anti-discrimination, anti-harassment and anti-violence, and responsible business principles.

Scope of the policy: the policy applies to all suppliers and sub-suppliers with whom the Group companies cooperate in procurement.

Responsibility for implementing the policy: the implementation of the policy is the responsibility of suppliers, who must ensure that their activities comply with the requirements set out in the Code. The Group monitors and assesses the activities of suppliers.

References to third-party standards: the Code is based on the principles of the UN Universal Declaration of Human Rights and the

UN Global Compact, as well as EU and national environmental legislation.

Assessing stakeholder interests: the Group assesses suppliers' commitments and actions to ensure that they meet stakeholders' expectations for responsible and sustainable operations.

Accessibility of the policy: the Code is publicly available on the Bank's website.

Reports of misconduct and breaches of the law: suppliers are obliged to report cases of non-compliance with the principles of the Code or potential risks. Stakeholders can also report observed breaches through the reporting channel on the Bank's website.

Supplier due diligence process

The Group currently carries out a supplier due diligence process to identify, assess and manage potential or actual negative impacts on society and the environment arising from the activities of its major suppliers. This process involves analysing the information provided by suppliers and taking additional steps to ensure a responsible supply chain.

Due diligence process:

- Questionnaire:** major suppliers are asked to complete a due diligence questionnaire, which is used to assess the supplier's impacts and the measures in place to mitigate ESG risks. The ESG questionnaire consists of qualitative and quantitative questions. The ESG questionnaire covers all three elements: environmental, social and governance risks.
- Analysis of the answers:** the potential impacts are assessed in the light of the information provided by suppliers. The questionnaire is aligned with the key provisions of the Group's Supplier Code of Conduct and Ethics, which is in line with the company's strategic objectives and values.
- Requesting additional documents:** if the answers to the questionnaire are not sufficient to assess the risk, additional documents or evidence may be requested.

The Group regularly reviews the effectiveness of supplier risk management and carries out additional checks in the event of significant changes. While the process is currently focused on the largest suppliers, in the longer term the Group plans to review the scope of the screening and refine the process where possible to ensure comprehensive impact management.

ADDITIONAL INFORMATION

ANNEX 1. LIST OF DISCLOSURE REQUIREMENTS

IRO-2

ESRS reference		Disclosure requirement	Page number in the statement
ESRS 2 General disclosures	BP-1	General basis for preparation of sustainability statements	58
	BP-2	Disclosures in relation to specific circumstances	58
	GOV-1	The role of the administrative, management and supervisory bodies	59
	GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	60
	GOV-3	Integration of sustainability-related performance in incentive schemes	62
	GOV-4	Statement on sustainability due diligence	63
	GOV-5	Risk management and internal controls over sustainability reporting	63
	SBM-1	Strategy, business model and value chain	63
	SBM-2	Interests and views of stakeholders	65
	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	68
	IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	73
	IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	66, 140
E1 Climate change	E1.GOV-3	Integration of sustainability-related performance in incentive schemes	62
	E1-1	Transition plan for climate change mitigation	113
	E1.SMB-3	Material impacts, risks and opportunities and their interaction with strategy and business model	68
	E1.IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	73
	E1-2	Policies related to climate change mitigation and adaptation	117
	E1-3	Actions and resources in relation to climate change policies	117
	E1-4	Targets related to climate change mitigation and adaptation	117
	E1-5	Energy consumption and mix	119
	E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	120
	E1-7	GHG removals and GHG mitigation projects financed through carbon credits	Not material
	E1-8	Internal carbon pricing	Not material
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	123	
E2 Pollution			Not material
E3 Water and marine resources			Not material
E4 Biodiversity and ecosystems			Not material
E5 Resource use and circular economy			Not material
S1 Own workforce	S1.SBM-2	Interests and views of stakeholders	65
	S1.SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	69
	S1-1	Policies related to own workforce	125

	S1-2	Processes for engaging with own workers and workers' representatives about impacts	126
	S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	126
	S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	132
	S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	132
	S1-6	Characteristics of the undertaking's employees	124
	S1-7	Characteristics of non-employees in the undertaking's own workforce	124
	S1-8	Collective bargaining coverage and social dialogue	126
	S1-9	Diversity metrics	Not material
	S1-10	Adequate wages	129
	S1-11	Social protection	Not material
	S1-12	Persons with disabilities	Not material
	S1-13	Training and skills development metrics	128
	S1-14	Health and safety metrics	130
	S1-15	Work-life balance metrics	Not material
	S1-16	Remuneration metrics (pay gap and total remuneration)	129
	S1-17	Incidents, complaints and severe human rights impacts	128
S2 Workers in the value chain			Not material
S3 Affected communities			Not material
S4 Consumers and end-users	S4.SBM-2	Interests and views of stakeholders	65
	S4.SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	70
	S4-1	Policies related to consumers and end-users	133
	S4-2	Processes for engaging with consumers and end-users about impacts	135
	S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	133
	S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	133
	S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	133
G1 Business conduct	G1.GOV-1	The role of the administrative, management and supervisory bodies	59
	G1.IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	71
	G1-1	Business conduct policies and corporate culture	136
	G1-2	Management of relationships with suppliers	139
	G1-3	Prevention and detection of corruption and bribery	138
	G1-4	Confirmed incidents of corruption or bribery	138
	G1-5	Political influence and lobbying activities	Not material
G1-6	Payment practices	Not material	

ANNEX 2. LIST OF DATAPOINTS IN CROSS-CUTTING AND TOPICAL STANDARDS THAT DERIVE FROM OTHER EU LEGISLATION

This appendix is an integral part of the ESRS 2. The table below illustrates the datapoints in ESRS 2 and topical ESRS that derive from other EU legislation and which pages of this statement contain related information.

Disclosure requirement and related datapoint	ESRS reference	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Disclosed in the statement (page No.)
ESRS 2 GOV-1 Board's gender diversity	paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		59
ESRS 2 GOV-1 Percentage of board members who are independent	paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		59
ESRS 2 GOV-4 Statement on due diligence	paragraph 30	Indicator number 10 of Table #3 of Annex 1				63
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities	paragraph 40 (d) i	paragraph 40 (d) i	Article 449a Regulation (EU) No 575/2013 Commission Implementing Regulation (EU) 2022/2453 Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS 2 SBM-1 Involvement in activities related to chemical production	paragraph 40 (d) ii	Indicator number 9 of Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS 2 SBM-1 Involvement in activities related to controversial weapons	paragraph 40 (d) iii	Indicator number 14 of Table #1 of Annex 1		Article 12(1) Delegated Regulation (EU) 2020/1818; Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco	paragraph 40 (d) iv			Article 12(1) Delegated Regulation (EU) 2020/1818; Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS E1-1 Transition plan to reach climate neutrality by 2050	paragraph 14				Article 2(1) Regulation (EU) 2021/1119	113
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks	paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book. Indicators of potential climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Article 12(1)(d) to (g) and Article 12(2) of Delegated Regulation (EU) 2020/1818		113
ESRS E1-4 GHG emission reduction targets	paragraph 34	Indicator number 4 of Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book. Indicators of potential climate Change transition risk: Alignment metrics	Article 6 Delegated Regulation (EU) 2020/1818		117
ESRS E1-5 Energy consumption from fossil sources disaggregated	paragraph 38	Indicator number 5 Table #1 and				Not material

by sources (only high climate impact sectors)		Indicator number 5 Table #2 of Annex 1				
E1-5 Energy consumption and mix	paragraph 37	Indicator number 5 of Table #1 of Annex 1				119
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors	paragraphs 40 to 43	Indicator number 6 of Table #1 of Annex 1				Not material
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions	paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book. Indicators of potential climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Articles 5(1), 6 and 8(1) Delegated Regulation (EU) 2020/1818		120
ESRS E1-6 Gross GHG emissions intensity	paragraphs 53 to 55	Indicator number 3 of Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book. Indicators of potential climate Change transition risk: Alignment metrics	Article 8(1) Delegated Regulation (EU) 2020/1818		122
ESRS E1-7 GHG removals and carbon credits	paragraph 56				Article 2(1) Regulation (EU) 2021/1119	Not material
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks	paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II; Delegated Regulation (EU) 2020/1816, Annex II		Transition period of 3 years
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk	paragraph 66 (a)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Articles 46 and 47; Template 5: Banking book. Indicators of potential climate change physical risk: Exposures subject to physical risk			Transition period of 3 years
ESRS E1-9 Location of significant assets at material physical risk	paragraph 66 (c)					
E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes	paragraph 67 (c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Article 34; Template 2: Banking book. Indicators of potential climate Change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral			Transition period of 3 years
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities	paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Transition period of 1 year
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil,	paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				Not material

ESRS E3-1 Water and marine resources	paragraph 9	Indicator number 7 of Table #2 of Annex 1				Not material
ESRS E3-1 Dedicated policy	paragraph 13	Indicator number 8 of Table #2 of Annex 1				Not material
ESRS E3-1 Sustainable oceans and seas	paragraph 14	Indicator number 12 of Table #2 of Annex 1				Not material
ESRS E3-4 Total water recycled and reused	paragraph 28 (c)	Indicator number 6.2 of Table #2 of Annex 1				Not material
ESRS E3-4 Total water consumption in m3 per net revenue on own operations	paragraph 29	Indicator number 6.1 of Table #2 of Annex 1				Not material
ESRS 2 IRO 1 - E4	paragraph 16 (a) i	Indicator number 7 of Table #1 of Annex 1				Not material
ESRS 2 IRO 1 - E4	paragraph 16 (b)	Indicator number 10 of Table #2 of Annex 1				Not material
ESRS 2 IRO 1 - E4	paragraph 16 (c)	Indicator number 14 of Table #2 of Annex 1				Not material
ESRS E4-2 Sustainable land / agriculture practices or policies	paragraph 24 (b)	Indicator number 11 of Table #2 of Annex 1				Not material
ESRS E4-2 Sustainable oceans / seas practices or policies	paragraph 24 (c)	Indicator number 12 of Table #2 of Annex 1				Not material
ESRS E4-2 Policies to address deforestation	paragraph 24 (d)	Indicator number 15 of Table #2 of Annex 1				Not material
ESRS E5-5 Non-recycled waste	paragraph 37 (d)	Indicator number 13 of Table #2 of Annex 1				Not material
ESRS E5-5 Hazardous waste and radioactive waste	paragraph 39	Indicator number 9 of Table #1 of Annex 1				Not material
ESRS 2- SBM3 - S1 Risk of incidents of forced labour	paragraph 14 (f)	Indicator number 13 Table #3 of Annex I				125
ESRS 2- SBM3 - S1 Risk of incidents of child labour	paragraph 14 (g)	Indicator number 12 Table #3 of Annex I				125
ESRS S1-1 Human rights policy commitments	paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				125
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8,	paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		125
ESRS S1-1	paragraph 22	Indicator number 11 Table #3 of Annex I				125

Processes and measures for preventing trafficking in human beings						
ESRS S1-1 Workplace accident prevention policy or management system	paragraph 23	Indicator number 1 Table #3 of Annex I				131
ESRS S1-3 Grievance/complaints handling mechanisms	paragraph 32 (c)	Indicator number 5 Table #3 of Annex I				128
ESRS S1-14 Number of fatalities and number and rate of work-related accidents	paragraph 88 (b) and (c)	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		131
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness	paragraph 88 (e)	Indicator number 3 Table #3 of Annex I				131
ESRS S1-16 Unadjusted gender pay gap	paragraph 97 (a)	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		130
ESRS S1-16 Excessive CEO pay ratio	paragraph 97 (b)	Indicator number 8 Table #3 of Annex I				52
ESRS S1-17 Incidents of discrimination	paragraph 103 (a)	Indicator number 7 Table #3 of Annex I				128
S1-17 Non-respect of UNGPs on Business and Human Rights and OECD	paragraph 104 (a)	Indicator number 10 Table #1 and Indicator number 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818 Art 12 (1)		128
ESRS 2- SBM3 - S2 Significant risk of child labour or forced labour in the value chain	paragraph 11 (b)	Indicators number 12 and n. 13 Table #3 of Annex I				Not material
ESRS S2-1 Human rights policy commitments	paragraph 17	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				Not material
S2-1 Policies related to value chain workers	paragraph 18	Indicator number 11 and n. 4 Table #3 of Annex 1				Not material
S2-1 Non-respect of UNGPs on Business and Human Rights and OECD	paragraph 19	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818 Art 12 (1)		Not material
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8,	paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain	paragraph 36	Indicator number 14 Table #3 of Annex 1				Not material
ESRS S3-1 Human rights policy commitments	paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				Not material

ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines	paragraph 17	Indicator number 10 of Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818 Art 12 (1)		Not material
ESRS S3-4 Human rights issues and incidents	paragraph 36	Indicator number 14 of Table #3 of Annex 1				Not material
S4-1 Policies related to consumers and end-users	paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				133
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD	paragraph 17	Indicator number 10 of Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818 Art 12 (1)		128
ESRS S4-4 Human rights issues and incidents	paragraph 35	Indicator number 14 of Table #3 of Annex 1				128
ESRS G1-1 United Nations Convention against Corruption	paragraph 10 (b)	Indicator number 15 of Table #3 of Annex 1				138
ESRS G1-1 Protection of whistleblowers	paragraph 10 (d)	Indicator number 6 of Table #3 of Annex 1				138
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws	paragraph 24 (a)	Indicator number 17 of Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		138
ESRS G1-4 Standards of anti-corruption and anti-bribery	paragraph 24 (b)	Indicator number 16 of Table #3 of Annex 1				138

**ANNEX 3: DISCLOSURE OF INFORMATION BY UAB ‘ARTEA ASSET MANAGEMENT’
PURSUANT TO ARTICLE 8 OF REGULATION 2020/852 (THE TAXONOMY REGULATION)**

2025-12-31

1	The weighted average value of all the investments that are directed at funding, or are associated with taxonomy-aligned economic activities relative to the value of total assets covered by the KPI , with following weights for investments in undertakings per below:a		The weighted average value of all the investments that are directed at funding, or are associated with taxonomy-aligned economic activities, with following weights for investments in undertakings per below:	
	Turnover-based, %	7.7%	Turnover-based, EURm	116.1
	CapEx—based, %	12.3%	CapEx-based, EURm	184.3
2	The percentage of assets covered by the KPI relative to total investments (total AuM). Excluding investments in sovereign entities:		The monetary value of assets covered by the KPI. Excluding investments in sovereign entities:	
	Coverage ratio,%	91.4%	Coverage, EURm	1499.5
Additional, complementary disclosures: breakdown of denominator of the KPI				
3	The percentage of derivatives relative to total assets covered by the KPI.		The value in monetary amounts of derivatives:	
	Share, %	0.00%	Amount, EURm	0.1
4*	The proportion of exposures to financial and non-financial undertakings from non-EU countries not subject to Articles 19a and 29a of Directive 2013/34/EU over total assets covered by the KPI:		Value of exposures to financial and non-financial undertakings from non-EU countries not subject to Articles 19a and 29a of Directive 2013/34/EU:	
	For non-financial undertakings, %	4.1%	For non-financial undertakings, EURm	61.1
	For financial undertakings, %	1.7%	For financial undertakings, EURm	26.2
5*	The proportion of exposures to financial and non-financial undertakings from non-EU countries not subject to Articles 19a and 29a of Directive 2013/34/EU over total assets covered by the KPI:		Value of exposures to financial and non-financial undertakings from non-EU countries not subject to Articles 19a and 29a of Directive 2013/34/EU:	
	For non-financial undertakings, %	0.6%	For non-financial undertakings, EURm	8.4
	For financial undertakings, %	0.0%	For financial undertakings EURm	0.0
6*	The proportion of exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU over total assets covered by the KPI:		Value of exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU:	
	For non-financial undertakings, %	6.8%	For non-financial undertakings, EURm	102.6
	For financial undertakings, %	3.6%	For financial undertakings, EURm	53.5
7	The proportion of exposures to other counterparties over total assets covered by the KPI:		Value of exposures to other counterparties:	
	Share, %	-	Amount, EURm	-
8	The value of all the investments that are funding economic activities that are not taxonomy-eligible relative to the value of total assets covered by the KPI:		Value of all the investments that are funding economic activities that are not taxonomy-eligible:	
	Turnover-based, %	69.1%	Turnover-based, EURm	1036.2
	CapEx—based, %	62.9%	CapEx-based, EURm	943.5
9	The value of all the investments that are funding taxonomy-eligible economic activities, but not taxonomy-aligned relative to the value of total assets covered by the KPI:		Value of all the investments that are funding Taxonomy- eligible economic activities, but not taxonomy- aligned:	
	Turnover-based, %	23.2%	Turnover-based, EURm	347.2
	CapEx—based, %	24.8%	CapEx-based, EURm	371.6
Additional, complementary disclosures: breakdown of numerator of the KPI				
10*	The proportion of Taxonomy-aligned exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU over total assets covered by the KPI:		Value of Taxonomy-aligned exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU:	
	For non-financial undertakings:		For non-financial undertakings:	
	Turnover-based, %	0.7%	Turnover-based, EURm	10.8
	Capital expenditures-based, %	1.6%	Capital expenditures-based, EURm	23.8
	For financial undertakings:		For financial undertakings:	
	Turnover-based, %	0.0%	Turnover-based, EURm	0.0
	Capital expenditures-based, %	0.0%	Capital expenditures-based, EURm	0.1
11	The proportion of taxonomy-aligned exposures to other counterparties in over total assets covered by the KPI:		Value of taxonomy-aligned exposures to other counterparties:	
	Turnover-based, %	-	Turnover-based, EURm	-
	Capital expenditures-based, %	-	Capital expenditures-based, EURm	-
Breakdown of the numerator of the KPI per environmental objective				
Taxonomy-aligned activities –:				

12	Climate change mitigation		Of which	
	Turnover, %	7.7%	Transitional activities, turnover-based, %	-
			Enabling activities, turnover-based, %	-
	CapEx, %	11.9%	Transitional activities, CapEx-based, %	-
		Enabling activities, CapEx-based, %	-	
13	Climate change adaptation		Of which	
	Turnover, %	0.1%	Transitional activities, turnover-based, %	-
			Enabling activities, turnover-based, %	-
	CapEx, %	0.4%	Transitional activities, CapEx-based, %	-
		Enabling activities, CapEx-based, %	-	
14	The sustainable use and protection of water and marine resources		Of which	
	Turnover, %	0.0%	Transitional activities, turnover-based, %	-
			Enabling activities, turnover-based, %	-
	CapEx, %	0.0%	Transitional activities, CapEx-based, %	-
		Enabling activities, CapEx-based, %	-	
15	The transition to a circular economy		Of which	
	Turnover, %	0.0%	Transitional activities, turnover-based, %	-
			Enabling activities, turnover-based, %	-
	CapEx, %	0.0%	Transitional activities, CapEx-based, %	-
		Enabling activities, CapEx-based, %	-	
16	Pollution prevention and control		Of which	
	Turnover, %	0.0%	Transitional activities, turnover-based, %	-
			Enabling activities, turnover-based, %	-
	CapEx, %	0.0%	Transitional activities, CapEx-based, %	-
		Enabling activities, CapEx-based, %	-	
17	The protection and restoration of biodiversity and ecosystems		Of which	
	Turnover, %	0.0%	Transitional activities, turnover-based, %	-
			Enabling activities, turnover-based, %	-
	CapEx, %	0.0%	Transitional activities, CapEx-based, %	-
		Enabling activities, CapEx-based, %	-	

*The look-through method was applied to our investments in investment funds. However, due to data limitations, it was not possible to assess whether the undertakings were subject to Articles 19a and 29a of Directive 2013/34/EU. Consequently, in the marked indicators, investments in investment funds are not included in the KPI calculations. Only direct investments in undertakings, where we were able to assess compliance, are considered

1. Nuclear energy related activities

Eilutė	Nuclear energy related activities	
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades,	NO
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
Fossil gas related activities		
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	YES
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	YES
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	YES

2. Taxonomy-aligned economic activities (denominator)

2025-12-31

Row	Economic activities	Turnover						Capex					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Mln. EUR	%	Mln. EUR	%	Mln. EUR	%	Mln. EUR	%	Mln. EUR	%	Mln. EUR	%
1	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
2	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
3	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
4	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	9.90	9%	9.90	9%	0.00	0%	20.21	11%	20.21	11%	0.00	0%
5	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
6	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
7	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	106.2	91%	105.4	91%	0.8	100%	164.1	89%	158.6	89%	5.5	100%
8	Total applicable KPI	116.1	100%	115.3	100%	0.8	100%	184.3	100%	178.9	100%	5.5	100%

3. Taxonomy-aligned economic activities (numerator)

2025-12-31

Row	Economic activities	Turnover						Capex					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Mln. EUR	%	Mln. EUR	%	Mln. EUR	%	Mln. EUR	%	Mln. EUR	%	Mln. EUR	%
1	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
2	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
3	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
4	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	9.9	9%	9.9	9%	0.0	0%	20.2	11%	20.2	11%	0.0	0%
5	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of												

	Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
6	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
7	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI	106.2	91%	105.4	91%	0.8	100%	164.1	89%	158.6	89%	5.5	100%
8	Total amount and proportion of taxonomy-aligned economic activities in the numerator of the applicable KPI	116.1	100%	115.3	100%	0.8	100%	184.3	100%	178.9	100%	5.5	100%

4. Taxonomy-eligible but not taxonomy-aligned economic activities

2025-12-31

Row	Economic activities	Turnover						Capex					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Min. EUR	%	Min. EUR	%	Min. EUR	%	Min. EUR	%	Min. EUR	%	Min. EUR	%
1	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
2	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
3	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
4	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	2.5	1%					0.3	11%				
5	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
6	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
7	Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	344.7	99%					371.3	89%				
8	Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the applicable KPI	347.2	100%					371.6	100%				

*For Assets under management the look-through method was applied to our investments in investment funds. However, due to data limitations, it was not possible to assess what part of Taxonomy Eligible assets were related to climate change mitigation or adaptation. For the case of Taxonomy Aligned if it was possible to assess.

5. Taxonomy non-eligible economic activities

2025-12-31

Row	Economic activities	Turnover		Capex	
		Mln. EUR	%	Mln. EUR	%
1	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
2	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
3	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
4	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
5	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
6	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
7	Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	1 036.2	100%	943.5	100%
8	Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the applicable KPI	1 036.2	100%	943.5	100%

**ANNEX 4: DISCLOSURE OF INFORMATION BY UAB ‘ARTEA LIFE INSURANCE’
PURSUANT TO ARTICLE 8 OF REGULATION 2020/852 (THE TAXONOMY REGULATION)**

2025-12-31

1	The weighted average value of all the investments that are directed at funding, or are associated with taxonomy-aligned economic activities relative to the value of total assets covered by the KPI, with following weights for investments in undertakings per below:		The weighted average value of all the investments that are directed at funding, or are associated with taxonomy-aligned economic activities, with following weights for investments in undertakings per below:	
	Turnover-based, %	10.1%	Turnover-based, EURm	22.7
	CapEx—based, %	25.1%	CapEx-based, EURm	56.8
2	The percentage of assets covered by the KPI relative to total investments (total AuM). Excluding investments in sovereign entities:		The monetary value of assets covered by the KPI. Excluding investments in sovereign entities:	
	Coverage ratio,%	88.1%	Coverage, EURm	226.1
Additional, complementary disclosures: breakdown of denominator of the KPI				
3	The percentage of derivatives relative to total assets covered by the KPI.		The value in monetary amounts of derivatives:	
	Share, %	0.01%	Amount, EURm	0.0
4*	The proportion of exposures to EU financial and non-financial undertakings not subject to Articles 19a and 29a of Directive 2013/34/EU over total assets covered by the KPI:		Value of exposures to EU financial and non-financial undertakings not subject to Articles 19a and 29a of Directive 2013/34/EU:	
	For non-financial undertakings, %	2.1%	For non-financial undertakings, EURm	4.8
	For financial undertakings, %	1.9%	For financial undertakings, EURm	4.2
5*	The proportion of exposures to financial and non-financial undertakings from non-EU countries not subject to Articles 19a and 29a of Directive 2013/34/EU over total assets covered by the KPI:		Value of exposures to financial and non-financial undertakings from non-EU countries not subject to Articles 19a and 29a of Directive 2013/34/EU:	
	For non-financial undertakings, %	0.3%	For non-financial undertakings, EURm	0.7
	For financial undertakings, %	0.1%	For financial undertakings EURm	0.2
6*	The proportion of exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU over total assets covered by the KPI:		Value of exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU:	
	For non-financial undertakings, %	4.8%	For non-financial undertakings, EURm	10.8
	For financial undertakings, %	1.5%	For financial undertakings, EURm	3.4
7	The proportion of exposures to other counterparties over total assets covered by the KPI:		Value of exposures to other counterparties:	
	Share, %	-	Amount, EURm	-
8	The proportion of the insurance or reinsurance undertaking's investments other than investments held in respect of life insurance contracts where the investment risk is borne by the policy holders, that are directed at funding, or are associated with, Taxonomy-aligned economic activities.		Value of insurance or reinsurance undertaking's investments other than investments held in respect of life insurance contracts where the investment risk is borne by the policy holders:	
	Share, %	6.8%	Amount, EURm	49.7
9	The value of all the investments that are funding economic activities that are not taxonomy-eligible relative to the value of total assets covered by the KPI:		Value of all the investments that are funding economic activities that are not taxonomy-eligible:	
	Turnover-based, %	70.9%	Turnover-based, EURm	160.4
	CapEx—based, %	52.4%	CapEx-based, EURm	118.5
10	The value of all the investments that are funding taxonomy-eligible economic activities, but not taxonomy-aligned relative to the value of total assets covered by the KPI:		Value of all the investments that are funding Taxonomy- eligible economic activities, but not taxonomy- aligned:	
	Turnover-based, %	19.0%	Turnover-based, EURm	43.0
	CapEx—based, %	22.5%	CapEx-based, EURm	50.8
Additional, complementary disclosures: breakdown of numerator of the KPI				
11*	The proportion of Taxonomy-aligned exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU over total assets covered by the KPI:		Value of Taxonomy-aligned exposures to financial and non-financial undertakings subject to Articles 19a and 29a of Directive 2013/34/EU:	
	For non-financial undertakings:		For non-financial undertakings:	
	Turnover-based, %	0.6%	Turnover-based, EURm	1.4
	CapEx—based, %	1.3%	CapEx-based, EURm	2.9
	For financial undertakings:		For financial undertakings:	
Turnover-based, %	0.0%	Turnover-based, EURm	0.0	

	CapEx—based, %	0.0%	CapEx-based, EURm	0.0
12	The proportion of the insurance or reinsurance undertaking's investments other than investments held in respect of life insurance contracts where the investment risk is borne by the policy holders, that are directed at funding, or are associated with, Taxonomy-aligned over total assets covered by the KPI:		Value of insurance or reinsurance undertaking's investments other than investments held in respect of life insurance contracts where the investment risk is borne by the policy holders, that are directed at funding, or are associated with, Taxonomy-aligned:	
	Turnover-based, %	1.5%	Turnover-based, EURm	3.4
	CapEx—based, %	3.3%	CapEx-based, EURm	7.4
13	Kitų sandorio šalių taksonomiją atitinkančių pozicijų ir į PVRR įtraukto viso turto The proportion of taxonomy-aligned exposures to other counterparties in over total assets covered by the KPI:		Value of taxonomy-aligned exposures to other counterparties:	
	Turnover-based, %	-	Turnover-based, EURm	-
	Capital expenditures-based, %	-	Capital expenditures-based, EURm	-
Breakdown of the numerator of the KPI per environmental objective				
Taxonomy-aligned activities:				
14	Climate change mitigation		Of which	
	Turnover, %	6.5%	Transitional activities, turnover-based, %	-
			Enabling activities, turnover-based, %	-
	CapEx, %	20.9%	Transitional activities, CapEx-based, %	-
		Enabling activities, CapEx-based, %	-	
15	Climate change adaptation		Of which	
	Turnover, %	3.6%	Transitional activities, turnover-based, %	-
			Enabling activities, turnover-based, %	-
	CapEx, %	4.3%	Transitional activities, CapEx-based, %	-
		Enabling activities, CapEx-based, %	-	
16	The sustainable use and protection of water and marine resources		Of which	
	Turnover, %	0.0%	Transitional activities, turnover-based, %	-
			Enabling activities, turnover-based, %	-
	CapEx, %	0.0%	Transitional activities, CapEx-based, %	-
		Enabling activities, CapEx-based, %	-	
17	The transition to a circular economy		Of which	
	Turnover, %	0.0%	Transitional activities, turnover-based, %	-
			Enabling activities, turnover-based, %	-
	CapEx, %	0.0%	Transitional activities, CapEx-based, %	-
		Enabling activities, CapEx-based, %	-	
18	Pollution prevention and control		Of which	
	Turnover, %	0.0%	Transitional activities, turnover-based, %	-
			Enabling activities, turnover-based, %	-
	CapEx, %	0.0%	Transitional activities, CapEx-based, %	-
		Enabling activities, CapEx-based, %	-	
19	The protection and restoration of biodiversity and ecosystems		Of which	
	Turnover, %	0.0%	Transitional activities, turnover-based, %	-
			Enabling activities, turnover-based, %	-
	CapEx, %	0.0%	Transitional activities, CapEx-based, %	-
		Enabling activities, CapEx-based, %	-	

*The look-through method was applied to our investments in investment funds. However, due to data limitations, it was not possible to assess whether the undertakings were subject to Articles 19a and 29a of Directive 2013/34/EU. Consequently, in the marked indicators, investments in investment funds are not included in the KPI calculations. Only direct investments in undertakings, where we were able to assess compliance, are considered

1. Nuclear energy related activities

Row	Nuclear energy related activities	
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
Fossil gas related activities		
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	YES
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	YES
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	YES

2. Taxonomy-aligned economic activities (denominator)

2025-12-31

Row	Economic activities	Turnover						Capex					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Min. EUR	%	Min. EUR	Min. EUR	%	%	Min. EUR	%	Min. EUR	Min. EUR	%	%
1	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
2	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
3	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
4	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	1.3	6%	1.3	9%	0.0	0%	2.2	4%	2.2	5%	0.0	0%
5	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
6	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
7	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	21.4	94%	13.4	91%	8.0	100%	54.6	96%	45.0	95%	9.6	100%
8	Total applicable KPI	22.7	100%	14.7	100%	8.0	100%	56.8	100%	47.2	100%	9.6	100%

3. Taxonomy-aligned economic activity (numerator)

2025-12-31

Row	Economic activities	Turnover						Capex					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Min. EUR	%	Min. EUR	Min. EUR	%	%	Min. EUR	%	Min. EUR	Min. EUR	%	%
1	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
2	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
3	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
4	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	1.3	6%	1.3	9%	0.0	0%	2.2	4%	2.2	5%	0.0	0%
5	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
6	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
7	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI	21.4	94%	13.4	91%	8.0	100%	54.6	96%	45.0	95%	9.6	100%
8	Total amount and proportion of taxonomy-aligned economic activities in the numerator of the applicable KPI	22.7	100%	14.	100%	8.0	100%	56.8	100%	47.2	100%	9.6	100%

4. Taxonomy-eligible but not taxonomy-aligned economic activities

2025-12-31

Row	Economic activities	Turnover						Capex					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Min. EUR	%	Min. EUR	Min. EUR	%	%	Min. EUR	%	Min. EUR	Min. EUR	%	%
1	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
2	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
3	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
4	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0.3	1%					0.3	1%				
5	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
6	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI												
7	Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	42.7	99%					50.6	97%				
8	Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the applicable KPI	43.0	100%					50.8	100%				

*For Assets under management the look-through method was applied to our investments in investment funds. However, due to data limitations, it was not possible to assess what part of Taxonomy Eligible assets were related to climate change mitigation or adaptation. For the case of Taxonomy Aligned if was possible to assess.

5. Taxonomy non-eligible economic activities

2025-12-31

Row	Economic activities	Turnover		Capex	
		Min. EUR	%	Min. EUR	%
1	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
2	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
3	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
4	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
5	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
6	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI				
7	Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	160.4	100%	118.5	100%
8	Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the applicable KPI	160.4	100%	118.5	100%



MANAGEMENT BOARD DECLARATION

The Management Board has prepared the management report of Artea for the financial year ended 31 December 2025.

The Management Board confirms that the management report of the Artea gives a true and fair view of the business activities, financial performance and financial position, and contains a description of the main risks and uncertainties.

The Management Board confirms that according to their best knowledge the consolidated financial statements of Artea for the year 2025, prepared in accordance with current international financial reporting standards as

adopted by the European Union, provide a true and fair view of the assets, liabilities, financial position and financial performance of the Artea, consisting of the parent company and other consolidated entities as a whole.

The 2025 consolidated annual report of Artea will be presented to the general meeting of shareholders for approval on 31st of March, 2026. The previous 2024 consolidated annual report was approved by the general meeting of shareholders on 31st of March, 2025.

Chief Executive Officer
5 March 2026

A handwritten signature in blue ink, appearing to read "V. Sinius".

Vytautas Sinius



CONFIRMATION FROM THE RESPONSIBLE PERSONS

We, Chief Executive Officer of Artea bankas AB Vytautas Sinius and Chief Financial Officer Tomas Varenbergas, confirm hereby that the provided consolidated financial statements of Artea bankas AB for 2025 are compiled in compliance with applicable accounting standards, correspond to the reality and correctly reveal the assets, liabilities, financial status, activity result and cash flows of Artea bankas AB and its Group of Companies, moreover, we confirm that the review of the business development and activities, the status of the Bank and the Group, alongside with the description of the key risks and indeterminacies incurred, are correctly revealed in the consolidated management report.

Chief Executive Officer

A blue ink signature of Vytautas Sinius, written in a cursive style.

Vytautas Sinius

Chief Financial Officer

A blue ink signature of Tomas Varenbergas, written in a cursive style.

Tomas Varenbergas

5 March 2026



FINANCIAL STATEMENTS

2025

THE GROUP'S AND THE BANK'S INCOME STATEMENTS

	Notes	31 December 2025		31 December 2024	
		Group	Bank	Group	Bank
Continuing operations					
Interest income calculated using the effective interest method	1	223,250	203,759	243,478	227,237
Other similar income	1	23,066	21,567	26,735	24,953
Interest expense and similar charges	1	(107,973)	(108,006)	(110,004)	(110,146)
Net interest income		138,343	117,320	160,209	142,044
Fee and commission income	2	40,767	33,392	38,021	32,587
Fee and commission expense	2	(9,801)	(8,766)	(8,941)	(8,044)
Net fee and commission income		30,966	24,626	29,080	24,543
Insurance net gain from trading	3	7,756	-	13,119	-
Revenue related to insurance (incl. interests)	3	15,404	-	13,090	-
Expenses related to insurance activities	3	(15,952)	-	(20,747)	-
Net income (expenses) from Insurance activity		7,208	-	5,462	-
Net gain (loss) from derecognition of financial assets		3,760	3,800	544	778
Net gain from trading activities (exc. Insurance)	4	8,750	8,456	6,303	6,248
Other operating income		802	1,826	1,368	1,525
Net income		189,829	156,028	202,966	175,138
Salaries and related expenses		(55,114)	(49,197)	(49,507)	(43,840)
Depreciation and amortization expenses		(7,678)	(6,202)	(8,006)	(6,392)
Other operating expenses	5	(48,891)	(43,448)	(38,111)	(32,402)
Operating profit before impairment losses		78,146	57,181	107,342	92,504
Allowance for impairment losses on loans and other assets	6	(3,888)	(4,034)	(10,896)	(4,635)
Share of the profit or loss of investments in subsidiaries accounted for using the equity method	14	-	17,748	-	7,227
Profit from continuing operations before income tax		74,258	70,895	96,446	95,096
Income tax expense	7	(13,572)	(10,411)	(17,659)	(15,810)
Net profit from continuing operations for the year		60,686	60,484	78,787	79,286
Profit (loss) from discontinued operations, net of tax		-	-	-	-
Net profit for the year		60,686	60,484	78,787	79,286
Net profit attributable to:					
Owners of the Bank		60,686	60,484	78,787	79,286
From continuing operations		60,686	60,484	78,787	79,286
From discontinued operations		-	-	-	-
Non-controlling interest		-	-	-	-
Basic earnings per share (in EUR per share) attributable to owners of the Bank	8	0.09		0.12	
From continuing operations		0.09		0.12	
From discontinued operations		-		-	
Diluted earnings per share (in EUR per share) attributable to owners of the Bank	8	0.09		0.12	
From continuing operations		0.09		0.12	
From discontinued operations		-		-	

The accounting policies and notes on pages 166 to 224 constitute an integral part of these financial statements.

THE GROUP'S AND THE BANK'S STATEMENTS OF COMPREHENSIVE INCOME

	Notes	31 December 2025		31 December 2024	
		Group	Bank	Group	Bank
Net profit for the year		60,686	60,484	78,787	79,286
Other comprehensive income (loss):					
Items that may be subsequently reclassified to profit or loss:					
Financial assets valuation gains (losses) taken to other comprehensive income	13	970	970	3,026	3,026
Financial assets valuation result transferred to profit or loss	13	-	-	20	20
Buildings revaluation reserve	16	1,550	1,550	-	-
Deferred income tax on gain (loss) from revaluation of assets	7, 13	(139)	(139)	(609)	(609)
Items that may not be subsequently reclassified to profit or loss:					
Fair value changes of financial liabilities at fair value through profit or loss attributable to changes in their credit risk		-	-	-	-
Other comprehensive income (loss), net of deferred tax		2,381	2,381	2,437	2,437
Total comprehensive income for the year		63,067	62,865	81,224	81,723
Total comprehensive income attributable to:					
Owners of the Bank		63,067	62,865	81,224	81,723
Non-controlling interest		-	-	-	-

The accounting policies and notes on pages 166 to 224 constitute an integral part of these financial statements.

THE GROUP'S AND THE BANK'S STATEMENTS OF FINANCIAL POSITION

	Notes	31 December 2025		31 December 2024	
		Group	Bank	Group	Bank
ASSETS					
Cash and cash equivalents	9	390,057	383,623	395,136	386,365
Securities in the trading book	11	11,031	10,038	235,110	13,543
Due from other banks	10	9,035	9,035	3,121	3,121
Derivative financial instruments	11	164	151	1,093	1,093
Loans to customers	12	3,713,724	3,691,955	3,434,597	3,421,904
Investment securities at fair value	13	504,696	254,974	43,868	43,620
Investment securities at amortized cost	13	1,356,852	1,348,506	726,937	716,864
Investments in subsidiaries and associates	14	270	96,929	270	84,069
Intangible assets	15	40,560	6,498	43,617	7,859
Property, plant and equipment	16	15,495	15,183	15,261	14,689
Current income tax prepayment		7,885	7,842	82	-
Deferred income tax asset	7	6,460	2,340	6,076	2,716
Other financial assets	17	8,210	7,345	7,258	6,559
Other non-financial assets	17	11,031	9,608	10,193	8,655
Total assets		6,075,470	5,844,027	4,922,619	4,711,057
LIABILITIES					
Due to other banks and financial institutions	18	197,210	198,266	229,824	232,451
Derivative financial instruments	11	3,326	3,326	123	123
Due to customers	19	3,961,201	3,961,981	3,397,045	3,402,364
Debt securities in issue	20	1,034,463	1,034,463	448,159	448,159
Current income tax liabilities		967	-	303	48
Deferred income tax liabilities	7	6,485	-	6,141	-
Liabilities related to insurance activities	22	212,910	-	198,432	-
Other financial liabilities	23	45,020	39,917	46,426	39,245
Other non-financial liabilities	23	10,831	1,352	10,994	1,663
Total liabilities		5,472,413	5,239,305	4,337,447	4,124,053
EQUITY					
Share capital	24	189,196	189,196	192,269	192,269
Share premium	24	25,534	25,534	25,534	25,534
Treasury shares (-)	24	(4,967)	(4,967)	(8,375)	(8,375)
Reserve capital	24	756	756	756	756
Statutory reserve	24	76,516	76,000	61,025	60,805
Reserve for acquisition of own shares	24	20,000	20,000	20,000	20,000
Financial instruments and PPE revaluation reserve	24	(608)	(608)	(2,989)	(2,989)
Other equity	24	1,627	1,201	1,480	1,019
Retained earnings		295,003	297,610	295,472	297,985
Non-controlling interest		-	-	-	-
Total equity		603,057	604,722	585,172	587,004
Total liabilities and equity		6,075,470	5,844,027	4,922,619	4,711,057

The accounting policies and notes on pages 166 to 224 constitute an integral part of these financial statements.

THE GROUP'S STATEMENT OF CHANGES IN EQUITY

	Notes	Share capital	Share premium	Treasury shares (-)	Reserve capital	Revaluation reserve	Statutory reserve	Reserve for acquisition of own shares	Other reserve	Retained earnings	Total
31 December 2023		192,269	25,534	(1,500)	756	(5,426)	47,803	20,000	1,697	261,995	543,128
Impact of change in accounting principles		-	-	-	-	-	-	-	-	-	-
1 January 2024		192,269	25,534	(1,500)	756	(5,426)	47,803	20,000	1,697	261,995	543,128
Transfer to/from statutory reserve		-	-	-	-	-	13,222	-	-	(13,222)	-
Increase (decrease) in share capital	24	-	-	-	-	-	-	-	-	-	-
Acquisition of own shares	24	-	-	(8,375)	-	-	-	-	-	-	(8,375)
Share-based payment	24	-	-	1,500	-	-	-	-	(217)	7	1,290
Payment of dividends	26	-	-	-	-	-	-	-	-	(32,095)	(32,095)
Total comprehensive income		-	-	-	-	2,437	-	-	-	78,787	81,224
Net profit		-	-	-	-	-	-	-	-	78,787	78,787
Other comprehensive income		-	-	-	-	2,437	-	-	-	-	2,437
31 December 2024		192,269	25,534	(8,375)	756	(2,989)	61,025	20,000	1,480	295,472	585,172
Transfer to statutory reserve		-	-	-	-	-	15,491	-	-	(15,491)	-
Increase (decrease) in share capital	24	(3,073)	-	8,941	-	-	-	-	-	(5,868)	-
Acquisition of own shares	24	-	-	(6,840)	-	-	-	-	-	-	(6,840)
Share-based payment	24	-	-	1,307	-	-	-	-	147	-	1,454
Payment of dividends	26	-	-	-	-	-	-	-	-	(39,796)	(39,796)
Total comprehensive income		-	-	-	-	2,381	-	-	-	60,686	63,067
Net profit		-	-	-	-	-	-	-	-	60,686	60,686
Other comprehensive income		-	-	-	-	2,381	-	-	-	-	2,381
31 December 2025		189,196	25,534	(4,967)	756	(608)	76,516	20,000	1,627	295,003	603,057

The accounting policies and notes on pages 166 to 224 constitute an integral part of these financial statements.

THE BANK'S STATEMENT OF CHANGES IN EQUITY

		Share capital	Share premium	Treasury shares (-)	Reserve capital	Revaluation reserve	Statutory reserve	Reserve for acquisition of own shares	Other equity	Retained earnings	Total
31 December 2023		192,269	25,534	(1,500)	756	(5,426)	47,605	20,000	1,209	263,994	544,441
Impact of change in accounting principles		-	-	-	-	-	-	-	-	-	-
1 January 2024		192,269	25,534	(1,500)	756	(5,426)	47,605	20,000	1,209	263,994	544,441
Transfer to/from statutory reserve		-	-	-	-	-	13,200	-	-	(13,200)	-
Increase (decrease) in share capital	24	-	-	-	-	-	-	-	-	-	-
Acquisition of own shares	24	-	-	(8,375)	-	-	-	-	-	-	(8,375)
Share-based payment	24	-	-	1,500	-	-	-	-	(190)	-	1,310
Payment of dividends	26	-	-	-	-	-	-	-	-	(32,095)	(32,095)
Total comprehensive income		-	-	-	-	2,437	-	-	-	79,286	81,723
Net profit		-	-	-	-	-	-	-	-	79,286	79,286
Other comprehensive income		-	-	-	-	2,437	-	-	-	-	2,437
31 December 2024		192,269	25,534	(8,375)	756	(2,989)	60,805	20,000	1,019	297,985	587,004
Transfer to statutory reserve		-	-	-	-	-	15,195	-	-	(15,195)	-
Increase (decrease) in share capital	24	(3,073)	-	8,941	-	-	-	-	-	(5,868)	-
Acquisition of own shares	24	-	-	(6,840)	-	-	-	-	-	-	(6,840)
Share-based payment	24	-	-	1,307	-	-	-	-	182	-	1,489
Payment of dividends	26	-	-	-	-	-	-	-	-	(39,796)	(39,796)
Total comprehensive income		-	-	-	-	2,381	-	-	-	60,484	62,865
Net profit		-	-	-	-	-	-	-	-	60,484	60,484
Other comprehensive income		-	-	-	-	2,381	-	-	-	-	2,381
31 December 2025		189,196	25,534	(4,967)	756	(608)	76,000	20,000	1,201	297,610	604,722

The accounting policies and notes on pages 166 to 224 constitute an integral part of these financial statements.

THE GROUP'S AND THE BANK'S STATEMENTS OF CASH FLOWS

	Notes	31 December 2025		31 December 2024	
		Group	Bank	Group	Bank
Operating activities					
Interest received on loans and advances		233,164	212,174	253,459	232,853
Interest received on securities at fair value through profit or loss		1 554	1 156	1 470	1 292
Interest paid		(89,078)	(89,112)	(103,746)	(104,419)
Fees and commissions received		40,767	33,392	38,021	32,587
Fees and commissions paid		(9,801)	(8,766)	(8,941)	(8,044)
Net cash inflows from trade in securities at fair value through profit or loss		3,941	3,743	2,667	7,116
Net inflows from foreign exchange operations		5,046	5,071	5,236	5,218
Net inflows from derecognition of financial assets		3,760	3,800	544	779
Net gain from disposal of tangible assets		-	-	593	141
Cash inflows related to other activities of Group companies and the Bank		16,206	1,826	13,865	1,384
Cash outflows related to other activities of Group companies		(15,952)	-	(20,747)	-
Recoveries on loans previously written off		218	133	285	161
Salaries and related payments to and on behalf of employees		(56,137)	(50,220)	(45,619)	(39,952)
Net operating other cost payment		(48,891)	(43,448)	(38,111)	(32,402)
Income tax paid	7	(13,572)	(10,411)	(22,442)	(22,442)
Net cash flow from operating activities before change in operating assets and liabilities		71,225	59,338	76,534	74,272
Change in operating assets and liabilities:					
(Increase) decrease in loans to credit and financial institutions decrease		(5,914)	(5,914)	(108)	(108)
(Increase) decrease in loans to customers		(288,937)	(276,410)	(510,033)	(506,023)
Decrease (increase) in other assets		1,082	4,363	16,114	18,624
Increase (decrease) in amounts due to credit and Financial institutions		(32,526)	(34,097)	(487,444)	(491,139)
Increase (decrease) in due to customers (increase)		575,761	571,222	370,289	371,357
Increase (decrease) in other liabilities		(367)	732	4,958	1,088
Change		249,099	259,896	(606,224)	(606,201)
Net cash flow from operating activities		320,324	319,234	(529,690)	(531,929)
Investing activities					
Acquisition of property, plant and equipment, investment property and intangible assets		(2,885)	(2,543)	(5,457)	(4,893)
Disposal of property, plant and equipment, investment property and intangible assets		581	574	576	187
Acquisition of debt securities at amortized cost	13	(1,140,422)	(1,140,422)	(438,515)	(316,044)
Sale or redemption of debt securities at amortized cost	13	518,075	516,410	452,745	335,131
Interest received on debt instruments at amortized cost	13	10,132	9,932	19,620	17,776
Acquisition and sale/redemption of securities at fair value		(210,728)	(210,728)	33,645	33,645
Interest and dividends received on investment securities at fair value		1,117	996	843	652
Net increase (decrease) in investments in subsidiaries	14	-	4,888	(170)	(170)
Net cash flow from (used in) investing activities		(824,130)	(820,893)	63,287	66,284
Financing activities					
Acquisition of own shares	24	(6,840)	(6,840)	(8,375)	(8,375)
Payment of dividends	26	(39,719)	(39,719)	(32,159)	(32,159)
Interest payment for issued of debt securities	20	(30,122)	(30,122)	(13,387)	(13,387)
Issue of debt securities	20	597,307	597,307	375,000	375,000
Redemption of debt securities issued	20	(20,000)	(20,000)	(210,000)	(210,000)
Principal elements of lease payments	9	(1,899)	(1,709)	(1,039)	(2,038)
Net cash flow (used in) from financing activities		498,727	498,917	110,040	109,041
Net increase (decrease) in cash and cash equivalents		(5,079)	(2,742)	(356,363)	(356,604)
Cash and cash equivalents at beginning of period		395,136	386,365	751,499	742,969
Cash and cash equivalents at the end of period	9	390,057	383,623	395,136	386,365

The accounting policies and notes on pages 166 to 224 constitute an integral part of these financial statements.

Chief Executive Officer

Chief Financial Officer

5 March 2026





Vytautas Sinius

Tomas Varenbergas

GENERAL INFORMATION

AB Artea Bankas was registered as a public company in the Enterprise Register of the Republic of Lithuania on 4 February 1992. The Bank is licensed by the Bank of Lithuania to perform all banking operations provided for in the Law on Banks of the Republic of Lithuania and the Charter of the Bank. In this document Artea AB is referred to as the Bank, Artea AB and its subsidiaries - the Group.

On May 5, 2025, the bank changed its name from AB Šiaulių bankas to AB Artea bank. The brand update reflects the strategic direction and goal of becoming the leading bank in Lithuania by 2029.

The Head Office of the Bank is located in Šiauliai, Tilžės str. 149, LT-76348.

The Bank's shares are listed on the Baltic Main List of the NASDAQ Vilnius Stock Exchange.

The Bank accepts deposits, issues loans, makes money transfers and documentary settlements, exchanges currencies for its clients, issues and processes debit and credit cards, is engaged in trade finance and is investing and trading in securities, as well as performs other activities set forth in the Law on Banks of the Republic of Lithuania and the Charter of the Bank. Subsidiary companies of the Group perform consumer financing, life insurance and real estate management activities.

As of 31 December 2025, as well as of 31 December 2024, the Bank owned the following directly controlled subsidiaries:

1. Artea Life Insurance, UAB (life insurance activities),
2. Artea Lizingas, UAB (consumer financing activities),
3. Artea Turto Fondas, UAB (real estate management activities),
4. Artea Asset Management, UAB (fund management activities),
5. Pakeitimo vertybiniais popieriais Artea Retrofit Fund 1, UAB (multi-apartment renovation financing)*,
6. Pakeitimo vertybiniais popieriais Artea Retrofit Fund 2, UAB (multi-apartment renovation financing)*.

*not consolidated under IFRS 10 requirements.

ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of these financial statements are set out below.

Basis of accounting

The financial statements of the Group and the Bank have been prepared in accordance with IFRS Accounting standards as adopted by the EU. The financial statements have been prepared under the historical cost convention as modified for the fair value of financial assets and liabilities at fair value through profit or loss and investment securities at fair value through other comprehensive income.

The preparation of financial statements in conformity with IFRS Accounting Standards require the use of estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Although these estimates are based on management's best knowledge of current event and actions, actual results ultimately may differ from those estimates.

These financial statements combine the consolidated financial statements for the Group and separate financial statements of the Bank. Such format of reporting was adopted to ensure consistency of presentation with the format prescribed by the Bank of Lithuania and applied for statutory reporting.

Neither the Bank's shareholders, nor any other party have power to amend the financial statements after issue. According to local legislation, the financial statements are subject to approval in the general meeting of shareholders, but the approval/disapproval cannot result in amendment of the financial statements.

Amounts shown in these financial statements are presented in the national currency the euro (EUR), which is the Bank's and Group's functional and presentation currency.

Amendments to existing standards and interpretations effective in 2025

A number of new standards are effective from 1 January 2025 but they do not have a material effect on the Group's financial statements:

- Classification and Measurement of Financial Instruments (Amendments to IFRS 9 and IFRS 7)
- Lack of Exchangeability (Amendments to IAS 21).

Standards and amendments to existing standards that are not yet effective and have not been early adopted by the Group and the Bank

A number of new standards and amendments are effective for annual periods beginning on 1 January 2026 and after. Earlier application is permitted for certain standards; however, the Group and the Bank has not early adopted any of the new or amended standards in preparing these financial statements.

The following new and amended standards are not expected to have a significant impact on the Group's and the Bank's financial statements:

- Presentation and Disclosure in Financial Statements (Amendments to IFRS 18);
- Subsidiaries without Public Accountability: Disclosures (IFRS 19);

Although the Group's and the Bank's statement of profit or loss is already largely aligned with the presentation requirements introduced by IFRS 18, the standard is expected to result in additional disclosure requirements in the notes to the financial statements, including disclosures related to management-defined performance measures.

Consolidation of subsidiaries

Subsidiaries

Subsidiaries are entities controlled by the Group, where control exists through exposure or rights to variable returns and the ability to influence those returns. They are fully consolidated from the date control is obtained and deconsolidated when control is lost.

Transactions with non-controlling interests that do not result in a loss of control are treated as equity transactions, with any differences recorded in equity. Gains or losses on disposals to non-controlling interests are also recognised in equity.

The Group applies the acquisition method to account for business combinations. The consideration transferred for the acquisition of a subsidiary is the fair values of the assets transferred, the liabilities incurred to the former owners of the acquiree and the equity interests issued by the Group. The consideration transferred includes the fair value of any asset or liability resulting from a contingent consideration arrangement. Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date. The Group recognizes any non-controlling interest in the acquiree on an acquisition-by acquisition basis, either at fair value or at the non-controlling interest's proportionate share of the recognized amounts of acquiree's identifiable net assets.

Intercompany Transactions

All intercompany transactions, balances, and unrealised gains or losses are eliminated unless indicative of impairment. Subsidiaries' accounting policies are aligned with those of the Group.

Equity Method in Stand-Alone Financial Statements

In the Bank's stand-alone financial statements, subsidiaries are accounted for using the equity method. Investments are initially recognised at cost and adjusted for post-acquisition changes in net assets. The Bank's share of profits or losses is included in the income statement; dividends reduce the carrying amount of the investment but are not recognised in income.

Business combinations

Business combinations are accounted for using the acquisition method in accordance with IFRS 3. Identifiable assets acquired and liabilities assumed are recognised at fair value at the acquisition date and goodwill is recognised for the excess of consideration over the net identifiable assets acquired. Fair value measurement involves significant judgement and estimation, and changes in assumptions could affect the amounts recognised. Further information regarding goodwill and funds rights is provided in Note 15.

Associates

The Group's share of post-acquisition profits or losses of associates is recognised in the income statement, and its share of other comprehensive income is reflected accordingly. Losses exceeding the Group's interest are not recognised unless obligations have been assumed.

Foreign currency translation

a) Functional and presentation currency

Items included in the financial statements of each of the Group's entities are measured using the currency of the primary economic environment in which the entity operates ('the functional currency'). The consolidated financial statements are presented in the euro, which is the Bank's functional and presentation currency. Euro also is functional and presentation currency of all the subsidiaries of the Bank included in the consolidated financial statements.

b) Transactions and balances

All monetary assets and liabilities denominated in foreign currencies are translated into the euro (EUR) at the official daily euro foreign exchange reference rates (published by the European Central Bank) prevailing at the end of the reporting period. Gains and losses arising from this translation are included in the income statement for the reporting period. All non-monetary liabilities and assets are translated using the exchange rate prevailing on the date of acquisition.

Foreign currency transactions are recorded in the euro using the exchange rate ruling on the date of the transaction. Exchange differences arising from the settlement of transactions denominated in foreign currency are charged to the income statement at the time of transaction using the exchange rate ruling at that date.

Off-setting financial instruments

Financial assets and liabilities are offset and the net amount reported in the balance sheet when there is a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis, or realise the asset and settle the liability simultaneously.

Recognition of income and expenses

Interest income and expense are recognised in the income statement on debt instruments at amortized cost or at fair value through other comprehensive income on an accrual basis using the effective interest method based on the actual purchase price. The effective interest method is a method of calculating the amortised cost of a financial asset or a financial liability and of allocating the interest income or interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments or receipts through the expected life of the financial instrument or, when appropriate, a shorter period to the net carrying amount of the financial asset or financial liability. When calculating the effective interest rate, the Group estimates cash flows considering all contractual terms of the financial instrument (for example, prepayment options). The calculation includes all fees and points paid or received between parties to the contract that are an integral part of the effective interest rate, transaction costs and all other premiums or discounts.

Loan origination fees are accounted for as an adjustment to the effective interest rate calculation for each issued loan separately. Other commission fees and other similar income and expenses are recognised as gained or incurred.

For financial assets interest income is calculated by applying the effective interest rate to the gross carrying amount, except for financial assets that are credit-impaired (Stage 3), for which interest income is calculated by applying the effective interest rate to the net carrying amount (i.e. gross carrying amount reduced by the allowance for impairment), and purchased or originated credit-impaired (POCI) assets, for which the credit-adjusted effective interest rate is applied to the amortized cost of the financial asset.

Revenues from contracts with customers consist primarily of service-related fees and are reported as Commission income, including fees for settlement services, service plans, cash operations, cards, account servicing fees, services related to securities, funds management fees, collection of utility and similar payments and others. The revenues reflect the consideration which is expected to be received in exchange for those services or transactions. The recognition in Income statement depends on whether the Group's obligations are provided. Revenue from such services is recognised over time on a straight-line basis when the services are provided to the customer. Revenue related to transactions is recognised at a point in time when the transaction takes place. Fee income for settlement services, cash operations, documentary collection, collection of utility and similar payments, services related to securities, funds distribution and other is recognised at a point in time when the Group satisfies its performance obligation upon execution of the specified transaction.

Insurance income and expense recognition is disclosed under Accounting principles section Insurance and investment contracts classification and accounting.

For distribution of second and third-tier pension funds Group uses services of external intermediaries, for whom a commission fee is paid for conclusion of the contract. The Group considers commissions paid to intermediaries for the conclusion of contracts for new pension fund participants as the costs of concluding contracts with clients and capitalizes and amortizes them over the average expected period of the new client's retention as a client of the Group - 10 years. Capitalized amounts of commission fees to intermediaries are recognized in the statement of financial position in the part of fixed assets.

Revenue from other activities of the Group comprise sale of apartments or other developed real estate projects. This revenue is recognized at a point of time upon transfer of completed property to client.

Share-based payment

Employees whose professional activities and/or decisions may have a significant impact on the level of risk assumed by the Group are awarded deferred variable remuneration. The grant-date fair value of share-based payment awards granted to employees is recognised in the statement of profit or loss as salaries and related expenses, with a corresponding amount recognised within other equity in the statement of financial position.

Obligations to settle contracts with equity instruments are recognised as equity-settled share-based payments. For the purpose of accounting for employee benefits, the Group recognises share-based payment arrangements as salaries and related expenses in the statement of profit or loss, with a corresponding increase in other equity in the statement of financial position. The expense recognised is adjusted to reflect the number of equity instruments expected to vest based on service and non-market performance conditions (i.e., conditions not directly linked to changes in the market price of the shares). Any deviations from the initially granted number of equity instruments arising from modifications to the original terms and conditions are recognised in the statement of profit or loss, with a corresponding adjustment recognised in other equity in the statement of financial position.

Taxation

Income tax

Income tax consists of current and deferred income tax. Both are calculated and recognized in accordance with the Income Tax Law of the Republic of Lithuania in force on the date of preparation of the financial statements.

Income tax assets for the reporting period and income tax liabilities for the reporting period and previous periods are measured at the amount expected to be recovered from or paid to the tax administrator.

Current income tax

The Bank's taxable profit exceeding EUR 2 million is subject to a 21% income tax rate for 2025. The Bank additionally pays a 5% supplementary bank tax calculated on taxable profit in accordance with applicable laws.

Subsidiaries apply a 16% income tax rate as set out in the Income Tax Law of the Republic of Lithuania.

From January 1, 2026, the Bank will be subject to a 17% income tax rate. At the same time, the 5% additional bank tax remains in place, resulting in a total tax burden of 22% on the Bank's taxable profit. From 2026, the Group's subsidiaries will be subject to a 17% income tax rate.

Deferred income tax

Deferred income tax is calculated using the liability method for all temporary differences arising between the carrying amounts of assets and liabilities and their tax bases.

Deferred income tax is measured using tax rates that are enacted at the balance sheet date and will apply when the temporary differences are reversed.

Given that from 2026 the Bank's taxable profit will be subject to a 17% income tax and a 5% additional bank tax, the Bank's deferred income tax assets and liabilities as at 31 December 2025 are calculated using a rate of 22%, provided that it is probable that the related temporary differences will be reversed from 1 January 2026.

The deferred income tax of subsidiaries as at 31 December 2025 is calculated using a 17% income tax rate.

The main temporary differences arise from the revaluation of securities, differences between the carrying amount of tangible fixed assets and their tax base, and accumulated costs. Deferred income tax is calculated using rates that have been enacted or substantively enacted by the balance sheet date. However, deferred income tax is not recognized if it arises from the initial recognition of an asset or liability in a transaction (other than a business combination) that, at the time of the transaction, affects neither accounting profit nor taxable profit (loss).

Contribution tax

The Lithuanian bank solidarity tax is a 60% tax rate applied to the excess net interest income of Lithuanian credit institutions. It is effective from May 16, 2023, until the second quarter of 2026. It is calculated on the portion of income that exceeds the average net interest income of the previous four years by more than 50%. Artea did not pay this tax in 2024–2025.

Cash and cash equivalents

For the purposes of the cash flow statement, cash and cash equivalents comprise balances with less than three months' maturity from the date of acquisition, including cash and non-restricted balances with the Bank of Lithuania, treasury bills and other eligible bills, amounts due from banks and financial institutions and short-term government securities.

Financial assets

Financial assets are classified into 3 categories:

- financial assets at fair value through profit and loss (the Group and the Bank have debt and equity securities which are included to trading book, and equity securities which are included to investment securities portfolio),
- financial assets at fair value through other comprehensive income (the Group and the Bank have only debt securities of this category, these are included to Investment securities portfolio) and
- financial assets at amortized cost.

Financial assets are initially recognised at fair value plus transaction costs for all financial assets not carried at fair value through profit or loss. The classification is based on the cash flow characteristics of the asset and the Group's business model for managing the asset.

Financial assets at fair value through profit or loss

Trading book (trading sub-portfolio) includes debt securities which were acquired either for generating a profit from short-term fluctuations in price or dealer's margin.

Trading book (other assets sub-portfolio) includes debt and equity assets of the subsidiary involved in life insurance activities. These assets are managed on behalf of customers and were designated at fair value through profit or loss in order to significantly reduce the accounting mismatch between these securities and unit-linked provisions.

Investment portfolio includes non-trading (investment) equities that were acquired for generating a profit in longer term fluctuations or in line with other purposes with the Group (e.g. to have participation in entities that provide services to the group, or other).

Securities at fair value through profit or loss are initially recognised at fair value, which is based on transaction price and are subsequently measured at fair value based on quoted bid prices or derived from a discounted cash flow model if market price is unreliable measure. All related realised and unrealised gains and losses are included in net trading income. Interest earned is reported as interest income. Dividends received are included in dividend income. The instruments are derecognised when the rights to receive cash flows have expired or the Group has transferred substantially all the risks and rewards of ownership and the transfer qualifies for derecognising.

All purchases and sales of securities at fair value through profit or loss that require delivery within the time frame established by regulation or market convention ('regular way' purchases and sales) are recognised at settlement date, which is the date when payment is made for assets purchased or sold. All other purchases and sales are recognised as derivative forward transactions until settlement. Changes in the asset's fair value between the trade date and the settlement date are recognized as trading gains/losses in the income statement.

Financial assets at fair value through other comprehensive income

Debt securities that are held for collection of contractual cash flows and for selling them, where the assets' cash flows represent solely payments of principal and interest, and that are not designated at fair value through profit or loss, are measured at fair value through other comprehensive income. Movements in the carrying amount are taken through other comprehensive income, except for recognition of impairment gains or losses, interest income and foreign exchange gains or losses on the financial instrument's amortised cost which are recognized in profit or loss. When the debt asset is derecognized, the cumulative gain or loss previously recognized in other comprehensive income is reclassified from equity to profit or loss and recognized in Net gain (loss) in operations from securities. Interest income from these financial assets is included in Interest income using the effective interest rate method.

The Group did not designate any equities at fair value through other comprehensive income.

Financial assets at amortized cost

Loans to customers and finance lease receivables that are the main strategic direction of Group's business and debt securities that are held for collecting cash flows in line with prescribed business model to generate long-term yield and to serve as secondary liquidity reserves constitute the major part of Group's assets and are attributable to

financial assets at amortized cost (as well as other qualifying assets such as cash equivalents, due from banks, other financial assets). These assets may be sold, but sales (other than sales low in volume or sales as part of problem debt recovery activities) are rare and infrequent. Financial assets at amortized cost are non-derivative financial assets that pass the “Solely payments of principal and interest” (SPPI) test other than: (a) those that the bank classifies as fair value through profit or loss due to intention for short-term sale or reduction of accounting mismatch; (b) those that the bank upon initial recognition designates at fair value through other comprehensive income; or (c) those for which the holder may not recover substantially all of its initial investment, other than because of credit deterioration. In the case of impairment, the impairment loss is reported as a deduction from the carrying value of the asset and recognised in the income statement as ‘Allowance for impairment losses’. Financial assets at amortized cost are derecognized when the contractual rights to receive the cash flow from the assets expire, or the assets are written-off, or the Group has transferred substantially all the risks and rewards of ownership and the transfer qualifies for derecognising.

Purchased or originated credit-impaired (POCI) financial assets

Purchased or originated credit-impaired (POCI) financial assets are initially recognised at fair value, reflecting the impact of expected credit losses at the date of acquisition. The accounting treatment for these loans under IFRS 9 differs from that of performing loans, with impairment recognised based on the expected credit losses from the point of acquisition. Interest income is calculated using a credit-adjusted effective interest rate that takes into account expected credit losses.

Impairment of financial assets

The Group assesses on a forward-looking basis the expected credit losses (ECL) associated with its debt instrument assets carried at amortized cost and fair value through other comprehensive income and with exposure arising from loan commitments and financial guarantee contracts. The Group recognizes a loss allowance for such losses at each reporting date. The measurement of ECL reflects an unbiased and probability-weighted amount that is determined by evaluating a range of possible outcomes, the time value of money and reasonable and supportable information that is available without undue cost or effort at the reporting date about past events, current conditions and forecasts of future economic condition. Section 1.3 of the Financial risk management disclosure provides more details on the ECL measurement.

Derecognition of financial assets

The Group derecognises a financial asset when the contractual rights to the cash flows from the financial asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all risks and rewards of ownership of the financial asset are transferred or in which the Group neither transfers nor retains substantially all of risks and rewards of ownership and it does not retain control of the financial asset. On derecognition of a financial asset the difference between the carrying amount (measured at the date of derecognition) and the consideration received (including any new asset obtained less any new liability assumed) and any cumulative gain or loss that had been recognised in other comprehensive income is recognised in profit or loss.

Write-offs of financial assets

Loans and receivables are regularly reviewed and written-off from the balance sheet when the total loan balance or a part of it is considered as uncollectible under the most optimistic scenario using expert judgement on each exposure. Typically, the judgement that there is no reasonable expectation for recovery is applied for the exposures where there are no clear indications of possible cash flows from the borrower and to the extent that the collateral is deemed insufficient. 100% impairment provision against the carrying amount of the exposure must be recognized before an uncollectible exposure (or part of it that is considered to be uncollectible) can be written-off. Written-off exposures are accounted for as off-balance sheet claims (“accumulated write-offs”) until the legal right to claim the amounts from the borrower expires.

Modifications of financial assets

The Group sometimes modifies the payment terms of loans to customers due to commercial renegotiations, or for distressed loans, with a view to maximising recovery. Modification practices are based on criteria which, in the judgement of management, indicate that payment will most likely continue. Legal treatment for loan contract amendments is followed, i.e. amended loan contracts are accounted for as modifications - i.e. date of signing the original contract remains the point for loan parameters at origination used to assess significant increase of credit risk. On modification, the gross carrying amount of the loan is recalculated as the present value of the modified contractual cash flows that are discounted at the loan's original effective interest rate. The resulting modification gain or loss is included in other income line in the income statement. The modification of loan contract does not automatically impact its credit stage assignment if it done on a commercial negotiations basis or according to public or sectoral moratoria, but the loans subject to modification are checked if it is done because of borrower's inability to serve the loan by its original schedule. If this is the case, significant increase credit risk (Stage 2) is recognized. Additional scenarios for moving the loans the loans that were modified due to customers problems to Stage 3 are in place, and additional observation periods are in place for recognizing improvement in staging for such loans.

Impairment of non-financial assets

Assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. Goodwill is tested for impairment at least annually. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable

amount is the higher of an asset's fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows (cash-generating units). The impairment test also can be performed on a single asset when the fair value less cost to sell or the value in use can be determined reliably. Non-financial assets other than goodwill that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

Reverse repurchase transactions

Securities purchased under agreements to resell (“reverse repos”) are recorded as loans and advances to other banks or customers, as appropriate. The difference between purchase and repurchase price is treated as interest and accrued over the life of agreement using the effective interest method. Securities borrowed are not recognised in the financial statements, unless these are sold to third parties, in which case the purchase and sale are recorded with the gain or loss included in trading income.

Reverse repurchase agreements are classified as loans and receivables and are accounted for using the amortised cost method.

Intangible assets

Intangible assets are stated at cost less accumulated amortisation. Intangible assets are amortised using the straight-line method over their estimated useful life (see note 16).

Property, plant and equipment

Property, plant and equipment assets are stated at historical cost less accumulated depreciation. Depreciation is provided on a straight-line basis to write off proportionally the cost of each asset over its estimated useful life.

Assets that are subject to depreciation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount. The recoverable amount is the higher of the asset's fair value less costs to sell and value in use.

Gains and losses on disposals of fixed assets are determined by reference to their carrying amount and are charged to the Income statement.

The assets residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date. Asset maintenance costs are charged to the income statement when they are incurred. Significant improvements of assets are capitalised and depreciated over the remaining useful life period of the improved asset. Useful lives of property, plant and equipment are disclosed in Note 18.

The accounting policy was revised to enhance transparency by measuring assets at fair value where possible, in line with prevailing market practice and regulatory expectations. The change has been applied prospectively.

After the accounting policy change, for the buildings asset group, after initial recognition, subsequent measurement is carried out using the revaluation model, as specified in IAS 16. Under this model, buildings are presented at their revalued amount, which reflects the fair value at the date of revaluation, less accumulated depreciation and any accumulated impairment losses. Revaluation increases are recognized in other comprehensive income (OCI) and accumulated in equity under the revaluation reserve. Revaluations are performed at least once every three years, or more frequently if there are indications that the carrying amount of the buildings differs materially from their fair value due to changes in market conditions.

Leases

1. Group company is the lessee

Right-of-use assets and liabilities arising from lease are initially measured on present value basis, discounted using the interest rate implicit in the lease. Lease liabilities include fixed and variable payments (based on consumer index or inflation rate). Lease payments to be made under reasonably certain extension options are also included in the measurement of the liability. The discount influence is recognised in finance cost as interest expense in income statement. Right-of-use assets are measured at cost comprising the amount of the initial measurement of lease liability, any initial direct costs, adjusted by advance payments. Right-of-use assets are depreciated using the straight-line method over rent period. The depreciation charge is recognised as depreciation expenses in income statement. The duration of rent agreements are adjusted by the Group's management assumptions on contract extensions. The expenses related to short-term leases or to leases of low-value assets are included in other operating expenses in income statement. Right-of-use assets are included in Property, plant and equipment, lease liabilities are included in Other financial liabilities.

In determining the lease term, management considers all facts and circumstances that create an economic incentive to exercise an extension option, or not exercise a termination option. Extension options are only included in the lease term if the lease is reasonably certain to be extended (or not terminated). If any leasehold improvements are expected to have a significant remaining value, the Group is typically reasonably certain to extend (or not terminate). Otherwise, the Group considers other factors including the plans to continue an activity. Contracts may contain both lease and non-lease components. The Group allocates the consideration in the contract to the lease and non-lease components based on their relative stand-alone prices. However, for leases of real estate for which the Group is a lessee, it has elected not to separate lease and non-lease components and instead accounts for these as a single lease component.

2. Group company is the lessor

Operating leases

Assets leased out under operating leases are included in tangible fixed assets in the statement of financial position. They are depreciated over their expected useful lives on a basis consistent with similar owned fixed assets. Rental income is recognised on a straight-line basis over the lease term.

Finance leases

A finance lease is a lease that transfers substantially all the risks and rewards incidental to ownership of an asset. Title may or may not eventually be transferred. When assets are held subject to a finance lease, the present value of the lease payments is recognised as a receivable. The difference between the gross receivable and the present value of the receivable is recognised as unearned finance income. Lease income is recognised over the term of the lease using the net investment method (before tax), which reflects a constant periodic rate of return.

Financial liabilities

The Group's financial liabilities consist of those designated at fair value and those carried at amortised cost. Financial liabilities are derecognised when extinguished.

Financial liabilities at fair value through profit or loss

The group can designate certain liabilities upon initial recognition as at fair value through profit or loss (fair value option); this designation cannot be changed subsequently.

Other liabilities measured at amortised cost

Financial liabilities that are not classified as at fair value through profit or loss fall into this category and are measured at amortised cost. Financial liabilities measured at amortised cost are deposits from banks or customers, debt securities in issue, liabilities to special and lending funds as well as other various financial liabilities. Initially they are recognised at fair value, and subsequently stated at amortised cost, with any difference between net proceeds and the redemption value recognised in the Income statement over their period using the effective interest method.

Accounting policies for subordinated perpetual bonds

Under IAS 32, a financial instrument is classified as a financial liability if the issuer has a contractual obligation to deliver cash or another financial asset. The subordinated bond involves fixed interest payments, and the issuer's call option does not alter this obligation. Bondholders do not have voting rights or ownership rights in the issuer. The subordinated bond is recognized as a financial liability based on the following criteria: (i) the issuer has a contractual obligation to pay annual interest, (ii) the bond redemption, though at the issuer's discretion, inevitably results in the return of the principal amount, (iii) write-down and write-up features do not eliminate the obligation to pay interest, and (iv) bondholders have no rights to the residual value of the Group or voting rights. Upon initial recognition, the financial liability is measured at fair value, deducting directly attributable transaction costs. These costs are amortized using the effective interest rate method over an expected period.

Provisions

Provisions are recognised when: the Group has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be reliably estimated.

Dividends

Dividends on the Bank's shares are recognized as liability in the period in which they are declared.

Insurance and investment contracts classification and accounting

The contracts concluded by the Group are divided into insurance contracts (accounted for in accordance with IFRS 17) and investment contracts (accounted for in accordance with IFRS 9, except for investment contracts with discretionary participation feature that are accounted for in accordance with IFRS 17) based on accepted insurance and (or) financial risk.

A contract is not recognized as an insurance contract if the insurer accepts only financial risks such as interest rate risk, equity prices risk, credit risk or other financial risk but not significant insurance risk. A contract without significant insurance risk is recognized as an investment contract.

A contract is recognized as an insurance contract only if it meets a definition for contract with significant insurance risk. The significance of insurance risk is evaluated at initial recognition for each contract, except for products for which the significance of insurance risk is obvious (for example, Term life insurance, Endowment etc.). For such products, the Group has decided not to evaluate the significance of insurance risk separately for each contract and these contracts are recognized as insurance contracts accounted for with IFRS 17 at the date of initial recognition. A contract which at the date of initial recognition is recognized as insurance contracts, remains an insurance contract until all rights and obligations expire.

The Group chooses to use 10 % limit for significant testing. The significance of insurance risk is evaluated considering the (evaluated by probability) expected future cashflows discounted using risk-free interest rate curve at initial recognition, including additional amounts which would be payable in economic scenarios. The evaluation of significance of insurance risk is based on the following two scenarios:

1. insurance event does not occur;
2. insurance event does occur with probability of 100%.

If additional amount payable due to the second scenario are higher than 10% of amounts under the first scenario, then insurance risk is considered significant.

IFRS 17 requires separating the investment component from insurance contract only if the investment component is distinct. Some of the Group's insurance contracts have investment components however investment component and the insurance component are not highly interrelated and investment component is not distinct therefore the Group is not separating the investment component from the insurance contracts. Receipts and payments from these investment components are excluded from insurance contract revenue and insurance service expenses presented in profit or loss.

Insurance contract liabilities

Application of IFRS17 introduces significant accounting and disclosure changes for insurance contracts. All rights and obligations arising from the insurance contracts are shown at fair value. Amounts related to reinsurance contracts held are presented separately. This presentation of insurance and financial results provides a more transparently the sources of profit and the quality of income generated.

In accordance to IFRS 17, the amounts shown in profit (loss) are divided into:

- Insurance service result, which consist of insurance revenue and insurance service expenses; and
- insurance finance income and expenses.

Insurance revenue is a sum of expected benefits and expenses incurred, change in the risk adjustment, contractual service margin recognized over period and recovery of acquisition cashflows. Insurance service expenses is a sum of incurred claims expenses, losses on onerous contracts and reversal of those losses, changes of liability of incurred claims related to past service and insurance acquisition costs. Insurance service result does not include investment components and cash-flow changes related to future services (these changes ad adjusting the contractual service margin).

Insurance finance income and expenses include the time value of money (discounting) and changes in financial risks related to insurance contracts groups. The Group have decided not to distribute the insurance finance income and expenses between profit and loss and other comprehensive income statements.

In accordance with IFRS 17, the Group groups the insurance contracts into so-called units of accounts. The purpose of such grouping is to ensure that profit would be recognised over time proportionally to the insurance service provided while losses are recognised immediately when the Group assesses that the contract is generating loss. Setting off profit and loss between different insurance contracts groups is not allowed. Insurance contracts are aggregated into insurance contracts groups based on such three levels:

1. Portfolio – similar risk contracts managed together.
2. Profitability – contracts of same profitability.
It was determined that the portfolio of issued insurance contracts should be divided into onerous and remaining groups, where the onerous group comprises insurance contracts that, at initial recognition, are assessed as having a loss component (LC). An insurance contract is assessed as having a loss component when the risk-adjusted present value of the future cash flows is negative. After initial recognition, no regrouping is performed in respect of profitability
3. Cohort – contracts which date of entry into force differ by more than one year.
Portfolio cohort period beginning is January 1st of each calendar year and contracts of each portfolio are accounted using a one-year interval principle (annual cohort). The insurance contracts within a portfolio acquired at 1 December 2023 were recognized at acquisition date and were group into 2023-year cohort.

The Group has chosen to apply two of the models defined in IFRS 17 for evaluating the insurance contracts:

- General Measurement Model, GMM, is applied to insurance contracts that insures certain risk over the longer period of time.
- Variable Fee Approach, VFA, is applied to insurance contracts with investment components and fulfilling the definition of contracts with direct participation feature.

According to IFRS 17, the carrying value of a group of insurance contracts at end of each reporting period is calculated by adding the liability for remaining coverage and the liability for incurred claims, LIC. When evaluating these liabilities, the risk-adjusted present value of future cash-flows (hereinafter - fulfilment cashflows) is estimate for each unit of account, separately evaluating the present value of the future cash-flows and risk adjustment for non-financial risks.

For unit of accounts without loss component, the liability for remaining coverage consists of fulfilment cashflows and contractual service margin. At initial recognition, the contractual service margin is equal to such amount which results in total liability for remaining coverage equal to 0. In case, the contractual service margin at initial recognition is negative, the contractual service margin is zeroized and the

corresponding negative value is recognized as loss component which directly impacts profit or loss.

For evaluation of the liability for remaining coverage, the future cashflows of insurance contracts are modelled within the contract boundary. Due to long term insurance and the limited ability to reassess portfolio risk, the contract boundary is the same as contracts' maturity date. When evaluating the unit of account liabilities, the Group takes into account all future cashflows within the boundary of insurance contracts. Insurance acquisition cashflows is a separate cost category which is considered when evaluating the insurance liability of remaining coverage. Such cashflows include cashflows arising from insurance contracts group acquisition, distribution and commencement costs directly attributable to portfolio of insurance contracts to which that group belongs. When applying GMM and VFA methods, future expected attributable costs are affecting the amount of CSM and are recognized in profit (loss) during the remaining insurance coverage according to the respective coverage units.

For the estimation of the present value of the expected future cashflows, the Group has decided to use discount rates derived by applying the bottom-up approach (described as a combination of risk-free curve and the liquidity premium). For the discounting of cashflows, the Group has decided to use the risk-free interest rate curves published by European Insurance and Occupational Pensions Authority (EIOPA). For the purpose to reflect the liquidity characteristics of the cashflows, for unit-linked products, the EIOPA risk-free interest rate without volatility adjustment is used, and for other products, as they are considered less liquid, the EIOPA risk-free rate with volatility adjustment is used.

When applying GMM, the discount curves locked-in at initial recognition are used. As new contracts start uniformly over the year, the weighted average discount curve is locked-in which is derived by using end of each quarter/month risk-free rates and the contracts issued/written premiums during the respective period.

When evaluating the insurance contract liabilities, the Group includes the risk adjustment for non-financial risk which is estimated separately from the expected future cashflows and defined as the compensation an entity requires for bearing the uncertainty about the amount and timing of the cash flows that arises from non-financial risk as the Group fulfils insurance contracts. The Group chose to calculate risk adjustment based on Solvency II capital requirement before diversification. Assumption is made that all Solvency II non-financial risk (mortality, longevity, disability, validity, outflows and catastrophe risk) is distributed by normal distribution. The calculation of the risk adjustment is based on determining the risks at the reference date ($t=0$) and forecasting them based on a run-off pattern appropriate for each non-financial risk based on Coverage units. Based on the decision of the Group, the risk adjustment corresponds to a 75% confidence level of the derived non-financial risk distribution. The entire change in risk adjustment for non-financial risk is included as part of the insurance service result.

The contractual service margin at the end of the accounting period shows profit from the units of account which has not yet been recognized as it relates to service that will be provided for insurance contracts in the future. In accordance with IFRS 17, the part of contractual service margin which is recognized as profit or loss in the period shows the service provided for the respective unit of account in that period. The amount allocated to a certain period is determined by identifying coverage units within the portfolio. The number of coverage units within a group of insurance contracts is the quantity of insurance contracts services provided by the contracts in the group, determined considering for each contract the quantity of the benefits provided under a contract and its expected coverage period (including expected surrenders). Based on Group's decision, coverage units are not discounted.

The future cashflows for liability for incurred claims is estimated on the unit of account level, separately evaluating the present value of expected future cashflows and the risk adjustment for non-financial risk. The present value of the expected future cashflows for liability of incurred claims is estimated by evaluating the best estimate of incurred claim outpayments, forecasting the future cashflows using Group's historical claims settlement data and discounting the future cashflows by the respective risk-free interest rate curve. The risk adjustment for non-financial risk, as part of the liability for incurred claims, reflects the risk compensation related to the amounts of the incurred claims as well as the timing when the incurred claims will be settled, and corresponds to the confidence level of 75%.

Investment contracts liabilities

A contract without significant insurance risk is recognized as an investment contract. Under an investment contract the Group accepts only financial risks such as interest rate, equity prices, credit or other financial risk but not significant insurance risk. Investment contracts liabilities are measured by those contracts' portfolio market value, and the value of liabilities changes depending on the change in market value of related investments. Administrative and risk fees of investment contracts decrease investment contracts liabilities and are recognized as the Group's income.

Segment information

Operating segments are reported in accordance with the information analysed by the Executive Board (the chief operating decision-maker) of the Group, which is responsible for allocating resources to the reportable segments and assesses its performance.

In relation to adjusted strategy of the Bank, business model and strategic decisions are divided into three business lines – corporate, private and investment:

- Private segment – includes retail banking operations such as issuing loans and providing banking services to the customers and finance, lease and consumer financing services provided to private customers of the Group (includes financial information of the subsidiaries);
- Corporate segment – includes corporate banking operations such as issuing loans and providing banking services provided to corporate customers of the Group (includes financial information of the subsidiaries);
- Investment segment – includes banking treasury operations such as managing securities and liquidity portfolio, currency exchange etc. (includes financial information of the Bank and subsidiaries allocated to this segment).

As the Group's segment operations, except for real estate development are all financial with a majority of revenues deriving from interest and the Group Executive Board relies primarily on net interest revenue to assess the performance of the segment, the total interest income and expense for all reportable segments is presented on a net basis. Also all other main items of the income statement are analysed by the management of the Group on segment basis therefore they are presented in the segment reporting.

Transactions between the business segments are carried out at arm's length. The revenue from external parties reported to the Group Executive Board is measured in a manner consistent with that in the consolidated income statement.

As the Group focuses on domestic activities, no geographical concentration is observed in Group's decision making. Due to the nature of Group's activities (financial services), capital expenditures are not important in the decision making process therefore not used in the segment reporting and total assets is more relevant indicator than the fixed asset amount.

Fair value of assets and liabilities

Fair value represents the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. For more information, see part 4. Fair value of financial assets and liabilities in Financial Risk Management.

Financial guarantee contracts, letters of credit and undrawn loan commitments

Financial guarantee contracts are contracts that require the issuer to make specified payments to reimburse the holder for a loss it incurs because a specified debtor fails to make payments when due, in accordance with the terms of a debt instrument. Such financial guarantees are given to banks, financial institutions and other bodies on behalf of customers to secure loans, overdrafts and other banking facilities.

Financial guarantees are initially recognised in the financial statements at fair value on the date the guarantee was given. Subsequent to initial recognition, the Bank's liabilities under such guarantees are measured at the higher of the amount of loss allowance and the premium received on initial recognition less income recognized in accordance with principles of IFRS 15.

Undrawn loan commitments and letters of credits are commitments under which, over the duration of the commitment, the Bank is required to provide a loan with pre-specified terms to the customer.

These contracts are in the scope of the ECL impairment recognition requirements.

Derivative financial instruments

Derivatives are initially recognised at fair value on the date on which a derivative contract is entered into and are subsequently remeasured at their fair value. Fair values are obtained from quoted market prices in active markets (for example, for exchange-traded options), including recent market transactions, and valuation techniques (for example for non-traded options), including discounted cash flow models and options pricing models, as appropriate. All derivatives are carried as assets when fair value is positive and as liabilities when fair value is negative. All derivative financial instruments are classified as held for trading.

Hedge accounting

The Group applies fair value hedge accounting for micro hedging relationships. For macro hedging relationships, hedge accounting continues to be applied under the principles of IAS 39, consistent with the Group's existing portfolio hedge framework. All fair value changes of both hedged items and hedging instruments are recognized directly in profit or loss under Financial income/expense from valuation of fair value hedging derivatives. The fair value adjustment of hedged items is presented in the statement of financial position as Fair value changes of hedged items in fair value portfolio hedge of interest rate risk. Hedging instruments are presented as Financial assets or financial liabilities held for trading and hedging derivatives. For more information, see note 21.

FINANCIAL RISK MANAGEMENT

Strategy in using financial instruments

The Bank and the Group primarily operate through financial instruments, funding operations via customer deposits and interbank borrowings, which are invested in high-quality assets to generate strong interest margins. Liquidity is actively managed by consolidating short-term funds and lending long-term at higher rates.

Strategic financing and investment decisions are made by the Bank's Board, while operational decisions are made at the divisional level and reflected in segment reporting. Risk management decisions are overseen by the Bank's Risk Management Committee.

The Group aims to optimise interest margins by lending to a range of commercial and retail clients, including through off-balance sheet instruments like guarantees and

letters of credit. Risk management focuses on balancing profitability with a conservative approach, ensuring adequate return on equity and efficient capital allocation.

The Group's risk policy, approved by the Council, defines risk types and management principles. Given the interdependence of risks, risk management is centralised and coordinated by the Risk Management Committee. Policies and systems are reviewed at least annually to reflect market developments and best practices.

A yearly self-assessment identifies key risks, including credit, market (currency, interest rate, and securities price), liquidity, concentration, operational, IT, model, compliance, and ESG risks. Other risks are considered immaterial. Risk management units operate independently from business functions to avoid conflicts of interest

1. CREDIT RISK

Credit risk represents the potential loss the Group may incur if a customer fails to meet financial obligations. It arises primarily from lending activities, and also from debt securities, off-balance sheet exposures such as loan commitments, guarantees, and letters of credit—making it the Group's most material risk.

The Group's credit risk management framework, approved by the Board, sets out principles for identifying, measuring, and mitigating credit risk in line with regulatory requirements and best industry practices. These include lending policies, risk limits, internal controls, and audit procedures. Risk is only taken in areas where the Group has proven expertise, and the principle of prudence governs all credit decisions.

Lending is primarily directed toward small and medium-sized enterprises (SMEs), defined as entities with fewer than 250 employees and assets or turnover below EU thresholds. The Group offers tailored solutions to SMEs, supporting their growth while maintaining sound credit quality. Large exposures are approached with enhanced scrutiny.

New products or business lines are introduced only following a thorough risk assessment. All lending activities are governed by documented procedures aligned with internal control and risk management policies. The Group prioritises sustainable profitability over excessive risk-taking and ensures all credit-related decisions avoid conflicts of interest.

The Group's credit risk management is continuously improved through staff training and benchmarking against domestic and international banking practices.

1.1. Credit risk measurement

(a) Loans and receivables

The Group applies credit risk management measures, which could be divided into two types:

- 1) Measures that help to avoid decisions to grant loans with higher risk potential;
- 2) Measures ensuring the effective monitoring system of the Group's asset quality.

Measures that help to avoid decisions to grant loans with higher risk potential:

- 1) Multi-stage decision-making and its approval system;
- 2) Defined credit risk appetite, credit risk indicators and risk allocation among structural levels – limit establishment;
- 3) Customer risk assessment requirements set by internal procedures;
- 4) Credit standards and acceptable credit risk criteria for separate products;
- 5) Security measures for credit repayment (collateral).

Multi-stage decision-making and its approval system has an aim not to make one-man decisions regarding credit granting by authorized persons but to make them be discussed by the collegial bodies of the Bank and, as the case may be, by the Bank's Loan Committee, the Bank's Board or Council. There are certain limits to authorized persons established regarding credit granting implementation as well as approval limits to collegial bodies. Limit establishment depends on the authorized persons' qualification, experience and the effectiveness of their managed branches; while in the Branch Committees and the Bank Loan Committee the attention is paid to the Committee members' qualification, experience and economic activity of the region, where the branch is located, the quality of loan portfolio and other factors. The level of involvement of second line of defence in decision making process, providing secondary opinion or/ and performing decision-making control is determined depending on the size of the loan and compliance with the credit standards.

It is very important to precisely analyse all the information about the customer before granting the credit. The goal of credit analysis is to do the best in evaluating the customer's creditworthiness, status and prospects in the field where he/she provides his/her goods or services. Every credit decision is based on the adequate assessment

of credit repayment possibilities proportionate to the size of exposure and level of possible risk. Providing credit first of all the Group analyses the borrower's financial capacity from the borrower's cash flows. The repayment of credits granted by the Group must be enough secure in order to minimize possible credit repayment risks. A security measure has to be chosen in accordance with the credit type. Providing credit first of all the Group analyses the borrower's financial capacity and credit repayment possibilities from the borrower's cash flows.

Credit administration and constant credit monitoring is the main principle in the Group's security and reliability maintenance. The proper credit administration includes the timely updating of the borrower's credit file, providing with the latest financial information, the timely introduction of latest financial information to the database and preparation of the various documents and their amendments.

The Bank's Credit Risk Management and Control Department collects and, if necessary, provides to responsible managerial personnel information on external conditions, the growth of the credit portfolio and fulfilment of targeted profit, expenses associated with risks, the largest amounts due from clients, distribution of credits by the type of economic activity, repayment terms past due, the largest clients with default possibilities, analysis of the credit portfolio by risk groups, changes in risk groups over a certain time period and other credit risk metrics.

The Group establishes and implements the procedures, improves information systems for monitoring separate credits as well as loan portfolio. These procedures include the criteria for early indication of potentially impaired loans and other transactions.

(b) Debt securities

Credit risk exposures with respect to debt securities are managed by carrying out counterparty analysis when decision for acquisition of securities is made. The concentration risk together with lending exposure arising from debt securities portfolio is analysed and monitored on a regular basis by the Risk Management Committee of the Bank.

(c) Credit-related commitments

Other credit-related commitments assumed by the Group include guarantees, letters of documentary credit, commitments to grant a credit which expose the Group to the same credit risk as the loans do. The key aim of these instruments is to ensure that funds are available to a customer as required. The above guarantees and letters of documentary credit are usually collateralised by clients' funds in the Bank accounts. With regards to commitments to grant credit the Bank is exposed to loss equal to the unused commitment amount.

1.2. Control of risk limits and risk mitigation policy

(a) Concentrations

The Group manages, limits and controls concentration of credit risk – in particular, to individual counterparties and groups of the associated counterparties as well as to economic sectors.

In addition to the supervisory requirements to limit the exposures to a single borrower and large exposures, the Group also sets exposure requirement, which to a single borrower may not exceed 15 percent of the Bank's capital. The Bank's Council must approve the higher limits. Prudential maximum exposure requirement to a single borrower is 25 percent. Concentration of credit risk of the Bank is disclosed in Section 1.7. of Financial Risk Management disclosure.

The Group also sets limits to industry segments, i.e. a possible concentration in certain industries at the Group's level is restricted by the internal lending limits. The percentage and volume of lending limits are set for individual industries to ensure that the Group is not overly exposed to any particular economic sector in the country.

The geographical concentration risk is not recognised in the Group's business since the principle of focusing on domestic customers is followed.

Some other specific control and mitigation measures are outlined below.

b) Collateral

The Group mitigates credit risk by taking security for loans granted. The types of collateral considered by the Group as the most acceptable for loans and advances are the following:

- Real estate (mainly residential properties, commercial and industrial real estate);
- Business assets (equipment, inventory, transport vehicles);
- Property rights over financial instruments (debt securities, equities);
- Third party guarantees.

Long-term financing and lending to corporate entities are generally secured; revolving facilities and consumer loans to private individuals are generally unsecured. In order to minimize the credit loss as the impairment indicators for the relevant individual loans and advances are noticed the Group seeks for additional collateral from the counterparty.

While calculating a decrease in value for the loan the repayment of which is secured by the collateral, a cash flow from the security measure is also taken into consideration when determining the LGD factor. If several loans are insured with the same security measure (collateral), such security measure (collateral) is allocated according to rank of the pledge. Debt securities, treasury and other eligible bills are generally unsecured.

For finance lease receivables the lender remains the owner of the leased object. Therefore, in case of customer's default the lender is able to gain control on the risk mitigation measures and realize them in rather short period.

1.3. Impairment and provisioning policies
a) ECL model used by the Group

Upon assessing impairment losses on loans, due to banks, debt securities at amortized cost and at fair value through other comprehensive income and other assets the Group follows the requirements expected credit loss (ECL) model prescribed in IFRS 9 Financial Instruments. The Group and the Bank carries out valuation of assets on a monthly basis, based on valuation policies approved by the Board of the Bank. The ECL is measured by the formula:

$$PD \times LGD \times EAD = ECL$$

Probability of default (PD): It represents the likelihood of a borrower on defaulting on its financial obligation;

Loss given default (LGD): It represents the extent of loss the Group is likely to incur in case the borrower defaults;

Exposure at default (EAD): It represents expected exposure at the time of the default.

The financial assets are grouped into 3 stages:

- 1) Stage 1 financial assets – no significant increase in credit risk is observed since initial recognition. The Group uses low credit risk exemption and assigns all of the exposures with external investment grade credit rating or exposures with Standard internal credit rating to Stage 1. 12 months PDs apply to Stage 1 exposures;
- 2) Stage 2 financial assets – significant increase in credit risk is observed since initial recognition. The Group uses multiple criteria to assess whether the credit risk has increased. Main criteria include: credit rating decrease (external credit rating decrease by ≥ 3 notches; A trigger is deemed to have occurred where an internal credit rating of 7, 8, or 9 is assigned. A trigger is also deemed to have occurred where an internal credit rating of 3–6 is assigned and has worsened by more than one rating grade compared to the initial risk classification. Furthermore, a trigger is deemed to have occurred where a financial condition rating of 6–7 is assigned, or where a financial condition rating of 3–5 has deteriorated by more than one notch relative to the initial financial condition rating (in the case of private individuals). In addition, for multi-apartment building renovation projects, a trigger is deemed to have occurred where a financial condition rating of 3–4 has deteriorated by at least one rating grade compared to the initial financial condition assessment, payment delays (>30 days past due financial assets are classified to Stage 2 unless there is observable evidence indicating otherwise), other observable criteria

(restructuring, forbearance, inclusion in Watch List, other qualitative factors showing increased credit risk, Lifetime PD increase of more than 200% from inception). Lifetime PDs apply to Stage 2 exposures;

- 3) Stage 3 financial assets – credit-impaired financial assets. Main criteria for inclusion the asset in Stage 3 include: bankruptcy of the customer; termination of the contract; payment delay >90 days; non-performing exposure status by regulatory rules (i.e. the exposure is unlikely to be repaid in full without collateral realisation (irrespective of any past-due amount or of the number of days past-due)); other observable criteria. For Stage 3 exposures, the PD ratio is always equal to 1. Minimal provisions are also calculated in accordance to regulatory requirements for older non-performing loans.

In case observable evidence is available, Group's employees responsible for impairment calculations can rank certain exposures to better or worse stage.

The exposure ceases to be Stage 3 when it no longer meets the criteria for the consecutive period of at least 3 months. It should be noted that some of the regulatory non-performing exposure criteria have their own exit periods, therefore the period for an exposure to be classified out of Stage 3 may actually be longer.

The Group calculates its own PDs for loans to customers, finance lease receivables and other assets and uses PDs published by the rating agencies for debt securities and due to banks.

PDs for loans to customers and finance lease receivables are calculated using the historical data of Group's own lending portfolio. Full approach is applied for finance lease receivables as financial leases are part of Group's main activities. For this purpose, the Group uses migration matrices for the exposures grouped by the economic sector. The Group uses PDs published by rating agencies for debt securities and due from banks. For other financial assets, a simplified model derived from Group's lending data is used.

For loans to customers and finance lease receivables, LGDs are estimated by the Group using the value of collateral available for each exposure individually and discounting by certain ratios over certain period of time. Ratios and recovery periods depend on the type of collateral and are derived from Group's own recovery experience. For consumer financing exposures, the LGDs are estimated on a exposure group level using the ultimate recovery rate historical data. For debt securities and due from banks, LGDs from rating agencies are used.

For lending portfolio, Stage 1 EAD represents the expected exposure value over 12 month period and assumptions on the expected use of the off-balance sheet credit commitments; Stage 2 EAD represents the expected exposure value over the term of the loan and assumptions on the expected use of the off-balance sheet credit commitments. Stage 3 EAD is estimated as the total balance and off-balance sheet exposure. For debt securities, due from banks and other assets, gross exposure value is used as EAD estimate.

Group's PD estimates incorporate forward-looking information. The Group transfers its historical ("through the cycle") data to economic-situation specific ("point-in-time") data by using models based on the expected economic development scenarios. The economic variables and their associated impact on the PD vary by financial instrument. The impact of economic variables on PD has been determined by performing statistical regression analysis. Expert judgement is also applied in the process.

To include the impact of economic variables, the Group uses 3 economic scenarios (base case, optimistic, pessimistic) that are based on the forecasts published by the chief economist of Artea Bank and derives a single scenario based on the probabilities assigned to these scenarios. These probabilities are approved in ECL calculation procedure, any deviation from procedure is approved by the Board of the Bank.

The assumptions underlying ECL calculations are subject to frequent review, the models used in ECL calculation are back tested against the actual performance data. In case of need, changes are made to the models. In 2024 EAD conversion factor was removed from calculating Stage 3 EAD exposure and Unsecured Recoveries was included in LGD calculation for stage 1,2 and 3 loans, resulting in an increase in expected credit loss (ECL) of EUR 2,995 thousand.

The most significant assumptions used for the ECL estimates as at 31 December 2025 and 2024 are presented in the tables below:

	Optimistic scenario		Base scenario		Pessimistic scenario	
	2025	2024	2025	2024	2025	2024
GDP Growth	4.00 %	4.00%	3.30 %	2.90%	3.70 %	1.90%
Change in manufacturing output	7.50 %	8.50%	5.00 %	6.50%	-2.50 %	3.00%
Unemployment	6.00%	5.70%	6.90%	6.80%	7.90%	8.50%
Change in housing prices	11.00 %	20.08%	10.00 %	6.28%	12.00 %	-15.18%
Change in salaries	11.00 %	11.50%	8.00 %	8.70%	8.00 %	4.00%

The macroeconomic scenarios for 2026–2028 reflect the assumption that the beginning of the forecast period is characterised by strong and largely temporary fiscal stimuli, including an expansionary 2026 state budget, elevated defence spending, increasing EU and RRF inflows, and the impact of the II pillar pension reform.

The base scenario assumes a more moderate economic impact of these factors. The pessimistic scenario, however, assumes significant withdrawals from II pillar pension funds and their reallocation to consumption. In 2026, this could result in stronger but

temporary GDP growth, higher inflation, faster wage and housing price growth, and signs of economic overheating.

Given that such growth would be driven primarily by one-off domestic demand factors, while externally oriented sectors show signs of weakness, the pessimistic scenario also incorporates a potential slowdown or recession in 2027–2028 once temporary stimuli fade.

Accordingly, the pessimistic scenario is considered to better reflect the risk of macroeconomic imbalances emerging and correcting over the medium term.

Scenario probabilities and weighted average GDP growth:

At 31 December 2025:	2026		2027		2028		2029		2030	
	Change in salaries	Probability								
Base scenario	8.00 %	60 %	7.00 %	60 %	5.80 %	60 %	5.20 %	60 %	5.20 %	60 %
Pessimistic scenario	8.00 %	25 %	4.00 %	25 %	3.00 %	25 %	3.00 %	25 %	3.00 %	25 %
Optimistic scenario	11.00 %	15 %	9.50 %	15 %	7.50 %	15 %	7.50 %	15 %	7.50 %	15 %
Weighted average GDP growth	8.45%		6.63%		5.36%		5.00%		5.00%	

The assumptions underlying ECL calculations are subject to frequent review, the models used in ECL calculation are back tested against the actual performance data. In case of need, changes are made to the models. In 2025 Redefault Rate was added into LGD calculation, FLI included into LGD and EAD, in Stage 2 classification Lifetime

PD increase more than 200% from inception is observed. In 2024 EAD conversion factor was removed from calculating Stage 3 EAD exposure and Unsecured Recoveries was included in LGD calculation for stage 1,2 and 3 loans. The aggregate effect of the above-mentioned model and methodological changes led to a net increase in impairment provisions of EUR 1.7 million.

b) Impairment loss sensitivity

The most significant assumptions affected the estimated ECL, given the significant impact on the borrowers performance, real estate price level, given the significant

impact on the collateral values and consumer financing portfolio recovery rates, given the significant impact on the ultimate recoveries of the unsecured borrowings. The table below provides sensitivity analysis of the above factors.

	2025				2024			
	ECL	Group Equity	ECL	Bank Equity	ECL	Group Equity	ECL	Bank Equity
Scenario 1: Change in Salaries growth increases by 2 p.p.	-3,790	+3,032	-3,790	+3,032	-2,444	+1,955	-2,394	+1,115
Scenario 2: Change in Salaries growth decreases by 2 p.p.	+3,641	-2,913	+3,641	-2,913	+2,386	-1,909	+1,371	-1,097
Scenario 3: real estate prices increase by 5%	-1,496	+1,197	-1,496	+1,197	-1,356	+1,085	-1,356	+1,085
Scenario 4: real estate prices decrease by 5%	+1,783	-1,426	+1,783	-1,426	+1,509	-1,207	+1,509	-1,207
Scenario 5: consumer financing portfolio recoveries increase by 5 p.p.	-1,383	+1,106	-18	+14	-1,510	+1,208	-17	+14
Scenario 6: consumer financing portfolio recoveries decrease by 5 p.p.	+1,383	-1,106	+18	-14	+2,102	-1,682	+17	-14

c) write-offs

The accumulated write-offs, including any amount constituting legal claims to the borrowers even if those amounts were never recognized on the balance sheet (the most common example of such cases is the difference between gross value and

acquisition value of credit-impaired loans acquired by the Group) is presented in the table below:

	2025		2024	
	Group	Bank	Group	Bank
Total accumulated write-offs subject to enforcement	31,038	29,387	37,855	36,367
of which: amounts written off during the year subject to enforcement	578	314	1,827	981

1.4. Maximum exposure to credit risk before collateral held or other credit enhancements

The table below represents a maximum exposure of credit risk exposure at 31 December 2025 and 2024, without taking into account any collateral held or other

credit enhancements attached. For on-balance sheet assets, the exposures presented above are net carrying amount as reported in the balance sheet.

	2025		2024	
	Group	Bank	Group	Bank
Cash equivalents:	314,763	309,011	315,599	307,181
Balances in bank correspondent accounts	254,296	248,544	267,305	258,887
Placements with Central Bank	60,467	60,467	48,294	48,294
Loans to banks	9,035	9,035	3,121	3,121
Loans to customers:	3,713,724	3,691,955	3,434,597	3,421,904
Loans to financial institutions	23,476	324,249	20,287	311,104
Loans to individuals (Retail):	1,624,035	1,301,493	1,474,607	1,171,096
Mortgages	1,041,283	1,041,283	915,760	915,760
Consumer loans	324,409	1,867	305,329	1,818
Other (reverse repurchase agreements, other loans backed by securities, other)	203,216	203,216	210,393	210,393
Finance lease receivables	55,127	55,127	43,125	43,125
Loans to business customers:	2,066,213	2,066,213	1,939,703	1,939,703
Loans	1,773,931	1,773,931	1,665,932	1,665,932
Finance lease	292,282	292,282	273,771	273,771
Securities in the trading book	11,004	10,011	56,617	13,521
Derivative financial instruments	164	151	1,093	1,093
Investment securities at fair value	304,995	252,461	40,994	40,994
Investment securities at amortized cost	1,356,852	1,348,506	726,937	716,864
Other financial assets	8,210	7,345	7,258	6,559
Credit risk exposures relating to off –balance sheet items are as follows:	526,763	567,334	481,608	491,831
Financial guarantees	61,975	62,025	87,985	87,985
Letters of credit	33,356	33,356	135	135
Loan commitments and other credit related liabilities	431,432	471,953	393,488	403,711
At 31 December	6,245,510	6,195,809	5,067,824	5,003,068

1.5. Loans to customers

During the year ended 31 December 2025, the Group's gross loans and advances increased by 8%. The Group's total impairment provision for loans and advances

amounts to EUR 55,259 thousand (2024: EUR 56,412 thousand) and it accounts for 1.47% of the respective portfolio (2024: 1.57%).

a) Credit grades

The Group and the Bank examines the potential borrower's financial performance before issuing a loan and monitors any development in financial performance during the whole loan service period. The Group and the Bank evaluates the borrower's financial performance at least annually. Consumer loans to individuals are assessed based on application scorings when decision is made. After they are granted they are monitored based on their past due status.

applies impairment provisions in line with IFRS 9, recognizing expected credit losses (ECL). Finance lease receivables are subject to interest rate risk, and the Group ensures that any potential exposure is managed through effective hedging strategies and careful monitoring of the lease agreements. The Group also performs regular assessments to ensure the adequacy of impairment allowances based on the creditworthiness of lessees and the age of the receivables.

The Group's finance lease receivables are recognized and measured in accordance with IFRS 16 – Leases. These receivables represent amounts due from customers under finance leases, which are accounted for at the present value of future lease payments. The Group assesses the credit risk associated with these receivables and

During the year ended 31 December 2025, finance lease receivables portfolio of the Group increased by 9.63% (2024: increased by 10.6%). Total impairment provisions for finance lease receivables of the Group amount to EUR 5,901 thousand (2024: EUR 6,687 thousand) and account for 1.67% of the respective portfolio (2024: 2.07%).

Group	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Low risk	3,168,547	198,604	-	3,367,151	2,515,273	51,337	59	2,566,668
Medium risk	86,356	38,120	-	124,476	450,103	39,483	287	489,874
High risk	-	172,262	-	172,262	221,458	134,966	4,395	360,820
In default	-	-	105,094	105,094	-	-	73,647	73,648
Gross	3,254,903	408,986	105,094	3,768,983	3,186,834	225,786	78,389	3,491,010
Less: allowance for impairment	(21,008)	(13,002)	(21,249)	(55,259)	(30,309)	(6,046)	(20,058)	(56,413)
Net	3,233,895	395,984	83,845	3,713,724	3,156,525	219,740	58,331	3,434,597

Bank	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Low risk	2,863,602	196,605	-	3,060,207	2,497,327	341,561	-	2,838,888
Medium risk	86,356	324,343	-	410,699	399,824	37,672	-	437,496
High risk	-	167,773	-	167,773	369	117,114	-	117,483
In default	-	-	95,954	95,954	-	-	68,292	68,292
Gross	2,949,958	688,721	95,954	3,734,633	2,897,520	496,347	68,292	3,462,159
Less: allowance for impairment	(16,740)	(8,922)	(17,016)	(42,678)	(23,350)	(1,515)	(15,390)	(40,255)
Net	2,933,218	679,799	78,938	3,691,955	2,874,170	494,832	52,902	3,421,904

Loans by types and stages

2025 Group	Stage 1	Stage 2	Stage 3	Allowance	Total
Total individuals (retail)	1,481,902	125,080	42,519	(25,466)	1,624,035
Consumer loans	306,663	21,174	9,390	(12,818)	324,409
Mortgages	938,012	89,528	21,674	(7,931)	1,041,283
Finance lease receivables	46,626	9,286	1,068	(1,853)	55,127
Other	190,601	5,092	10,387	(2,864)	203,216
Total business customers	1,773,001	283,906	62,575	(29,793)	2,089,689
Finance lease receivables	272,544	19,099	4,688	(4,049)	292,282
Other loans	1,500,457	264,807	57,887	(25,744)	1,797,407
Total loans:	3,254,903	408,986	105,094	(55,259)	3,713,724

2024 Group	Stage 1	Stage 2	Stage 3	Allowance	Total
Total individuals (retail)	1,405,665	60,830	32,381	(24,270)	1,474,606
Consumer loans	290,985	20,403	10,290	(16,349)	305,329
Mortgages	871,504	33,673	12,756	(2,174)	915,759
Finance lease receivables	41,596	2,244	215	(931)	43,124
Other	201,580	4,510	9,120	(4,816)	210,394
Total business customers	1,781,171	164,956	46,007	(32,143)	1,959,991
Finance lease receivables	261,053	15,983	2,491	(5,756)	273,771
Other loans	1,520,118	148,973	43,516	(26,387)	1,686,220
Total loans:	3,186,836	225,786	78,388	(56,413)	3,434,597

2025 Bank	Stage 1	Stage 2	Stage 3	Allowance	Total
Total individuals (retail)	1,176,957	104,042	33,379	(12,885)	1,301,493
Consumer loans	1,718	136	250	(237)	1,867
Mortgages	938,012	89,528	21,674	(7,931)	1,041,283
Finance lease receivables	46,626	9,286	1,068	(1,853)	55,127
Other	190,601	5,092	10,387	(2,864)	203,216
Total business customers	1,773,001	584,679	62,575	(29,793)	2,390,462
Finance lease receivables	272,544	19,099	4,688	(4,049)	292,282
Other loans	1,500,457	565,580	57,887	(25,744)	2,098,180
Total loans:	2,949,958	688,721	95,954	(42,678)	3,691,955

2024 Bank	Stage 1	Stage 2	Stage 3	Allowance	Total
Total individuals (retail)	1,116,348	40,575	22,284	(8,112)	1,171,095
Consumer loans	1,670	147	192	(192)	1,817
Mortgages	871,504	33,674	12,757	(2,174)	915,761
Finance lease receivables	41,596	2,244	215	(931)	43,124
Other	201,578	4,510	9,120	(4,815)	210,393
Total business customers	1,781,172	455,772	46,008	(32,143)	2,250,809
Finance lease receivables	261,054	15,983	2,491	(5,756)	273,772
Other loans	1,520,118	439,789	43,517	(26,387)	1,977,037
Total loans:	2,897,520	496,347	68,292	(40,255)	3,421,904

For analysis of debt securities according to the credit quality see Notes 11 and 13.

b) Payment delays

The tables below provide an analysis of loans and advances to customers by payment delays. The Group considers a loan to be past due when the following criteria are met:

for loans to individuals – overdue amount is higher than the lower of EUR 100 or 1% of total exposure; for loans to business customers – overdue amount is higher than the lower of EUR 500 or 1% of total exposure.

Group	2025				2024			
	Individuals (retail)	Business customers	Financial institutions	Total	Individuals (retail)	Business customers	Financial institutions	Total
Not past due	1,575,965	2,045,056	23,547	3,644,568	1,425,994	1,443,096	20,313	2,889,403
Past due up to 30 days	38,678	31,301	-	69,979	43,317	378,452	-	421,769
Past due 31-90 days	16,497	4,991	-	21,488	14,954	105,305	-	120,259
Past due more than 90 days	18,361	14,586	1	32,948	14,610	44,969	-	59,579
Gross	1,649,501	2,095,934	23,548	3,768,983	1,498,875	1,971,822	20,313	3,491,010
Less: allowance for impairment	(25,466)	(29,721)	(72)	(55,259)	(24,266)	(32,121)	(26)	(56,413)
Net	1,624,035	2,066,213	23,476	3,713,724	1,474,609	1,939,701	20,287	3,434,597

Bank	2025				2024			
	Individuals (retail)	Business customers	Financial institutions	Total	Individuals (retail)	Business customers	Financial institutions	Total
Not past due	1,266,678	2,045,056	324,320	3,636,054	1,132,824	1,443,096	311,131	2,887,051
Past due up to 30 days	22,907	31,301	-	54,208	27,279	378,452	-	405,731
Past due 31-90 days	11,191	4,991	-	16,182	9,851	105,305	-	115,156
Past due more than 90 days	13,602	14,586	1	28,189	9,254	44,969	-	54,223
Gross	1,314,378	2,095,934	324,321	3,734,633	1,179,208	1,971,822	311,131	3,462,161
Less: allowance for impairment	(12,885)	(29,721)	(72)	(42,678)	(8,110)	(32,121)	(26)	(40,257)
Net	1,301,493	2,066,213	324,249	3,691,955	1,171,098	1,939,701	311,105	3,421,904

c) Stage 3 loans and advances to customers

The breakdown of the gross amount of Stage 3 loans and advances by class, along with the fair value of related collateral held by the Group and the Bank as security is as follows:

Group	2025				2024			
	Gross value	Allowance for impairment	Net value	Fair value of collateral	Gross value	Allowance for impairment	Net value	Fair value of collateral
Loans and advances to financial institutions	1	1	-	-	-	-	-	-
Loans to individuals (Retail):	42,519	9,633	32,886	30,405	32,381	8,581	23,800	22,285
Consumer loans	9,390	4,378	5,012	-	10,290	4,766	5,524	192
Mortgages	21,674	3,077	18,597	21,487	12,756	1,950	10,806	12,757
Finance lease receivables	1,068	1,761	8,626	7,852	215	85	130	216
Other	10,387	417	651	1,066	9,120	1,780	7,340	9,120
Loans to business customers:	62,574	11,615	50,959	61,305	46,007	11,477	34,530	46,007
Finance lease receivables	4,688	1,285	3,403	4,671	2,491	921	1,570	2,491
Other loans	57,886	10,330	47,556	56,634	43,516	10,556	32,960	43,516
Total loans to customers	105,094	21,249	83,845	91,710	78,388	20,058	58,330	68,292

Bank	2025				2024			
	Gross value	Allowance for impairment	Net value	Fair value of collateral	Gross value	Allowance for impairment	Net value	Fair value of collateral
Loans and advances to financial institutions	1	1	-	-	-	-	-	-
Loans to individuals (Retail):	33,379	5,400	27,979	30,405	22,284	3,913	18,372	22,285
Consumer loans	250	145	105	-	192	98	95	192
Mortgages	21,674	3,077	18,597	21,487	12,757	1,950	10,806	12,757
Finance lease receivables	10,387	1,761	8,626	7,852	215	85	131	216
Other	1,068	417	651	1,066	9,120	1,780	7,340	9,120
Loans to business customers:	62,575	11,615	50,959	61,305	46,008	11,477	34,530	46,007
Finance lease receivables	4,688	1,285	3,403	4,671	2,491	921	1,570	2,491
Other loans	57,887	10,330	47,556	56,634	43,517	10,556	32,960	43,516
Total loans to customers	95,954	17,016	78,938	91,710	68,292	15,390	52,902	68,292

Impairment loss by stages of financial assets for loans is disclosed in Note 12.

d) Information about loan collateral

The method for collateral valuation is selected by the Group and the Bank based on specifics of collateral and existing market conditions on the day of valuation. Based on collateral characteristics and the purpose of its valuation the following valuation methods are used: comparable sales price method or income capitalisation method. Fair values of the collateral are updated regularly in line with the Bank's procedures.

If loan is secured by several different types of collateral, priority in their recognition is based on their liquidity. Cash deposits are treated as having the highest liquidity followed by guarantees, residential real estate and then other real estate. Securities that have no active market and other assets are treated as having the lowest liquidity. Unsecured loans also include loans secured by other types of collateral (e.g. future inflow of funds into the borrowers' Bank accounts (controlled by the Bank), third party warranties, bills of exchange, etc.). The total amount of loans to individuals and business customers secured by the above security measure but disclosed as unsecured as at 31 December 2025 amounted to EUR 68 million (2024: EUR 54 million). Totally unsecured loans comprise only consumer loans and loans issued by the Bank to its subsidiaries.

Risk Mitigation Measures for Finance Lease Receivables

At initial recognition, the fair value of risk mitigation measures associated with finance lease receivables is determined using valuation methods appropriate to the asset type. For real estate and movable property, market values are applied. In subsequent periods, the fair value of these collateral assets is adjusted based on relevant depreciation rates and market conditions.

When an exposure is secured by multiple collateral types, recognition priority is assigned based on asset liquidity. Transport vehicles are considered the most liquid, followed by residential real estate and other types of real estate. Equipment and miscellaneous assets are deemed the least liquid.

As the lender retains legal ownership of the leased asset, it maintains the right to reclaim and realize the asset in the event of customer default, typically within a relatively short timeframe.

	2025		2024	
	Group	Bank	Group	Bank
Loans to individuals (retail)	1,649,501	1,314,378	1,504,633	1,184,963
Consumer loans:	337,227	2,104	321,679	2,009
Unsecured loans	337,204	2,081	321,632	1,962
Other assets	23	23	47	47
Mortgages:	1,049,214	1,049,214	917,935	917,935
Residential real estate	1,049,214	1,049,214	917,935	917,935
Finance lease receivables:	56,980	56,980	49,812	49,812
Unsecured	408	408	4,805	4,805
Transport vehicles	56,547	56,547	43,709	43,709
Real estate	-	-	1,266	1,266
Equipment and other	25	25	32	32
Other loans:	206,080	206,080	215,207	215,207
Unsecured loans	81,505	81,505	71,274	71,274
Residential real estate	9,857	9,857	10,926	10,926
Other real estate	4,504	4,504	6,452	6,452
Guarantees	108,934	108,934	123,771	123,771
Other assets	1,280	1,280	2,784	2,784
Loans to business customers	2,095,934	2,095,934	1,966,063	1,966,063
Finance lease:	296,331	296,331	273,771	273,771
Unsecured	1,193	1,193	-	-
Transport vehicles	237,647	237,647	223,514	223,514
Real estate	15,617	15,617	15,777	15,777
Equipment and other	41,874	41,874	34,480	34,480
Other loans:	1,799,603	1,799,603	1,692,292	1,692,292
Residential real estate	207,062	207,062	185,771	185,771
Other real estate	1,592,541	1,592,541	1,494,367	1,494,367
Guarantees	-	-	2,487	2,487
Other assets	-	-	9,667	9,667
Financial institutions	23,548	324,321	20,313	311,131
Unsecured loans	-	300,773	-	290,818
Other real estate	-	-	5,458	5,458
guarantees	-	-	6,555	6,555
other assets	23,548	23,548	8,300	8,300
Grand total	3,768,983	3,734,633	3,491,009	3,462,157

Following tables show the distribution of LTV (loan to collateral value) ratios for the Group's loan portfolio:

Group – LTV distribution	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
LTV ratio:								
Below 50%	1,770,705	256,390	66,232	2,093,327	1,674,549	146,504	46,720	1,867,773
50% to 60%	227,849	39,540	5,112	272,501	172,626	9,759	2,354	184,739
60% to 70%	200,788	22,558	4,448	227,794	168,661	24,318	4,502	197,481
70% to 80%	191,386	19,606	4,271	215,263	187,829	6,602	1,562	195,993
80% to 90%	191,133	15,962	1,851	208,946	167,283	3,099	1,435	171,817
90% to 100%	28,244	883	458	29,585	4,993	136	533	5,662
Above 100%	143,158	5,888	12,955	162,001	353,999	13,662	10,742	378,403
No collateral	501,640	48,159	9,767	559,566	456,896	21,706	10,540	489,142
Total Gross	3,254,903	408,986	105,094	3,768,983	3,186,836	225,786	78,388	3,491,010

Bank – LTV distribution	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
LTV ratio:								
Below 50%	1,770,705	256,390	66,232	2,093,327	1,674,549	146,502	46,717	1,867,769
50% to 60%	227,849	39,540	5,112	272,501	172,626	9,759	2,354	184,739
60% to 70%	200,788	22,558	4,448	227,794	168,661	24,318	4,502	197,481
70% to 80%	191,386	19,606	4,271	215,263	187,829	6,603	1,562	195,994
80% to 90%	191,133	15,962	1,851	208,946	167,283	3,099	1,435	171,817
90% to 100%	28,244	883	458	29,585	4,993	136	533	5,662
Above 100%	143,158	5,888	12,955	162,001	353,997	13,662	10,743	378,402
No collateral	196,695	327,894	627	525,216	167,582	292,268	446	460,295
Total Gross	2,949,958	688,721	95,954	3,734,633	2,897,520	496,347	68,292	3,462,159

e) Loans with No Recognised Impairment Allowance Due to Collateral Coverage

As part of the Group's credit risk assessment under IFRS 9, certain loans to customers are assessed to have a low risk of default and no impairment loss allowance is recognised due to the sufficiency of collateral held. These exposures are secured by collateral whose fair value is considered adequate to cover potential credit losses.

The table below summarises such exposures (The Bank's figures are identical to those of the Group; therefore, only the Group amounts are disclosed):

Group, as at 31 December 2025	Stage 1	Stage 2	Stage 3	Total Gross Value	LTV
Loans to financial institutions	-	-	-	-	0%
Loans to individuals:	461	3	-	464	0%
Consumer loans	-	-	-	-	0%
Mortgages	74	3	-	77	0%
Financial lease receivables	2	-	-	2	0%
Other loans	385	-	-	385	0%
Loans to business customers:	4,682	-	25,334	30,016	3%
Financial lease receivables	4,682	-	25,025	29,707	3%
Other loans	-	-	309	309	3%
Total	5,143	3	25,334	30,480	1%

Group, as at 31 December 2024	Stage 1	Stage 2	Stage 3	Total Gross Value	LTV
Loans to financial institutions	-	-	-	-	0%
Loans to individuals:	5,317	1,827	4	7,149	4%
Consumer loans	-	1,487	-	1,487	15%
Mortgages	5,088	3	4	5,095	0%
Financial lease receivables	-	306	-	306	0%
Other loans	229	31	-	261	2%
Loans to business customers:	4,629	14,181	-	18,810	4%
Financial lease receivables	4,622	13,681	-	18,303	0%
Other loans	7	500	-	507	7%
Total	9,946	16,008	4	25,959	4%

f) Modifications of loans to customers

The Group applies the legal treatment for loan contract amendments, meaning that modified loan contracts are treated as modifications.

amounted to EUR 127,683 thousand (2024: EUR 51,353 thousand), resulting in a net loss of EUR 8 thousand (2024: EUR 2 thousand).

In 2025, the amortized cost before modification of loans with lifetime ECL (Expected Credit Loss) that were modified as part of the Group's restructuring activities

1.6. Other financial assets

Other financial assets consist of amounts receivable. The Group and Bank closely monitors the credit quality of other financial assets, with performance tracked based on aging and past due status. A regular assessment of counterparty creditworthiness

is conducted, considering both historical data and forward-looking macroeconomic indicators.

	Group						Bank					
	2025		Total	2024		Total	2025		Total	2024		Total
Individuals	Business customers	Individuals										
Stage 1	1,014	7,427	8,441	731	7,502	8,233	1,014	6,562	7,576	730	6,804	7,534
Stage 2	-	-	-	-	-	-	-	-	-	-	-	-
Stage 3	-	-	-	-	-	-	-	-	-	-	-	-
Gross	1,014	7,427	8,441	731	7,502	8,233	1,014	6,562	7,576	730	6,804	7,534
Less: allowance for impairment	-	(231)	(231)	-	(975)	(975)	-	(231)	(231)	-	(975)	(975)
Net	1,014	7,196	8,210	731	6,527	7,258	1,014	6,331	7,345	730	5,829	6,559

1.7. Concentration of risks of financial assets with credit risk exposure
Industry sectors

The following table breaks down the main credit exposures at their carrying amounts, as categorized by the industry sectors of our counterparties.

2025 Group	Cash equivalents	Loans and due from other banks	Securities in the trading book	Investment securities	Other financial assets including derivatives	Total
Financial intermediation	254,296	232,776	1,668	188,550	6,650	683,940
Wholesale and retail	-	215,579	-	548	23	216,150
Manufacturing	-	276,147	-	-	30	276,177
Real estate and rent	-	522,825	2,278	-	208	525,311
Construction	-	103,898	-	-	161	104,059
Agriculture	-	96,400	-	-	8	96,408
Public administration and defence	60,467	47,948	993	505,798	30	615,236
Transport, storage and communication	-	121,674	-	-	11	121,685
Health and social work	-	18,914	-	201	7	19,122
Loans to individuals	-	1,624,035	-	-	-	1,624,035
Other	-	462,563	6,092	1,166,451	1,246	1,636,352
Total	314,763	3,722,759	11,031	1,861,548	8,374	5,918,475

2024 Group	Cash equivalents	Loans and due from other banks	Securities in the trading book	Investment securities	Other financial assets including derivatives	Total
Financial intermediation	267,305	146,504	174,911	17,924	5,904	612,548
Wholesale and retail	-	207,571	-	527	21	208,119
Manufacturing	-	264,934	-	8,585	41	273,560
Real estate and rent	-	471,230	1,507	-	303	473,040
Construction	-	165,823	-	-	18	165,841
Agriculture	-	101,825	-	-	4	101,829
Public administration and defence	48,294	98,034	23,059	719,949	7	889,343
Transport, storage and communication	-	44,677	-	-	16	44,693
Health and social work	-	62,398	-	1,202	1	63,601
Loans to individuals	-	1,474,607	-	-	-	1,474,607
Other	-	400,115	35,633	22,618	2,036	460,402
Total	315,599	3,437,718	235,110	770,805	8,351	4,767,583

2025 Bank	Cash equivalents	Loans and due from other banks	Securities in the trading book	Investment securities	Other financial assets including derivatives	Total
Financial intermediation	248,544	533,549	1,668	2,401	5,785	791,947
Wholesale and retail	-	215,579	-	548	23	216,150
Manufacturing	-	276,147	-	-	30	276,177
Real estate and rent	-	522,825	2,278	-	208	525,311
Construction	-	103,898	-	-	161	104,059
Agriculture	-	96,400	-	-	8	96,408
Public administration and defence	60,467	47,948	-	468,221	30	576,666
Transport, storage and communication	-	121,674	-	-	11	121,685
Health and social work	-	18,914	-	-	7	18,921
Loans to individuals	-	1,301,493	-	-	-	1,301,493
Other	-	462,563	6,092	1,132,310	1,233	1,602,198
Total	309,011	3,700,990	10,038	1,603,480	7,496	5,631,015

2024 Bank	Cash equivalents	Loans and due from other banks	Securities in the trading book	Investment securities	Other financial assets including derivatives	Total
Financial intermediation	258,887	437,321	7,959	16,705	5,205	726,077
Wholesale and retail	-	207,571	-	527	21	208,119
Manufacturing	-	264,934	-	8,585	41	273,560
Real estate and rent	-	471,230	1,507	-	303	473,040
Construction	-	165,823	-	-	18	165,841
Agriculture	-	101,825	-	-	4	101,829
Public administration and defence	48,294	98,034	-	714,410	7	860,745
Transport, storage and communication	-	44,677	-	-	16	44,693
Health and social work	-	62,398	-	1,002	1	63,401
Loans to individuals	-	1,171,096	-	-	-	1,171,096
Other	-	400,116	4,077	19,255	2,036	425,484
Total	307,181	3,425,025	13,543	760,484	7,652	4,513,885

2. LIQUIDITY RISK

2.1 Liquidity Risk Management

Liquidity risk management within the Bank is based on its capacity to address potential cash shortages, primarily through access to market borrowing. The Bank's approach to liquidity risk management is designed to mitigate reliance on market funding, especially during times of liquidity stress. To this end, the Bank develops its liquidity strategy based on a scenario where it does not have access to market funding. A critical component of this strategy is the Bank's substantial portfolio of highly liquid debt securities. These securities can be used as collateral for repurchase agreements (repos) or sold if necessary.

Liquidity risk management is governed by the Bank's Liquidity Risk Management Procedures, which are approved by the Management Board. The Bank assesses liquidity risk through the analysis of various liquidity ratios, with each ratio having defined limits for change as outlined in the aforementioned procedures. The Risk Management Committee makes decisions related to liquidity management, utilizing

information provided by the Bank's Risk Department. The Board may also intervene, based on the information submitted by the Risk

Management Committee. For short-term liquidity risk (up to 7 days), management is based on cash flow projections and short-term liquidity forecasts. The Bank's Market and Treasury Department is responsible for managing this process.

The Group monitors both short-term and long-term liquidity risks through established liquidity ratios and limits. Since 2015, the Bank has been subject to regulatory requirements regarding the Liquidity Coverage Ratio (LCR). The Bank has consistently complied with the LCR requirement, maintaining a substantial cushion over the minimum required ratio of 100%.

The Bank continued to enhance its liquidity risk management framework by updating its internal liquidity limit system to include normative, forward-looking, quality and concentration ratios.

The Structure of the Bank's and Group's assets and liabilities by maturity presented in the tables below.

2025, Group	On demand	Up to 1 month	1-3 months	3-6 months	6 -12 months	1-3 years	Over 3 years	Maturity undefined	Total
Cash and cash equivalents	390,057	-	-	-	-	-	-	-	390,057
Due from other banks	-	28	35	2,520	35	337	6,080	-	9,035
Securities in the trading book	-	228	49	89	2,388	8,129	121	27	11,031
Derivative financial instruments	-	54	90	20	-	-	-	-	164
Loans to customers	-	81,415	138,401	170,826	336,005	1,027,886	1,927,183	32,008	3,713,724
Investment securities at fair value	-	604	374	4,606	72,623	174,462	48,963	203,064	504,696
Investment securities at amortized cost	-	5,586	3,260	151,224	110,445	767,997	318,340	-	1,356,852
Investments in subsidiaries	-	-	-	-	-	-	-	270	270
Intangible assets	-	-	-	-	-	-	-	40,560	40,560
Property, plant and equipment and investment property	-	-	-	-	-	-	-	15,495	15,495
Other assets	2,595	9,881	851	8,492	1,492	325	4,062	5,888	33,586
Total assets	392,652	97,796	143,060	337,777	522,988	1,979,136	2,304,749	297,312	6,075,470
Due to other banks and financial institutions	159,490	7,800	12,551	1,647	5,225	339	10,158	-	197,210
Due to customers	2,097,643	212,631	343,238	460,422	655,661	178,150	13,456	-	3,961,201
Debt securities in issue	-	-	-	-	-	299,021	735,442	-	1,034,463
Liabilities related to insurance activities	-	2,098	635	772	2,880	13,301	193,224	-	212,910
Other liabilities	39,352	12,182	994	2,064	2,590	3,286	6,161	-	66,629
Shareholders' equity	-	-	-	-	-	-	-	603,057	603,057
Total liabilities and shareholders' equity	2,296,485	234,711	357,418	464,905	666,356	494,097	958,441	603,057	6,075,470
Net liquidity gap	(1,903,833)	(136,915)	(214,358)	(127,128)	(143,368)	1,485,039	1,346,308	(305,745)	-
Loan and other commitments	-	431,431	24	-	-	33,333	-	-	464,788
Guarantees	-	62,025	-	-	-	-	-	-	62,025
Off-balance	-	493,456	24	-	-	33,333	-	-	526,813

2024, Group	On demand	Up to 1 month	1-3 months	3-6 months	6 -12 months	1-3 years	Over 3 years	Maturity undefined	Total
Cash and cash equivalents	395,136	-	-	-	-	-	-	-	395,136
Due from other banks	-	179	-	2,520	332	90	-	-	3,121
Securities in the trading book	-	5,193	1,164	2,130	8,503	15,200	24,427	178,493	235,110
Derivative financial instruments	-	726	353	14	-	-	-	-	1,093
Loans to customers	-	98,735	143,190	131,888	262,744	1,021,645	1,757,317	19,078	3,434,597
Investment securities at fair value	-	144	615	76	1,530	14,808	23,950	2,745	43,868
Investment securities at amortized cost	-	2,064	7,293	22,748	151,159	540,013	3,660	-	726,937
Investments in subsidiaries	-	-	-	-	-	-	-	270	270
Intangible assets	-	-	-	-	-	-	-	43,617	43,617
Property, plant and equipment and investment property	-	-	-	-	-	-	-	15,261	15,261
Other assets	154	8,961	605	831	1,028	3,586	77	8,367	23,609
Total assets	395,290	116,002	153,220	160,207	425,296	1,595,342	1,809,431	267,831	4,922,619
Due to other banks and financial institutions	110,489	9,002	9,801	24,153	32,180	34,654	9,545	-	229,824
Due to customers	1,591,789	149,058	278,689	555,924	579,604	220,072	21,909	-	3,397,045
Debt securities in issue	-	-	-	-	-	-	448,159	-	448,159
Liabilities related to insurance activities	-	4,091	233	469	1,763	11,321	180,555	-	198,432
Other liabilities	35,520	14,023	650	1,776	6,559	3,312	2,147	-	63,987
Shareholders' equity	-	-	-	-	-	-	-	585,172	585,172
Total liabilities and shareholders' equity	1,737,798	176,174	289,373	582,322	620,106	269,359	662,315	585,172	4,922,619
Net liquidity gap	(1,342,508)	(60,172)	(136,153)	(422,115)	(194,810)	1,325,983	1,147,116	(317,341)	-
Loan and other commitments	-	393,548	75	-	-	-	-	-	393,623
Guarantees	-	87,985	-	-	-	-	-	-	87,985
Off-balance	-	481,533	75	-	-	-	-	-	481,608

2025, Bank	On demand	Up to 1 month	1-3 months	3-6 months	6 -12 months	1-3 years	Over 3 years	Maturity undefined	Total
Cash and cash equivalents	383,623	-	-	-	-	-	-	-	383,623
Due from other banks	-	28	35	2,520	35	337	6,080	-	9,035
Securities in the trading book	-	228	49	89	2,388	7,136	121	27	10,038
Derivative financial instruments	-	47	84	20	-	-	-	-	151
Loans to customers	-	74,662	414,927	143,271	287,959	905,162	1,845,458	20,516	3,691,955
Investment securities at fair value	-	454	278	4,318	72,275	161,886	9,887	5,876	254,974
Investment securities at amortized cost	-	5,570	2,810	150,762	104,366	767,191	317,807	-	1,348,506
Investments in subsidiaries	-	-	-	-	-	-	-	96,929	96,929
Intangible assets	-	-	-	-	-	-	-	6,498	6,498
Property, plant and equipment and investment property	-	-	-	-	-	-	-	15,183	15,183
Other assets	2,595	8,639	814	8,408	1,482	120	32	5,045	27,135
Total assets	386,218	89,628	418,997	309,388	468,505	1,841,832	2,179,385	150,074	5,844,027
Due to other banks and financial institutions	160,496	7,800	12,601	1,647	5,225	339	10,158	-	198,266
Due to customers	2,097,672	212,631	343,608	460,803	655,661	178,150	13,456	-	3,961,981
Debt securities in issue	-	-	-	-	-	299,021	735,442	-	1,034,463
Other liabilities	34,699	3,450	649	742	1,112	2,955	988	-	44,595
Shareholders' equity	-	-	-	-	-	-	-	604,722	604,722
Total liabilities and shareholders' equity	2,292,867	223,881	356,858	463,192	661,998	480,465	760,044	604,722	5,844,027
Net liquidity gap	(1,906,649)	(134,253)	62,139	(153,804)	(193,493)	1,361,367	1,419,341	(454,648)	-
Loan and other commitments	-	471,952	24	-	-	33,333	-	-	505,309
Guarantees	-	62,025	-	-	-	-	-	-	62,025
Off-balance	-	533,977	24	-	-	33,333	-	-	567,334

2024, Bank	On demand	Up to 1 month	1-3 months	3-6 months	6 -12 months	1-3 years	Over 3 years	Maturity undefined	Total
<i>Cash and cash equivalents</i>	386,365	-	-	-	-	-	-	-	386,365
<i>Due from other banks</i>	-	179	-	2,520	332	90	-	-	3,121
<i>Securities in the trading book</i>	-	677	1,078	1,966	7,181	2,619	-	22	13,543
<i>Derivative financial instruments</i>	-	726	353	14	-	-	-	-	1,093
<i>Loans to customers</i>	-	89,808	414,469	106,240	218,560	908,373	1,676,938	7,516	3,421,904
<i>Investment securities at fair value</i>	-	15	615	76	1,530	14,808	23,950	2,626	43,620
<i>Investment securities at amortized cost</i>	-	2,063	7,074	22,687	150,373	533,643	1,024	-	716,864
<i>Investments in subsidiaries</i>	-	-	-	-	-	-	-	84,069	84,069
<i>Intangible assets</i>	-	-	-	-	-	-	-	7,859	7,859
<i>Property, plant and equipment and investment property</i>	-	-	-	-	-	-	-	14,689	14,689
<i>Other assets</i>	154	8,106	605	829	938	204	77	7,017	17,930
Total assets	386,519	101,574	424,194	134,332	378,914	1,459,737	1,701,989	123,798	4,711,057
<i>Due to other banks and financial institutions</i>	113,116	9,002	9,801	24,153	32,180	34,654	9,545	-	232,451
<i>Due to customers</i>	1,591,908	149,058	278,689	561,124	579,604	220,072	21,909	-	3,402,364
<i>Debt securities in issue</i>	-	-	-	-	-	-	448,159	-	448,159
<i>Other liabilities</i>	31,087	1,211	588	1,322	1,917	3,062	1,892	-	41,079
<i>Shareholders' equity</i>	-	-	-	-	-	-	-	587,004	587,004
Total liabilities and shareholders' equity	1,736,111	159,271	289,078	586,599	613,701	257,788	481,505	587,004	4,711,057
Net liquidity gap	(1,349,592)	(57,697)	135,116	(452,267)	(234,787)	1,201,949	1,220,484	(463,206)	-
<i>Loan and other commitments</i>	-	403,771	75	-	-	-	-	-	403,846
<i>Guarantees</i>	-	87,985	-	-	-	-	-	-	87,985
Off-balance	-	491,756	75	-	-	-	-	-	491,831

2.2 Non - derivative cash flow

Undiscounted cash flows in the table below describe contractual liability side outflows which are stated including nominal contract amounts together with interest till the end of the contract.

2025, Group	Maturity undefined	Up to 1 month	1-3 months	3-12 months	1-3 years	Over 3 years	Total
Liabilities							
<i>Due to banks and other financial institutions</i>	-	167,313	12,610	6,945	340	10,158	197,366
<i>Debt securities in issue</i>	-	4,350	8,295	38,598	434,616	758,740	1,244,599
<i>Due to customers</i>	-	2,309,971	346,067	1,134,041	180,377	14,542	3,984,998
<i>Liabilities related to insurance activities</i>	-	2,098	635	3,652	13,301	193,224	212,910
Total liabilities (contractual maturity dates)	-	2,483,732	367,607	1,183,236	628,634	976,664	5,639,873

2024, Group	Maturity undefined	Up to 1 month	1-3 months	3-12 months	1-3 years	Over 3 years	Total
Liabilities							
<i>Due to banks and other financial institutions</i>	-	119,491	9,801	56,333	34,654	9,545	229,824
<i>Debt securities in issue</i>	-	-	-	-	-	448,159	448,159
<i>Due to customers</i>	-	1,740,847	278,689	1,135,528	220,072	21,909	3,397,045
<i>Liabilities related to insurance activities</i>	-	4,091	233	2,232	22,434	169,442	198,432
Total liabilities (contractual maturity dates)	-	1,864,429	288,723	1,194,093	277,160	649,055	4,273,460

2025, Bank	Maturity undefined	Up to 1 month	1-3 months	3-12 months	1-3 years	Over 3 years	Total
Liabilities							
<i>Due to banks and other financial institutions</i>	-	168,319	12,660	6,945	340	10,158	198,422
<i>Debt securities in issue</i>	-	4,350	8,295	38,598	434,616	758,740	1,244,599
<i>Due to customers</i>	-	2,310,000	346,437	1,134,422	180,377	14,542	3,985,778
Total liabilities (contractual maturity dates)	-	2,482,669	367,392	1,179,965	615,333	783,440	5,428,799

2024, Bank	Maturity undefined	Up to 1 month	1-3 months	3-12 months	1-3 years	Over 3 years	Total
Liabilities							
<i>Due to banks and other financial institutions</i>	-	122,118	9,801	56,333	34,654	9,545	232,451
<i>Debt securities in issue</i>	-	-	-	-	-	448,159	448,159
<i>Due to customers</i>	-	1,740,966	278,689	1,140,728	220,072	21,909	3,402,364
Total liabilities (contractual maturity dates)	-	1,863,084	288,490	1,197,061	254,726	479,613	4,082,974

3. MARKET RISK

The Group takes on exposure to market risk, which means the risk for the Group to incur losses due to the adverse fluctuations in the market parameters such as currency exchange rates (foreign currency risk), interest rates (interest rate risk) or securities prices (securities risk). Securities and interest rate risks are the most significant market risks for the Group while other market risks are of lower significance.

3.1. Foreign exchange risk

The management of the currency exchange risk is regulated by the "Currency Exchange Risk Management Procedures" which specify the principles allowing the Group to reduce the incurred foreign currency fluctuation risk to minimum. The Group is not engaged in any speculative transactions through which it could expect to earn profit from the open currency positions after changes in currency rate. The limits are imposed by the Risk Management Committee and subject to review on demand.

The Group and the Bank monitors the foreign currency risk by calculating open currency position. Open currency position (OCP) is equal to assets in the balance sheet and off-balance sheet less balance sheet and off-balance sheet liabilities in a single currency. There are two types of OCP, i.e. long and short. Long position means that Group's assets exceed liabilities in given currency, whereas short position means that liabilities exceed assets. The Financial Group and Bank also calculates Overall net open position (ONOP), which is the higher of the total short or total long positions.

Open positions

The Group's and Bank's open positions of prevailing currencies were as follows:

2025 Group	USD	Other currencies	EUR	Total
Assets				
Cash and cash equivalents	5,553	7,346	377,158	390,057
Due from other banks	-	-	11,031	11,031
Securities in the trading book	-	-	9,035	9,035
Derivative financial instruments	-	-	164	164
Loans granted to customers	-	-	3,713,724	3,713,724
Investment securities at fair value	2,448	228	502,020	504,696
Investment securities at amortized cost	-	-	1,356,852	1,356,852
Investments in subsidiaries	-	-	270	270
Intangible assets	-	-	40,560	40,560
Property, plant and equipment and investment property	-	-	15,495	15,495
Other assets	23	95	33,468	33,586
Total assets	8,024	7,669	6,059,777	6,075,470
Liabilities and Equity				
Due to other banks and financial institutions	7,094	62	190,054	197,210
Derivative financial instruments	-	-	3,326	3,326
Due to customers	53,929	12,614	3,894,658	3,961,201
Debt securities in issue	-	-	1,034,463	1,034,463
Liabilities related to insurance activities	-	-	212,910	212,910
Other liabilities	2,730	92	60,481	63,303
Shareholders' equity	-	-	603,057	603,057
Total liabilities and shareholders' equity	63,753	12,768	5,998,949	6,075,470
Net balance sheet position	(55,729)	(5,099)	60,828	-
Open currency exchange transactions	58,076	5,474	(63,622)	(72)
Net position	2,347	375	(2,794)	(72)

2024 Group	USD	Other currencies	EUR	Total
Assets				
Cash and cash equivalents	6,742	5,928	382,466	395,136
Due from other banks	-	-	235,110	235,110
Securities in the trading book	-	-	3,121	3,121
Derivative financial instruments	-	-	1,093	1,093
Loans granted to customers	-	-	3,434,597	3,434,597
Investment securities at fair value	3,780	229	39,859	43,868
Investment securities at amortized cost	-	-	726,937	726,937
Investments in subsidiaries	-	-	270	270
Intangible assets	-	-	43,617	43,617
Property, plant and equipment and investment property	-	-	15,261	15,261
Other assets	102	9	23,498	23,609
Total assets	10,624	6,166	4,905,829	4,922,619
Liabilities and Equity				
Due to other banks and financial institutions	6,915	10	222,899	229,824
Derivative financial instruments	-	-	123	123
Due to customers	65,963	11,598	3,319,484	3,397,045
Debt securities in issue	-	-	448,159	448,159
Liabilities related to insurance activities	-	-	198,432	198,432
Other liabilities	4,037	85	59,742	63,864
Shareholders' equity	-	-	585,172	585,172
Total liabilities and shareholders' equity	76,915	11,693	4,834,011	4,922,619
Net balance sheet position	(66,291)	(5,527)	71,818	-
Open currency exchange transactions	67,783	6,929	(75,305)	(593)
Net position	1,492	1,402	(3,487)	(593)

2025 Bank	USD	Other currencies	EUR	Total
Assets				
Cash and cash equivalents	5,521	7,346	370,756	383,623
Due from other banks	-	-	10,038	10,038
Securities in the trading book	-	-	9,035	9,035
Derivative financial instruments	-	-	151	151
Loans granted to customers	-	-	3,691,955	3,691,955
Investment securities at fair value	258	-	254,716	254,974
Investment securities at amortized cost	-	-	1,348,506	1,348,506
Investments in subsidiaries	-	-	96,929	96,929
Intangible assets	-	-	6,498	6,498
Property, plant and equipment and investment property	-	-	15,183	15,183
Other assets	23	95	27,017	27,135
Total assets	5,802	7,441	5,830,784	5,844,027
Liabilities and shareholders' equity				
Due to other banks and financial institutions	7,094	62	191,110	198,266
Derivative financial instruments	-	-	3,326	3,326
Due to customers	53,929	12,614	3,895,438	3,961,981
Debt securities in issue	-	-	1,034,463	1,034,463
Other liabilities	2,730	92	38,447	41,269
Shareholders' equity	-	-	604,722	604,722
Total liabilities and shareholders' equity	63,753	12,768	5,767,506	5,844,027
Net balance sheet position	(57,951)	(5,327)	63,278	-
Open currency exchange transactions	58,076	5,474	(63,622)	(72)
Net open position	125	147	(344)	(72)

2024 Bank	USD	Other currencies	EUR	Total
Assets				
Cash and cash equivalents	6,671	5,921	373,773	386,365
Due from other banks	-	-	13,543	13,543
Securities in the trading book	-	-	3,121	3,121
Derivative financial instruments	-	-	1,093	1,093
Loans granted to customers	-	-	3,421,904	3,421,904
Investment securities at fair value	236	-	43,384	43,620
Investment securities at amortized cost	-	-	716,864	716,864
Investments in subsidiaries	-	-	84,069	84,069
Intangible assets	-	-	7,859	7,859
Property, plant and equipment and investment property	-	-	14,689	14,689
Other assets	102	9	17,819	17,930
Total assets	7,009	5,930	4,698,118	4,711,057
Liabilities and shareholders' equity				
Due to other banks and financial institutions	6,915	10	225,526	232,451
Derivative financial instruments	-	-	123	123
Due to customers	65,963	11,598	3,324,803	3,402,364
Debt securities in issue	-	-	448,159	448,159
Other liabilities	2,545	85	38,326	40,956
Shareholders' equity	-	-	587,004	587,004
Total liabilities and shareholders' equity	75,423	11,693	4,623,941	4,711,057
Net balance sheet position	(68,414)	(5,763)	74,177	-
Open currency exchange transactions	67,783	6,929	(75,305)	(593)
Net open position	(631)	1,166	(1,128)	(593)

3.2. Interest rate risk in the banking book

An interest rate risk is a risk to incur losses because of the mismatch of re-evaluation possibility between the Bank's and the Group's assets and liabilities.

Cash flow interest rate risk is the risk that the future cash flows of a financial instrument will fluctuate because of changes in market interest rates. Fair value interest rate risk is the risk that the value of a financial instrument will fluctuate because of changes in market interest rates. The Bank and the Group takes on exposure to the effects of fluctuations in the prevailing levels of market interest rates on both its fair value and cash flow risks.

The risk management is regulated by the Interest Rate Risk in the Banking Book Management Policy, updated in 2025. Bank uses a system of internal risk limits and indicators, which establish methods of risk measurement and set up measures for risk

management. These procedures are approved by the Board of the Bank and define that:

- the Bank observes the principle to avoid the speculation with future interest rates;
- the risk is evaluated using a system of internal key risk indicator;
- Risk Department provides the information on regular basis to Risk Management Committee about compliance with internal risk limits.
- the Group applies hedge accounting in order to mitigate exposure to interest rate fluctuations and the corresponding changes in the fair value of the hedged liability.

Sensitivity of interest rate risk

The table below summarises Group's interest rates sensitive assets and liabilities based on reprising dates based on which cash flow interest rate risk is estimated.

Group	Overnight	Up to 1 month	From 1 to 3 months	From 3 to 6 months	From 6 to 12 months	More than 1 year
31 December 2025						
Total cashflow from interest rate sensitive assets	48,478	867,902	1,772,160	1,739,094	585,098	2,565,633
Total cashflow from interest rate sensitive liabilities	1,160,269	516,531	1,112,565	684,266	940,248	2,011,531
Net interest sensitivity gap at 31 December 2025	(1,111,791)	351,371	659,595	1,054,828	(355,150)	554,102
31 December 2024						
Total cashflow from interest rate sensitive assets	38,129	749,395	1,624,143	1,443,998	269,976	1,037,627
Total cashflow from interest rate sensitive liabilities	1,077,544	164,179	294,067	613,427	613,817	1,386,223
Net interest sensitivity gap at 31 December 2024	(1,039,415)	585,216	1,330,076	830,571	(343,841)	(348,596)

Assessing the sensitivity of the Group's profit and other components of equity towards the change of interest rates, it has been assumed that interest is to change by 2 percentage point.

The table below summarizes the effect on the Group's profit and other components of equity of interest rate risk in the banking book as at 31 December 2024 and 31 December 2025.

	31 December 2025			31 December 2024		
	Pre-tax increase (decrease) in profit	Pre-tax increase (decrease) in other components of equity	Total impact on equity (post-tax)	Pre-tax increase (decrease) in profit	Pre-tax increase (decrease) in other components of equity	Total impact on equity (post-tax)
Interest rate increase by 2 p.p.	21,007	(7,058)	13,949	38,408	(2,415)	35,993
Interest rate decrease by 2 p.p.	(21,108)	7,479	(13,629)	(38,867)	2,650	(36,217)

The table below summarises the Bank's interest rates sensitive assets and liabilities based on reprising dates based on which cash flow interest rate risk is estimate:

Bank	Overnight	Up to 1 month	From 1 to 3 months	From 3 to 6 months	From 6 to 12 months	More than 1 year
31 December 2025						
Total cashflow from interest rate sensitive assets	48,437	866,141	1,735,187	1,703,256	522,506	2,303,250
Total cashflow from interest rate sensitive liabilities	1,160,269	516,481	1,112,588	684,259	940,280	2,011,545
Net interest sensitivity gap at 31 December 2025	(1,111,832)	349,660	622,599	1,018,997	(417,774)	291,705
31 December 2024						
Total cashflow from interest rate sensitive assets	38,091	737,290	1,600,832	1,411,361	213,726	817,713
Total cashflow from interest rate sensitive liabilities	1,077,551	164,181	293,940	613,495	613,902	1,386,233
Net interest sensitivity gap at 31 December 2024	(1,039,460)	573,109	1,306,892	797,866	(400,176)	(568,520)

Assessing the sensitivity of the Bank's profit and other components of equity towards the change of interest rates, it has been assumed that interest is to change by 2 percentage point.

The table below summarises the effect on the Bank's profit and other components of equity of interest rate risk in the banking book as at 31 December 2024 and 31 December 2025

	31 December 2025			31 December 2024		
	Pre-tax increase (decrease) in profit	Pre-tax increase (decrease) in other components of equity	Total impact on equity (post-tax)	Pre-tax increase (decrease) in profit	Pre-tax increase (decrease) in other components of equity	Total impact on equity (post-tax)
Interest rate increase by 2 p.p.	20,881	(6,534)	14,347	38,250	(2,360)	35,890
Interest rate decrease by 2 p.p.	(21,100)	6,905	(14,195)	(38,914)	2,592	(36,322)

The shift of yield curve according to above mentioned parameters creates significant impact on Bank's total comprehensive income and makes EUR 14,347 thousand in 2025 (2024: EUR 35,890 thousand) higher impact and EUR 14,195 thousand in 2025 (2024: EUR 36,322 thousand) lower impact on comprehensive income.

3.3. Securities risk

Securities risk is the risk to incur losses from the investment in securities.

The management of the securities risk is regulated by the Investment in Securities Limits Procedure. In order to properly manage the debt securities portfolio risk, the Bank uses an internal limit system that combines maturity/rating limits, geographical region limits imposed on total debt securities portfolio, VaR ratio limits imposed on debt securities at amortized cost portfolio, and VaR and capital requirements amount limits imposed on other debt securities portfolios. For the equity portfolio risk management, a limit system that combines decision taking limits, issuer limits, portfolio limits is used. The compliance with limits must be checked before taking the investment decisions, monthly reports on the compliance with the limits set are submitted to the Bank's Risk Management Committee.

Securities concentrations

Sector concentration of the securities portfolio is disclosed in Financial Risk Management disclosure, section 1.8. Maturities concentration of securities portfolio is disclosed in Financial

Risk Management disclosure, section 3.2. Credit quality of the securities portfolio is disclosed in Notes 11 and Note 13. Geographical concentration of the debt securities portfolio is presented in tables below, which contain Top countries in which the Group and the Bank have exposures:

Group					Group				
2025	Name of the country	Government	Corporate	Total	2024	Name of the country	Government	Corporate	Total
1	Lithuania	489,280	15,103	504,383	1	Lithuania	654,785	24,264	679,049
2	Belgium	258,494	66	258,560	2	Latvia	70,486	9,873	80,359
3	Germany	200,190	1,501	201,691	3	Romania	5,345	1,461	6,806
4	France	180,307	4,095	184,402	4	Netherlands	-	6,453	6,453
5	Spain	126,078	-	126,078	5	France	-	5,678	5,678
6	Finland	83,605	204	83,809	6	Great Britain	-	5,574	5,574
7	Netherlands	71,676	3,030	74,706	7	USA	-	5,422	5,422
8	Italy	68,247	185	68,432	8	Czech Republic	209	4,979	5,188
9	Latvia	55,020	9,175	64,195	9	Poland	1,910	3,233	5,143
10	Austria	35,899	1,043	36,942	10	Slovenia	3,123	-	3,123
11	Luxembourg	19,295	250	19,545	11	Luxembourg	-	2,250	2,250
12	Ireland	10,436	200	10,636	12	Peru	2,107	-	2,107
13	Slovenia	6,931	898	7,829	13	Germany	-	2,077	2,077
14	Peru	2,053	-	2,053	14	Mexico	2,025	-	2,025
15	United Kingdom	-	2,166	2,166	15	Italy	-	1,189	1,189
16	Other countries	15,668	14,296	29,964	16	Other countries	4,766	5,488	10,254
Total		1,623,179	52,212	1,675,391	Total		744,756	77,941	822,697

Bank					Bank				
2025	Name of the country	Government	Corporate	Total	2024	Name of the country	Government	Corporate	Total
1	Lithuania	468,220	13,562	481,782	1	Lithuania	636,140	22,686	658,826
2	Belgium	257,000	66	257,066	2	Latvia	70,486	9,759	80,245
3	Germany	200,190	-	200,190	3	France	-	5,065	5,065
4	France	179,493	3,027	182,520	4	JAV	-	5,013	5,013
5	Spain	125,630	-	125,630	5	Netherlands	-	4,967	4,967
6	Finland	83,605	-	83,605	6	United Kingdom	-	4,941	4,941
7	Netherlands	71,676	1,414	73,090	7	Slovenia	3,123	-	3,123
8	Italy	68,247	185	68,432	8	Peru	2,107	-	2,107
9	Latvia	53,115	6,974	60,089	9	Czech Republic	-	2,090	2,090
10	Austria	35,899	-	35,899	10	Romania	2,049	-	2,049
11	Luxembourg	19,295	-	19,295	11	Luxembourg	-	2,000	2,000
12	Ireland	10,436	-	10,436	12	Italy	-	1,189	1,189
13	Slovenia	6,931	-	6,931	13	Germany	-	1,002	1,002
14	Peru	2,053	-	2,053	14	Spain	505	-	505
15	United Kingdom	-	1,965	1,965	15	Estonia	-	472	472
16	Other countries	1,034	3,501	4,535	16	Other countries	-	433	433
Total		1,582,824	30,694	1,613,518	Total		714,410	59,617	774,027

Sensitivity of securities risk

The sensitivity of debt securities portfolio (at fair value through profit or loss – i.e. trading book is included in profit and at fair value through other comprehensive income

is included in other components of equity) to parallel shift of the interest rate curve by 2 percentage point is presented in the table below:

	31 December 2025			31 December 2024		
	Pre-tax increase (decrease) in profit	Pre-tax increase (decrease) in other components of equity	Total impact on equity (post-tax)	Pre-tax increase (decrease) in profit	Pre-tax increase (decrease) in other components of equity	Total impact on equity (post-tax)
Group:						
Interest rate increase by 2 p.p.	(288)	(7,058)	(7,346)	(206)	(2,415)	(2,621)
Interest rate decrease by 2 p.p.	294	7,479	7,773	203	2,650	3,848
Bank:						
Interest rate increase by 2 p.p.	(288)	(6,534)	(6,822)	(206)	(2,360)	(2,566)
Interest rate decrease by 2 p.p.	294	6,905	7,199	203	2,592	2,795

4. FAIR VALUE OF FINANCIAL ASSETS AND LIABILITIES

4.1. Financial assets and liabilities not measured at fair value

The table below summarizes the carrying amounts and fair values of those financial assets and liabilities not presented on the Bank's and Group's balance sheets at their fair value. The valuation methods for the assets and liabilities are summarized below.

a) Loans and advances to banks

The carrying amount of floating rate placements and overnight deposits is a reasonable approximation of fair value.

The fair value of fixed interest bearing deposits is estimated using valuation technique attributable to Level 3 in the fair value hierarchy, based on discounted cash flows using prevailing money-market interest rates for debts with similar credit risk and remaining maturity.

b) Loans and advances to customers and finance lease receivables

Loans and advances and finance lease receivables are net of charges for impairment. The fair value of loans and advances to customers and finance lease receivables is estimated using valuation technique attributable to Level 3 in the fair value hierarchy. The estimated fair value of loans, advances and finance lease receivables represents the discounted amount of estimated future cash flows expected to be received. Expected cash flows are discounted at current market rates (average interest rates on outstanding loans published by the Bank of Lithuania) to determine fair value.

c) Investment securities

The fair value for held-to-collect assets is based on market prices or broker/dealer price quotations – i.e. it is estimated using valuation technique attributable to Level 1 in the fair value hierarchy.

d) Deposits from banks, due to customers, debt securities in issue and special lending funds

The estimated fair value of deposits with no stated maturity, which includes non-interest bearing deposits, is the amount repayable on demand.

The fair value of fixed interest-bearing deposits, debt securities in issue and special and lending funds not quoted in an active market is estimated using valuation technique attributable to Level 3 in the fair value hierarchy based on discounted cash flows using interest rates for new debts with similar remaining maturity. Interest rates for new deposits of Artea Bank are used for calculation purposes as discount rates.

e) Other financial assets and other financial liabilities

The fair value of lease liabilities is estimated using valuation technique attributable to Level 3 in the fair value hierarchy based on discounted cash flows using interest rates for new leases with similar remaining maturity. The estimated fair value of other financial assets and liabilities is similar to the carrying value due to short maturities of these assets and liabilities.

Group	As of 31 December 2025		As of 31 December 2024	
	Carrying amount	Fair value	Carrying amount	Fair value
Assets				
Due from other banks	9,035	9,035	3,121	3,121
Loans	3,713,724	3,721,864	3,434,598	3,440,081
Loans to individuals:	1,624,035	1,650,624	1,474,607	1,486,184
Consumer loans -	324,409	344,406	305,329	319,420
Mortgages -	1,041,283	1,040,214	915,760	906,702
Other -	203,216	207,001	210,393	211,375
Finance lease	55,127	59,003	43,125	48,687
Loans to business customers	2,066,213	2,049,972	1,939,704	1,936,491
Loans	1,773,931	1,786,639	1,665,932	1,636,621
Finance lease	292,282	263,333	273,772	299,870
Loans and advances to financial institutions	23,476	21,268	20,287	17,405
Investment securities at amortized cost	1,356,852	1,345,170	726,937	712,961
Government bonds -	1,343,750	1,335,602	695,622	686,774
Corporate bonds -	13,102	9,568	31,315	26,187
Other financial assets	8,210	8,210	7,258	7,258
Liabilities				
Due to other banks and financial institutions	197,210	197,250	229,824	229,317
Due to customers	3,961,201	3,972,181	3,397,045	3,547,785
Due to individuals	2,498,821	2,508,812	2,254,475	2,196,105
Due to private companies	1,152,708	1,153,556	839,309	1,068,879
Due to other enterprises	309,672	309,813	303,261	282,801
Debt securities in issue	1,034,463	1,039,806	448,159	450,008
Other financial liabilities	45,020	47,228	46,426	47,228

Bank	As of 31 December 2025		As of 31 December 2024	
	Carrying amount	Fair value	Carrying amount	Fair value
Assets				
Due from other banks	9,035	9,035	3,121	3,121
Loans	3,691,955	3,681,206	3,421,904	3,414,786
Loans to individuals:	1,301,493	1,308,089	1,171,096	1,168,567
Consumer loans -	1,867	1,871	1,818	1,803
Mortgages -	1,041,283	1,040,214	915,760	906,702
Other -	203,216	207,001	210,393	211,375
Finance lease	55,127	59,003	43,125	48,687
Loans to business customers	2,066,213	2,049,972	1,939,704	1,936,491
Loans	1,773,931	1,786,639	1,665,932	1,636,621
Finance lease	292,282	263,333	273,772	299,870
Loans and advances to financial institutions	324,249	323,145	311,104	309,728
Investment securities at amortized cost	1,348,506	1,344,936	716,864	713,388
Government bonds -	1,338,911	1,335,448	690,083	687,046
Corporate bonds -	9,595	9,488	26,781	26,342
Other financial assets	7,345	7,345	6,559	6,559
Liabilities				
Due to other banks and financial institutions	198,266	198,306	232,451	231,944
Due to customers	3,961,981	3,972,961	3,402,364	3,412,177
Due to individuals	2,498,821	2,508,812	2,187,936	2,196,105
Due to private companies	1,153,488	1,154,336	908,795	910,234
Other	309,672	309,813	305,633	305,838
Debt securities in issue	1,034,463	1,039,806	448,159	450,008
Other financial liabilities	39,917	40,854	39,245	40,039

4.2. Financial assets and liabilities measured at fair value
a) Fair value hierarchy

The table below analyses financial instruments carried at fair value, by a hierarchy of valuation techniques based on whether the inputs to those valuation techniques are observable or unobservable. Observable inputs reflect market data obtained from independent sources; unobservable inputs reflect the Group's market assumptions. These two types of inputs have created the following fair value hierarchy:

- Level 1 – quoted prices (unadjusted) in active markets for identical assets or liabilities. This level includes listed equity securities and debt instruments on exchanges (for example, NASDAQ Stock Exchange, London Stock Exchange, Frankfurt Stock Exchange) or public price quotations (for example, for Lithuanian government bonds, average price

quotations from the most active banks that participate in the primary placement auctions of the Lithuanian Government securities are used).

- Level 2 – inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (that is, as prices) or indirectly (that is, derived from prices). The Group uses fair value calculated based on Level 2 inputs for accounting of currency derivatives and derivatives related to prices of equity instruments.
- Level 3 – inputs for the asset or liability that are not based on observable market data (unobservable inputs). This level includes Group's investments into listed and unlisted equity securities, corporate bonds, investment fund units and Loans granted. Details on fair value measurement of these instruments are described in subsection "Details on the main models used in valuation of Level III instruments" (Financial Risk Management disclosure, section 4.2.b), below.

b) Measurement of financial assets and liabilities according to the fair value hierarchy

2025	Group			Bank		
	LEVEL I	LEVEL II	LEVEL III	LEVEL I	LEVEL II	LEVEL III
Financial assets in the trading book	1	8,765	2,429	1	8,752	1,436
Derivative financial instruments	-	164	-	-	151	-
Listed equity securities	1	26	-	1	26	-
Investment fund units	-	-	-	-	-	-
Government bonds	-	-	-	-	-	-
Corporate bonds	-	8,575	2,429	-	8,575	1,436
Investment securities at fair value	391,485	98,259	14,952	224,522	28,388	2,064
Government bonds	235,050	34,452	-	218,867	25,065	-
Corporate bonds	23,429	5,299	113	5,655	3,323	66
Other listed equity securities	1,645	-	10,169	-	-	-
Unlisted equity securities	-	-	1,998	-	-	1,998
Investment fund units	131,361	58,508	2,672	-	-	-
Financial liabilities at fair value in profit or loss	-	3,326	-	-	3,326	-
Derivative financial instruments	-	3,326	-	-	3,326	-
Securitisation related financial assets	-	-	6,473	-	-	6,473
Unlisted equity securities	-	-	270	-	-	270
Loans granted	-	-	6,203	-	-	6,203
Total	391,486	110,350	23,854	224,523	40,466	9,973

2024	Group			Bank		
	LEVEL I	LEVEL II	LEVEL III	LEVEL I	LEVEL II	LEVEL III
Financial assets in the trading book	193,840	6,364	20,133	171	6,364	8,101
Derivative financial instruments	-	1,093	-	-	1,093	-
Listed equity securities	1,858	-	-	22	-	-
Investment fund units	163,435	-	12,032	-	-	-
Government bonds	10,789	-	-	-	-	-
Corporate bonds	17,758	5,271	8,101	149	5,271	8,101
Investment securities at fair value	10,255	46,850	2,629	10,255	30,984	2,381
Government bonds	-	36,597	-	-	24,327	-
Corporate bonds	10,255	9,084	-	10,255	6,657	-
Unlisted equity securities	-	-	541	-	-	293
Investment fund units	-	1,169	2,088	-	-	2,088
Financial liabilities at fair value in profit or loss	-	123	-	-	123	-
Derivative financial instruments	-	123	-	-	123	-
Securitisation related financial assets	-	-	6,407	-	-	6,407
Unlisted equity securities	-	-	270	-	-	270
Loans granted	-	-	6,137	-	-	6,137
Total	204,095	53,337	29,169	10,426	37,471	16,889

Details on the main models used in valuation of Level III instruments:

Corporate bonds. The most commonly used fair value measurement technique in the Group is the valuation of discounted cash flows from securities performed using an internal model for the valuation of unlisted securities.

Unlisted equity securities. Most commonly used fair value measures in the Group are valuations from external independent certified appraisers or assessment of discounted cash flows from the security carried out by employees of the Group.

Investments funds. that are not publicly traded and/or whose net asset value or unit value is not determined daily are valued based on the most recently determined net asset value or the last published/submitted unit value. This value may be adjusted to reflect changes, such as significant events, capital calls, distributions of liabilities, income distributions, or other relevant factors. The Group's valuation is based on information provided by asset managers regarding net asset value or unit price. The Group does not prepare quantitative unobservable data, and such data is not available to the Group.

assets. Consequently, investment contract liabilities are measured based on the market value of the financial instruments linked to those contracts.

	2025	2024
	Estimate Range	Estimate Range
Unobservable Input		
Corporate bonds		
Probability of Default (PD)	0.5 – 6 %	0.5 - 6 %
Discount Rate	4 - 12 %	4 - 14 %
Unlisted equity securities		
Discount Rate (WACC)	8 - 13 %	8 - 15 %
Investments funds		
Fund-reported NAV	Investment based	Investment based

Investment contracts of the Group may be terminated at any time, and contract holders are entitled to redeem the value of their contracts equal to the value of the associated

4.3. Offsetting financial assets and financial liabilities

As of 31 December 2025, and 31 December 2024, only currency derivative instruments were subject to master netting arrangements and similar arrangements.

As of 31 December 2025, derivative financial instruments classified as assets in amount of EUR 3,326 thousand and derivative financial instruments classified as liabilities in amount of EUR 164 thousand were subject to those agreements.

As of 31 December 2024, derivative financial instruments classified as assets in amount of EUR 123 thousand and derivative financial instruments classified as liabilities in amount of EUR 1,093 thousand were subject to those agreements.

The Group receives collateral in the form of marketable securities in respect of reverse repurchase agreements, which are included in loans to customers. Gross amount of reverse repurchase agreements: 31 December 2025: EUR 30,971 thousand; 31 December 2024: EUR 30,189 thousand.

Securities received as a collateral for reverse repurchase agreements can be pledged or sold during the term of transaction but have to be returned on maturity of the transaction. The Group did not pledge or sell any collateral received for reverse repurchase agreements during 2025 and 2024.

5. THE RISK INHERENT IN INSURANCE ACTIVITIES

Insurance risk

Refers to the risk of loss or the risk associated with unfavorable changes in the value of insurance liabilities, which can result from inappropriate pricing and provisioning assumptions. Under the terms of an insurance contract, the Group assumes the responsibility for protecting the financial interests of individuals in exchange for an insurance premium, contingent upon the occurrence of insured events. Consequently, there is a risk of incurring losses if the insurance risk is not accurately assessed, or if the premiums calculated do not adequately cover the actual insurance benefits and associated costs.

The Group assumes various insurance risks, including those related to mortality, morbidity, survival, accidental death, injury, contract termination, expenses, and catastrophic events. These risks may arise from overly optimistic assumptions about future mortality rates, morbidity rates, and injury frequency used in the pricing of insurance premiums. If these assumptions are inaccurate, the premiums collected may not be sufficient to cover future claims related to death, illness, or injury.

The risks related to mortality, morbidity, and injury can be influenced by factors such as the emergence of epidemics, pandemics, changes in lifestyle (e.g., diet, smoking habits, physical activity), and environmental factors. The risk of survival is linked to the possibility of individuals living longer than anticipated. This trend is driven by advances in medical science, improvements in healthcare systems, and higher living standards. Additionally, the risk of injury may increase due to poor adherence to occupational safety standards, outdated technologies, or rising accident rates.

To manage these insurance risks, the Group evaluates various factors, such as the health status of the insured individuals, their lifestyle habits, and family medical history. A comprehensive, multi-level risk assessment system is in place, which aligns the insurance premiums with the health and risk profile of each policyholder, ensuring that the premiums charged correspond appropriately to the level of risk assumed.

The Group manages these risks through its underwriting strategy and reinsurance arrangements. The underwriting strategy is intended to ensure that the risks underwritten are well diversified in terms of type of risk and the level of insured benefits.

The Group follows the principles of conservatism and prudence to settle the price for insurance risk therefore the increase in loss rate of any insurance risk would not impact the result of the Group significantly.

Insurance risk sensitivity analysis

Sensitivity analysis is carried out by changing the corresponding assumption with the indicated value, leaving the sizes of other variables unchanged. The reinsurance effect on the performed sensitivity analysis is immaterial.

The Group's sensitivity to changes in variables that have a significant impact on December 31, 2025 and 2024:

2025, in thousand EUR	Change in variables	Change Contractual service margin	Change in Profit or loss	Change in Equity
Mortality rates	+10%	(1,146)	(190)	190
Mortality rates	-10%	1,228	165	(165)
Disability/Morbidity	+10%	(2,374)	(383)	383
Disability/Morbidity	-10%	2,386	341	(341)
Lapse rates	+10%	(3,984)	(387)	387
Lapse rates	-10%	5,074	482	(482)
Expenses	+10%	(3,765)	(1,067)	1,067
Expenses	-10%	3,797	1,035	(1,035)

2024, in thousand EUR	Change in variables	Change Contractual service margin	Change in Profit or loss	Change in Equity
Mortality rates	+10%	(1,395)	(827)	827
Mortality rates	-10%	1,324	756	(756)
Disability/Morbidity	+10%	(1,714)	(689)	689
Disability/Morbidity	-10%	1,717	690	(690)
Lapse rates	+10%	(4,286)	(530)	530
Lapse rates	-10%	5,416	727	(727)
Expenses	+10%	(2,751)	(1,303)	1,303
Expenses	-10%	2,781	1,272	(1,272)

6. OPERATIONAL RISK

Operational risk is the risk of experiencing losses due to improper or unimplemented internal control processes, employee errors and/or illegal actions, disruptions in information system operations, or the influence of external events. Operational risk, unlike other types of risks (credit, market, liquidity), is not intentionally assumed with the expectation of gaining benefits; it arises naturally in the course of the Bank's activities.

In 2025, the Bank consistently reinforced a culture of operational and reputational risk management across the entire Banking Group, with the aim of enhancing operational resilience and compliance with applicable supervisory requirements. At the beginning of the year, e-learning modules on operational risk management were updated for all Group companies, and the Operational Risk Management Procedure was thoroughly reviewed and revised.

Particular focus was placed on the management of outsourcing arrangements and information and communication technology (ICT) services, in light of increasingly stringent regulatory requirements in the areas of operational resilience and third-party risk. In 2025, the Procedure for the Management of Outsourced and ICT Services was updated to strengthen risk assessment, control, and oversight mechanisms.

Business continuity management remains a strategic priority for the Bank and a critical component of the operational resilience framework. In 2025, the Business Continuity Management Procedure was updated to ensure full alignment with the requirements of the international standard ISO 22301. In October, a comprehensive business continuity test conducted at the Bank confirmed the effectiveness of the established measures, no significant deficiencies that could adversely affect the Bank's ability to maintain business continuity were identified.

To further strengthen operational resilience and ensure the stable and reliable performance of critical functions, the Bank will continue to enhance its business continuity management framework and oversight systems for outsourced and information and communication technology (ICT) services, while concurrently reinforcing its operational and reputational risk management culture. Implementation and monitoring in these areas will be carried out consistently and on a centralized basis across the entire Group.

7. ICT RISK

ICT (Information and Communication Technology) risk refers to any identifiable circumstance related to the use of network and information systems that, if realized, could compromise the confidentiality, integrity, or availability of technology-dependent tools, processes, or services—impacting both digital and physical operations.

The primary objective of the Bank's ICT risk management framework is to assess the likelihood and potential impact of ICT-related losses, maintain an optimal balance between risk exposure and investment in risk mitigation, and ensure early identification and effective management of vulnerabilities. This framework is designed in alignment with the Bank Group's ICT risk appetite, regulatory requirements, and international best practices, and includes a commitment to continuous improvement. The Bank employs a comprehensive ICT risk management and internal control system. This includes:

- Clearly defined ICT risk governance and processes;
- Continuous monitoring through key risk indicators and thresholds;
- Systematic identification, assessment, and mitigation of ICT risks;
- Ongoing enhancements based on practical experience and industry developments.

Compliance risk refers to the risk of legal or regulatory breaches resulting from the Bank's actions or omissions, including failures to adhere to applicable laws, supervisory guidelines (such as those from the Bank of Lithuania and other regulatory authorities), internal policies, or standards of conduct. Non-compliance can lead to enforcement actions, financial penalties, reputational damage, and adverse impacts on client trust and the Bank's operational integrity.

The Bank places significant emphasis and priority on ensuring compliance, systematically identifying, assessing, and managing compliance risks across all levels of the organization. The scope of compliance oversight is tailored to reflect the size, complexity, and risk profile of the Bank's activities and transactions. An annual risk-based compliance assessment is conducted to evaluate exposure and inform senior management of key risks and corresponding mitigation strategies.

In 2025, the compliance function remained a critical component of the Bank's risk management infrastructure. Key areas of focus included:

- Anti-Money Laundering (AML) and Counter-Terrorist Financing (CTF);
- Sanctions compliance, data protection, and anti-corruption initiatives;
- Financial market regulation, investment services oversight, and market abuse prevention.

Model risk is defined as the potential for financial loss, inaccurate business decisions, or misleading disclosures resulting from the inappropriate use or design of models. As models play a critical role in areas such as risk assessment, financial reporting, and decision-making, their reliability and integrity are essential to the Bank's sound governance and performance.

The Bank manages model risk through a structured and risk-based framework governed by a dedicated Model Risk Policy, which is regularly reviewed and updated to reflect regulatory expectations and best practices. This framework ensures that model risk is identified, assessed, monitored, and mitigated effectively across the Group.

Key elements of the model risk management approach include:

- Comprehensive model inventory: All models used across the Bank are catalogued and tracked;
- Risk-based model classification: Models are assessed for materiality and complexity, which informs prioritization for independent validation;

ESG (Environmental, social and governance) risks are the risks of any negative financial impact on the Bank stemming from the current or prospective impacts of ESG factors on its counterparties or invested assets. The Environmental risk is further mainly defined as Climate-related and environmental risk, consisting of physical and transition risk:

- Physical risk, which is the risks of any negative financial impact on the institution stemming from the current or prospective impacts of the physical effects of environmental factors on its counterparties or invested assets.

As digital technologies evolve and become increasingly integral to banking operations, they simultaneously introduce new ICT and cyber risks. In response, the Bank continues to strengthen its digital resilience, with a focus on:

Implementation and enhancement of preventive, detective, and corrective cybersecurity controls;

Regular testing of the operational continuity of critical systems;

Cyber resilience exercises and technical reviews to ensure the security and availability of systems and data.

The Group continuously strengthens its cyber resilience, invests in preventive and corrective security measures, regularly performs testing and assesses system reliability. In 2025, the Group further improved system availability, the continuous monitoring of system performance and security posture, and the response to security threats. The Bank remains committed to proactively managing ICT risk and safeguarding operational stability across the Group, in line with evolving regulatory standards and investor expectation.

8. COMPLIANCE RISK

Significant efforts were directed toward strengthening second-line compliance control functions and implementing targeted training programs to reinforce compliance awareness and accountability across the Group.

The compliance function is embedded within the Legal, Compliance, and Prevention Division and operates through two specialized departments:

- The Compliance Department, which oversees general regulatory compliance and ensures adherence in the provision of investment services;
- The Anti-Money Laundering Compliance Department, which focuses on AML/CTF obligations and the implementation of international sanctions frameworks.

Throughout 2025, the Group enhanced its compliance monitoring and internal control systems, conducted staff training, and reinforced policies to mitigate legal/compliance and reputational risks. These efforts support the Bank's commitment to regulatory compliance, ethical conduct, and long-term operational resilience.

9. MODEL RISK

- Independent model validation: High-impact models undergo rigorous, objective reviews to confirm their accuracy and appropriateness;
- Defined model risk appetite: The Bank's risk appetite statement outlines the acceptable level of model risk, supporting consistent decision-making;
- Remediation of deficiencies: The use of unreliable or unsatisfactory models is not permitted, and any identified weaknesses are addressed in a timely manner.

Throughout 2025, the Group continued to strengthen its model governance by applying risk-based methodologies, enhancing validation processes, and ensuring ongoing oversight of model performance and use. These efforts help safeguard the Bank's financial stability, regulatory compliance, and strategic decision-making integrity.

10. ESG RISK

- Transition risk, which is the risks of any negative financial impact on the institution stemming from the current or prospective impacts of the transition to an environmentally sustainable economy on its counterparties or invested assets.

More detailed information on the Group's risk exposure and its management is provided in the Sustainability Information section of the Management Report.

11. STRESS TESTS

The Group develops test scenarios and assesses the solvency position under the identified stress scenarios, taking into account possible internal and external environmental changes, historical data, market forecasts and other relevant criteria. The results of the testing shall be analysed, documented and used for risk and strategy review as well as business plan development.

Stress testing is an integral part of the Bank's Internal Capital Adequacy Assessment Process (ICAAP), covering risks identified as material. It assesses whether the Group's capital would be sufficient to absorb potential losses in the event of a deterioration in its financial condition. In accordance with supervisory requirements, all risks are tested once a year.

The Group also employs the Own Risk and Solvency Assessment (ORSA) process as part of its risk management system. This process determines the projected solvency position of the Company, as well as the amount of own funds required to ensure that

overall solvency needs are met throughout the planning period. It takes into account the nature, scale, and complexity of the risks inherent to the business.

The ORSA process begins with business planning. Based on the objectives set out in the Company's business plan, financial performance, and projected asset and insurance liability volumes, a forward-looking solvency capital assessment is conducted. Additionally, adverse scenario testing is performed, considering potential internal and external environmental changes, historical data, market forecasts, and other relevant factors for the Company, to evaluate solvency under predefined stress test.

Ad hoc stress tests for separate risks are performed in case there is a need to understand the possible impacts of underlying factors.

12. CAPITAL MANAGEMENT

The Bank and its subsidiaries, within the prudential scope of consolidation (the Financial Group, see Note 28), manage capital in accordance with the Capital Requirements Regulation and Directive (CRR/CRD IV). Capital is allocated to ensure adequate risk coverage and to support the Group's financial stability and growth objectives.

Objectives of Capital Management:

- **Regulatory Compliance:** To meet the capital requirements set by the European Parliament and the Council, as well as the Bank's internal capital targets.
- **Going Concern Assurance:** To maintain a strong capital position that supports the Group's long-term sustainability and ability to generate value for shareholders and other stakeholders.
- **Business Growth:** To underpin the development and expansion of Group activities through a resilient capital base.

The Bank submits capital adequacy reports to the supervisory authority on a quarterly basis, in full compliance with CRR/CRD IV provisions. For the years ended 31 December 2025 and 31 December 2024, both the Bank and the Financial Group complied with all applicable capital requirements.

Solvency II Compliance (Artea Life Insurance UAB)

The Bank's insurance subsidiary, Artea Life Insurance GD UAB, is subject to the Solvency II Directive. It is required to maintain own funds in excess of both the Solvency Capital Requirement (SCR) and the Minimum Capital Requirement (MCR)

at all times. These capital levels ensure that the company can absorb potential losses and meet obligations to policyholders.

- The Solvency II ratio is calculated and reported quarterly to the Bank of Lithuania.
- As of 31 December 2025 and 31 December 2024, Artea Life Insurance GD UAB was fully compliant with Solvency II capital requirements.

Other Group Entities

Other subsidiaries within the Group are not individually subject to sector-specific capital supervision. Instead, they adhere to general corporate capital rules set out in the Law on Companies of the Republic of Lithuania:

- Minimum share capital requirement: EUR 2,500;
- Shareholders' equity must not fall below 50% of the company's share capital, with corrective actions required within a prescribed timeframe if this threshold is breached.

Overall Group Compliance

For the years ended 31 December 2025 and 31 December 2024, the Bank and all Group entities remained in full compliance with their respective prudential and regulatory capital requirements.

CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

Impairment losses on loans and finance lease receivables

The Bank and the Group assess impairment of loans and finance leases on a quarterly basis. Impairment calculations rely on various judgements, including forward-looking assumptions, client financial performance, credit ratings, and asset recoverability. These assumptions are reviewed regularly to align estimates with actual outcomes. However, the calculated impairment loss as of 31 December 2025 may still be inadequate to reflect the full extent of loan portfolio losses. Please refer to Section 1.3.b of the Financial Risk Management Disclosure for sensitivity analysis.

Impairment losses on investments in subsidiaries

The Bank tests its investments in subsidiaries for impairment when indicators arise, assessing the recoverable amount based on discounted future cash flows. These estimates include inflows from management, sales of assets, and financing activities. Discount rates are based on current capital costs. Management applies judgement in estimating cash flows and discount rates for impairment testing. Further information regarding Impairment losses on investments in subsidiaries is provided in Note 14.

Impairment of goodwill

Goodwill is tested annually for impairment, with cash-generating units valued using present value techniques. Judgement is applied in estimating future cash flows and discount rates. Further information regarding Impairment of goodwill is provided in Note 15.

Liabilities related to insurance activities

Liabilities are determined using assumptions and estimates, reviewed regularly based on historical data and future expectations. Please refer to Section 5 of the Financial Risk Management Disclosure for sensitivity analysis.

Fair value measurements for Level 3 assets or liabilities

For Level 3 fair value measurements, the Group uses unobservable inputs. Judgement is applied in choosing valuation methodologies, cash flows, and discount rates. Please refer to Section 4 of the Financial Risk Management Disclosure for details on fair value approaches.

Taxes

Tax authorities may inspect the Bank and other group components records up to five years after the tax year. The Group's management is not aware of any significant potential tax liabilities. Deferred tax assets recognized as of 31 December 2025 are based on assumptions of future profitability. Any changes to these assumptions may result in adjustments to the recognized tax assets.

Non-consolidated entities

In 2025, the Bank established a subsidiary, UAB "Artea Retrofit Fund 2" in which it holds a 100% share. The operating principles of this entity do not significantly differ from those of UAB "Artea Retrofit Fund 1" a subsidiary established by the Bank in 2022, where the Bank also holds a 100% share. Both of these Group entities (hereinafter – the Funds) are not consolidated in the Group consolidated Financial Statements. The Bank's management has determined that due to the restrictions imposed on the Funds' activities under the Cooperation Agreement concluded between the Bank and the European Investment Bank (hereinafter – EIB), as well as agreements with investors investing in the Funds' activities, the Bank does not receive variable returns in its capacity as a shareholder of the Funds. The Bank acts as an agent for the EIB and other investors rather than as a principal in the operations of the Funds, and therefore, it is not required to consolidate these subsidiaries. Further information on activities related to the Funds and transactions with UAB "Artea Retrofit Fund 1" and UAB "Artea Retrofit Fund 2" is provided in Notes 14.

SEGMENT INFORMATION

In relation to adjusted strategy of the Bank, business model and strategic decisions are divided into three business lines – corporate, private and investment.

A summary of major indicators for the main business segments of the Group included in the Statement of financial position as at 31 December 2025 and in the Statement of comprehensive income for 2025 period then ended is presented in the table below.

2025-12-31	Segmentation by profit centres			Total
	Corporate	Private	Investment	
Net interest income	84,821	55,751	(2,229)	138,343
Net fee and commission income	14,544	8,782	7,640	30,966
Net gain from insurance activities	-	65	7,143	7,208
Other income	5,683	278	7,351	13,312
Salaries and related expenses	(22,986)	(23,145)	(8,983)	(55,114)
Other expenses	(23,237)	(25,461)	(7,871)	(56,569)
Impairment increase (decrease)	1,241	(5,071)	(58)	(3,888)
Profit before income tax	60,067	11,199	2,993	74,259
Income tax	(10,978)	(2,047)	(547)	(13,572)
Net profit centre result	49,089	9,152	2,446	60,687
Total segment assets	2,225,533	1,439,359	2,410,578	6,075,470

A summary of major indicators for the main business segments of the Group included in the Statement of financial position as at 31 December 2024.

and in the Statement of comprehensive income for 2024 period then ended is presented in the table below.

2024-12-31	Segmentation by profit centres			Total
	Corporate	Private	Investment	
Net interest income	90,664	54,065	15,480	160,209
Net fee and commission income	13,742	9,373	5,965	29,080
Net gain from insurance activities	-	1,078	4,384	5,462
Other income	2,912	1,416	3,887	8,215
Salaries and related expenses	(21,651)	(20,305)	(7,551)	(49,507)
Other expenses	(16,911)	(22,842)	(6,364)	(46,117)
Impairment expenses	(5,092)	(5,926)	122	(10,896)
Profit before income tax	63,664	16,859	15,923	96,446
Income tax	(11,657)	(3,086)	(2,916)	(17,659)
Net profit centre result	52,007	13,773	13,007	78,787
Total segment assets	2,113,076	1,314,491	1,495,053	4,922,620

NOTE 1 NET INTEREST INCOME

	2025		2024	
	Group	Bank	Group	Bank
Interest revenue calculated using the effective interest method (on financial assets at amortized cost and fair value through other comprehensive income):	223,250	203,759	243,478	227,237
on loans to other banks and financial institutions and placements with credit institutions	10,613	10,571	21,001	35,202
on loans to customers	194,168	174,854	208,163	177,861
on debt securities at amortized cost	18,469	18,334	13,933	13,793
on debt securities at fair value through other comprehensive income	-	-	381	381
Other similar income:	23,066	21,567	26,735	24,953
on debt securities at fair value through profit or loss	2,654	1,156	3,072	1,292
on finance leases	19,538	19,537	22,829	22,827
other interest income	874	874	834	834
Total interest income	246,316	225,326	270,213	252,190
Interest expense:				
on financial liabilities measured at amortised cost	(107,963)	(108,006)	(109,985)	(110,138)
on other liabilities	(10)	-	(19)	(8)
Total interest expense	(107,973)	(108,006)	(110,004)	(110,146)
Net interest income	138,343	117,320	160,209	142,044

NOTE 2 NET FEE AND COMMISSION INCOME

	2025		2024	
	Group	Bank	Group	Bank
Fee and commission income:				
for administration of loans of third parties	8,710	8,710	7,526	7,526
for settlement services	5,389	5,389	5,144	5,146
for cash operations	3,920	3,920	4,097	4,097
for account administration	6,529	6,529	6,545	6,545
for guarantees, letters of credit, documentary collection	966	962	1,072	1,072
for collection of utility and similar payments	256	256	254	254
for services related to securities	5,274	5,274	4,896	4,947
for services related to pension and investment funds management	8,757	-	7,548	-
other fee and commission income	966	2,352	939	3,000
Total fee and commission income	40,767	33,392	38,021	32,587
Fee and commission expense:				
for payment cards	(6,144)	(6,144)	(5,435)	(5,434)
for cash operations	(466)	(466)	(632)	(632)
for correspondent bank and payment system fees	(563)	(428)	(619)	(483)
for services related to securities	(1,193)	(1,193)	(1,027)	(1,027)
for services related to pension and investment funds management	(878)	-	(65)	-
other fee and commission expenses	(557)	(535)	(1,163)	(468)
Total fee and commission expense	(9,801)	(8,766)	(8,941)	(8,044)
Net fee and commission income	30,966	24,626	29,080	24,543

NOTE 3

REVENUE AND EXPENSES RELATED TO INSURANCE ACTIVITIES

Revenue and expenses from insurance main activities are presented in the tables below.

REVENUE RELATED TO INSURANCE ACTIVITIES

Group	2025	2024
Amounts relating to changes in LFRC		
- Expected benefits incurred	3,056	3,017
- Expected expenses incurred	3,503	3,390
- Change in the risk adjustment	2,210	268
- CSM recognized	2,660	2,780
Recovery of acquisition cash flows	1,226	996
Other insurance related revenue	2,749	2,639
Total	15,404	13,090

EXPENSES RELATED TO INSURANCE ACTIVITIES

Group	2025	2024
Incurring claims expenses	(2,720)	(2,472)
Losses on onerous contracts and reversal of those losses	(176)	(354)
Insurance acquisition costs	(869)	(435)
Other expenses	(2,860)	(3,652)
Interest accrued to insurance contracts	(1,876)	(2,762)
Change in financial assumptions through P&L	(6,316)	(10,092)
Changes related to effect of discount rates applied on initial recognition	15	32
Change in financial liabilities	(161)	11
Commissions for investment contracts	(989)	(1,023)
Total	(15,952)	(20,747)

INSURANCE NET GAIN FROM TRADING

Group	2025	2024
Securities in the trading book:		
Realised gain (loss) on equity securities	387	6,219
Unrealised gain (loss) on equity securities	7,028	5,107
Realised gain on debt securities	85	589
Unrealised gain (loss) on debt securities	159	995
Net gain (loss) on securities in the trading book	7,659	12,910
Investment securities:		
Dividend and other income from investment equities	121	191
Net gain on investment securities	121	191
Net gain from foreign exchange and related derivatives	(24)	18
Total	7,756	13,119

Group's internal policy allows frequent, but strictly limited in scale and infrequent but larger scale sales of debt securities at amortized cost.

RESULT FROM REINSURANCE CONTRACTS HELD

Group	2025	2024
Amounts relating to changes in LFRC		
- Expected recovery of claims and other expenses	(156)	(133)
- Change in the risk adjustment	(2)	(2)
- CSM recognized	(110)	(7)
Allocation of reinsurer premium	(268)	(142)
- Amounts recovered for claims and other expenses	118	41
- Changes that relate to past service - recoverable claims and other expenses	12	17
Amounts recoverable from reinsurer and incurred expenses	130	58
Total	(138)	(84)

INSURANCE FINANCE RESULT

Group	2025	2024
Interest accrued to insurance contracts	(1,876)	(2,762)
Change in financial assumptions through P&L	(6,316)	(10,092)
Effect of unlocking CSM at locked-in rates and FCF at current rates	15	32
Change in assets covering insurance contract liabilities	8,098	13,616
Insurance finance result	(79)	794

Group	2025	2024
Interest accrued to insurance contracts	1	1
Change in financial assumptions through P&L	-	-
Effect of unlocking CSM at locked-in rates and FCF at current rates	-	-
Change in assets covering reinsurance contract liabilities	-	-
Reinsurance finance result	1	1

NOTE 4

NET GAIN FROM TRADING ACTIVITIES (EXCLUDING INSURANCE)

	2025		2024	
	Group	Bank	Group	Bank
Net gain (losses) from operations with securities	4,890	4,595	606	551
Net gain from foreign exchange and related derivatives	9,922	9,923	404	404
Net gain (loss) from other derivatives	(4,852)	(4,852)	5,293	5,293
Net gain (loss) from hedge accounting	(1,210)	(1,210)	-	-
Total net gain from trading activities	8,750	8,456	6,303	6,248

NOTE 5

OTHER OPERATING EXPENSES

	2025		2024	
	Group	Bank	Group	Bank
Rent of buildings and premises	(413)	(398)	(411)	(394)
Utility services for buildings and premises	(1,278)	(1,260)	(1,294)	(1,274)
Other expenses related to buildings and premises	(680)	(680)	(812)	(809)
Transportation expenses	(407)	(331)	(447)	(366)
Legal costs	(254)	(254)	(117)	(117)
Personnel and training expenses	(1,914)	(1,889)	(2,047)	(1,995)
IT and communication expenses	(25,660)	(23,939)	(16,697)	(14,864)
Marketing and charity expenses	(6,980)	(5,011)	(6,434)	(4,086)
Service organisation expenses	(8,261)	(7,838)	(4,761)	(4,389)
Non-income taxes, fines	(936)	(339)	(2,862)	(2,220)
Costs incurred due to debt recovery	(521)	(252)	(862)	(576)
Other expenses	(1,587)	(1,257)	(1,367)	(1,312)
Total	(48,891)	(43,448)	(38,111)	(32,402)

NOTE 6

IMPAIRMENT LOSSES

	2025		2024	
	Group	Bank	Group	Bank
Impairment losses on loans:				
Impairment charge for the year, net (see Note 12)	5,533	5,662	11,575	5,187
Recoveries of loans previously written off	(196)	(133)	(176)	(161)
Total impairment losses (reversals) on loans	5,337	5,529	11,399	5,026
Impairment losses on finance lease receivables:				
Impairment charge for the year, net (see Note 12)	(785)	(785)	(82)	(81)
Recovered previously written-off finance lease receivables	-	-	-	-
Total impairment losses (reversals) on finance lease receivables	(785)	(785)	(82)	(81)
Total impairment losses (reversals) on loans and finance lease receivables	4,552	4,744	11,317	4,945
Impairment losses on financial assets other than loans and finance lease receivables:				
Due from other banks: impairment charge, net (see Note 10)	14	14	(42)	(42)
Debt securities: impairment charge, net (see Note 13)	20	20	(150)	(148)
Other financial assets: impairment charge, net (see Note 17)	(679)	(744)	(120)	(120)
Total impairment losses on financial assets other than loans and finance lease receivables:	(645)	(710)	(312)	(310)
Non-financial assets:				
Goodwill: impairment charge	-	-	-	-
Non-financial assets other than goodwill: impairment charge	-	-	-	-
Non-financial assets other than goodwill: reversal of impairment charge	-	-	-	-
Total impairment losses on non-financial assets:	-	-	-	-
Provisions:				
Provisions for pending legal issues: charge	-	-	-	-
Provisions for commitments and guarantees given: charge / (reversal)	(19)	-	(109)	-
Total provisions:	(19)	-	(109)	-
Total impairment losses on other assets	(664)	(710)	(421)	(310)
Total	3,888	4,034	10,896	4,635

The Bank and the Group held no significant direct loan positions in Russia, Belarus and Ukraine. 31 December 2024, the positions that were included in the Watch List was EUR 8 thousand. Of the impairment losses of EUR 390 thousand recognised as at 31 December 2022, a full reversal of impairment in the total amount was recognised

as at 31 December 2024. As of 31 December 2025, there were no positions remaining that had been included in the Watchlist of Loans, and no new clients, due to geopolitical situation were added.

NOTE 7 INCOME TAX

	2025		2024	
	Group	Bank	Group	Bank
Current tax	13,102	10,166	17,403	16,078
Deferred taxes	78	238	857	333
Deferred tax adjustment due to change in tax rate	445	-	-	-
Adjustment of previous year income tax	(53)	7	(601)	(601)
Total	13,572	10,411	17,659	15,810

	2025		2024	
	Group	Bank	Group	Bank
Profit before income tax from continuing operations	74,528	70,895	96,446	95,097
Income tax calculated at 15% rate in 2024 and 16% rate in 2025	11,924	11,343	14,467	14,265
Income tax calculated at 5% rate	3,445	3,445	4,755	4,755
Non-taxable income	(13,137)	(6,218)	(10,506)	(1,410)
Expenses not deductible for tax purposes	11,326	1,834	10,544	163
Additional deduction for film production and charitable expenses	-	-	(1,361)	(1,361)
Adjustment of income tax calculated in prior years	14	7	(601)	(601)
Recognised tax losses for which deferred tax assets have not been recognised	-	-	361	-
Income tax expense	13,572	10,411	17,659	15,810

Deferred tax assets

	Group					Bank			
	Revaluation of assets	Goodwill and accruals	Other	Tax losses carried forward	Total	Accruals	Right of use	Revaluation of financial instruments and other assets	Total
At 1 January 2024	2,879	4,277	213	208	7,577	775	4	2,879	3,658
To be credited/(charged) to net profit	(979)	380	(85)	(208)	(892)	615	31	(979)	(333)
To be credited/ (charged) to other comprehensive income	(609)	-	-	-	(609)	-	-	(609)	(609)
At 31 December 2024	1,291	4,657	128	-	6,076	1,390	35	1,291	2,716
To be credited/(charged) to net profit	(355)	924	(46)	-	523	161	(43)	(355)	(237)
To be credited/ (charged) to other comprehensive income	(139)	-	-	-	(139)	-	-	(139)	(139)
At 31 December 2025	797	5,581	82	-	6,460	1,551	(8)	797	2,340

Deferred tax liabilities

Group	Funds management rights (see Note 14)	Revaluation of financial instruments and other assets	Total
At 1 January 2024	(4,574)	(1,551)	(6,125)
To be credited/(charged) to net profit	183	(199)	(16)
At 31 December 2024	(4,391)	(1,750)	(6,141)
To be credited/(charged) to net profit	(377)	33	(344)
At 31 December 2025	(4,768)	(1,717)	(6,485)

Deferred income tax assets and liabilities are offset when there is a legally enforceable right to set off current tax assets against current tax liabilities. In Group DTL and DTA not be offset due to differences in their origin.

NOTE 8 EARNINGS PER SHARE

Basic earnings per share are calculated by dividing the net profit for the period by the weighted average number of ordinary shares in issue during the period. There were no potential ordinary shares at 31 December 2025 and 31 December 2024, therefore the Group had no dilutive potential ordinary shares and diluted earnings per share are equal to basic earnings per share.

The number of shares in issue for the year ended 31 December 2025 was 652.399 and for the year ended 31 December 2024 was 662,997 thousand. Weighted average number of shares in issue for the year ended 31 December 2025 was 658.903 thousand (2024: 662,318 thousand).

Basic earnings per share

Group	2025	2024
Net profit from continuing operations attributable to equity holders	60,686	78,787
Net profit (loss) from discontinued operations attributable to equity holders	-	-
Net profit attributable to equity holders	60,686	78,787
Weighted average number of shares in issue during the period (thousand units)	658,903	662,318
Basic earnings per share (EUR)	0.09	0.12
Basic earnings per share (EUR) from continuing operations	0.09	0.12

NOTE 9 CASH AND CASH EQUIVALENTS

	2025		2024	
	Group	Bank	Group	Bank
Cash and other valuables	75,294	74,612	79,537	79,184
Gross value in bank correspondent accounts:	254,314	248,562	267,311	258,891
Allowance for impairment	(18)	(18)	(6)	(4)
Total balances in bank correspondent accounts, net value	254,296	248,544	267,305	258,887
Correspondent account with Central Bank	40,403	40,403	28,106	28,106
Mandatory reserves in local currency, gross value	20,065	20,065	20,190	20,190
Mandatory reserves in local currency, allowance for impairment	(1)	(1)	(2)	(2)
Total placements with Central Bank, net value	60,467	60,467	48,294	48,294
Total	390,057	383,623	395,136	386,365

The compulsory reserves held in the Bank of Lithuania are estimated on a monthly basis based on the value of indicated liabilities using the established compulsory reserve rate. With effect from 1 January 2015, the compulsory reserve rate was set at 1%. The mandatory reserves are held with the Bank of Lithuania in the form of current deposits. The Bank is free to use the funds held in the current account with the Bank of Lithuania, the average monthly amount of which may be not less than the estimated compulsory reserves.

The balances in bank correspondent accounts and placements with Central Bank are classified as Stage 1 financial assets. As of 31 December 2025, balances in correspondent accounts in amount of EUR 151 thousand (as of 31 December 2024 - EUR 585 thousand) were pledged for derivatives contracts.

Liabilities from financing activities

The tables below sets out movements in the Group's and Bank's liabilities from financing activities for each of the periods presented. The items of these liabilities are those that are reported as financing activities in the statement of cash flows.

Group	2025				2024			
	Dividends payable	Debt securities in issue	Lease liabilities	Total	Dividends payable	Debt securities in issue	Lease liabilities	Total
As at 1 January	30	448,091	7,289	455,410	94	283,312	7,224	290,630
Dividends declared	39,796	-	-	39,796	32,095	-	-	32,095
Issuance in cash	-	597,307	-	597,307	-	375,000	-	375,000
Contract additions / terminations	-	(20,000)	1,017	(18,983)	-	(210,000)	1,063	(208,937)
Payment in cash	(39,719)	-	(2,809)	(42,528)	(32,159)	-	(1,039)	(33,198)
Redemption in cash	-	-	-	-	-	-	-	-
Accrued interest	-	39,920	160	40,080	-	13,166	41	13,207
Coupon payments in cash	-	(30,122)	-	(30,122)	-	(13,387)	-	(13,387)
Revaluation	-	(1,502)	-	(1,502)	-	-	-	-
As at of 31 December	107	1,033,694	5,657	1,039,458	30	448,091	7,289	455,410

Bank	2025				2024			
	Dividends payable	Debt securities in issue	Lease liabilities	Total	Dividends payable	Debt securities in issue	Lease liabilities	Total
As at 1 January	30	448,091	6,453	454,574	94	283,312	6,393	289,799
Dividends declared	39,796	-	-	39,796	32,095	-	-	32,095
Issuance in cash	-	597,307	-	597,307	-	375,000	-	375,000
Contract additions / terminations	-	(20,000)	998	(19,002)	-	(210,000)	2,063	2,063
Payment in cash	(39,719)	-	(2,536)	(42,255)	(32,159)	-	(2,038)	(34,197)
Redemption in cash	-	-	-	-	-	-	-	-
Accrued interest	-	39,920	135	40,055	-	13,166	35	15,099
Coupon payments in cash	-	(30,122)	-	(30,122)	-	(13,387)	-	(13,334)
Revaluation	-	(1,502)	-	(1,502)	-	-	-	-
As at of 31 December	107	1,033,694	5,050	1,038,851	30	448,091	6,453	454,574

NOTE 10 DUE FROM OTHER BANKS

	2025		2024	
	Group	Bank	Group	Bank
Pledged deposits	2,520	2,520	2,520	2,520
Term deposits	6,515	6,515	97	97
Loans	-	-	504	504
Gross value	9,035	9,035	3,121	3,121
Allowance for impairment	-	-	-	-
Net value	9,035	9,035	3,121	3,121
Breakdown due from other banks by the maturity:				
Short-term (up to 1 year)	2,618	2,618	3,031	3,031
Long-term (over 1 year)	6,417	6,417	90	90
Total	9,035	9,035	3,121	3,121

As of 31 December 2025 pledged deposits consisted of funds pledged for derivatives contracts. As of 31 December 2025, term deposits amounting to EUR 2,520 thousand were pledged for the guarantees or letters of credit issued for the Bank's clients. As of

31 December 2024, term deposits amounting to EUR 2,520 thousand were pledged for the guarantees or letters of credit issued for the Bank's clients.

NOTE 11
FINANCIAL ASSETS AND LIABILITIES IN THE TRADING BOOK

Total balances of financial assets and liabilities in the trading book are presented in the table below:

	2025		2024	
	Group	Bank	Group	Bank
Assets:				
Derivatives	164	151	1,093	1,093
Derivatives related to prices of financial instruments	-	-	-	-
Securities in the trading book	11,031	10,038	235,110	13,543
Liabilities:				
Derivatives	(3,326)	(3,326)	(123)	(123)
Derivatives related to prices of financial instruments	-	-	-	-

Derivative Financial Instruments – Currency Derivatives

As of 31 December 2025 and 31 December 2024, the Group and the Bank had exposure to currency forwards, which represent commitments to purchase and/or sell foreign and local currency in the future at a fixed price.

	2025		2024	
	Group	Bank	Group	Bank
Currency forwards:				
Assets	164	151	1,093	1,093
Liabilities	(3,326)	(3,326)	(123)	(123)
Notional amount	85,004	85,004	93,434	93,434
Net gain (loss) from currency derivatives in profit or loss	(4,852)	(4,852)	5,293	5,293

Securities in the Trading Book

	2025		2024	
	Group	Bank	Group	Bank
Trading debt securities:	11,004	10,011	56,617	13,521
Government bonds	-	-	23,059	-
Corporate bonds	11,004	10,011	33,558	13,521
Trading equity securities	27	27	19,900	22
Units of investment funds	-	-	158,593	-
Total securities in the trading book	11,031	10,038	235,110	13,543

Securities in the trading book are comprised of trading securities and other securities that cover technical insurance provisions under unit-linked insurance contracts of life insurance subsidiary. These securities are measured at fair value through profit or loss.

Securities in the trading book have not been pledged as at 31 December 2025 and 2024. All of the securities in the trading book, except for unlisted securities, are

accounted at fair value that is determined using level 1 requirements as described in fair value hierarchy in Section 4.2 of Financial Risk Management, i.e. fair value is based on quoted prices in active markets for identical assets and liabilities. Unlisted securities are accounted at fair value that is determined using level 3 requirements.

Breakdown of securities in the trading book as at 31 December 2025 and 2024:

	2025		2024	
	Group	Bank	Group	Bank
Trading securities:				
Debt securities	11,004	10,011	28,828	13,521
from AA- to AAA	-	-	3,492	-
from A- to A+	993	-	9,571	-
from BBB- to BBB+	-	-	1,812	-
from BB- to BB+	-	-	580	148
lower than BB- no rating	10,011	10,011	13,373	13,373
Equity securities	27	27	19,900	22
Total trading securities	11,031	10,038	48,728	13,543
Other trading book securities:				
Debt securities	-	-	27,789	-
from AA- to AAA	-	-	-	-
from A- to A+	-	-	10,210	-
from BBB- to BBB+	-	-	10,591	-
from BB- to BB+	-	-	6,454	-
lower than BB- no rating	-	-	384	-
Equity securities	-	-	8,730	-
Total other trading book securities	-	-	36,159	-
units of investment funds	-	-	149,863	-
TOTAL	11,031	10,038	235,110	13,543

NOTE 12

LOANS TO CUSTOMERS

Due to the macroeconomic situation, the Group maintained a cautious approach to lending in 2024 – the Group's loan portfolio grew by 17% in 2024, primarily driven by strong demand for retail loans, particularly housing and consumer loans. In 2025, the Group's loan portfolio increased by 8%.

The Bank has provided loans as investment to securitization vehicle through Banks's subsidiaries Pakeitimo vertybiniais popieriais Artea Retrofit Fund 1, UAB and

Pakeitimo vertybiniais popieriais Artea Retrofit Fund 2, UAB for financing multiapartment buildings renovation projects. Bank's investments in securitization are provided in several tranches to different investment layers bearing different risk levels. The Bank's investments in the first-loss tranche of these unconsolidated subsidiaries are measured at fair value and amounted to EUR 6,203 thousand as of 31 December 2025 (31 December 2024: EUR 6,137 thousand). Reconciliation of the gross loan amount is presented in the following tables.

	2025		2024	
	Group	Bank	Group	Bank
Gross loans to customers	3,762,780	3,728,430	3,484,872	3,456,021
Allowance for loan impairment	(55,259)	(42,678)	(56,412)	(40,254)
Net loans at amortized cost	3,707,521	3,685,752	3,428,460	3,415,767
Loans at fair value	6,203	6,203	6,137	6,137
Net loans to customers	3,713,724	3,691,955	3,434,597	3,421,904
Breakdown of loans to customers according to maturity				
Short-term (up to 1 year)	726,647	920,820	637,032	829,552
Long-term (over 1 year)	2,987,077	2,771,135	2,797,565	2,592,352
Total	3,713,724	3,691,955	3,434,597	3,421,904

Group gross loans to customers	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Gross carrying amount as at 1 January	3,186,836	225,786	78,388	3,491,010	2,677,647	219,746	84,490	2,981,883
Transfer between stages	(263,419)	197,222	66,197	-	(57,502)	39,165	18,337	-
New loans originated or loan amounts increased	1,478,512	389,918	17,784	1,886,214	1,266,858	40,320	5,907	1,313,085
Loans derecognized during the period (other than write-offs)	(1,147,023)	(403,920)	(51,388)	(1,602,331)	(700,169)	(73,364)	(25,031)	(798,564)
Loans written-off during the period and other movements	(3)	(20)	(5,887)	(5,910)	2	(81)	(5,315)	(5,394)
Gross carrying amount as at 31 December	3,254,903	408,986	105,094	3,768,983	3,186,836	225,786	78,388	3,491,010

Bank gross loans to customers	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Gross carrying amount as at 1 January	2,897,520	496,347	68,292	3,462,159	2,433,386	447,163	76,914	2,957,463
Transfer between stages	(255,431)	193,384	62,047	-	(52,057)	38,669	13,388	-
New loans originated or loan amounts increased	1,335,465	394,335	16,863	1,746,663	1,116,357	75,451	3,485	1,195,293
Loans derecognized during the period (other than write-offs)	(1,027,594)	(395,340)	(48,795)	(1,471,729)	(600,170)	(64,938)	(23,123)	(688,231)
Loans written-off during the period and other movements	(2)	(5)	(2,453)	(2,460)	4	2	(2,372)	(2,366)
Gross carrying amount as at 31 December	2,949,958	688,721	95,954	3,734,633	2,897,520	496,347	68,292	3,462,159

Group gross loans to financial institutions	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Gross carrying amount as at 1 January	20,314	(1)	-	20,313	26,596	-	-	26,596
Transfer between stages:								
from Stage 1 to Stage 2	-	-	-	-	-	-	-	-
from Stage 1 to Stage 3	-	-	-	-	-	-	-	-
from Stage 2 to Stage 1	-	-	-	-	-	-	-	-
from Stage 2 to Stage 3	-	-	-	-	-	-	-	-
from Stage 3 to Stage 1	-	-	-	-	-	-	-	-
from Stage 3 to Stage 2	-	-	-	-	-	-	-	-
New loans originated or loan amounts increased	23,547	290,285	1	313,833	20,314	(1)	-	20,313
Loans derecognized during the period (other than write-offs)	(20,314)	(290,284)	-	(310,598)	(26,596)	-	-	(26,596)
Loans written-off during the period and other movements	-	-	-	-	-	-	-	-
Gross carrying amount as at 31 December	23,547	-	1	23,548	20,314	(1)	-	20,313

Bank gross loans to financial institutions	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Gross carrying amount as at 1 January	20,314	290,817	-	311,131	26,596	247,553	-	274,149
Transfer between stages:								
from Stage 1 to Stage 2	-	-	-	-	-	-	-	-
from Stage 1 to Stage 3	-	-	-	-	-	-	-	-
from Stage 2 to Stage 1	-	-	-	-	-	-	-	-
from Stage 2 to Stage 3	-	-	-	-	-	-	-	-
from Stage 3 to Stage 1	-	-	-	-	-	-	-	-
from Stage 3 to Stage 2	-	-	-	-	-	-	-	-
New loans originated or loan amounts increased	23,547	300,773	1	324,321	20,314	43,264	-	63,578
Loans derecognized during the period (other than write-offs)	(20,314)	(290,817)	-	(311,131)	(26,596)	-	-	(26,596)
Loans written-off during the period and other movements	-	-	-	-	-	-	-	-
Gross carrying amount as at 31 December	23,547	300,773	1	324,321	20,314	290,817	-	311,131

NOTE 12
LOANS TO CUSTOMERS (CONTINUED)

Group gross loans to individuals (retail)	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Gross carrying amount as at 1 January	1,405,661	60,832	32,380	1,498,873	1,232,643	46,885	32,243	1,311,771
Transfer between stages:								
from Stage 1 to Stage 2	(81,871)	81,871	-	-	(34,816)	34,816	-	-
from Stage 1 to Stage 3	(12,623)	-	12,623	-	(11,280)	-	11,280	-
from Stage 2 to Stage 1	19,362	(19,362)	-	-	16,028	(16,028)	-	-
from Stage 2 to Stage 3	-	(9,886)	9,886	-	-	(5,569)	5,569	-
from Stage 3 to Stage 1	4,117	-	(4,117)	-	8,745	-	(8,745)	-
from Stage 3 to Stage 2	-	3,302	(3,302)	-	-	3,279	(3,279)	-
New loans originated or loan amounts increased	475,402	27,123	7,945	510,470	436,847	11,429	4,701	452,977
Loans derecognized during the period (other than write-offs)	(328,150)	(18,783)	(9,399)	(356,332)	(242,502)	(13,899)	(6,256)	(262,657)
Loans written-off during the period and other movements	2	(16)	(3,499)	(3,513)	(4)	(81)	(3,133)	(3,218)
Gross carrying amount as at 31 December	1,481,900	125,081	42,517	1,649,498	1,405,661	60,832	32,380	1,498,873

Bank gross loans to individuals (retail)	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Gross carrying amount as at 1 January	1,116,348	40,575	22,284	1,179,207	988,382	26,749	24,667	1,039,798
Transfer between stages:								
from Stage 1 to Stage 2	(70,868)	70,868	-	-	(25,720)	25,720	-	-
from Stage 1 to Stage 3	(9,193)	-	9,193	-	(7,263)	-	7,263	-
from Stage 2 to Stage 1	14,101	(14,101)	-	-	9,498	(9,498)	-	-
from Stage 2 to Stage 3	-	(6,858)	6,858	-	-	(2,630)	2,630	-
from Stage 3 to Stage 1	2,933	-	(2,933)	-	7,607	-	(7,607)	-
from Stage 3 to Stage 2	-	2,178	(2,178)	-	-	2,410	(2,410)	-
New loans originated or loan amounts increased	332,355	21,052	7,024	360,431	286,347	3,295	2,279	291,921
Loans derecognized during the period (other than write-offs)	(208,721)	(9,670)	(6,806)	(225,197)	(142,503)	(5,473)	(4,348)	(152,324)
Loans written-off during the period and other movements	3	(1)	(65)	(63)	-	2	(190)	(188)
Gross carrying amount as at 31 December	1,176,958	104,043	33,377	1,314,378	1,116,348	40,575	22,284	1,179,207

Group gross loans to business customers	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Gross carrying amount as at 1 January	1,760,861	164,955	46,008	1,971,824	1,418,408	172,861	52,247	1,643,516
Transfer between stages:								
from Stage 1 to Stage 2	(191,896)	191,896	-	-	(66,885)	66,885	-	-
from Stage 1 to Stage 3	(17,243)	-	17,243	-	(3,081)	-	3,081	-
from Stage 2 to Stage 1	16,548	(16,548)	-	-	33,656	(33,656)	-	-
from Stage 2 to Stage 3	-	(34,366)	34,366	-	-	(10,727)	10,727	-
from Stage 3 to Stage 1	187	-	(187)	-	131	-	(131)	-
from Stage 3 to Stage 2	-	315	(315)	-	-	165	(165)	-
New loans originated or loan amounts increased	979,563	72,510	9,838	1,061,911	809,697	28,892	1,206	839,795
Loans derecognized during the period (other than write-offs)	(798,559)	(94,853)	(41,989)	(935,401)	(431,071)	(59,465)	(18,775)	(509,311)
Loans written-off during the period and other movements	(5)	(4)	(2,388)	(2,397)	6	-	(2,182)	(2,176)
Gross carrying amount as at 31 December	1,749,456	283,905	62,576	2,095,937	1,760,861	164,955	46,008	1,971,824

Bank gross loans to business customers	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Gross carrying amount as at 1 January	1,760,858	164,955	46,008	1,971,821	1,418,408	172,861	52,247	1,643,516
Transfer between stages:								
from Stage 1 to Stage 2	(191,896)	191,896	-	-	(66,885)	66,885	-	-
from Stage 1 to Stage 3	(17,243)	-	17,243	-	(3,081)	-	3,081	-
from Stage 2 to Stage 1	16,548	(16,548)	-	-	33,656	(33,656)	-	-
from Stage 2 to Stage 3	-	(34,366)	34,366	-	-	(10,727)	10,727	-
from Stage 3 to Stage 1	187	-	(187)	-	131	-	(131)	-
from Stage 3 to Stage 2	-	315	(315)	-	-	165	(165)	-
New loans originated or loan amounts increased	979,563	72,510	9,838	1,061,911	809,696	28,892	1,206	839,794
Loans derecognized during the period (other than write-offs)	(798,559)	(94,853)	(41,989)	(935,401)	(431,071)	(59,465)	(18,775)	(509,311)
Loans written-off during the period and other movements	(5)	(4)	(2,388)	(2,397)	4	-	(2,182)	(2,178)
Gross carrying amount as at 31 December	1,749,453	283,905	62,576	2,095,934	1,760,858	164,955	46,008	1,971,821

Movements in allowance for loan impairment

Group loss allowance against loans to customers	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Loss allowance as at 1 January	30,311	6,051	20,051	56,413	24,204	7,357	18,765	50,326
Movements with impact to profit or loss:								
New loans originated	13,837	888	171	14,896	18,279	1,476	627	20,382
Loans derecognized during the period (other than write-offs)	(2,768)	(1,343)	(7,240)	(11,351)	(3,211)	(1,476)	(8,416)	(13,103)
Changes due to change in credit risk (net)	(9,890)	5,376	13,283	8,769	(10,133)	(1,020)	11,530	377
Update in the macro scenarios and parameters	(8,124)	1,588	671	(5,865)	260	(45)	629	844
Update in the methodology for loss allowance estimation	(2,356)	460	195	(1,701)	923	(160)	2,231	2,994
Total movements with impact to profit or loss:	(9,301)	6,969	7,080	4,748	6,118	(1,225)	6,601	11,494
Movements without impact to profit or loss:								
Loans written-off during the period	(1)	(14)	(5,887)	(5,902)	(4)	(78)	(5,315)	(5,397)
FX and other movements	-	-	-	-	(7)	(3)	-	(10)
Total movements without impact to profit or loss:	(1)	(14)	(5,887)	(5,902)	(11)	(81)	(5,315)	(5,407)
Loss allowance as at 31 December	21,009	13,006	21,244	55,259	30,311	6,051	20,051	56,413

NOTE 12

LOANS TO CUSTOMERS (CONTINUED)

Bank loss allowance against loans to customers	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Loss allowance as at 1 January	23,352	1,514	15,388	40,254	18,896	3,351	15,282	37,529
Movements with impact to profit or loss:								
New loans originated	10,503	241	78	10,822	14,471	113	497	15,081
Loans derecognized during the period (other than write-offs)	(1,863)	(427)	(4,520)	(6,810)	(2,495)	(418)	(6,166)	(9,079)
Changes due to change in credit risk (net)	(7,725)	5,113	7,675	5,063	(7,892)	(896)	5,320	(3,468)
Update in the macro scenarios and parameters	(5,834)	1,923	656	(3,255)	83	(139)	622	566
Update in the methodology for loss allowance estimation	(1,692)	558	190	(944)	296	(494)	2,205	2,007
Total movements with impact to profit or loss:	(6,611)	7,408	4,079	4,876	4,463	(1,834)	2,478	5,107
Movements without impact to profit or loss:								
Loans written-off during the period	-	-	(2,452)	(2,452)	-	-	(2,372)	(2,372)
FX and other movements	-	-	-	-	(7)	(3)	-	(10)
Total movements without impact to profit or loss:	-	-	(2,452)	(2,452)	(7)	(3)	(2,372)	(2,382)
Loss allowance as at 31 December	16,741	8,922	17,015	42,678	23,352	1,514	15,388	40,254

During the year ended on 31 December 2025, key methodological updates included revisions to private individuals and Artea Lizingas rating grading systems, adjustments to the ECL calculation methodology for renovation loans, and the implementation of OSI and Audit recommendations, including related overlays.

Group loss allowance against loans to customers: Loans to financial institutions	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Loss allowance as at 1 January	27	-	-	27	183	-	-	183
Movements with impact to profit or loss:								
New loans originated	298	-	1	299	28	-	-	28
Loans derecognized during the period (other than write-offs)	(254)	-	-	(254)	(154)	-	-	(154)
Changes due to change in credit risk (net)	170	-	-	170	11	-	-	11
Update in the methodology for loss allowance estimation	(169)	-	-	(169)	(40)	-	-	(40)
Total movements with impact to profit or loss:	45	-	1	46	(155)	-	-	(155)
Movements without impact to profit or loss:								
Loans written-off during the period	-	-	-	-	-	-	-	-
FX and other movements	-	-	-	-	(1)	-	-	(1)
Total movements without impact to profit or loss:	-	-	-	-	(1)	-	-	(1)
Loss allowance as at 31 December	72	-	1	73	27	-	-	27

Bank loss allowance against loans to customers: Loans to financial institutions	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Loss allowance as at 1 January	27	-	-	27	183	-	-	183
Movements with impact to profit or loss:								
New loans originated	298	-	1	299	28	-	-	28
Loans derecognized during the period (other than write-offs)	(254)	-	-	(254)	(154)	-	-	(154)
Changes due to change in credit risk (net)	170	-	-	170	11	-	-	11
Update in the methodology for loss allowance estimation	(169)	-	-	(169)	(40)	-	-	(40)
Total movements with impact to profit or loss:	45	-	1	46	(155)	-	-	(155)
Movements without impact to profit or loss:								
Loans written-off during the period	-	-	-	-	-	-	-	-
FX and other movements	-	-	-	-	(1)	-	-	(1)
Total movements without impact to profit or loss:	-	-	-	-	(1)	-	-	(1)
Loss allowance as at 31 December	72	-	1	73	27	-	-	27

Group loss allowance against loans to customers: Loans to individuals (Retail)	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Loss allowance as at 1 January	10,965	4,729	8,573	24,267	9,301	4,265	6,719	20,285
Movements with impact to profit or loss:								
New loans originated	4,501	817	120	5,438	4,449	1,396	173	6,018
Loans derecognized during the period (other than write-offs)	(1,030)	(1,102)	(3,531)	(5,663)	(789)	(1,077)	(2,765)	(4,631)
Changes due to change in credit risk (net)	(1,751)	2,164	7,707	8,120	(3,134)	(152)	6,301	3,015
Update in the methodology for loss allowance estimation	(5,084)	1,644	257	(3,183)	1,145	377	1,278	2,800
Total movements with impact to profit or loss:	(3,364)	3,523	4,553	4,712	1,671	544	4,987	7,202
Movements without impact to profit or loss:								
Loans written-off during the period	(1)	(14)	(3,499)	(3,514)	(4)	(78)	(3,133)	(3,215)
FX and other movements	-	-	-	-	(3)	(2)	-	(5)
Total movements without impact to profit or loss:	(1)	(14)	(3,499)	(3,514)	(7)	(80)	(3,133)	(3,220)
Loss allowance as at 31 December	7,600	8,238	9,627	25,465	10,965	4,729	8,573	24,267

NOTE 12

LOANS TO CUSTOMERS (CONTINUED)

Bank loss allowance against loans to customers: Loans to individuals (Retail)	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Loss allowance as at 1 January	4,006	192	3,910	8,108	3,993	259	3,236	7,488
Movements with impact to profit or loss:								
New loans originated	1,167	170	27	1,364	641	33	43	717
Loans derecognized during the period (other than write-offs)	(125)	(186)	(811)	(1,122)	(73)	(19)	(515)	(607)
Changes due to change in credit risk (net)	414	1,901	2,099	4,414	(893)	(28)	91	(830)
Update in the methodology for loss allowance estimation	(2,130)	2,077	237	184	341	(51)	1,245	1,535
Total movements with impact to profit or loss:	(674)	3,962	1,552	4,840	16	(65)	864	815
Movements without impact to profit or loss:								
Loans written-off during the period	-	-	(64)	(64)	-	-	(190)	(190)
FX and other movements	-	-	-	-	(3)	(2)	-	(5)
Total movements without impact to profit or loss:	-	-	(64)	(64)	(3)	(2)	(190)	(195)
Loss allowance as at 31 December	3,332	4,154	5,398	12,884	4,006	192	3,910	8,108

Group loss allowance against loans to customers: Loans to business customers	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Loss allowance as at 1 January	19,319	1,322	11,478	32,119	14,720	3,092	12,046	29,858
Movements with impact to profit or loss:								
New loans originated	9,038	71	50	9,159	13,802	80	454	14,335
Loans derecognized during the period (other than write-offs)	(1,484)	(241)	(3,709)	(5,434)	(2,268)	(399)	(5,651)	(8,318)
Changes due to change in credit risk (net)	(8,309)	3,212	5,576	479	(7,010)	(868)	5,229	(2,649)
Update in the methodology for loss allowance estimation	(5,227)	404	609	(4,214)	78	(582)	1,582	1,078
Total movements with impact to profit or loss:	(5,982)	3,446	2,526	(10)	4,601	(1,769)	1,614	4,446
Movements without impact to profit or loss:								
Loans written-off during the period	-	-	(2,388)	(2,388)	-	-	(2,182)	(2,182)
FX and other movements	-	-	-	-	(3)	(1)	-	(4)
Total movements without impact to profit or loss:	-	-	(2,388)	(2,388)	(3)	(1)	(2,182)	(2,186)
Loss allowance as at 31 December	13,337	4,768	11,616	29,721	19,318	1,322	11,478	32,118

Bank loss allowance against loans to customers: Loans to business customers	2025				2024			
	Stage 1	Stage 2	Stage 3	Total	Stage 1	Stage 2	Stage 3	Total
Loss allowance as at 1 January	19,319	1,322	11,478	32,119	14,720	3,092	12,046	29,858
Movements with impact to profit or loss:								
New loans originated	9,038	71	50	9,159	13,802	80	454	14,336
Loans derecognized during the period (other than write-offs)	(1,484)	(241)	(3,709)	(5,434)	(2,268)	(399)	(5,651)	(8,318)
Changes due to change in credit risk (net)	(8,309)	3,212	5,576	479	(7,010)	(868)	5,229	(2,649)
Update in the methodology for loss allowance estimation	(5,227)	404	609	(4,214)	78	(582)	1,582	1,078
Total movements with impact to profit or loss:	(5,982)	3,446	2,526	(10)	4,602	(1,769)	1,614	4,447
Movements without impact to profit or loss:								
Loans written-off during the period	-	-	(2,388)	(2,388)	-	-	(2,182)	(2,182)
FX and other movements	-	-	-	-	(3)	(1)	-	(4)
Total movements without impact to profit or loss:	-	-	(2,388)	(2,388)	(3)	(1)	(2,182)	(2,186)
Loss allowance as at 31 December	13,337	4,768	11,616	29,721	19,319	1,322	11,478	32,119

NOTE 12

LOANS TO CUSTOMERS (CONTINUED)

Finance lease receivables

As part of its lending services, the Bank offers its customers various types of finance lease contracts. Main finance lease model of the Bank is to finance goods or services sold by vendors to the customers. The Bank acts as a lender, although legally it is the owner of the assets leased.

No other material income except for the finance income (included in net interest income - see Note 1) is earned by the Bank from the finance lease. The Bank does not provide any buy-back guarantees or residual value guarantees at its own risk.

In some cases when such guarantees are offered to customers that use Bank's finance lease products, the vendor of the assets leased provides such guarantees. In such cases the Bank additionally assesses the vendor's capacities to meet such obligations.

Risk profile of finance lease contracts is described in detail in part 1.5 of the Financial Risk Management disclosure.

Group	Up to 1 year	1-2 years	2-3 years	3-4 years	4-5 years	Over 5 years	Total
Gross investments in leasing:							
Balance at 31 December 2024	122,157	96,057	69,399	45,737	22,444	4,442	360,236
Change during 2025	13,047	(590)	4,214	2,942	3,968	2,183	25,764
Balance at 31 December 2025	135,204	95,467	73,613	48,679	26,412	6,625	386,000
Unearned finance income on finance leases:							
Balance at 31 December 2024	(16,579)	(10,482)	(5,895)	(2,775)	(735)	(186)	(36,652)
Change during 2025	2,048	1,287	467	260	(58)	(41)	3,963
Balance at 31 December 2025	(14,531)	(9,195)	(5,428)	(2,515)	(793)	(227)	(32,689)
Net investments in leasing before provisions:							
At 31 December 2024	105,578	85,575	63,504	42,962	21,709	4,256	323,584
At 31 December 2025	120,673	86,272	68,185	46,164	25,619	6,398	353,311
Changes in provisions:							
Balance at 31 December 2024	(1,996)	(1,566)	(1,162)	(781)	(395)	(787)	(6,687)
Provisions reversed / (additional provisions charged)	(22)	218	97	64	(3)	432	786
Provisions for finance lease debts written off	-	-	-	-	-	-	-
Balance at 31 December 2025	(2,018)	(1,348)	(1,065)	(717)	(398)	(355)	(5,901)
Net investments in leasing after provisions:							
At 31 December 2024	103,582	84,009	62,342	42,181	21,314	3,469	316,897
At 31 December 2025	118,655	84,924	67,120	45,447	25,221	6,043	347,410

Bank	Up to 1 year	1-2 years	2-3 years	3-4 years	4-5 years	Over 5 years	Total
Gross investments in leasing:							
Balance at 31 December 2024	122,157	96,057	69,399	45,737	22,444	4,442	360,236
Change during 2025	13,047	(590)	4,214	2,942	3,968	2,183	25,764
Balance at 31 December 2025	135,204	95,467	73,613	48,679	26,412	6,625	386,000
Unearned finance income on finance leases:							
Balance at 31 December 2024	(16,579)	(10,482)	(5,895)	(2,775)	(735)	(186)	(36,652)
Change during 2025	2,048	1,287	467	260	(58)	(41)	3,963
Balance at 31 December 2025	(14,531)	(9,195)	(5,428)	(2,515)	(793)	(227)	(32,689)
Net investments in leasing before provisions:							
At 31 December 2024	105,578	85,575	63,504	42,962	21,709	4,256	323,584
At 31 December 2025	120,673	86,272	68,185	46,164	25,619	6,398	353,311
Changes in provisions:							
Balance at 31 December 2024	(1,996)	(1,566)	(1,162)	(781)	(395)	(787)	(6,687)
Provisions reversed / (additional provisions charged)	(22)	218	97	64	(3)	432	786
Provisions for finance lease debts written off	-	-	-	-	-	-	-
Balance at 31 December 2025	(2,018)	(1,348)	(1,065)	(717)	(398)	(355)	(5,901)
Net investments in leasing after provisions:							
At 31 December 2024	103,582	84,009	62,342	42,181	21,314	3,469	316,897
At 31 December 2025	118,655	84,924	67,120	45,447	25,221	6,043	347,410

NOTE 13 INVESTMENT SECURITIES

Investment securities are comprised of:

- non-trading equities. The Group chose to measure these securities at fair value through profit or loss;
- Investments in units of funds;

- Investments in alternative fund units;
- debt securities at fair value through other comprehensive income;
- debt securities at amortized cost (held to collect cash flows).

	2025		2024	
	Group	Bank	Group	Bank
Debt securities at fair value through other comprehensive income, gross	305,035	252,501	41,047	41,047
Less: allowance for impairment	(40)	(40)	(53)	(53)
Debt securities at fair value through other comprehensive income:	304,995	252,461	40,994	40,994
Government bonds	276,652	243,914	24,327	24,327
Corporate bonds	28,343	8,547	16,667	16,667
Non-trading equity securities at fair value through profit or loss	199,701	2,513	2,874	2,626
TOTAL INVESTMENT SECURITIES AT FAIR VALUE	504,696	254,974	43,868	43,620
Debt Securities at amortised costs, Gross:	1,357,932	1,348,559	727,986	716,883
Less: allowance for impairment	(1,080)	(53)	(1,049)	(19)
Debt securities:	1,356,852	1,348,506	726,937	716,864
Government bonds	1,343,750	1,338,911	695,622	690,083
Corporate bonds	13,102	9,595	31,315	26,781
TOTAL INVESTMENT SECURITIES AT AMORTIZED COST	1,356,852	1,348,506	726,937	716,864
Breakdown of debt securities by time remaining to maturity:				
Short-term (up to 1 year)	78,207	77,325	11,770	11,770
Long-term (over 1 year)	226,788	175,136	29,224	29,224
Total debt securities at fair value through other comprehensive income	304,995	252,461	40,994	40,994
Short-term (up to 1 year)	264,437	263,509	196,312	195,334
Long-term (over 1 year)	1,092,415	1,084,997	530,625	521,530
Total debt securities at amortized cost	1,356,852	1,348,506	726,937	716,864

These securities are measured at fair value through profit or loss. Taking into account Group's investment strategy, which does not involve active trading or short-term profit seeking and is instead focused on holding securities to ensure liquidity, part of the

securities was reclassified from the "securities in the trading book" to "investment securities". Both categories of securities continue to be measured at fair value.

Reconciliation of allowance for impairment of investment debt securities is presented in the table below:

	2025		2024	
	Group	Bank	Group	Bank
Allowance for impairment of investment debt securities as of 1 January:	1,102	73	1,249	220
Change in allowance for impairment	18	20	(147)	(147)
Update in the methodology for loss allowance estimation	-	-	-	-
Change in FX rates	-	-	-	-
Impact of IFRS 9 application together with IFRS 17	-	-	-	-
Allowance for impairment of investment debt securities as of 31 December:	1,120	93	1,102	73

Breakdown of the Group's and Bank's investment securities as at 31 December 2025 and 2024:

	2025		2024	
	Group	Bank	Group	Bank
Investment securities at fair value:				
Debt securities	304,995	252,461	40,994	40,994
AAA	1,494	-	-	-
from AA- to AA+	128,348	128,347	-	-
from A- to A+	125,696	100,627	29,517	29,517
from BBB- to BBB+	40,933	22,644	5,854	5,854
from BB- to BB+	6,567	388	4,695	4,695
lower than BB-	343	-	-	-
no rating	1,614	455	928	928
Equities	199,701	2,513	2,874	2,626
listed	188,233	449	246	246
unlisted	9,336	171	540	292
units of investment funds	2,132	1,893	2,088	2,088
Total investment securities at fair value	504,696	254,974	43,868	43,620
Investment securities at amortized cost:				
Debt securities	1,356,852	1,348,506	726,937	716,864
AAA	-	-	-	-
from AA- to AA+	541,986	541,783	203	-
from A- to A+	752,436	747,541	699,217	694,562
from BBB- to BBB+	61,924	59,182	26,402	22,302
from BB- to BB+	506	-	1,115	-
lower than BB-	-	-	-	-
no rating	-	-	-	-
Total investment securities at amortized cost	1,356,852	1,348,506	726,937	716,864

NOTE 13 INVESTMENT SECURITIES (CONTINUED)

Movements in the financial instruments revaluation reserve:

	The Group			The Bank		
	Financial instruments revaluation reserve, before taxes	Deferred income tax asset (liabilities)	Financial instruments revaluation reserve, after taxes	Financial instruments revaluation reserve, before taxes	Deferred income tax asset (liabilities)	Financial instruments revaluation reserve, after taxes
1 January 2024	(6,783)	1,357	(5,426)	(6,783)	1,357	(5,426)
Revaluation	3,026	-	3,026	3,026	-	3,026
Sale or redemption of securities	20	-	20	20	-	20
Deferred income tax	-	(609)	(609)	-	(609)	(609)
31 December 2024	(3,737)	748	(2,989)	(3,737)	748	(2,989)
Revaluation	970	-	970	970	-	970
Sale or redemption of securities	-	-	-	-	-	-
Deferred income tax	-	(139)	(139)	-	(139)	(139)
31 December 2025	(2,767)	609	(2,158)	(2,767)	609	(2,158)

Bank's and Group's cash flows and other movements of investment securities at amortized cost:

	2025		2024	
	Group	Bank	Group	Bank
As at 1 January	726,937	716,864	751,227	739,869
Acquisitions	1,140,422	1,140,422	438,515	316,044
Redemptions	(178,071)	(177,071)	(430,154)	(313,350)
Disposals	(340,004)	(339,339)	(22,591)	(21,781)
Accrued interest	17,777	17,596	14,042	13,820
Received coupon payment	(10,132)	(9,932)	(19,620)	(17,776)
Impairment	(77)	(34)	(22)	38
Reclassifications	-	-	(4,460)	-
As at 31 December	1,356,852	1,348,506	726,937	716,864

NOTE 14 INVESTMENTS IN SUBSIDIARIES

Bank	Share in equity	31 December 2025			31 December 2024		
		Gross amount	Impairment	Net carrying amount	Gross amount	Impairment	Net carrying amount
Carrying amount							
Investments in consolidated directly controlled subsidiaries:							
Artea Life Insurance UAB	100.00 %	44,102	-	44,102	37,910	-	37,910
Artea lizingas UAB	100.00 %	12,358	-	12,358	3,106	-	3,106
Artea Asset Management UAB	100.00 %	39,492	-	39,492	37,458	-	37,458
Artea turto fondas UAB	100.00 %	707	-	707	5,325	-	5,325
Total investments in subsidiaries using equity method		96,659		96,659	83,799		83,799
Investment in non-consolidated subsidiaries							
Pakeitimo vertybiniais popieriais Artea Retrofit Fund 1 UAB	100.00 %	170	-	170	170	-	170
Pakeitimo vertybiniais popieriais Artea Retrofit Fund 2 UAB	100.00 %	100	-	100	100	-	100
Total investments in subsidiaries at fair value		270		270	270		270
Total investments in subsidiaries		96,929		96,929	84,069		84,069

Reconciliation of Bank's investment in subsidiary amounts is presented in the table below:

	2025	2024
Net book value at 1 January	84,069	76,672
Share of the profit or loss of investments in subsidiaries accounted for using the equity method	17,748	7,227
Establishment of subsidiary	-	100
Dividends paid by the subsidiaries	(722)	-
Increase (decrease) of share capital in subsidiaries in cash	(4,166)	70
Net book value at 31 December	96,929	84,069

The Group consists of the Bank and its subsidiaries listed above in this note. All of the entities comprising the Group operate in Lithuania, except for Artea Life Insurance, UAB which operates in Latvia and Estonia through branches.

Special purpose entity - securitisation

On April 5, 2022, the Bank established a special purpose entity – „Pakeitimo vertybiniais popieriais Artea Retrofit Fund 1 UAB” and on February 21, 2024, a second special purpose entity – „Pakeitimo vertybiniais popieriais Artea Retrofit Fund 2 UAB” (hereinafter collectively referred to as the Retrofit Funds). The purpose of establishing both special purpose entities, the Retrofit Funds, is to manage financing funds for multi-apartment building renovation projects, which lend the attracted funds from commercial and institutional investors to energy efficiency improvement projects for multi-apartment buildings in Lithuania. As the leading financier of multi-apartment building renovations in the country, the Bank is the founder of the Retrofit Funds and the administrator of renovation loans, while the Retrofit Funds act as legal managers. The Bank earns revenue from its participation in this activity through administration fees for loans (claims) transferred to the Retrofit Funds, as well as interest income from loans granted to the Retrofit Funds. According to agreements with investors and the provisions of IFRS 10, the Bank does not have control over the Retrofit Funds; therefore, these entities are not consolidated in the Group's consolidated financial statements.

Changes in Group structure

Following strategy to optimize Group's structure in 2024 subsidiary of the Bank Šiaulių banko lizingas UAB was liquidated.

Impairment assessment of investments in subsidiaries

As of 31 December 2025 and 2024, the Bank assessed its subsidiary Artea Life Insurance UAB for impairment using the embedded value approach. No impairment was identified. The embedded value comprises the value of in-force business and free capital, with cash flows discounted at 7.07% (2025) and 9.40% (2024). A 2% inflation rate was assumed throughout the forecast. Sensitivity analysis using a 2 percentage points higher discount rate also showed no impairment.

As at 31 December 2025, the Bank assessed whether there were any indicators of impairment in respect of its investment in Artea Asset Management UAB accounted for using the equity method.

During 2025, amendments to the Lithuanian Pillar II pension legislation were enacted allowing participants, during the period 2026–2027, to withdraw up to 25% of their accumulated pension assets if they remain in the system, or the full amount if they choose to exit. Management assessed that these legislative changes constitute an indicator of potential impairment under IAS 36, as the reform may result in a reduction of assets under management (AUM) and related management fee income.

Accordingly, the Bank performed an impairment test of the entire carrying amount of the investment. The recoverable amount was determined based on value in use, calculated by discounting the Company's share of the future cash flows expected to be derived from the continuing operations of Artea Asset Management UAB.

The cash flow projections were based on management-approved forecasts reflecting expected fee income, cost development and long-term business growth. The projections incorporate the assumption that approximately 32% of Pillar II pension assets will be withdrawn during 2026–2027 as a result of the legislative reform. This assumption was developed with reference to experience in comparable jurisdictions, particularly Estonia, where following the 2021 pension reform approximately 30% of participants exited the Pillar II system.

Cash flows beyond the explicit forecast period were extrapolated using a long-term growth rate of 2%. The projected cash flows were discounted using a pre-tax discount rate of 10.1% (2024: 13%), reflecting current market assessments of the time value of money and the risks specific to the investment.

Based on the impairment test performed, the recoverable amount exceeded the carrying amount of the investment as at 31 December 2025 and therefore no impairment loss was recognised.

No impairment triggers were identified for other subsidiaries.

Sensitivity analyses of investment in subsidiary

Given that the carrying amount of the investment in Artea Asset Management UAB is sensitive to reductions in assets under management, management performed sensitivity analyses to reflect uncertainty arising from the Lithuanian II pillar pension reform effective from 2026. The reform introduces a two-year window during which participants may, under certain conditions, withdraw accumulated pension savings. Such withdrawals may result in a reduction of assets under management and related management fee income, thereby affecting the recoverable amount of the investment.

To assess the potential impact on the recoverable amount, management modelled alternative Pillar II asset outflow scenarios of 25%, 32% (base case) and 44% during 2026–2027. The outflow assumptions were developed with reference to historical experience in other jurisdictions where similar pension system reforms were implemented and comparable withdrawal behaviour was observed.

In addition, discount rates of 9.6%, 10.1% (base case) and 10.6% were applied to reflect potential variability in market conditions and risk assessments.

The sensitivity analyses demonstrated that no impairment of the investment would arise under the 25%, 32% or 44% outflow scenarios across all discount rates tested.

Based on the impairment test performed and the related sensitivity analyses, management concluded that no impairment of the investment in Artea Asset Management UAB existed as at 31 December 2025.

The table below presents the net present value (NPV) of Artea Asset Management UAB under the scenarios described above.

Discount rate \ AUM leaving Pillar II	25%	32%	44%
9.60%	67,182	63,111	56,314
10.10%	65,320	61,472	55,046
10.60%	63,652	60,001	53,908

NOTE 15 INTANGIBLE ASSETS

	Software and licences		Funds management rights		Goodwill		Total	
	Group	Bank	Group	Bank	Group	Bank	Group	Bank
As at 1 January 2024:								
Cost	19,052	17,458	30,598	-	5,642	-	55,292	17,458
Accumulated amortisation	(10,052)	(9,309)	(102)	-	-	-	(10,154)	(9,309)
Net book value	9,000	8,149	30,496	-	5,642	-	45,138	8,149
Year ended 31 December 2024:								
Net book value at 1 January	9,000	8,149	30,496	-	5,642	-	45,138	8,149
Acquisitions	4,524	4,032	-	-	-	-	4,524	4,032
Write-offs	(2,167)	(2,163)	-	-	-	-	(2,167)	(2,163)
Amortisation charge	(2,655)	(2,159)	(1,223)	-	-	-	(3,878)	(2,159)
Net book value at 31 December	8,702	7,859	29,273	-	5,642	-	43,617	7,859
As at 31 December 2024:								
Cost	21,409	19,327	30,598	-	5,642	-	57,649	19,327
Accumulated amortisation	(12,707)	(11,468)	(1,325)	-	-	-	(14,032)	(11,468)
Net book value	8,702	7,859	29,273	-	5,642	-	43,617	7,859
Year ended 31 December 2025:								
Net book value at 1 January	8,702	7,859	29,273	-	5,642	-	43,617	7,859
Acquisitions	1,275	753	-	-	-	-	1,275	753
Write-offs	(72)	(72)	-	-	-	-	(72)	(72)
Amortisation charge	(2,418)	(2,042)	(1,224)	-	-	-	(3,642)	(2,042)
Reclassification to deferred tax asset*	-	-	-	-	(618)	-	(618)	-
Net book value at 31 December	7,487	6,498	28,049	-	5,024	-	40,560	6,498
As at 31 December 2025:								
Cost	22,612	20,008	30,598	-	5,024	-	58,234	20,008
Accumulated amortisation	(15,125)	(13,510)	(2,549)	-	-	-	(17,674)	(13,510)
Net book value	7,487	6,498	28,049	-	5,024	-	40,560	6,498
Economic life (in years)	3-9	3-9	25	-	-	-	-	-

*In 2025, during the assessment of the movement of deferred tax assets, a classification error relating to the prior period was identified. As a result, the presentation of deferred tax assets in the financial statements as of the transaction date was corrected, which also led to an adjustment of goodwill. Following the correction, deferred tax assets increased by EUR 618 thousand, with a corresponding decrease in goodwill of the same amount. This adjustment had no impact on the 2024 statement of profit or loss, statement of cash flows, or statement of changes in equity.

The embedded Artea Life Insurance value comprises the value of in-force business and free capital, with cash flows discounted at 9.3% (2025) and 9.40% (2024). A 2% inflation rate was assumed throughout the forecast. Sensitivity analysis using a 2 percentage points higher discount rate also showed no impairment.

Goodwill arising from the acquisition of Artea Asset Management UAB and fund management rights are allocated to the Asset Management cash-generating unit (CGU). Goodwill is tested for impairment annually in accordance with IAS 36. Fund management rights are tested for impairment in accordance with their useful life classification.

The recoverable amount of the CGU was determined based on value in use, calculated by discounting the future cash flows expected to be generated from the continuing use of the CGU's assets.

The key assumptions applied in determining the recoverable amount, including the expected impact of the Lithuanian Pillar II pension reform and the assumption that approximately 32% of Pillar II pension assets will be withdrawn during 2026–2027 (benchmarking to Estonia's 2021 pension reform), are consistent with those disclosed in Note 14 – Impairment assessment of investments in subsidiaries paragraph.

Cash flows beyond the explicit forecast period were extrapolated using a long-term growth rate of 2%. The projected cash flows were discounted using a pre-tax discount rate of 10.1% (2024: 13%).

Based on the impairment test performed, the recoverable amount of the CGU exceeded its carrying amount as at 31 December 2025 and therefore no impairment loss was recognised in respect of goodwill or fund management rights.

Sensitivity analysis – fund management rights and goodwill

Goodwill and fund management rights are allocated to the Asset Management cash-generating unit (CGU). As at 31 December 2025, the carrying amount of fund management rights amounted to EUR 28,049 thousand and goodwill amounted to EUR 5,024 thousand.

Given that the recoverable amount of the CGU is primarily sensitive to reductions in assets under management and related fee income, management performed a

sensitivity analysis to reflect uncertainty arising from the Lithuanian second pillar pension reform effective from 2026. The reform introduces a two-year window during which participants may, under certain conditions, withdraw accumulated pension savings. Such withdrawals may reduce assets under management and management fee income and therefore impact the recoverable amount of the CGU.

To assess the potential impact, management modelled alternative Pillar II asset outflow scenarios of 25%, 32% (base case) and 44% during 2026–2027. The outflow assumptions were developed with reference to historical experience in other jurisdictions where similar pension system reforms were implemented and comparable withdrawal behaviour was observed.

In addition, discount rates of 9.6%, 10.1% (base case) and 10.6% were applied to reflect potential variability in market conditions and risk assessments.

The sensitivity analysis demonstrates the headroom (buffer) between the recoverable amount and the carrying amount of the CGU under the scenarios tested. Positive amounts represent excess of recoverable amount over carrying amount, whereas negative amounts would indicate a potential impairment within the CGU, which under IAS 36 would first be allocated to goodwill and then to other assets, including fund management rights.

The analysis showed that no impairment would arise under the 25% and 32% outflow scenarios across all discount rates tested. An impairment would arise only under a severe downside scenario assuming 44% Pillar II asset outflows.

Based on the impairment test performed and the related sensitivity analyses, management concluded that no impairment of goodwill or fund management rights existed as at 31 December 2025.

The table below presents the headroom of the CGU, representing the excess of the recoverable amount over the carrying amount of the CGU (fund management rights), under the scenarios tested. Negative amounts presented in the sensitivity table would indicate that the recoverable amount falls below the carrying amount and therefore a potential impairment of fund management rights.

Discount rate \ AUM leaving Pillar II	25%	32%	44%
9.60%	10,968	6,897	100
10.10%	9,106	5,258	(1,168)
10.60%	7,438	3,787	(2,306)

NOTE 16

PROPERTY, PLANT AND EQUIPMENT

Change in Property, Plant, and Equipment (PPE) Depreciation Policy

During the current reporting period, the Bank has revised its depreciation estimations for property, plant, and equipment. The updated estimation establishes the following useful lives for the respective asset groups: buildings – 50 years; garages – 20 years; vehicles – 6 years; computer and telephone equipment – 3 to 5 years; other equipment – 4 to 10 years; furniture – 4 to 6 years; machinery and equipment – 20 to 22 years; and other tangible assets – 4 to 50 years. The change in estimate reflects

management's reassessment of the estimated useful lives of the assets and is applied prospectively. This adjustment aims to better align depreciation charges with the expected economic benefits derived from the use of the respective assets. The change in the useful lives of our property, plant, and equipment affects depreciation going forward, which impacts profit and total comprehensive income. For revalued assets, it can also change the amount of revaluation reserve in equity over time.

	31 December 2025		31 December 2024	
	Group	Bank	Group	Bank
Property, Plant and Equipment	9,482	9,355	7,564	7,394
Right of Use Assets	6,013	5,828	7,697	7,295
Total:	15,495	15,183	15,261	14,689

Group	Buildings, premises and land	Vehicles	Office equipment	Total
As at 1 January 2024:				
Cost	7,848	3,063	6,796	17,707
Accumulated depreciation	(2,774)	(1,505)	(5,550)	(9,829)
Net book value	5,074	1,558	1,246	7,878
Year ended 31 December 2024:				
Net book value at 1 January	5,074	1,558	1,246	7,878
Acquisitions	-	86	811	897
Reclassifications	-	12	-	12
Disposals and write-offs	-	(179)	(299)	(478)
Depreciation charge	(166)	(244)	(335)	(745)
Net book value at 31 December	4,908	1,233	1,423	7,564
As at 31 December 2024:				
Cost	7,848	2,982	7,308	18,138
Accumulated depreciation	(2,940)	(1,749)	(5,885)	(10,574)
Net book value	4,908	1,233	1,423	7,564
Year ended 31 December 2025:				
Net book value at 1 January	4,908	1,233	1,423	7,564
Acquisitions	-	605	1,218	1,823
Reclassifications	-	491	197	688
Disposals and write-offs	-	(784)	(237)	(1,021)
Revaluation (according to updated policy)	1,550	-	-	1,550
Depreciation charge	(166)	(301)	(655)	(1,122)
Net book value at 31 December	6,292	1,244	1,946	9,482
As at 31 December 2025:				
Cost	9,398	3,294	8,486	21,178
Accumulated depreciation	(3,106)	(2,050)	(6,540)	(11,696)
Net book value	6,292	1,244	1,946	9,482
Economic life (in years)	50	6	3-10	-

Right-of-use assets and lease liabilities

From 1 January 2019, leases are recognised as a right-of-use asset and a corresponding liability at the date at which the leased asset is available for use by the Group. The Group leases various offices, equipment and vehicles. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions. Rental contracts are typically

made for fixed periods of 4 months to 8 years but may have extension options. The terminations of agreements by lessee mostly from 3 to 6 months notice. The lease agreements do not impose any covenants other than the security interests in the leased assets that are held by the lessor. Leased assets may not be used as security for borrowing purposes.

Group: right-of-use assets	Buildings, premises and land	Vehicles	Office equipment	Total
As at 31 December 2024				
Cost	18,594	514	1,912	21,020
Accumulated depreciation	(11,449)	(257)	(1,617)	(13,323)
Net book value	7,145	257	295	7,697
Year ended 31 December 2025:				
Net book value at 1 January	7,145	257	295	7,697
Contract additions	854	1,034	236	2,124
Contract terminations	(743)	(364)	-	(1,107)
Depreciation charge	(2,187)	(126)	(478)	(2,791)
Adjustment	90	-	-	90
Net book value at 31 December	5,159	801	53	6,013
As at 31 December 2025:				
Cost	18,800	1,184	2,148	22,132
Accumulated depreciation	(13,641)	(383)	(2,095)	(16,119)
Net book value	5,159	801	53	6,013

NOTE 16

PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

Amounts of lease liabilities recognized in Group's statement of financial position:

	31 December 2025	31 December 2024
Lease liabilities before prepayments	6,501	8,060
Short-term (up to 1 year)	2,664	3,121
Long-term (2-5 years)	3,837	4,918
Long-term (over 5 years)	-	21
Prepayments paid	(844)	(771)
Lease liabilities, carrying value	5,656	7,289

Bank	Buildings, premises and land	Vehicles	Office equipment	Total
As at 1 January 2024:				
Cost	7,848	2,514	6,318	16,680
Accumulated depreciation	(2,774)	(1,080)	(5,209)	(9,063)
Net book value	5,074	1,434	1,109	7,617
Year ended 31 December 2024:				
Net book value at 1 January	5,074	1,434	1,109	7,617
Acquisitions	-	86	776	862
Disposals and write-offs	-	12	-	12
Depreciation charge	-	(159)	(189)	(348)
Reclassification to assets held for sale	(166)	(210)	(373)	(749)
Net book value at 31 December	4,908	1,163	1,323	7,394
As at 31 December 2024:				
Cost	7,848	2,453	6,905	17,206
Accumulated depreciation	(2,940)	(1,290)	(5,582)	(9,812)
Net book value	4,908	1,163	1,323	7,394
Year ended 31 December 2025:				
Net book value at 1 January	4,908	1,163	1,323	7,394
Acquisitions	-	605	1,185	1,790
Reclassifications	-	491	197	688
Disposals and write-offs	-	(763)	(222)	(985)
Revaluation (according to updated policy)	1,550	-	-	1,550
Depreciation charge	(166)	(286)	(630)	(1,082)
Net book value at 31 December	6,292	1,210	1,853	9,355
As at 31 December 2025:				
Cost	9,398	2,786	8,065	20,249
Accumulated depreciation	(3,106)	(1,576)	(6,212)	(10,894)
Net book value	6,292	1,210	1,853	9,355
Economic life (in years)	50	6	3-10	

Bank: right-of-use assets	Buildings, premises and land	Vehicles	Office equipment	Total
As at 13 December 2024:				
Cost	17,186	514	1,912	19,612
Accumulated depreciation	(10,443)	(257)	(1,617)	(12,317)
Net book value	6,743	257	295	7,295
Year ended 31 December 2025:				
Net book value at 1 January	6,743	257	295	7,295
Contract additions	840	1,034	228	2,102
Contract terminations	(740)	(364)	-	(1,104)
Depreciation charge	(1,862)	(126)	(477)	(2,465)
Net book value at 31 December	4,981	801	46	5,828
As at 31 December 2025:				
Cost	17,286	1,184	2,140	20,610
Accumulated depreciation	(12,305)	(383)	(2,094)	(14,782)
Net book value	4,981	801	46	5,828

Amounts of lease liabilities recognized in Bank's statement of financial position:

	31 December 2025	31 December 2024
Lease liabilities before prepayments	5,899	7,229
Short-term (up to 1 year)	2,469	2,800
Long-term (2-5 years)	3,430	4,429
Long-term (over 5 years)	-	-
Prepayments received	(849)	(776)
Lease liabilities, carrying value	5,050	6,453

Please see Note 9 for reconciliation of movements lease liabilities.

Future minimum lease payments to be received under non-cancellable lease agreements for the Bank and the Group were as follows:

As at 31 December 2024 and 31 December 2025, there were no property, plant and equipment pledged to third parties.

	2025			2024		
	up to 1 year	1-5 years	over 5 years	up to 1 year	1-5 years	over 5 years
Group	138	394	6	149	370	27
Bank	138	394	6	149	370	27

NOTE 17 OTHER ASSETS

	2025		2024	
	Group	Bank	Group	Bank
Financial assets:	8,210	7,345	7,258	6,559
Breakdown of financial assets according to maturity				
Short-term (up to 1 year)	6,149	5,284	4,922	4,223
Long-term (over 1 year)	2,061	2,061	2,336	2,336
Non-financial assets:	11,031	9,608	10,193	8,655
Breakdown of non-financial assets according to maturity				
Short-term (up to 1 year)	9,189	8,712	7,715	6,382
Long-term (over 1 year)	1,842	896	2,478	2,273
Inventories	114	-	114	-
Deferred charges	4,920	4,128	4,222	3,674
Assets under reinsurance and insurance contracts	151	-	121	-
Prepayments	3,601	3,085	1,533	782
Foreclosed assets	606	602	228	224
Real estate classified as held for sale	-	-	150	150
Other	1,637	1,791	3,825	3,825
TOTAL OTHER ASSETS	19,241	16,953	17,451	15,214

Balances of other financial assets include impairment. Reconciliation of allowance for impairment of other financial assets is presented in the table below:

	Group	Bank
Allowance for impairment of other financial assets as of 1 January 2024:	1,118	1,101
Change in allowance for impairment	(120)	(120)
Other financial assets written-off during the period	(23)	(6)
Reclassifications and other movements	-	-
Allowance for impairment of other financial assets as of 31 December 2024	975	975
Change in allowance for impairment	(679)	(744)
Other financial assets written-off during the period	(15)	-
Reclassifications and other movements	-	-
Allowance for impairment of other financial assets as of 31 December 2025:	281	231

Inventories relate to real estate projects under development and real estate held for sale by the Bank's subsidiary Artea turto fondas UAB. All inventories are accounted at lower of cost and net realisable value. Inventories are not pledged.

NOTE 18 DUE TO OTHER BANKS AND FINANCIAL INSTITUTIONS

	2025		2024	
	Group	Group	Group	Bank
Current accounts/overnight deposits	24,789	24,789	6,061	6,061
Deposits with agreed maturity	20,576	20,576	42,054	42,054
Total Due to Credit Institutions:	45,365	45,365	48,115	48,115
Current accounts/overnight deposits	131,481	132,537	104,428	107,055
Deposits with agreed maturity	20,364	20,364	77,281	77,281
Total Other Financial Institutions:	151,845	152,901	181,709	184,336
Total	197,210	198,266	229,824	232,451
Breakdown of due to other banks and financial institutions according to maturity				
Short-term (up to 1 year)	186,713	187,769	185,625	188,252
Long-term (over 1 year)	10,497	10,497	44,199	44,199
Total	197,210	198,266	229,824	232,451

NOTE 19 DEPOSITS FROM CLIENTS

	31 December 2025		31 December 2024 (restated)	
	Group	Bank	Group	Bank
Demand deposits:				
General governments	232,672	232,672	225,091	225,091
Non-financial corporations	886,174	886,954	593,230	598,549
Households	925,887	925,887	755,512	755,512
Transit, deposited liabilities	31,977	31,977	26,640	26,640
Deposits value change due to hedge accounting	(260)	(260)	-	-
Total demand deposits	2,076,450	2,077,230	1,600,473	1,605,792
Term deposits:				
General governments	45,283	45,283	51,530	51,530
Non-financial corporations	266,534	266,534	246,079	246,079
Households	1,572,934	1,572,934	1,498,963	1,498,963
Total term deposits	1,884,751	1,884,751	1,796,572	1,796,572
Total	3,961,201	3,961,981	3,397,045	3,402,364
Breakdown of due to customers according to maturity				
Short-term (up to 1 year)	3,768,093	3,768,873	3,155,064	3,160,383
Long-term (over 1 year)	193,108	193,108	241,981	241,981
Total	3,961,201	3,961,981	3,397,045	3,402,364

NOTE 20 DEBT SECURITIES IN ISSUE

On 15 June 2023 Bank has successfully completed a 10-year subordinated bond issue (ISIN code LT0000407751) with a nominal value of EUR 50 million in the international financial markets, which bear a coupon of 10.75%. Subordinated bonds are included into the bank's Tier 2 capital. The bonds maturity date is on 22 June 2033. The bonds were issued with the issuer's right of early redemption after five years, on 22 June 2028. On this date, the Bank will have two options: to redeem the issued bonds early or to set a new coupon consisting of a fixed and a floating part (750bps + 5-year Mid-Swap Rate). From 27 June 2023 these bonds are listed on Nasdaq Baltic Bonds List.

On May 22, 2024, Bank successfully issued EUR 25 million subordinated bonds (ISIN code LT0000409013) in the international financial markets. This issuance aims to strengthen the bank's capital base and support future growth initiatives. The bonds carry an annual interest rate of 7.7%, with interest payments scheduled quarterly. The maturity date for these bonds is May 22, 2034. Starting from May 28, 2024, these bonds are listed on the Nasdaq Baltic Bond List.

On September 5, 2024, Bank issued EUR 300 million senior preferred bonds fixed rate reset bonds (ISIN code XS2887816564) in the international financial markets. This issuance was conducted to meet the future Minimum Requirement for Own Funds and Eligible Liabilities (MREL) as set by the bank's supervisory authorities. The annual fixed rate coupon on the notes up to the reset date will be 4.853%. The maturity date for these bonds is December 5, 2028, with an optional call date and interest rate reset at 3.25 years from issue. From September 5, 2024, these bonds were admitted to the official list of Euronext Dublin and to trading on the regulated market of Euronext Dublin.

On October 2024, Bank successfully completed the issuance of EUR 50 million in Fixed Rate Reset Perpetual Additional Tier 1 (AT1) Temporary Write Down Notes (ISIN code XS2922133363) in the international financial markets. The bonds bear a coupon of 8.75% per annum and are structured as perpetual instruments with a fixed rate reset mechanism. The notes qualify as Additional Tier 1 capital, reinforcing the bank's capital adequacy position. The issuance includes an issuer call option after 5 years, allowing the bank to either redeem the bonds early or reset the coupon rate. The purpose of this issuance was to further strengthen the bank's capital structure in line with regulatory requirements. Starting with November 8, 2024, these bonds are admitted to trading on the Global Exchange Market of Euronext Dublin administered by the Irish Stock Exchange plc.

On March 25, 2025, Bank issued EUR 300 million senior preferred bonds fixed rate reset bonds (ISIN code XS3025213102) in the international financial markets. The proceeds of the notes are used to meet existing and future minimum own funds and eligible liabilities (MREL) targets, improve the bank's liquidity position, and finance other general corporate purposes. The annual fixed rate coupon on the notes up to the reset date will be 4.597%. The maturity date for these bonds is June 25, 2030, with an optional call date and interest rate reset at 4.25 years from issue. From March 25, 2025, these bonds were admitted to the official list of Euronext Dublin and to trading on the regulated market of Euronext Dublin.

On 24 April 2025 Bank has redeemed the issue of EUR 20 million nominal value of 6.15% fixed rate subordinated second tier notes (ISIN code LT0000404287), by exercising the early redemption right. As of 24 April 2025, these bonds have been delisted from the Nasdaq Vilnius Bond List and deleted from the Nasdaq CSD accordingly.

On October 7, 2025, Bank issued EUR 300 million senior preferred bonds fixed rate reset bonds (ISIN code XS3191554495) in the international financial markets. The proceeds of the notes are used to meet existing and future minimum own funds and eligible liabilities (MREL) targets, further strengthen the bank's liquidity position, and maintain its business growth momentum. The annual fixed rate coupon on the notes up to the reset date will be 3.739%. The maturity date for these bonds is October 7, 2029, with an optional call date and interest rate reset at 3 years from issue. From October 7, 2025, these bonds were admitted to the official list of Euronext Dublin and to trading on the regulated market of Euronext Dublin.

Cash flows and other movements of issued debt securities:

	2025		2024	
	Group	Bank	Group	Bank
As at 1 January	448,159	448,159	276,480	276,480
Issuance	597,307	597,307	375,000	375,000
Redemptions	(20,000)	(20,000)	(210,000)	(210,000)
Accrued interest	39,920	39,920	13,166	13,166
Coupon payments	(30,122)	(30,122)	(13,387)	(13,387)
Discount	701	701	6,900	6,900
Bonds value change due to hedge accounting	(1,502)	(1,502)	-	-
As at 31 December	1,034,463	1,034,463	448,159	448,159

NOTE 21 HEDGE ACCOUNTING

Derivatives are financial instruments whose value depends on the price of other assets (e.g. currencies, stocks, indices etc.). They can be used for different purposes including risk management and hedging.

Bank's Hedge Accounting Policy was firstly introduced and approved in September 2025. The Bank applies the principles contained in IFRS 9 Financial Instruments with respect to hedge accounting. However, in the case of fair value hedge of the interest rate exposure of NMD portfolio (non-maturing deposits), the requirements of IAS 39 will be applied based on the provision 6.1.3 of IFRS 9.

The Bank's use of hedge accounting aims to symmetrically recognize in the profit and loss account the offsetting changes in the fair value of the hedging instrument and the hedged item.

The Bank primarily uses derivative financial instruments to hedge against interest rate risk arising from its business activities, including hedging fair value of the hedged item (i.e. hedged instrument) with an appropriate hedging derivative instrument.

Fair Value Hedge

The Group uses interest rate swaps to hedge exposure to changes in the fair value of fixed-rate EUR notes issued and fixed-rate loans and advances arising from movements in the €STR benchmark interest rate. Pay-fixed/receive-floating swaps are designated against specific fixed-rate note issuances, while pay-floating/receive-fixed swaps are designated against fixed-rate loans and advances. The terms of the hedging instruments are closely aligned with those of the respective hedged items.

Hedge accounting is applied to fixed-rate EUR notes issued and fixed-rate loans and advances whose fair values fluctuate due to changes in benchmark interest rates. The Group designates hedging relationships only for benchmark interest rate risk, as changes in fair value are significantly influenced by movements in €STR. Hedge accounting is applied where an economic relationship exists and all relevant accounting criteria are met.

The Group establishes hedge relationships by aligning the par amount of the fixed-rate loan or note with the notional amount of the designated interest rate swap. Prior to designation, and on an ongoing basis, the Group assesses whether an economic relationship exists between the hedged item and the hedging instrument. This assessment includes qualitative analysis supported by quantitative evaluation. The Group ensures that the critical terms of the hedged item and the hedging instrument are closely aligned and that both respond similarly to changes in the hedged risk.

In accordance with Group policy, a hedging relationship is considered effective where all of the following quantitative criteria are met:

- The regression coefficient (R^2), measuring the correlation between variables in the regression analysis, is at least 0.8.
- The slope of the regression line falls within the range of 0.8 to 1.25.
- The confidence level of the slope is at least 95%.

The primary sources of hedge ineffectiveness arise from the impact of counterparty credit risk and the Group's own credit risk on the fair value of the interest rate swaps, which is not reflected in the fair value of the hedged items attributable to benchmark interest rate risk, as well as from differences in maturities between the swaps and the underlying loans or notes. No other material sources of ineffectiveness were identified.

The use of derivative financial instruments exposes the Group to counterparty credit risk, which is not offset by the hedged item. To mitigate this risk, the Group transacts with high-quality counterparties with credit ratings higher than A and requires collateral posting and central clearing through central counterparties.

The effective portion of changes in the fair value of derivatives designated in qualifying fair value hedges, together with the corresponding changes in the fair value of the hedged items attributable to the hedged risk, is recognised in net interest income.

Effectiveness of hedge accounting:

Bank continually assesses effectiveness of hedge accounting. The hedging relationships should meet all of the following effectiveness requirements (based on IFRS 9 methodology):

- there is an economic relationship between the hedged item and the hedging instrument,
- the effect of credit risk does not dominate the changes in value resulting from that economic relationship,
- the hedging ratio of the hedging relationship is the same as the ratio resulting from the quantity of the hedged item that the entity is actually hedging and the quantity of the hedging instrument that the entity is actually using to hedge that amount of the hedged item.

As at Year ending 2025, Bank did not recognise any hedge as ineffective.

Termination of the Hedging Relationship

In the event that the fair value hedge no longer meets the criteria for hedge accounting, the adjustment to the carrying amount of the hedged item based on the value from the last date on which the hedge met the effectiveness criteria is amortized on a straight line basis to the profit and loss account for the remaining period until maturity (original maturity date of given hedging relationship).

The Bank ceases to apply hedge accounting in the event that:

- a) the purpose of risk management for the given relationship changes;
- b) the hedging instrument expires, is sold, terminated or otherwise derecognised;
- c) the expectation of executing the planned transaction is discontinued, the hedge no longer meets the criteria for applying the hedge accounting principles described above.

2025 Bank	Nominal amount	Carrying amount		Accumulated hedge adjustment included in the carrying amount	
		Assets	Liabilities	Assets	Liabilities
Deposits outstanding (Portfolio Hedge)	600,000	-	599,534	-	281
Bonds outstanding (One-to-one hedges)	600,000	-	597,307	-	1,502
Total:	1,200,000	-	1,196,841	-	1,783

2025 Bank		Remaining contractual maturity		
		Less 1 Year	1-5 Years	Above 5 years
Portfolio Hedges				
	Nominal amount, Hedges assets	-	-	-
	Average fixed interest rate (%), Hedges assets	-	-	-
	Nominal amount, Hedges liabilities	400,000	200,000	-
	Average fixed interest rate (%), Hedges liabilities	1.87	1.85	-
One-to-one hedges				
	Nominal amount	-	600,000	-
	Average fixed interest rate (%)	-	2.11	-

Derivatives used for hedge accounting

2025 Bank	Nominal amount	Carrying amount Assets	Carrying amount Liabilities	Change in fair value used for recognising hedge ineffectiveness	Ineffectiveness recognised in profit or loss	Cost of hedging recognised in PL
Swaps hedging deposits outstanding	600,000		525	-	-	(243)
Swaps hedging bonds outstanding	600,000		2,470	-	-	(967)
Total:	1,200,000		2,995	-	-	(1,210)

NOTE 22
ASSETS AND LIABILITIES RELATED TO INSURANCE ACTIVITIES

For the years ended 31 December 2024 and 2025 insurance and investment contracts liabilities and their changes were as follows:

	Estimate of present value of future cash flows	Risk adjustment for non-financial risks	Contractual service margin	Investment units	Payables to policyholders and intermediaries	Total
Gross:						
At 1 January 2024	39,722	17,014	30,259	92,322	-	179,317
Change during period	10,997	1,509	2,157	4,364	88	19,115
At 31 December 2024	50,719	18,523	32,416	96,686	88	198,432
Change during period	11,276	(788)	(553)	4,504	(21)	14,418
At 31 December 2025	61,995	17,735	31,863	101,190	67	212,850
Reinsurance share:						
At 1 January 2024	1	-	-	-	-	1
Change during period	(1)	-	-	-	-	(1)
At 31 December 2024	-	-	-	-	-	-
Change during period	64	(4)	-	-	-	60
At 31 December 2025	64	(4)	-	-	-	60
Net value						
At 31 December 2024	50,719	18,523	32,416	96,686	88	198,432
At 31 December 2025	62,059	17,731	31,863	101,190	67	212,910

Reconciliation of the components of insurance contract assets and liabilities

In table below liabilities are disclosed with opposite signs than shown in the balance sheet.

31 December 2025	Liability For Remaining Coverage		LIC for contracts measured under GMM/VFA	Total
	Excl. LC	LC		
Opening insurance contract assets	7,085	(800)	(223)	6,062
Opening insurance contract liabilities	(103,900)	(2,243)	(1,577)	(107,720)
Net opening position of insurance contracts	(96,815)	(3,043)	(1,800)	(101,658)
Insurance revenue	12,655	-	-	12,655
Insurance service expenses	-	-	(8,269)	(8,269)
- Incurred benefits and expenses	-	-	2,659	2,659
- Changes that relate to past service - adjustments to LIC	-	(177)	-	(177)
- Losses on onerous contracts and reversal of those losses	(1,226)	-	-	(1,226)
- Amortization of insurance acquisition cash flows	(8,192)	22	(7)	(8,177)
Insurance finance expenses through profit and loss	10,433	-	(10,433)	-
Investment components	13,670	(155)	(16,050)	(2,535)
Total changes in statement of profit and loss	13,670	(155)	(16,050)	(2,535)
Premiums received	(27,057)	-	-	(27,057)
Claims paid	-	-	13,320	13,320
Directly attributable expenses paid	-	-	2,890	2,890
Acquisition cost paid	3,447	-	-	3,447
Total cash flows	(23,610)	-	16,210	(7,400)
Closing insurance contract assets	6,090	(565)	(191)	5,334
Closing insurance contract liabilities	(112,845)	(2,633)	(1,449)	(116,927)
Net closing position of insurance contracts	(106,755)	(3,198)	(1,640)	(111,593)

31 December 2024	Liability For Remaining Coverage		LIC for contracts measured under GMM/VFA	Total
	Excl. LC	LC		
Opening insurance contract assets	5,019	(342)	(185)	4,492
Opening insurance contract liabilities	(87,798)	(2,306)	(1,383)	(91,487)
Net opening position of insurance contracts	(82,779)	(2,648)	(1,568)	(86,995)
Insurance revenue	10,516	-	-	10,516
Insurance service expenses	-	-	(7,104)	(7,104)
- Incurred benefits and expenses	-	-	979	979
- Changes that relate to past service - adjustments to LIC	-	(354)	-	(354)
- Losses on onerous contracts and reversal of those losses	(995)	-	-	(995)
- Amortization of insurance acquisition cash flows	(12,770)	(41)	(11)	(12,822)
Insurance finance expenses through profit and loss	10,080	-	(10,080)	-
Investment components	6,831	(395)	(16,216)	(9,780)
Total changes in statement of profit and loss	6,831	(395)	(16,216)	(9,780)
Premiums received	(25,861)	-	-	(25,861)
Claims paid	-	-	12,332	12,332
Directly attributable expenses paid	-	-	3,652	3,652
Acquisition cost paid	4,994	-	-	4,994
Total cash flows	(20,867)	-	15,984	(4,883)
Closing insurance contract assets	7,085	(800)	(223)	6,062
Closing insurance contract liabilities	(103,900)	(2,243)	(1,577)	(107,720)
Net closing position of insurance contracts	(96,815)	(3,043)	(1,800)	(101,658)

NOTE 23 OTHER LIABILITIES

	2025		2024	
	Group	Bank	Group	Bank
Financial liabilities:				
Trade payables	1,253	-	3,462	-
Accrued charges	34,893	34,867	36,256	32,792
Lease liabilities (see Note 18)	5,656	5,050	6,708	6,453
Other financial liabilities	3,218	-	-	-
Total financial liabilities	45,020	39,917	46,426	39,245
Breakdown of other financial liabilities according to maturity				
Short-term (up to 1 year)	41,000	36,220	41,425	34,530
Long-term (over 1 year)	4,020	3,697	5,001	4,715
Non-financial liabilities:				
Advance amounts received from the buyers of assets	5,965	-	5,702	-
Deferred income	1,346	679	4,033	719
Provisions	55	-	74	-
Other liabilities	3,465	673	1,185	944
Total non-financial liabilities	10,831	1,352	10,994	1,663
Breakdown of other non-financial liabilities according to maturity				
Short-term (up to 1 year)	10,077	1,106	9,858	1,424
Long-term (over 1 year)	754	246	1,136	239
Total non-financial liabilities	10,831	1,352	10,994	1,663

Provisions are recognized as the Group's subsidiaries involved in the real estate activities grant service commitments for the properties they develop and sell or for

pending legal issues against the Group companies. The movement of provisions is presented in the table below:

	2025		2024	
	Group	Bank	Group	Bank
Provisions at 1 January	74	-	183	-
Additions/(reversals), including increases (decreases) in existing provisions	(19)	-	(109)	-
Amounts used	-	-	-	-
Other movements (reclassifications)	-	-	-	-
Provisions at 31 December	55	-	74	-

NOTE 24 CAPITAL

At 31 May 2024 The European Bank for Reconstruction and Development (EBRD), together with asset management group Invalda INVL, Tesonet Global, a member of the Tesonet group of companies, and Willgrow, the holding company that manages Girteka Logistics, have finalised a series of planned transactions, which together dispose of a total of 16.33% of the shares of Artea Bank. 31 December 2020 The European Bank for Reconstruction and Development (EBRD) held 26.02% of the Bank's share capital and votes. On 22 December 2021, the EBRD announced its decision to sell its 18% stake in the Bank. The EBRD has signed 3 separate agreements for the sale of the Bank's shares: with the asset management group Invalda INVL, Tesonet Global belonging to the Tesonet group of companies, and Willgrow, a holding company managed by Girteka Logistics. The respective shareholdings to be sold are 5,87 %, 5,87 % and 6,29 %. The acquisition process was carried out through a series of transactions which lasted until June 2024. 29 December 2021. "Willgrow announced the acquisition of a 5.71% stake in the Bank. On 30 June 2024, following the completion of the transaction milestones, Invalda INVL Group's shareholding in Artea Bank increased to 19.93%, Willgrow's to 8.97% and Tesonet Global's to 5.32%. As a result of these transactions, the EBRD owns 7.25% of the Bank's share capital and voting rights..

As of 31 December 2024 share capital of the Bank amounted to EUR 192,269 thousand it comprised 662,996 thousand ordinary registered shares with par value of EUR 0.29 each.

In 2025, the Bank's share capital was reduced by 10,598 thousand units of ordinary registered shares, with a nominal value of EUR 0.29 each. The total nominal value of the cancelled shares amounted to EUR 3,073 thousand. As at 31 December 2025, the share capital amounted to EUR 189,196 thousand and consisted of 652,399 thousand ordinary registered shares.

As at 31 December 2025, the Bank had 20,807 shareholders (as at 31 December 2024: 18,774).

Share premium

The share premium represents the difference between the issue price and nominal value of the shares issued by the Bank. Share premium can be used to increase the Bank's authorised share capital. In 2018, the share premium of EUR 3,428 thousand was recognized in the subordinated loan conversion process. In 2023 share premium

has increased to EUR 25,534 due to business combination. During the year 2024 and 2025 there were no additional share premium increase.

Reserve capital

The reserve capital is formed from the Bank's profit and its purpose is to ensure the financial stability of the Bank. The shareholders may decide to use the reserve capital to cover losses incurred.

Statutory reserve

According to the Law of the Republic of Lithuania on Banks, allocations to the statutory reserve shall be compulsory and shall not be less than 1/20 of the profit available for appropriation. The statutory reserve may, by a decision of extraordinary general or annual meeting of the shareholders, be used only to cover losses of the activities.

Reserve for acquisition of own shares

As of 31 December 2025, the carrying value of the reserve for the repurchase of own shares is EUR 20,000 thousand (as of 31 December 2024 - EUR 20,000 thousand).

On 15 August 2024 the Bank has received permission from the European Central Bank (ECB) to buy back up to 13,745 thousand of its own shares.

24 January 2025 the Bank has completed its own share buy-back programme on the regulated market, which was carried out from 4 November 2024. During this period, the Bank acquired 5,093 thousand treasury shares, i.e. 74 % of the maximum number of shares within the limit set at the time of the programme's expiry, for a total amount of EUR 4,345 thousand, at an average price of EUR 0.853 per share.

On 10 June, the Bank has completed its own share buy-back programme on the regulated market, which was carried out from 5 May, 2025. During this period, the Bank acquired 2,540 thousand treasury shares, i.e. 96 % of the maximum number of shares within the limit set at the time of the programme's expiry, for a total amount of EUR 2,225 thousand, at an average price of EUR 0.876 per share.

NOTE 24 CAPITAL (CONTINUED)

This buyback program, the purpose of which is to reduce the Bank's capital, was approved by the Management Board of Bank on April 30, 2025, implementing the decision of the Bank's ordinary general meeting of shareholders of March 31, 2025.

On 23 September 2025 the Bank received permission from the European Central Bank (ECB) to buy back up to 4 500 thousand of its own shares. Shares to be acquired in the market in the one year period starting from the date of the permission.

On 24 October, 2025 the Bank has completed its own share buy-back programme on the regulated market, which was carried out from 6 October, 2025. During this period, the Bank acquired 1,130 thousand treasury shares for a total amount of EUR 930 thousand, at an average price of EUR 0.823 per share.

The Bank's own share buy-back programme announced on 26 November 2025, till 31 December 2025 - the Bank acquired 2,049 thousand treasury shares for a total amount of EUR 1,893 thousand at an average price of EUR 0.924 per share.

As of 31 December 2025 the Bank held 5,719 thousand own shares with carrying value of EUR 4,967 thousand at an average price of EUR 0.869 per share.

Other equity

Other equity consists of amount that corresponds to the obligation to present Bank's shares to Group's employees as part of variable remuneration.

The Group's remuneration policy prescribes two main elements of remuneration – fixed remuneration and variable remuneration, and various additional benefits. Employees whose professional activities and/or decisions might have a significant impact on the risk accepted by the Group, receive deferred variable remuneration. The remuneration amounts are accrued as staff expenses in income statement. Until 2018, Group's incentive scheme included deferred payments in shares and cash of not less than 40% of variable remuneration being paid in equal instalments during three-year period. From 2019 under the Group's incentive scheme employees whose

professional activities and/or decisions may have a significant impact on the risk assumed by the Group receive 50% of the annual long term incentive program in cash and 50% in form of Bank's shares options executable after 3 years. The number of share options is based on the currency value of the achieved results divided by the weighted average price at which the Bank's shares are traded on Nasdaq Vilnius during the period of five months prior the approval of remuneration. Each option is convertible into one ordinary share.

The Group has assessed fair value of shares option by the Black-Scholes model which is attributable to Level 3 in fair value hierarchy. The model inputs include:

- For the option granted on March 31, 2025: grant date (March 31, 2025), expiry dates (April 14, 2028; April 13, 2029; and April 12, 2030), share price on the grant date EUR 0.899, 3-year exercise price EUR 0.7683, 4-year EUR 0.7402, 5-year EUR 0.7364, expected volatility of the bank's share price 22%, risk-free interest rates – 2.5%, 2.8%, 2.9%;
- For the option granted on March 31, 2024: grant date (March 31, 2024), expiry dates (April 14, 2028 and April 13, 2029), share price on the grant date EUR 0.709, 4-year exercise price EUR 0.6006, 5-year exercise price EUR 0.5774, expected volatility of the bank's share price 25%, risk-free interest rate – 3.5%;
- For the option granted on March 31, 2023: grant date (March 31, 2023), expiry dates (April 9, 2027 and April 14, 2028), share price on the grant date EUR 0.747, 4-year exercise price EUR 0.6546, 5-year exercise price EUR 0.6502, expected volatility of the bank's share price 26%, risk-free interest rates – 5% and 2.3%;
- For the option granted on March 30, 2022: grant date (March 30, 2022), expiry date (April 11, 2025), share price on the grant date EUR 0.656, exercise price EUR 0.588, expected volatility of the bank's share price 28%, risk-free interest rate – 0.1%.

The value of the option is included in other equity line in the statement of financial position. Other equity consists of:

	2025		2024	
	Group	Bank	Group	Bank
Options	1,627	1,201	1,480	1,019
Shares distributable to the employees	-	-	-	-
Total	1,627	1,201	1,480	1,019

No options were forfeited or expired during years ended 31 December 2024 and 31 December 2025. During 12 months period ended 31 December 2024 2,273 thousand units of share options were exercised for benefit of Group's defined employees (for benefit of Bank's defined employees – 1,991 thousand units).

During 12 months period ended 31 December 2025 1,745 thousand units of share options were exercised for benefit of Group's defined employees (for benefit of Bank's defined employees – 1,495 thousand units).

NOTE 25 CONTINGENT LIABILITIES AND COMMITMENTS

Contingent tax liabilities

The Tax Authorities have not carried out a full-scope tax audit of the Bank for the period from 2020 to 2025. The Tax Authorities may at any time during 5 successive years after the end of the reporting tax year carry out an inspection of the Bank's books

and accounting records and impose additional taxes or fines. Management is not aware of any circumstances that might result in a potential material liability in this respect.

Guarantees issued, letters of credit, commitments to grant loans and other commitments

	2025		2024	
	Group	Group	Group	Bank
Financial guarantees issued	61,975	62,025	87,985	87,985
Letters of credit	33,356	33,356	135	135
Commitments to grant loans	431,432	471,953	393,190	403,413
Other commitments	-	-	298	298
Total	526,763	567,334	481,608	491,831

As the guarantees and letters of credit are either 100% secured by cash collaterals pledged by the customers to the Bank, or are issued using the credit line that the Bank has granted to the customer (which has its own collaterals and impairment is calculated for the credit line), no ECL impairment provisions are formed against these obligations. Commitments to grant loans are included in the EAD model in loan ECL calculations and the impairment is calculated for the whole instrument that includes

both on-balance and off-balance sheet amounts, therefore the impairment for commitments to grant loans is included in the loan impairment amount.

The Group's liabilities include provisions for other contingent liabilities that are recognized using IAS 37 approach. Such provisions are mentioned in Note 23.

NOTE 26 DIVIDENDS

On 31 March 2025 ordinary general meeting of shareholders made a decision to pay EUR 0.061 (i.e. 7.4%) dividends per one ordinary registered share with EUR 0.29 nominal value each. On 29 March 2024 ordinary general meeting of shareholders

made a decision to pay EUR 0.0485 (i.e. 16.7%) dividends per one ordinary registered share with EUR 0.29 nominal value each.

The table below demonstrates movements in dividends for the years 2024 and 2025:

	2025	2024
Unpaid dividend amount at 1 January:	30	94
Dividends declared	39,796	32,095
Dividends paid	(39,719)	(32,159)
Unpaid dividend amount at 31 December:	107	30

NOTE 27 RELATED-PARTY TRANSACTIONS

Related parties with the Bank are classified as follows:

- a) members of the Bank's Supervisory Council and Board (which also are the main decision makers of the Group), their close family members and companies that are controlled, jointly controlled over by these related parties;

- b) subsidiaries of the Bank, includes Artea Life Insurance UAB, Artea Lizingas UAB, Artea turto fondas UAB, Artea Asset Management UAB, Artea Retrofit Fund 1 UAB, Artea Retrofit Fund 2 UAB;

- c) the shareholders holding over 20% of the Bank's share capital or being a part of a voting group acting in concert that holds over 20% of voting rights therefore presumed to have a significant influence over the Group.

During 2025 and 2024, a certain number of banking transactions were entered into with related parties in the ordinary course of business. These transactions include settlements, loans, deposits and foreign currency transactions.

The year-end balances of loans (incl. off-balance sheet commitments) granted to and deposits accepted from the Bank's related parties, except for subsidiaries, and ranges of annual interest rates were as follows (data of the Bank):

	Deposits, at the year-end		Range of annual interest rates, %		Loans, at the year-end		Range of annual interest rates, %		Off-balance sheet commitments, at the year-end	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Members of the Council and the Board	1,512	576	0 - 4.050	0,00-4,30	454	765	3.29 - 3.32	4,37-4,66	22	44
Other related parties (excluding subsidiaries of the Bank)	4,645	708	0 - 4.300	0,00-4,75	2,135	8,722	4.818	0,69-5,343	-	1
Total	6,157	1,284	-	-	2,589	9,487	-	-	22	45
% of regulatory capital	0,01%	0,00%			0,00%	0,01%			0,00%	0,00%

In 2025 EUR 10 thousand interest income were generated from transactions with related parties (except for subsidiaries, in 2024 – EUR 42 thousand).

At 31 December 2025 and 2024 Bank's subsidiaries had no material transactions with the related parties except for the Bank and its subsidiaries.

As at 31 December 2025 loans to related parties (except for subsidiaries) with gross value before impairment provisions of EUR 2,589 thousand (31 December 2024: EUR 9,487 thousand) had collaterals.

Transactions with subsidiaries:

Balances of Bank's transactions with the subsidiaries are given below:

	Deposits, at the year-end		Range of annual interest rates, %		Loans, at the year-end		Range of annual interest rates, %		Off-balance sheet commitments, at the year-end	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Non-financial institutions	59,048	60,598	0 - 3.000	0-3.750	71,284	63,211	3.51-14.36	4.55-15.40	-	12,000
Artea Retrofit Fund 1 ir Artea Retrofit Fund 2	57,270	52,665			71,284	75,211				
Financial institutions	58	13	0.00	0.00	300,774	290,817	4.39	2.6	47,191	17,628

NOTE 27

RELATED-PARTY TRANSACTIONS (CONTINUED)

No collateral has been received for loans granted to subsidiaries. Artea Retrofit Fund 1 and Artea Retrofit Fund 2 are not consolidated under IFRS 10, but are treated as a related party under IAS 24. Balance sheet balances of the Bank's and Group

transactions with subsidiaries (information on investments in subsidiaries is provided in Note 14):

	2025	2024
Assets		
Loans	372,057	354,028
Artea Retrofit Fund 1 and Artea Retrofit Fund 2	71,284	75,211
Other assets	-	-
Artea Retrofit Fund 1 and Artea Retrofit Fund 2	270	270
		-
Liabilities		
Term deposits	-	-
Demand deposits	59,106	60,611
Artea Retrofit Fund 1 and Artea Retrofit Fund 2	57,270	52,665
Other liabilities	-	-

Income and expenses arising from transactions with subsidiaries:

	2025	2024
Income		
Interest	17,512	16,898
Commission income	7,119	6,432
Income (losses) from foreign exchange operations	-	-
Other income	1,056	785
Expenses		
Interest	(43)	(153)
Operating expenses	1,570	940
Impairment (reversal of impairment) of loans	-	150
Impairment of an investment to subsidiaries	-	-

Remuneration of the management of the Group and Bank

	2025	2024
Fixed remuneration in cash	1,527	1,428
Variable remuneration in cash	25	-
Variable remuneration in shares of Bank	1,223	605
Total	2,775	2,033

No other post-employment benefit or long-term benefit were paid to Bank's Management Board (including management).

Liabilities related to long term benefits related to remuneration are presented in the table below:

	2025	2024
Short-term (up to 1 year)	632	597
Long-term (over 1 year)	2,040	1,543
Total	2,672	2,140

	Payment in cash due in:				Payment in shares due in:				Total
	Below 1 year	1-2 years	2-3 years	Total	Below 1 year	1-2 years	2-3 years	Total	
31 December 2024:									
for year 2021 salaries and bonuses	-	-	-	-	597	-	-	597	597
for year 2022 salaries and bonuses	-	-	-	-	-	573	-	573	573
for year 2023 salaries and bonuses	-	-	-	-	-	-	970	970	970
Total liability at 31 December 2024	-	-	-	-	597	573	970	2,140	2,140
31 December 2025:									
for year 2022 salaries and bonuses	-	-	-	-	632	-	-	632	632
for year 2023 salaries and bonuses	-	-	-	-	-	880	-	880	880
for year 2024 salaries and bonuses	-	-	-	-	-	-	1,160	1,160	1,160
Total liability at 31 December 2025	-	-	-	-	632	880	1,160	2,672	2,672

NOTE 28
FINANCIAL GROUP INFORMATION

According to local legislation the Bank is required to disclose certain information for the Financial group. As of 31 December 2025 the Bank owned the following controlled subsidiaries included in the prudential scope of consolidation (the Bank and four subsidiaries comprised the Financial group, all of the entities attributable to Financial Group operate in Lithuania):

1. ArteaTurto Fondas UAB (real estate management activities),
2. Artea Lizingas UAB (consumer financing activities),
3. Artea Asset Management UAB (fund management activities).

In the Financial Group financial statements, the subsidiaries of the Bank that are not included in the Financial Group are not consolidated in full as would be required by IFRS 10 but presented on the consolidated balance sheet of the Financial Group as investments in subsidiaries at cost less impairment, in the same way as presented on the balance sheet of the Bank. This presentation is consistent with the regulatory reporting made by the Bank according to the Regulation (EU) No 575/2013 on prudential requirements for credit institutions and investment firms (CRR).

STATEMENT OF FINANCIAL POSITION

	31 December 2025		31 December 2024	
	Fin. Group	Bank	Fin. Group	Bank
ASSETS				
Cash and cash equivalents	384,923	383,623	387,680	386,365
Securities in the trading book	11,031	10,038	18,020	13,543
Due from other banks	9,035	9,035	3,121	3,121
Derivative financial instruments	151	151	1,093	1,093
Loans to customers	3,713,724	3,691,955	3,434,597	3,421,904
Investment securities at fair value	262,380	254,974	43,868	43,620
Investment securities at amortized cost	1,348,506	1,348,506	716,864	716,864
Investments in subsidiaries and associates	44,372	96,929	38,180	84,069
Intangible assets	37,513	6,498	40,569	7,859
Property, plant and equipment	15,436	15,183	15,070	14,689
Current income tax prepayment	7,853	7,842	82	-
Deferred income tax asset	6,460	2,340	6,074	2,716
Other financial assets	8,305	7,345	7,403	6,559
Other non-financial assets	10,269	9,608	9,940	8,655
Total assets	5,859,958	5,844,027	4,722,561	4,711,057
LIABILITIES				
Due to other banks and financial institutions	197,957	198,266	231,890	232,451
Derivative financial instruments	3,326	3,326	123	123
Due to customers	3,961,201	3,961,981	3,397,045	3,402,364
Debt securities in issue	1,034,463	1,034,463	448,159	448,159
Current income tax liabilities	967	-	206	48
Deferred income tax liabilities	6,485	-	6,141	-
Other financial liabilities	42,418	39,917	43,812	39,245
Other non-financial liabilities	8,755	1,352	8,680	1,663
Total liabilities	5,255,572	5,239,305	4,136,056	4,124,053
EQUITY				
Capital and reserves attributable to owners of the Bank				
Share capital	189,196	189,196	192,269	192,269
Share premium	25,534	25,534	25,534	25,534
Treasury shares (-)	(4,967)	(4,967)	(8,375)	(8,375)
Reserve capital	756	756	756	756
Statutory reserve	76,133	76,000	60,903	60,805
Reserve for acquisition of own shares	20,000	20,000	20,000	20,000
Financial instruments revaluation reserve	(608)	(608)	(2,989)	(2,989)
Other equity	1,581	1,201	1,404	1,019
Retained earnings	296,761	297,610	297,003	297,985
Total equity	604,386	604,722	586,505	587,004
Total liabilities and equity	5,859,958	5,844,027	4,722,561	4,711,057

NOTE 28
FINANCIAL GROUP INFORMATION (CONTINUED)
INCOME STATEMENT

	31 December 2025		31 December 2024	
	Fin. Group	Bank	Fin. Group	Bank
Continuing operations				
Interest income calculated using the effective interest method	223,075	203,759	243,291	227,237
Other similar income	21,568	21,567	24,955	24,953
Interest expense and similar charges	(107,972)	(108,006)	(110,002)	(110,146)
Net interest income	136,671	117,320	158,244	142,044
Fee and commission income	41,208	33,392	38,442	32,587
Fee and commission expense	(9,737)	(8,766)	(8,871)	(8,044)
Net fee and commission income	31,471	24,626	29,571	24,543
Insurance net gain from trading	-	-	-	-
Revenue related to insurance (incl. interests)	-	-	-	-
Expenses related to insurance activities	-	-	-	-
Net income (expenses) from Insurance activity	-	-	-	-
Net gain (loss) from derecognition of financial assets	3,760	3,800	544	779
Net gain from trading activities (exc. Insurance)	8,750	8,456	6,304	6,248
Other operating income	872	1,826	1,575	1,524
Total income	181,524	156,028	196,238	175,138
Salaries and related expenses	(54,255)	(49,197)	(48,844)	(43,840)
Depreciation and amortization expenses	(7,576)	(6,202)	(7,893)	(6,392)
Other operating expenses	(48,540)	(43,448)	(37,674)	(32,402)
Operating profit	71,153	57,181	101,827	92,504
Allowance for impairment losses on loans and other assets	(3,891)	(4,034)	(10,898)	(4,635)
Share of the profit or loss of investments in subsidiaries accounted for using the equity method	6,193	17,748	5,429	7,227
Profit before income tax	73,455	70,895	96,358	95,096
Income tax expense	(12,803)	(10,411)	(17,608)	(15,810)
Net profit from continuing operations for the year	60,652	60,484	78,750	79,286
Profit (loss) from discontinued operations, net of tax	-	-	-	-
Net profit for the year	60,652	60,484	78,750	79,286
Net profit attributable to:				
Owners of the Bank	60,652	60,484	78,750	79,286
From continuing operations	60,652	60,484	78,750	79,286
From discontinued operations	-	-	-	-
Non-controlling interest	-	-	-	-

STATEMENT OF COMPREHENSIVE INCOME

	2025		2024	
	Fin. Group	Bank	Fin. Group	Bank
Profit for the year	60,652	60,484	78,750	79,286
Other comprehensive income (loss):				
Items that may be subsequently reclassified to profit or loss:				
Financial assets valuation gains (losses) taken to other comprehensive income	970	970	3,026	3,026
Financial assets valuation result transferred to profit or loss	-	-	20	20
Buildings revaluation reserve	1,550	1,550	-	-
Deferred income tax on gain (loss) from revaluation of financial asset	(139)	(139)	(609)	(609)
Items that may not be subsequently reclassified to profit or loss:				
Fair value changes of financial liabilities at fair value through profit or loss attributable to changes in their credit risk	-	-	-	-
Other comprehensive income (loss), net of deferred tax	2,381	2,381	2,437	2,437
Total comprehensive income	63,033	62,865	81,187	81,723
Total comprehensive income (loss) attributable to:				
Owners of the Bank	63,033	62,865	81,187	81,723
Non-controlling interest	-	-	-	-

NOTE 28
FINANCIAL GROUP INFORMATION (CONTINUED)
STATEMENT OF CASH FLOWS

	Notes	31 December 2025		31 December 2024	
		Fin. Group	Bank	Fin. Group	Bank
Operating activities					
Interest received on loans and advances		231,490	212,174	248,909	232,853
Interest received on securities at fair value through profit or loss		1,156	1,156	1,292	1,292
Interest paid		(89,077)	(89,112)	(103,744)	(104,419)
Fees and commissions received		41,208	33,392	38,442	32,587
Fees and commissions paid		(9,737)	(8,766)	(8,871)	(8,044)
Net cash inflows from trade in securities at fair value through profit or loss		4,038	3,743	7,172	7,116
Net inflows from foreign exchange operations		5,070	5,071	5,218	5,218
Net inflows from derecognition of financial assets		3,760	3,800	544	779
Net gain from disposal of tangible assets		-	-	593	141
Cash inflows related to other activities of Group companies and the Bank		872	1,826	983	1,384
Cash outflows related to other activities of Group companies		-	-	-	-
Recoveries on loans previously written off		215	133	285	161
Salaries and related payments to and on behalf of employees		(55,278)	(50,220)	(44,956)	(39,952)
Net operating other cost payment		(48,540)	(43,448)	(37,674)	(32,402)
Income tax paid	7	(12,803)	(10,411)	(23,581)	(22,442)
Net cash flow from operating activities before change in operating assets and liabilities		72,374	59,338	84,612	74,272
Change in operating assets and liabilities:					
(Increase) decrease in loans to credit and financial institutions decrease		(5,914)	(5,914)	(108)	(108)
(Increase) decrease in loans to customers		(285,345)	(276,410)	(513,417)	(506,023)
Decrease (increase) in other assets		2,071	4,363	16,920	18,624
Increase (decrease) in amounts due to credit and Financial institutions		(33,845)	(34,097)	(487,134)	(491,139)
Increase (decrease) in due to customers (increase)		575,761	571,222	369,149	371,357
Increase (decrease) in other liabilities		(1,726)	732	(1,516)	1,088
Change		251,002	259,896	(616,106)	(606,201)
Net cash flow from operating activities		323,376	319,234	(531,494)	(531,929)
Investing activities					
Acquisition of property, plant and equipment, investment property and intangible assets		(2,570)	(2,543)	(5,179)	(4,893)
Disposal of property, plant and equipment, investment property and intangible assets		594	574	207	187
Acquisition of debt securities at amortized cost	13	(1,140,422)	(1,140,422)	(316,044)	(316,044)
Sale or redemption of debt securities at amortized cost	13	516,410	516,410	335,131	335,131
Interest received on debt instruments at amortized cost	13	9,932	9,932	17,776	17,776
Acquisition and sale/redemption of securities at fair value		(209,990)	(210,728)	34,027	33,645
Interest and dividends received on investment securities at fair value		996	996	652	652
Net increase (decrease) in investments in subsidiaries	14	-	4,888	(170)	(170)
Net cash flow from (used in) investing activities		(825,050)	(820,893)	66,400	66,284
Financing activities					
Acquisition of own shares	24	(6,840)	(6,840)	(8,375)	(8,375)
Payment of dividends	26	(39,719)	(39,719)	(32,159)	(32,159)
Interest payment for issued of debt securities	20	(30,122)	(30,122)	(13,387)	(13,387)
Issue of debt securities	20	597,307	597,307	375,000	375,000
Redemption of debt securities issued	20	(20,000)	(20,000)	(210,000)	(210,000)
Principal elements of lease payments	9	(1,709)	(1,709)	(2,038)	(2,038)
Net cash flow (used in) from financing activities		498,917	498,917	109,041	109,041
Net increase (decrease) in cash and cash equivalents		(2,757)	(2,742)	(356,053)	(356,604)
Cash and cash equivalents at beginning of period		387,680	386,365	743,733	742,969
Cash and cash equivalents at the end of period	9	384,923	383,623	387,680	386,365

NOTE 28

FINANCIAL GROUP INFORMATION (CONTINUED)

FINANCIAL GROUP'S STATEMENT OF CHANGES IN EQUITY

	Share capital	Share premium	Treasury shares	Reserve capital	Revaluation reserve	Statutory reserve	Reserve for acquisition of own shares	Other equity	Retained earnings	Total
31 December 2023	192,269	25,534	(1,500)	756	(5,426)	47,681	20,000	1,603	263,566	544,483
Impact of change in accounting principles	-	-	-	-	-	-	-	-	-	-
1 January 2024	192,269	25,534	(1,500)	756	(5,426)	47,681	20,000	1,603	263,566	544,483
Transfer to statutory reserve	-	-	-	-	-	13,222	-	-	(13,222)	-
Transfer to reserve for acquisition of own shares	-	-	-	-	-	-	-	-	-	-
Acquisition of own shares	-	-	(8,375)	-	-	-	-	-	-	(8,375)
Share-based payment	-	-	1,500	-	-	-	-	(199)	4	1,305
Payment of dividends	-	-	-	-	-	-	-	-	(32,095)	(32,095)
Total comprehensive income	-	-	-	-	2,437	-	-	-	78,750	81,187
Net profit	-	-	-	-	-	-	-	-	78,750	78,750
Other comprehensive income	-	-	-	-	2,437	-	-	-	-	2,437
31 December 2024	192,269	25,534	(8,375)	756	(2,989)	60,903	20,000	1,404	297,003	586,505
Transfer to statutory reserve	-	-	-	-	-	15,230	-	-	(15,230)	-
Transfer to reserve for acquisition of own shares	(3,073)	-	8,941	-	-	-	-	-	(5,868)	-
Acquisition of own shares	-	-	(6,840)	-	-	-	-	-	-	(6,840)
Share-based payment	-	-	1,307	-	-	-	-	177	-	1,484
Payment of dividends	-	-	-	-	-	-	-	-	(39,796)	(39,796)
Total comprehensive income	-	-	-	-	2,381	-	-	-	60,652	63,033
Net profit	-	-	-	-	-	-	-	-	60,652	60,652
Other comprehensive income	-	-	-	-	2,381	-	-	-	-	2,381
31 December 2025	189,196	25,534	(4,967)	756	(608)	76,133	20,000	1,581	296,761	604,386

COMPLIANCE WITH PRUDENTIAL REQUIREMENTS

During the years ended 31 December 2024 and 31 December 2025, the Financial group and the Bank complied with prudential requirements to which it was subject

NOTE 29
STATEMENTS OF FINANCIAL POSITION AND INCOME STATEMENT RESTATED
Changes in presentation of the statement of financial position

During the year ended 31 December 2025, the Group reviewed the presentation of certain line items in the statement of financial position to ensure consistency with the nature of the underlying balances and to align with prevailing market practice. Accordingly, the line item and related disclosure previously presented as "Finance lease receivables" has been removed and reclassified to "Loans to customers", as these balances represent credit exposures that are managed together with other customer lending products. In addition, the line item "Special and lending funds" has been removed and reclassified to "Due to customers", as these balances represent customer funding in substance and are managed and monitored together with other customer deposit balances. In order to align the segmentation of liabilities in the

financial statements with the prudential requirements applicable to the Bank and the segmentation of liabilities disclosed in the reported prudential reports, the financial statements were reclassified, eliminating the Special and Lending Funds (EUR 23,037 thousand) line and transferring its amount to due to customers. In addition, the due to customers amount related to banks and financial institutions (EUR 163,964 thousand) was reclassified to the corresponding liability item.

These changes represent presentation reclassifications only and did not impact total assets, total liabilities, equity, or profit for the year.

	31 December 2024 (restated)		31 December 2024		Variance	
	Group	Bank	Group	Bank	Group	Bank
ASSETS						
Cash and cash equivalents	395,136	386,365	395,136	386,365	-	-
Securities in the trading book	235,110	13,543	235,110	13,543	-	-
Due from other banks	3,121	3,121	3,121	3,121	-	-
Derivative financial instruments	1,093	1,093	1,093	1,093	-	-
Loans to customers	3,434,597	3,421,904	3,117,700	3,105,007	316,897	316,897
Finance lease receivables	-	-	316,897	316,897	(316,897)	(316,897)
Investment securities at fair value	43,868	43,620	43,868	43,620	-	-
Investment securities at amortized cost	726,937	716,864	726,937	716,864	-	-
Investments in subsidiaries and associates	270	84,069	270	84,069	-	-
Intangible assets	43,617	7,859	43,617	7,859	-	-
Property, plant and equipment	15,261	14,689	15,261	14,689	-	-
Investment property	-	-	-	-	-	-
Current income tax prepayment	82	-	82	-	-	-
Deferred income tax asset	6,076	2,716	6,076	2,716	-	-
Other financial assets	7,258	6,559	7,258	6,559	-	-
Other non-financial assets	10,193	8,655	10,043	8,505	150	150
Assets classified as held for sale	-	-	150	150	(150)	(150)
Total assets	4,922,619	4,711,057	4,922,619	4,711,057	-	-
LIABILITIES						
Due to other banks and financial institutions	229,824	232,451	65,860	68,487	163,964	163,964
Derivative financial instruments	123	123	123	123	-	-
Due to customers	3,397,045	3,402,364	3,537,972	3,543,291	(140,927)	(140,927)
Special and lending funds	-	-	23,037	23,037	(23,037)	(23,037)
Debt securities in issue	448,159	448,159	448,159	448,159	-	-
Current income tax liabilities	303	48	303	48	-	-
Deferred income tax liabilities	6,141	-	6,141	-	-	-
Liabilities related to insurance activities	198,432	-	198,432	-	-	-
Other financial liabilities	46,426	39,245	46,426	39,245	-	-
Other non-financial liabilities	10,994	1,663	10,994	1,663	-	-
Total liabilities	4,337,447	4,124,053	4,337,447	4,124,053	-	-
EQUITY						
Share capital	192,269	192,269	192,269	192,269	-	-
Share premium	25,534	25,534	25,534	25,534	-	-
Treasury shares (-)	(8,375)	(8,375)	(8,375)	(8,375)	-	-
Reserve capital	756	756	756	756	-	-
Statutory reserve	61,025	60,805	61,025	60,805	-	-
Financial instruments and PPE revaluation reserve	(2,989)	(2,989)	(2,989)	(2,989)	-	-
Reserve for acquisition of own shares	20,000	20,000	20,000	20,000	-	-
Other equity	1,480	1,019	1,480	1,019	-	-
Retained earnings	295,472	297,985	295,472	297,985	-	-
Non-controlling interest	-	-	-	-	-	-
Total equity	585,172	587,004	585,172	587,004	-	-
Total liabilities and equity	4,922,619	4,711,057	4,922,619	4,711,057	-	-

NOTE 29

STATEMENTS OF FINANCIAL POSITION AND INCOME STATEMENT RESTATED (CONTINUED)

Changes in presentation of the statement of profit or loss and other comprehensive income

During the year ended 31 December 2025, the Group reassessed the presentation of its statement of profit or loss to ensure that income and expenses are presented in a manner that provides relevant and reliable information to users of the financial statements, in accordance with IAS 1 Presentation of Financial Statements.

As a result, certain income and expense line items related to insurance activity were reclassified and presented separately within the statement of profit or loss. The change was made to provide a more faithful representation of the nature of the Group's operations and to improve comparability with market practice.

In order to align the presentation of financial statements with the FINREP reporting structure and to enhance data comparability, transparency, and clarity for users, certain line items have been retrospectively regrouped in financial position statement. Deposits received from financial institutions are now presented under "Due to other banks and financial institutions", while all other deposits are included under "Deposits from clients". The table below presents comparative figures before and after this regrouping

Comparative figures for the year ended 31 December 2024 have been restated accordingly. The change represents a presentation reclassification only and did not affect total profit for the year, total equity, or cash flows.

	31 December 2024 (restated)		31 December 2024		Variance	
	Group	Bank	Group	Bank	Group	Bank
Continuing operations						
Interest income calculated using the effective interest method	243,478	227,237	243,478	227,237	-	-
Other similar income	26,735	24,953	26,735	24,953	-	-
Interest expense and similar charges	(110,004)	(110,146)	(110,004)	(110,146)	-	-
Net interest income	160,209	142,044	160,209	142,044	-	-
Fee and commission income	38,021	32,587	38,021	32,587	-	-
Fee and commission expense	(8,941)	(8,044)	(8,941)	(8,044)	-	-
Net fee and commission income	29,080	24,543	29,080	24,543	-	-
Net gain from trading activities	-	-	19,422	6,248	(19,422)	(6,248)
Insurance net gain from trading	13,119	-	-	-	13,119	-
Revenue related to insurance (incl. interests)	13,090	-	13,090	-	-	-
Expenses related to insurance activities	(20,747)	-	(20,747)	-	-	-
Net income (expenses) from Insurance activity	5,462	-	11,765	6,248	(6,303)	(6,248)
Net gain (loss) from derecognition of financial assets	544	778	544	778	-	-
Net gain from trading activities (exc. Insurance)	6,303	6,248	-	-	6,303	6,248
Net gain (loss) from disposal of tangible assets	-	-	593	141	(593)	(141)
Other operating income	1,368	1,525	775	1,384	593	141
Net income	202,966	175,138	202,966	175,138	-	-
Salaries and related expense	(49,507)	(43,840)	(49,507)	(43,840)	-	-
Depreciation and amortization expenses	(8,006)	(6,392)	(8,006)	(6,392)	-	-
Other operating expenses	(38,111)	(32,402)	(38,111)	(32,402)	-	-
Operating profit before impairment losses	107,342	92,504	107,342	92,504	-	-
Allowance for impairment losses on loans and other assets	(10,896)	(4,635)	(10,896)	(4,635)	-	-
Share of the profit or loss of investments in subsidiaries accounted for using the equity method	-	7,227	-	7,227	-	-
Profit before income tax	96,446	95,096	96,446	95,096	-	-
Income tax expense	(17,659)	(15,810)	(17,659)	(15,810)	-	-
Net profit from continuing operations for the year	78,787	79,286	78,787	79,286	-	-
Profit (loss) from discontinued operations, net of tax	-	-	-	-	-	-
Net profit for the year	78,787	79,286	78,787	79,286	-	-
Net profit attributable to:						
Owners of the Bank	78,787	79,286	78,787	79,286	-	-
From continuing operations	78,787	79,286	78,787	79,286	-	-
From discontinued operations	-	-	-	-	-	-
Non-controlling interest	-	-	-	-	-	-
Basic earnings per share (in EUR per share) attributable to owners of the Bank	0.12		0.12		-	
From continuing operations	0.12		0.12		-	
From discontinued operations	-		-		-	
Diluted earnings per share (in EUR per share) attributable to owners of the Bank	0.12		0.12		-	
From continuing operations	0.12		0.12		-	
From discontinued operations	-		-		-	

NOTE 29

STATEMENTS OF FINANCIAL POSITION AND INCOME STATEMENT RESTATED (CONTINUED)

THE GROUP'S AND THE BANK'S STATEMENTS OF CASH FLOWS RESTATED FOR 2024:

	2024 (restated)		2024		Variance	
	Group	Bank	Group	Bank	Group	Bank
Operating activities						
Interest received on loans and advances	253,459	232,853	230,501	209,897	22,958	22,956
Interest received on finance lease	-	-	22,958	22,956	(22,958)	(22,956)
Interest received on securities at fair value through profit or loss	1,470	1,292	1,470	1,292	-	-
Interest paid	(103,746)	(104,419)	(103,746)	(104,419)	-	-
Fees and commissions received	38,021	32,587	38,021	32,587	-	-
Fees and commissions paid	(8,941)	(8,044)	(8,941)	(8,044)	-	-
Net cash inflows from trade in securities at fair value through profit or loss	2,667	7,116	2,667	7,116	-	-
Net inflows from foreign exchange operations	5,236	5,218	5,236	5,218	-	-
Net inflows from derecognition of financial assets	544	779	544	779	-	-
Net gain from disposal of tangible assets	593	141	593	141	-	-
Cash inflows related to other activities of Group companies and the Bank	13,865	1,384	13,865	1,384	-	-
Cash outflows related to other activities of Group companies and the Bank	(20,747)	-	(20,747)	-	-	-
Recoveries on loans previously written off	285	161	285	161	-	-
Salaries and related payments to and on behalf of employees	(45,619)	(39,952)	(45,619)	(39,952)	-	-
Net operating other cost payment	(38,111)	(32,402)	(38,111)	(32,402)	-	-
Income tax paid	(22,442)	(22,442)	(22,442)	(22,442)	-	-
Net cash flow from operating activities before change in operating assets and liabilities	76,534	74,272	76,534	74,272	-	-
Change in operating assets and liabilities:						
Decrease (Increase) in loans to credit and financial institutions	(108)	(108)	(108)	(108)	-	-
Decrease (Increase) in loans to customers	(510,033)	(506,023)	(479,621)	(475,529)	(30,412)	(30,494)
Decrease (increase) in finance lease receivable	-	-	(30,412)	(30,494)	30,412	30,494
Decrease (increase) in other assets	16,114	18,624	-	-	16,114	18,624
Decrease (increase) in other financial assets	-	-	93	1,730	(93)	(1,730)
Decrease (increase) in other non financial assets	-	-	16,021	16,894	(16,021)	(16,894)
Increase (decrease) in amounts due to credit and Financial institutions	(487,444)	(491,139)	(487,444)	(491,139)	-	-
Increase (decrease) in due to customers	370,289	371,357	362,970	364,038	7,319	7,319
Increase (decrease) in special and lending funds	-	-	7,319	7,319	(7,319)	(7,319)
Increase (decrease) in other liabilities	4,958	1,088	-	-	4,958	1,088
Decrease (increase) in other financial liabilities	-	-	6,176	4,743	(6,176)	(4,743)
Decrease (increase) in other non-financial liabilities	-	-	(1,218)	(3,655)	1,218	3,655
Change	(606,224)	(606,201)	(606,224)	(606,201)	-	-
Net cash flow from operating activities	(529,690)	(531,929)	(529,690)	(531,929)	-	-
Investing activities						
Acquisition of property plant and equipment investment property and intangible assets	(5,457)	(4,893)	(5,457)	(4,893)	-	-
Disposal of property plant and equipment investment property and intangible assets	576	187	576	187	-	-
Acquisition of debt securities at amortized cost	(438,515)	(316,044)	(438,515)	(316,044)	-	-
Sale or redemption of debt securities at amortized cost	452,745	335,131	452,745	335,131	-	-
Interest received on debt instruments at amortized cost	19,620	17,776	19,620	17,776	-	-
Dividends received	-	-	204	13	(204)	(13)
Acquisition and sale or redemption of securities at fair value	33,645	33,645	33,645	33,645	-	-
Received dividends and interest on investment securities at fair value	843	652	-	-	843	652
Interest received on available-for-sale securities	-	-	639	639	(639)	(639)
Net increase (decrease) in investments in subsidiaries	(170)	(170)	-	-	-	-
Establishment of subsidiaries	-	-	(100)	(100)	-	-
Increase in share capital of subsidiaries in cash	-	-	(70)	(70)	-	-
Net cash flow (used in) from investing activities	63,287	66,284	63,287	66,284	-	-
Financing activities						
Acquisition of own shares	(8,375)	(8,375)	(8,375)	(8,375)	-	-
Payment of dividends	(32,159)	(32,159)	(32,159)	(32,159)	-	-
Interest payment for issued of debt securities	(13,387)	(13,387)	(13,387)	(13,387)	-	-
Issue of debt securities	375,000	375,000	375,000	375,000	-	-
Redemption of debt securities issued	(210,000)	(210,000)	(210,000)	(210,000)	-	-
Principal elements of lease payments	(1,039)	(2,038)	(1,039)	(2,038)	-	-
Net cash flow (used in) financing activities	110,040	109,041	110,040	109,041	-	-
Net increase (decrease) in cash and cash equivalents	(356,363)	(356,604)	(356,363)	(356,604)	-	-
Cash and cash equivalents at 1 January	751,499	742,969	751,499	742,969	-	-
Cash and cash equivalents at 30 September	395,136	386,365	395,136	386,365	-	-

NOTE 30 EVENTS AFTER BALANCE SHEET DATE

On January 23, 2026, Group completed the buyback program of its own shares (ISIN code LT0000102253) on the regulated market, which had been ongoing since December 1, 2025. During this period, the Bank purchased 2,787 thousand of its own shares for EUR 2,598 thousand, paying an average price of EUR 0.93 per share.