

BANCA SISTEMA Group

**DISCLOSURE BY INSTITUTIONS PURSUANT TO REGULATION (EU) NO. 575/2013
“PILLAR 3”**

31 December 2025

CONTENTS

INTRODUCTION		3
SECTION 1	RISK MANAGEMENT OBJECTIVES AND POLICIES	9
SECTION 2	SCOPE OF APPLICATION	34
SECTION 3	OWN FUNDS	41
SECTION 4	CAPITAL ADEQUACY	55
SECTION 5	COUNTERPARTY RISK	66
SECTION 6	CAPITAL BUFFERS	71
SECTION 8	CREDIT RISK	75
SECTION 9	ENCUMBERED ASSETS	88
SECTION 10	CREDIT RISK: USE OF ECAIS	91
SECTION 11	MARKET RISK	96
SECTION 12	OPERATIONAL RISK	98
SECTION 13	EXPOSURES IN EQUITY INSTRUMENTS: DISCLOSURE OF POSITIONS HELD IN THE BANKING BOOK	102
SECTION 14	EXPOSURES TO INTEREST RATE RISK ON POSITIONS NOT HELD IN THE TRADING BOOK	106
SECTION 15	SECURITISATION	110
SECTION 16	REMUNERATION AND INCENTIVE SYSTEMS AND PRACTICES	115
SECTION 17	LEVERAGE	135
SECTION 19	RISK MITIGATION TECHNIQUES	142
SECTION 23	LIQUIDITY RISK	144
COUNTRY-BY-COUNTRY REPORTING (COUNTRY BY COUNTRY REPORTING)		156
STATEMENT OF THE MANAGER IN CHARGE OF FINANCIAL REPORTING		159

INTRODUCTION

Starting from 1 January 2014, the reforms of the Basel Committee accords ("Basel III") aimed at strengthening the capability of banks to absorb shocks deriving from financial and economic stress, regardless of their origin, improving risk management and governance, while increasing the transparency and disclosure of banks, were transposed into EU law. In doing so, the Committee has retained the three-pillar approach that underpinned the previous capital accord, known as "Basel II", while supplementing and strengthening it to increase the quantity and quality of capital available to intermediaries, as well as introducing countercyclical supervisory tools and rules on managing liquidity risk and containing the build-up of leverage. In particular, in order to encourage market discipline, Pillar 3, which concerns requirements for public disclosure of capital adequacy, risk exposure and the general characteristics of the relevant management and control systems, has also been revised. The amendments introduced, among other things, additional transparency requirements and increased disclosure on the composition of regulatory capital and on how the bank calculates its capital ratios.

In view of the above, the contents of "Basel III" have been transposed into two pieces of EU legislation:

- Regulation (EU) No. 575/2013 of 26 June 2013 (CRR) as amended;
- Directive 2013/36/EU (CRD IV) "Supervisory Provisions for Banks" as amended.

Starting from 30 June 2021, the provisions of Regulation 2019/876 (CRR II) of 20 May 2019 entered into force. This Regulation amended Regulation (EU) No. 575/2013 as regards the leverage ratio, the net stable funding ratio, requirements for own funds and eligible liabilities, counterparty credit risk, market risk, exposures to central counterparties, exposures to collective investment undertakings, large exposures, and reporting and disclosure requirements.

Public disclosure by institutions (Pillar 3) is therefore directly governed by:

- CRR II (Regulation 2019/876) Part Eight "Disclosure by Institutions" (Art. 431 - 455);
- Regulation (EU) 2021/637 of 15 March 2021.

With the publication of Regulation (EU) No 876/2019 (CRR2), the EBA introduced a number of significant changes to the regulatory framework. These changes, which mainly concern Part Eight of the CRR, are aimed at standardising the periodic disclosures to be made to the market. In this respect, Implementing Regulation (EU) No. 637/2021 has provided operators with guidance on the information to be published.

Furthermore, with regard to interest rate risk in the Banking Book, the EBA published ITS EBA/ITS/2021/07 in November 2021 detailing future disclosure requirements regarding exposure to interest rate risk for positions not held in the trading book (in accordance with Article 448 of CRR2).

In line with the evolution of the European regulatory framework, which transposed the principles of Basel IV into Regulation (EU) 2024/1623 (commonly referred to as CRR3), the Implementing Regulation (EU) 2024/3172 was published in the Official Journal of the European Union on 31 December 2024. This regulation lays down implementing technical standards for the application of the disclosure requirements set out in Part Eight, Titles II and III of CRR3. The Implementing Regulation, applicable from 1 January 2025, repeals Implementing Regulation (EU) 2021/637, with the exception of the provisions relating to market risk disclosures, which was in force until 31 December 2025.

The Banca Sistema Group comprises the Parent, Banca Sistema S.p.A., with registered office in Milan, the subsidiaries Kruso Kapital S.p.A., Largo Augusto Servizi e Sviluppo S.r.l., the Greek company Ready Pawn Single Member S.A. (hereinafter also referred to as ProntoPegno Greece) and the Portuguese company Pignus - Credito Economico Popular SA (hereinafter also referred to as CEP), wholly owned subsidiaries of Kruso Kapital S.p.A.. The scope of consolidation also includes the auction house Kruso Art (Art-Rite S.r.l.), wholly owned by Kruso Kapital and outside the Banking Group, the Spanish Joint Venture EBNSistema Finance S.L. and the following special purpose securitisation vehicles whose receivables are not subject to derecognition: Quinto Sistema Sec. 2019 S.r.l., Quinto Sistema Sec. 2017 S.r.l. and BS IVA SPV S.r.l. The parent, Banca Sistema S.p.A., is a company registered in Italy, at Largo Augusto 1/A, ang. via Verziere 13 - 20122 Milan.

REFERENCE TO THE INFORMATION REQUIRED BY CRR2

CRR II Articles/EBA Guidelines	Pillar 3 Section reference
Risk management objectives and policies (Art. 435)	Section 1 - Risk management objectives and policies
Scope of application (Art. 436)	Section 2 - Scope of application
Own Funds (Art. 437)	Section 3 - Own funds
Own funds requirements and risk-weighted exposure amounts (Art. 438) Template IFRS 9/Article 468-FL: Annex I	Section 4 - Capital adequacy
Exposure to counterparty credit risk (Art. 439)	Section 5 - Counterparty risk
Countercyclical capital buffers (Art. 440)	Section 6 - Capital buffers
Indicators of global systemic importance (Article 441)	N/A
Disclosure of exposures to credit risk and dilution risk (Art. 442)	Section 8 - Credit risk
Encumbered and unencumbered assets (Art. 443)	Section 9 - Encumbered assets
Use of the standardised approach (Art. 444)	Section 10 - Credit risk: use of ECAIs
Exposure to market risk (Art. 445)	Section 11 - Market risk
Operational risk management (Art. 446)	Section 12 - Operational risk
Exposure to equity instruments not held in the trading book (Art. 447)	Section 13 - Equity exposures: disclosure of positions held in the banking book
Exposures to interest rate risk on positions not held in the trading book (Art. 448)	Section 14 - Exposures to interest rate risk on positions not held in the trading book
Exposures to securitisation positions (Art. 449)	Section 15 - Securitisations
Remuneration policy (Art. 450)	Section 16 - Remuneration and incentive systems and practices
Leverage ratio (Art. 451)	Section 17 - Leverage
Use of the IRB Approach to credit risk (Art. 452)	N/A
Use of credit risk mitigation techniques (Art. 453)	Section 19 - Risk mitigation techniques
Use of the Advanced Measurement Approaches to operational risk (Art. 454)	N/A
Use of Internal Market Risk Models (Art. 455)	N/A
Liquidity requirements (Art. 451a)	Section 23 - Liquidity risk

REFERENCE TO EBA REQUIREMENTS - REGULATION (EU) 637/2021, EBA/GL/2020/07

Pillar 3 Section reference	Tables	Type of Disclosure
Section 1 - Risk management objectives and policies	EU OVA/EU OVB/EU OVC	Qualitative
Section 2 - Scope of application	EU LI1, EU LI2, EU LI3, EU LIA, EU LIB	Qualitative & Quantitative
Section 3 - Own funds	EU CC1, EU CC2, EU CCA	Qualitative & Quantitative
Section 4 - Capital adequacy	EU KM1/EU OV1 / EU IFRS 9 - FL	Quantitative
Section 5 - Counterparty risk	EU CCRA, EU CCR1, EU CCR2, EU CCR3, EU, EUCCR8	Qualitative & Quantitative
Section 6 - Capital buffers	EU CCyB1, EU CCyB2	Quantitative
Section 8 - Credit risk	EU CRA, EU CQ1, EUCQ3, EUCQ5, EUCQ6, EUCR1, EU CR1A, EUCR2, EUCR2a	Qualitative & Quantitative
Section 9 - Encumbered assets	EU AE1, EU AE2, EU AE3, EU AE4	Qualitative & Quantitative
Section 10 - Credit risk: use of ECAIs	EU CR4	Quantitative
Section 11 - Market risk	EU MR1	Qualitative & Quantitative
Section 12 - Operational risk	EU OR2, EU OR3 EU ORA	Qualitative & Quantitative
Section 13 - Equity exposures: disclosure of positions held in the banking book		Qualitative & Quantitative
Section 14 - Exposures to interest rate risk on positions not held in the trading book	EU IRRBB1	Qualitative & Quantitative
Section 15 - Securitisations	EU SEC 4	Qualitative
Section 16 - Remuneration and incentive systems and practices	EU REMA, EU REM1, EU REM2, EU REM3, EU REM4, EU REM5	Qualitative & Quantitative
Section 17 - Leverage	EU LR1, EU LR2, EU LR3, EU LRA	Qualitative & Quantitative
Section 19 - Risk mitigation techniques	EU CR3, EU CRC	Qualitative & Quantitative
Section 23 - Liquidity risk	EU LIQ1, EU LIQ2, EU LIQA, EU LIQB	Qualitative & Quantitative

Please note that the disclosures required by sections: 7 “Indicators of global systemic importance”, 18 “Use of the IRB Approach to credit risk”, 20 “Use of the Advanced Measurement Approaches to operational risk”, and 21 “Use of Internal Market Risk Models” are not provided in this document, as they do not concern the scope of operations, the assumed risks, and the methods used.

Banca Sistema publishes this public disclosure and any subsequent updates on its Internet site at the address www.bancasistema.it, in the Pillar 3 section of the Investor Relations area.

SIGNIFICANT EVENTS AFTER THE REPORTING DATE

Following the notification received from the Bank of Italy on 13 January 2026 in relation to the completion of the 2025 Supervisory Review and Evaluation Process (SREP), Banca Sistema starting on 31 March 2026, will be required to comply with the following total capital requirements on a consolidated basis:

- CET1 ratio: 10.10% (9.40% until 31 December 2025);
- Tier1 ratio: 11.60% (10.90% until 31 December 2025);
- Total capital ratio: 13.60% (12.90% until 31 December 2025).

The Bank is also required to comply with the specific countercyclical capital buffer rate and the systemic risk buffer rate. These capital ratios correspond to the Overall Capital Requirement (OCR) ratios as defined in the Guidelines ABE/GL/2022/03 and CRDVI and represent the sum of the binding provisions (Total SREP Capital Requirement ratio - TSCR) and the combined buffer requirement. With reference to the measures imposed by the Bank of Italy on 20 December 2024, it is reported that, upon completion of the 2025 SREP process, the Bank of Italy has required that, within 90 days from today, an independent external consultant carry out a review to ascertain the actual effectiveness of the organisational measures implemented to strengthen the Bank's internal control system. Pending completion of these analyses and the subsequent further assessments by the Supervisory Authority, the restrictive measures adopted on 20 December 2024 will remain in force concerning the distribution of profits or other elements of equity, the payment of the variable component of remuneration, the payment of coupons or dividends on AT1 instruments. In the same communication, received today, reference is made to certain points of attention concerning the corporate framework mainly relating to the medium-term sustainability of the business model, the level of gross non-performing loans as a proportion of the total loans and receivables portfolio and the capital adequacy profile also in the light of the increase in RWA resulting from the actions on the loans and receivables portfolio required by the Supervisory Authority following the 2024 inspection. The Supervisory Authority also acknowledged the remedial measures adopted by the Bank regarding the classification of past due loans, requesting that full alignment with the relevant regulatory standards continue to be maintained over time.

On 16 January 2026 CF+ S.p.A. ("Banca CF+" or the "Offeror") announced and published the offer document and the information prospectus relating to the voluntary public tender and exchange offer on all the ordinary shares of Banca Sistema S.p.A. (the "Issuer" or "Banca Sistema"). The Offeror, on the basis of an increase resolved by its Board meeting held on 18 February 2026, will recognise total consideration equal to a maximum of € 1.89 for each Banca Sistema share tendered to the Offer, consisting of the following components: (a) € 1.432 in cash (the "Initial Consideration"), to be paid on the stock market trading day agreed with Borsa Italiana (i.e. 6 March 2026), without prejudice to any extensions or other amendments to the Offer that may occur in accordance with applicable laws or regulations (the "Payment Date"); and (b) up to a maximum of € 0.458 (the "Deferred Consideration" and, together with the Initial Consideration, the "Consideration") to be paid within 6 months from the Initial Consideration Payment Date (the "Deferred Consideration Payment Date") through the assignment of no. 21 KK shares, subject to the fractioning of KK's outstanding shares on the basis of the ratio 1:98, for each Banca Sistema share tendered to the Offer. As required by the Consolidated Law on Finance and the Issuers' Regulation, on 23 January 2026 the Board of Directors, having reviewed and taken into account the opinion of the independent directors prepared in accordance with Article 39-bis of the Issuers' Regulation, issued on 22 January 2026 (the "Opinion of the Independent Directors") to which the fairness opinion issued by Equita SIM S.p.A., as financial advisor selected by those independent directors for the purposes of their assessments (the "Fairness Opinion"), was attached, expressed its opinion on the fairness of the price offered. The Independent Expert identified a fairness range for the consideration between € 1.64 and € 2.03 ("Fairness Range"). On the basis of the Fairness Opinion, the Board of Directors deemed the Consideration, taken as a nominal amount of € 1.80 per Banca Sistema share recognised under the Offer (before the increase announced on 18 February 2026), to be fair from a financial standpoint, represented by the sum of: (i) the initial price of € 1.382

in cash, to be paid on the trading day agreed with Borsa Italiana (i.e. 6 March 2026), without prejudice to any extensions or other amendments to the Offer that may occur in accordance with applicable laws or regulations; and (ii) the deferred consideration of up to a maximum of € 0.418 to be paid within 6 months from the initial consideration payment date under (i) through the assignment of no. 21 shares of Kruso Kapital S.p.A. (“KK”), subject to the fractioning of KK’s outstanding shares on the basis of the ratio 1:98, for each Share tendered to the Offer. For complete information, please refer to the documentation published on the websites of Banca Sistema and CF+. On 27 February 2026, the tender period ended with total acceptances reaching 70.732% of the share capital of Banca Sistema, corresponding to 69.047% of the related voting rights. Based on the results, the Offeror proceeded with the reopening of the terms, pursuant to and for the purposes of Article 40-bis, paragraph 1, letter a), of the Issuers’ Regulation. Upon completion of the Offer, based on the acceptances received and assuming that the KK shares are allocated to all tendering shareholders as envisaged by the Offer as a deferred component of the price, the Bank’s interest in KK would decrease from 70.59% to 16.34%. The disposal value for the sale of the KK shares implicit in the terms of the Offer, determined on the basis of the market value of KK shares (“the Offeror, in order to obtain the KK shares to be allocated to those tendering their shares to the Offer as Deferred Consideration, intends to purchase from Banca Sistema the number of shares to be allocated to those tendering to the Offer for a consideration equal to their market value (i.e. the average over the last 3 months)”)), is lower than the book equity of the KK Group. In view of this event, an impairment test was carried out to verify the recoverability of the goodwill allocated to Kruso Kapital S.p.A. (KK) pursuant to IAS 36, the outcome of which led to the recognition of a value adjustment of € 13.3 million. It should also be noted that, following the completion of the transaction and the resulting change of control – as previously announced on 6 February 2026 – there are potential non-recurring expenses, estimated at approximately € 7.3 million (before tax), which may be recognised in the income statement in subsequent financial years. This amount is made up as follows: a. € 1.1 million as severance pay for the CEO, calculated pursuant to the Acceptance Commitments as a conventional amount connected with early termination, replacing the amount provided for by the Shareholders’ Meeting of 30 April 2021, as subsequently confirmed by the Shareholders’ Meeting of 24 April 2024, in the event of early termination of the Board of Directors; b. approximately € 2.4 million from liabilities accrued or estimable at the same date in relation to the retention plans for personnel and the CEO; c. approximately € 1.5 million from the fees due to the members of the Board of Directors, excluding the CEO, in the event of early termination of office, on the basis of the shareholders’ resolutions in force at the date of the Issuer’s Press Release; and d. approximately € 2.3 million from overall charges estimated on these amounts. Since the prohibition in force from 20 December 2024, which requires the Group not to affect the financial statements with cost/liability items related to elements arising from variable remuneration, remains in effect, such charges were not recognised in the financial statements. The Board of Directors of the Kruso Kapital subsidiary resolved on 3 March to initiate preliminary activities for the translisting project on Euronext Milan, with the objective of completion by June 2026. After the reporting date of this Report, there were no events worthy of mention which would have had an impact on the financial position, results of operations and cash flows of the Bank and Group.

INTEGRATION OF ESG FACTORS

In an effort to pay greater attention to ESG issues, in 2022 the Bank of Italy issued a first set of supervisory expectations regarding the integration of climate and environmental risks into the business strategies, governance and control systems, risk management frameworks and disclosures of supervised banks and financial intermediaries.

These "expectations" were communicated to the boards of directors of all LSIs, together with a request to prepare a specific integration plan to be implemented over the next three years. In this context, the Bank prepared a three-year plan to meet the Supervisory Expectations on Climate and Environmental Risks, which was sent to the Supervisory Authority on 15 February 2023. This plan contains 50 actions over the three-year period, structured in different ways to meet the 12 expectations expressed by the Bank of Italy.

For the year 2025, the main activities completed in line with the plan are summarised below:

- Proposal of a budget to be allocated to the implementation of the necessary actions in support of initiatives concerning the management of climate and environmental risks;
- Continuation of the training and refresher programme for the Bank's corporate bodies and the staff of the Bank and Group companies on ESG matters, with a focus on climate and environmental risks.
- Regarding the Risk Management System, in 2025 the Bank carried out a materiality analysis on factoring customers, distinguishing between the without recourse and with recourse portfolios, in order to identify those most exposed to climate and environmental risks.
- Completion by the ITC Function of the assessments of enhancements to the information system and integration of ESG KPIs within the platform supporting the factoring preliminary approval process.
- Update of the General Bank Rules in order to incorporate regulatory developments in the ESG area.
- The Internal Audit Department has begun conducting reviews of the adequacy of controls relating to climate and environmental risks; the Compliance Department has expanded the scope of ESG considerations, with the launch of regular consultations with the relevant departments; the Risk Department is monitoring the progress of the Plan, including at a consolidated level.
- Assessment of the inclusion of climate and environmental factors in the consolidated stress test.
- Update of the contents of the market disclosure (Pillar 3) to incorporate the new evidence emerging from the analysis.

In addition, the activities envisaged in the 2025 plan but actually completed in 2024 are reported below:

- Assessment of any enhancements to the information system;
- Integration of the KPIs into the IT platform supporting the factoring preliminary approval process, including analysis of the possibility of incorporating KPIs relating to climate and environmental risks with an impact on the bank's operations;
- Update of the General Bank Rules in order to incorporate developments in the ESG area.
- Review of the business impact analysis and business continuity plans by the ICT Department.

The following activities, on the other hand, are projects that were not completed during the year and will be assessed as part of the integration plan:

- Possible integration of the KPIs and KRIs relating to climate and environmental risks within the RAF;
- Incorporation of the new evidence relating to climate and environmental risks into internal regulations and any update to the methodology and tools for assessing such risks.

The Banca Sistema Group ascribes great significance to risk management and control, as necessary conditions to guarantee the generation of sustainable value within a context of controlled risk.

Since 1 January 2014, the Bank has adopted an integrated reference framework both to identify its own risk appetite and for the internal process of determining capital adequacy. This system is the Risk Appetite Framework (RAF), designed to make sure that the Group's growth and development aims are achieved in line with capital and financial solidity requirements.

The RAF comprises monitoring and alert mechanisms and the related processes for prompt intervention in the event of discrepancies with defined targets.

In particular, the Risk and Sustainability Department establishes specific control parameters (Key Risk Indicators or KRIs) grouped into uniform risk categories, to continuously monitor the maximum amount of risk that can be assumed. More specifically, the following indicators have been identified:

- capital: to verify the solidity of the Bank in terms of capital structure;
- liquidity: to deal with periods of stress on the various funding markets, both in the short term and in the medium/long term;
- credit quality: to assess any deterioration of the loans and receivables portfolio;
- profitability: to measure the possible effect of a decrease in profitability on own funds;
- other indicators: to monitor other risks that the Bank considers necessary to keep under control.

This framework is subject to annual review prior to the preparation of the annual Budget or the Group's Business Plan, is periodically monitored by the Risk and Sustainability Department, whose findings are reported at least monthly to the CEO through the Risk, ALM and Sustainability Committee and quarterly to the Board of Directors through the Tableau de bord.

Consequently, the risk management strategy seeks to acquire a complete and coherent vision of the Bank's risks by continuously stimulating the development of risk culture in all of the Bank's functions as an essential tool for encouraging informed risk-taking.

The overall assessment of the Group's exposure to the risks arising from its operations is performed annually within the ICLAAP, i.e. the Bank's self-assessment process, which is conducted in accordance with the Group's internal rules and the results of which are analysed by the Supervisory Body. When conducting this process, the Risk and Sustainability Department first considers the risks indicated in the current provisions in matters of regulatory supervision.

The Group also prepares the Recovery Plan to identify stress scenarios that highlight the main vulnerabilities of the Group and its business model and to measure their potential impact on the risk profile.

The Internal Control System

The Group's Internal Control System plays a central role in the corporate organisation. This document is an essential source of knowledge for the management bodies in order to ensure full awareness of the situation and effective monitoring of corporate risks and their interrelations.

Consistent with the legal and regulatory provisions in force, the Bank adopts a three-level internal control system to monitor the risks it faces:

- **First level:** direct line controls to ensure the correct execution of the transactions, performed by the operational structures themselves (for example, hierarchical, systematic and test-checked controls), including by units dedicated exclusively to control duties that report to the managers of the same operational structures and – as far as possible – incorporated in IT procedures. These controls are carried out by the operational, business, and support functions (the "first level functions"). The operational structures bear primary responsibility for the risk management process.
- **Second level:** risk and compliance controls. Their purpose includes ensuring:
 - proper implementation of the risk management process;
 - observance of the operational limits assigned to the various functions;
 - the statutory and regulatory compliance of business operations, including self-regulation.

Second level controls are assigned to the Risk and Sustainability Department and the Compliance and Anti-Money Laundering Department.

- **Third level:** controls carried out through internal audits, focused on identifying the breaches of procedures and regulations, as well as on evaluating the completeness, adequacy, functionality, in terms of efficiency and effectiveness of the organisational structure of the other internal control system components and of the IT system (ICT audit), at regular intervals according to the nature and intensity of the risks. The third level controls are performed by the Internal Audit Department.

The main roles and responsibilities of the corporate bodies/functions involved in the overall risk management and control activity, as defined in the latest version of the "General Bank Rules", are summarised as follows.

The corporate bodies, the internal governance structures and the departments responsible for ensuring the completeness, adequacy and reliability of the internal control system are:

Governance bodies

- The Board of Directors, which relies on the following internal Board Committees:
 - Internal Control, Risk Management and Sustainability Committee (CCIGRS)
 - Appointments Committee
 - Remuneration Committee
 - Ethics Committee
 - Executive Committee
- The CEO/General Manager, who is assisted by the following company (non-board) committees:
 - Group Committee (Management Committee)
 - Risk, ALM and Sustainability Committee
 - Technical-Organisational Committee (CTO)
 - Crisis Management Committee
 - CEO Credit Committee (only cases exceeding the authority of the division heads)
 - Credit Coordination Committee
 - Credit Monitoring Committee
 - Artificial Intelligence Committee
 - ALCO Committee

Control bodies

- Board of Statutory Auditors
- Supervisory Body pursuant to Italian Legislative Decree no. 231/01
- Internal board committees

Company control functions

- Risk and Sustainability Department
- Compliance and Anti-Money Laundering Department
- Internal Audit Department

Manager in charge of financial reporting

Data Protection Officer (DPO)

Governance bodies: Board of Directors

Through its institutional governance, the Board of Directors ensures sound and prudent management, with a view to ensuring the continuity and development of the Bank.

The Board of Directors plays a central role both in the organisation of the Bank and in the management and coordination activities that the Bank exercises over the Banca Sistema Group, through strategic control over the development of the various business areas in which the Group operates and the risks identified in the activities carried out, management control aimed at ensuring the economic, financial and capital equilibrium is maintained by both the individual companies and the Group as a whole, and technical and operational control focused on assessing the various risk profiles attributed to the Group by the individual subsidiaries, as well as the Group's overall risks.

To this end, the Bank's Board of Directors approves and periodically reviews the rules governing the management and coordination activities and verifies their proper implementation, promptly promoting any necessary corrective measures. The Bank's Board of Directors is vested with all powers of ordinary and extraordinary management: it determines the overall governance structure of the Bank, establishes the strategic guidelines and objectives to be implemented by the Chief Executive Officer, oversees the system of controls necessary to monitor their implementation and performs the functions required under applicable legislation.

The Board of Directors is called in particular to:

- approve the organisational and corporate governance structure of the Bank, ensuring a clear distinction of tasks and functions as well as the prevention of conflicts of interest, verifying their correct implementation and swiftly advocating the necessary corrective measures;
- approve the accounting and reporting systems;
- supervise the Bank's public information and communication process;
- ensure effective dialogue with the Chief Executive Officer and with the Heads of the main company functions, verifying the choices and decisions taken by them;
- approve, review and update the recovery plan, as well as amend and update it at the request of the Supervisory Authority;
- adopt, at the request of the Supervisory Authority, the changes to be made to the activity, organisational structure or corporate form of the bank or the banking group, and other measures necessary for achieving the purposes of the recovery plan, as well as eliminate the grounds that necessitate early intervention;

- decide to adopt a measure provided for in the recovery plan or refrain from adopting a measure, even when the circumstances call for it;
- approve a policy for the promotion of diversity and inclusivity.

Within the scope of the internal control system, the Board of Directors, being a body with a supervisory function:

- defines and approves:
 - the business model, being mindful of the risks to which this model exposes the Bank and understanding the ways in which risks are identified and assessed;
 - the strategic guidelines and periodically reviews them in relation to changes in the Bank's business and the external context, in order to ensure their continued effectiveness;
 - risk appetite and risk governance policies;
 - the risk objectives ("Risk Appetite") and the threshold of risk tolerance when drawing up the Risk Appetite Framework (RAF), setting in advance the Bank's risk/return objectives and the associated operational limits;
 - guidelines for the internal control system, ensuring that the system is consistent with the set strategic guidelines and risk appetite and able to identify changes in company risks and any interaction between them;
 - the criteria for identifying the most significant transactions (MST) to be submitted for prior review by the Risk and Sustainability Department;
 - the general guidelines for the ICLAAP (Internal Capital and Liquidity Adequacy Assessment Process), ensuring consistency with the RAF and timely adaptation in the event of significant changes in the strategic guidelines, the organisational structure and the business environment; promotes the full use of ICLAAP findings both for strategic purposes and in business decisions; appoints and dismisses, subject to the mandatory opinion of the Board of Statutory Auditors, the Manager in charge of financial reporting and determines his/her powers and resources.

Governance bodies: CEO and General Manager

The Chief Executive Officer is responsible for implementing the Bank's strategic and management guidelines, oversees implementation of the strategic guidelines, the RAF and the risk governance policies defined by the Board of Directors, and is responsible for taking all necessary steps to ensure that the organisation and the internal control system conform to the principles and requirements set out in Sections I and III of Bank of Italy Circular 285/2013, and monitors compliance with these principles and requirements on an ongoing basis. The Chief Executive Officer has an understanding of all business risks, including the possible risks of malfunction of internal measurement systems and, in the context of integrated management, their correlation with each other and the changing external environment. In this context, the CEO is able to identify and assess the factors, including the complexity of the organisational structure, from which risks to the Bank may arise. With regard to the risk management process, the Chief Executive Officer:

- sets operational limits on the assumption of different types of risk in line with the risk appetite set by the Board of Directors, explicitly taking into account the results of stress tests and the changing economic environment. In addition, within the framework of risk management, he/she limits the reliance on external ratings and ensures that adequate and appropriate internal analyses are carried out for each type of risk;
- promotes the development and dissemination of an integrated risk culture for the different types of risk at all levels. In particular, training programmes are developed and implemented to make employees aware of their responsibilities with regard to risk in a way that does not restrict the risk management process to specialists or control functions;

- defines the responsibilities of the corporate structures and functions involved in the risk management process, so that the relevant tasks are clearly assigned and potential conflicts of interest are avoided; also ensures that the relevant activities are carried out by qualified personnel with an appropriate degree of independence of judgement and with experience and knowledge appropriate to the tasks to be performed;
- reviews the most significant transactions subject to the opinion of the risk control function and, where appropriate, authorises them; informs the body entrusted with strategic oversight and the body entrusted with control of such transactions.

Non-board committees

Group Committee (or Management Committee)

The Group Committee (or Management Committee), is a non-board committee, representing the unifying body within the Group's divisional organisational structure. It has the duty of assisting the Chief Executive Officer in implementing the governance, management and coordination policies approved by the Board of Directors on behalf of the Group members, resolving any critical issues and sharing information regarding the Bank in its entirety, the individual Divisions and the subsidiary Kruso Kapital; This Committee aims to share the decisions taken by the Chief Executive Officer, in exercising his/her delegated powers, with the Bank's senior management. It is convened at least once a month by the Chief Executive Officer, who sets the agenda for the meetings and reports on any relevant issues that emerge or are discussed by the Committee to the Board of Directors.

Risk, AML and Sustainability Committee

The Risk, ALM and Sustainability Committee is a non-board committee that supports the CEO in defining strategies, credit risk policies and profitability objectives and in monitoring capital adequacy with respect to the risk/profitability objectives, taking into account the various types of risks and the correlations between them. At the Risk and ALM Committee meetings, updates of the KRI required under the RAF and the Recovery Plan are discussed, classifications of non-performing loans and any loans "returning to performing status" are assessed, the Impairment Document and the Credit Portfolio Report are discussed as are the assessments of the liquidity policies/Contingency Funding Plan (CFP) and their monitoring (Asset & Liability Management). More generally, all risk activities (IT, compliance, etc.) are monitored.

The Risk, ALM and Sustainability Committee is chaired by the Head of the Risk and Sustainability Department, who sets the agenda and convenes meetings at least once a month, on his own initiative or at the request of one of the members. Furthermore, it monitors compliance with capital limits by risk area/type on an ongoing basis and ensures the completeness and adequacy of the frameworks (roles, methodologies and tools) for identifying, measuring and reporting the various types of risk identified.

CEO Credit Committee

The CEO Credit Committee is a non-board committee that supports the CEO and Board of Directors in all decisions concerning credit transactions submitted that exceed the authority of the division heads or the CEO. It is chaired by the Head of Factoring Receivables in the capacity as Group Credit Supervisor.

The Committee meets on an ad hoc basis and when there are specific business or organisational needs or requirements, meetings can be held online.

The CEO Credit Committee assesses and expresses a technical opinion on proposals concerning the granting and renewal of credit facilities.

Technical-Organisational Committee (CTO)

The Technical-Organisational Committee (or “CTO”) supports the CEO in monitoring the organisation's technical and operational requirements, makes proposals for intervention and improvement and supervises the setting up and development of the organisational model. It collects and examines the project proposals of the various corporate structures, helping to define improvement measures and coordinate new projects, defining their prioritisation, assessing costs/benefits and managing their implementation and the definition of the budget to be submitted for approval. It supervises the effectiveness and efficiency of corporate processes and information systems and the adequacy of related controls in relation to the strategic objectives and the characteristics of the business.

The Technical-Organisational Committee is convened monthly by the Group Coordination Director, who chairs it and sets the agenda for the meetings.

Crisis Management Committee

The Crisis Management Committee, which is a non-board committee, represents the structure responsible for the Bank's crisis management and, from its formation to its termination, is the highest decision-making and governance body of the Bank during a crisis. The Committee is chaired by the Chief Executive Officer, who convenes it based on indications received from the Head of Business Continuity.

Credit Coordination Committee

The Credit Coordination Committee meets to address credit-related matters and critical issues concerning the individual divisions and the Kruso Kapital subsidiary. It is convened on a monthly basis by the Head of Factoring Receivables, who chairs it and sets the agenda for the meetings.

Artificial Intelligence Committee

The Artificial Intelligence Committee promotes the adoption and implementation of advanced technologies and processes by collaborating with external partners (academic bodies and research institutes, trade associations, technology providers, etc.), with which it establishes partnerships aimed at identifying AI solutions that enhance operational efficiency, decision-making processes within the organisation and the quality of business support services. It also promotes a culture of AI within the Bank by keeping staff constantly updated on technical and regulatory developments in this field, providing training and showcasing specific innovative applications, with a view to encouraging the development and adoption of solutions for the Group. In addition, the Committee collects innovative ideas and proposals from the Divisions/Departments and coordinates their technical, functional and economic assessment with a view to subsequent decisions. Lastly, it ensures that AI solutions are adopted in compliance with the Code of Ethics and the relevant regulations by assessing any risks and identifying appropriate mitigating actions.

It is convened on a monthly basis by the Head of ICT and the Chief Innovation Officer, who chairs it and sets the agenda for the meetings.

Credit Monitoring Committee

The Credit Monitoring Committee is a non-board committee that supports the Chief Executive Officer in monitoring credit exposures and customers originated by the Factoring Division. The Committee periodically assesses the most critical and significant credit positions in order to monitor the performance of the loans and receivables portfolio, undertaking, in line with the follow-up action principle, the initiatives that are useful to optimise its management. One of the Committee's key priorities is the monitoring of non-performing factoring positions (past due and/or overdrawn exposures, unlikely to pay and bad exposures) in relation to the following aspects: projected performance, lifecycle management, the appropriateness of ongoing measures and sustainability in relation to the Bank's risk appetite.

ALCO Committee

The Committee discusses the Asset Liability Management strategies for managing the mismatch between assets and liabilities, both on a current and forward-looking basis, proposed by the Treasury Department.

Control bodies: Board of Statutory Auditors

The Bank's Board of Statutory Auditors verifies that the Parent carries out its strategic and management control activities over the Group companies and works in close collaboration with the corresponding bodies of the subsidiaries.

The Board of Statutory Auditors is responsible for supervising over the completeness, adequacy, functionality and reliability of the Internal Control System, RAF and ICLAAP process.

The Board of Statutory Auditors supervises the observance of legal, regulatory, and statutory provisions, proper administration, the adequacy of the organisational and accounting structure, and the proper performance of the strategic and management control activities by the Bank.

As part of the more general activity of verifying the risk management process, the Board of Statutory Auditors relies on the Bank's internal control structures and functions (Risk and Sustainability, Compliance and Anti-Money Laundering, and Internal Audit), from which it receives adequate information to carry out its reviews and audits.

Control bodies: Supervisory Body pursuant to Italian Legislative Decree no. 231/2001

The Supervisory Body (or "SB") is a corporate body charged with overseeing the operation, effectiveness and application of the Organisational and Management Model (or "OMM") whose purpose is to prevent the offences specified in Italian Legislative Decree no. 231 of 8 June 2001. The SB also ensures that the OMM is continuously and promptly updated.

The SB is composed of 3 members appointed by the Board of Directors: the Chairperson of the Board of Statutory Auditors or a third party with proven experience on Decree 231, who also serves as chairperson of the SB in accordance with the law, a Director appointed by the Board of Directors and the Head of Internal Audit.

The SB's activities are governed by rules approved by the SB itself.

Every six months, the SB submits to the Board of Directors a report on the implementation of the OMM, highlighting any findings, the need to update the OMM, and the planning of activities to be carried out.

Control bodies: Internal board committees

To ensure an efficient system that provides the Board of Directors with an effective assessment of specific matters falling within its purview, Committees have been established that have been assigned powers and responsibilities with respect to various matters.

The Internal board Committees, established by the Board of Directors, are:

- Internal Control, Risk Management and Sustainability Committee (CCIGRS);
- Appointments Committee;
- Remuneration Committee;
- Ethics Committee.

Company control functions

The following organisational structures, which perform the activities prescribed for the company control functions, have been established within the Corporate Centre of Banca Sistema:

- The **Risk and Sustainability Department** has reported directly to the Board of Directors since 1 July 2025 and is tasked with identifying, managing and monitoring all the risks to which the Bank is or may be exposed. The Risk and Sustainability Department has the task of cooperating in the definition and implementation of the RAF and the related risk governance policies by defining an adequate risk management process
- The **Compliance and Anti-Money Laundering Department** reports to the Board of Directors and is functionally dependent on the Chief Executive Officer; it carries out an articulated set of activities aimed at monitoring compliance risk for all the Bank's organisational structures, including the protection of personal data, monitoring the risk of money laundering and terrorist financing with regard to all corporate activities and the outsourcing of activities; in particular, according to a risk-based approach, it verifies that internal procedures and processes are consistent with the objectives.
- The **Internal Audit Department** reports directly to the Board of Directors and is managed by the CEO. The audit activity is aimed at monitoring, with a view to third-level controls, the regular performance of company operations in relation to the nature and intensity of the risks inherent in all the Bank's organisational structures. The planning of the audit activities prioritises audits on the identified business processes - and their cyclicity - based on their residual risks ('risk-based approach'). The Internal Audit Department periodically assesses the completeness, adequacy, functionality (in terms of effectiveness and efficiency) and reliability of the organisational structure of the internal control system and information systems. In addition, it verifies the regularity of the operational activities and the evolution of risks, in order to draw the attention of the corporate bodies to possible improvements, with particular reference to the RAF, the risk management procedures and the means of monitoring and controlling them. The Head of the Department is responsible for the internal whistleblowing systems and acts as secretary of the Ethics Committee.

The aforementioned Departments/Functions are organisationally separate from each other. Internal regulation defines the roles, responsibilities, tasks, operating procedures, reporting flows and planning of control activity at the corporate level.

In detail:

- each year, the Risk and Sustainability Department and the Compliance and Anti-Money Laundering Department submit to the corporate bodies, each according to their respective areas of competence, an activity schedule that identifies and assesses the main risks to which the Bank is exposed and the relevant management measures. The intervention scheduling takes into account both any deficiencies observed in the inspections, and any new risks identified.
- each year, the Internal Audit Department presents the corporate bodies an audit plan that indicates the scheduled auditing activities, taking into account the risks of the various activities and company structures. The plan contains a specific section relative to the auditing activity on the IT system (ICT auditing).

At the end of the management cycle, hence annually, said departments present the corporate bodies a report on the activities carried out, illustrating the audits performed, the results obtained, any weaknesses observed, and they propose interventions to be adopted to eliminate them; furthermore, each for the aspects relevant to their corresponding remit, they report on the completeness, adequacy, functionality, and reliability of the internal control system.

Manager in charge of financial reporting

The Manager in charge of financial reporting is appointed by the Board of Directors, with the favourable opinion of the Board of Statutory Auditors, and is responsible for:

- preparing and approving, where necessary with the support of the corporate structures, the administrative and accounting procedures for the preparation of the individual financial statements, the half-yearly and quarterly reports and any other communication of a financial nature, communicating their content to the heads of the corporate structures concerned, in agreement with the Chief Executive Officer;
- carrying out, even with the support of a consultancy firm, control, analysis and verification activities of the administrative and accounting processes, assessing their adequacy and proper application, including the establishment of a testing strategy that defines the operating methods, controls and methods to be used for monitoring (testing) the system of procedures in place;
- identifying, evaluating and implementing the risk management system and controls for the areas under its responsibility;
- collecting, verifying and archiving the attestations/statements required by the Regulations of the Manager in charge of financial reporting and providing technical and operational support to the organisational structures and companies involved in the accounting reporting processes;
- collecting, verifying and archiving the attestations/statements required by the Regulations of the Manager in charge of financial reporting and providing technical and operational support to the organisational structures and companies involved in the accounting reporting processes;
- issuing, in conjunction with the Chief Executive Officer, the statement on the statutory financial statements, the consolidated financial statements and the half-yearly report required by law in accordance with these Regulations.

The Manager in charge of financial reporting receives from the Kruso Kapital S.p.A. subsidiary and its subsidiaries the reporting packages approved by their respective competent bodies and uses their contents to prepare the Group's consolidated financial statements.

Data Protection Officer (DPO)

The DPO is appointed by the Board of Directors and has been identified as the Head of the Compliance and Anti-Money Laundering Department; the DPO, with support provided mainly by the resources of the Compliance and Anti-Money Laundering Department as well as other relevant departments, is responsible for monitoring and ensuring compliance with data protection regulations and the related policies and procedures implemented by the Data Controller (Banca Sistema). Kruso Kapital S.p.A. has appointed its own DPO, who has been identified as the Head of the company's Compliance & Anti-Money Laundering and Risk Management Department. The main activities of the DPO are:

- coordinating impact assessment (Privacy Impact Assessment) activities on all new personal data processing operations, with the consequent definition of risk mitigation measures following the assessment;
- cooperating with the Supervisory Authorities on matters relating to processing, and acting as an interface for data subjects in relation to the exercise of rights over their data;
- participating in the Bank's projects that may affect or have an impact on data processing, such as entering new markets, creating new products or launching new business activities, in order to ensure compliance with the regulatory requirements regarding data protection in the "privacy by design" and "privacy by default" processes.

Disclosure of the governance system (Art. 435(2) CRR)

Pursuant to the Bank's Articles of Association, the Board of Directors can be composed of a minimum of 7 and a maximum of 11 members who:

- bring to the company the specific skills they possess;
- are aware of the tasks and responsibilities of their role and meet the applicable requirements such as professionalism and integrity (Article 10.3 of the Articles of Association) and any other requirement set forth by the regulations from time to time and the Articles of Association;
- act and resolve with full knowledge of the facts and autonomously in pursuit of the aim of creating value for shareholders;
- only accept the position when they believe they are able to dedicate the time needed to diligently carry out their tasks, also being mindful of the number of positions of director or statutory auditor they have in other companies or bodies;
- keep the information acquired as a result of the office held as confidential.

In accordance with the need to ensure an adequate degree of diversification in the composition of the Board, in terms of skills, experience, age, international profile and gender, at least one third at least two fifths of the members of the Board of Directors must be of the least represented gender, with rounding up to the nearest whole number in the case of a fractional number.

The members of the management body shall remain in office for three financial years (their office shall end on the date of the Shareholders' Meeting called to approve the financial statements for the last year of their office) or for any shorter period which may be established by the Shareholders' Meeting at the time of appointment. Directors may be re-elected.

The current members of the Board of Directors are listed below:

Chairperson	Ms. Luitgard Spögler
CEO and General Manager	Mr. Gianluca Garbi
Directors	Mr. Daniele Pittatore Ms. Alessandra Grendele Mr. Gianpaolo Alessandro Mr. Andrea De Tomas (<i>independent</i>) Ms. Giuliana Grassia (<i>independent</i>) Ms. Maria Gaia Soana (<i>independent</i>) Mr. Marco Cuniberti (<i>independent</i>)

The following table summarises the number of positions held in other companies by members of the Board of Directors as at 31 December 2025:

Directors	Total number of positions held in other companies
Luitgard Spogler	1
Gianluca Garbi	5
Alessandra Grendele	0
Daniele Pittatore	8
Marco Cuniberti	0
Maria Gaia Soana	0
Giuliana Grassia	0
Alessandro Gianpaolo	0
Andrea De Tomas	0

Risk management and hedging policies

Based on the analysis conducted, the Bank, considering its current and future operations, is exposed to the following risks at 31 December 2020:

Pillar 1 risks: typical banking risks, such as credit risk (which also includes counterparty risk), market risk, operational risk (which includes ICT risk), short-term liquidity risk (Liquidity Coverage Ratio - LCR) and long-term liquidity risk (Net Stable Funding Ratio - NSFR).

Pillar 2 risks are identified as:

- concentration risks;
- liquidity risk;
- excessive leverage risk;
- interest rate risk on the banking book;

- strategic risk;
- reputational risk;
- compliance risk
- Securitisation risks

Other Risks: country risk and Italy sovereign risk.

The Bank is not exposed to residual risks, participation risk, basis risk or transfer risk

The Bank uses standard methods to determine the prudential capital requirement on Pillar 1 and 2 risks, which will be more clearly described in the following paragraphs.

Pillar 1

Credit risk consists of the risk that the counterparty is unable to honour its contractual commitments, thus resulting in an unexpected loss thereto so as to place its financial stability at risk in the immediate future.

This is the biggest risk facing the Bank, covering about 68% of the allocated internal capital.

The principal types of Bank operations that originate credit risk are listed as follows:

- acquisition of receivables with and without recourse (factoring);
- purchases of loans granted in the form of salary- and pension-backed loans from other intermediaries;
- direct granting of loans in the form of salary- and pension-backed loans;
- collateralised lending (mainly secured by gold);
- medium-term corporate loans (with guarantee from SACE or the National Guarantee Fund - FNG);
- EIF loans;
- financial instruments held on its own account;
- loans to supervised brokers.
- Investments in securitisation activities

The core business of the Bank is represented by its factoring activity (especially with the Public Administrations), which features its own peculiar types of risk. This activity relies on a more complex evaluation process (debtors, assignors, and supply contract) and benefits from revolving credit.

Factoring activities make effective risk mitigation possible, through reviews of the financed transaction and observation of the assigned debtors' payment patterns.

The credit risks from factoring activities also include:

- "dilution risk", i.e. the possibility that the purchased loan or receivable is no longer fully enforceable at the due date due to offsets, abatements, disputes between the assigned debtor and the assignor. The Bank has obtained appropriate protection against this risk by implementing specific contractual clauses;
- "claw-back" risk: pursuant to Law 52/1991, when the assignment of a receivable is notified to the assigned debtor, the latter is still obligated to pay the factor for the amounts of the loan/receivable covered by the assignment agreement, even if the assignor goes bankrupt. The receiver bears the burden of proving that the factor was aware of the state of insolvency. If the receiver were to prove that the assignee was aware of the assignor's insolvency at the time of the assignment, the assignment itself would cease to be enforceable, and the payments received from the assigned debtor would have to be returned to the receiver.

Credit process and involvement of the control functions

The credit risk management process provides for the involvement of the various internal functions of each division. This organisation of activities allows, via the specialisation of the resources, a high degree of efficiency and standardisation in overseeing credit risk and monitoring individual positions.

In each Division, the credit risk generation process (the lending process) is broken down into different phases, which are summarised as follows:

- Commercial contact and preliminary activities: contact with potential customer and document gathering;
- Credit review process: analysis and assessment of the creditworthiness of the customer, the assigned debtor and the underlying asset;
- Decision and related activities: approval by the decision-making body on the factoring transaction agreed with the customer and commencement of activities to complete the transaction;
- Request for an insurance policy issued by an insurance Company;
- Execution and completion: execution of the agreement and completion of the transaction;
- Payment and management of collections: financing of the transaction and management of collections on the purchased receivable;
- Monitoring: continuous monitoring of the position for the management of any actions to be taken in the event of default (possible judicial recovery). In this regard, within the two Divisions, the Group has set up the Credit Monitoring and Reporting Function which monitors and supervises the Factoring product portfolios, and the Credit and After-Sales CQ Function which manages the part relating to the salary- and pension-backed loan portfolio.

The Risk and Sustainability Department participates in the credit review activities of compliance with the Key Risk Indicators (KRI) for Large exposures and in issuing opinions on compliance with the RAF in the event of More Significant Transactions (MST), while the Anti-Money Laundering and Compliance Department participates through monitoring customer due diligence.

The proposal for the classification of unlikely to pay and bad exposures is decided based on the delegated powers in effect at the time and formalised by the Risk, ALM and Sustainability Committee or by the Board of Directors depending on the level of delegated powers that have been conferred.

Finally, the Internal Audit Department performs a specific annual audit of the entire factoring process.

The credit risk management and mitigation controls specifically implemented to address the various transaction types are briefly discussed below.

- a. **Purchase of receivables with and without recourse (factoring):** Banca Sistema's policy predominantly consists in the purchase without recourse of business receivables owed by central administrations, territorial bodies, and, in general, by the Public Administration, and is characterised by the direct assumption of the final debtor's credit risk.

Since December 2020, Banca Sistema has also been operating in Spain - through the company EBNSISTEMA Finance, which it owns together with the Spanish banking partner EBN Banco- mainly in the factoring segment for receivables from the Spanish Public Administration, specialising in the purchase of receivables from entities in the public health sector. In the 2025 financial year, EBNSISTEMA had originated loans of € 156 million, compared to € 221 million in 2024.

Credit risk is generated by a direct result of the definitive acquisition of credit from the customer company versus the insolvency of the assigned debtor.

- b. **Salary-and pension-backed loan transactions** take precedence over salaries/pensions by law, but are backed by forms of risk mitigation such as employment insurance, life insurance and post-employment benefits (“TFR”); in particular, the indirect channel differs from the direct channel:

Indirect channel: the activity of purchasing non-recourse receivables, which started in June 2014, has been gradually reduced with the start of direct origination. Margins, which were already under considerable pressure from the market between 2016 and 2020, led to increased exposure of this channel to rising refinancing costs as a result of the ECB's monetary policy, making it effectively unattractive from a yield perspective. No portfolio acquisition transactions were carried out during 2025.

Direct channel: following the merger of Atlantide S.p.A., the Banca Sistema Group has expanded its retail offering with the direct origination of salary- and pension-backed loans and salary deductions through a new product, QuintoPuoi. QuintoPuoi is distributed through a network of single-company agents and specialised brokers located throughout Italy. After the significant commercial growth recorded in 2022, the QuintoPuoi product (direct product) consolidated its growth in 2023/2024, with disbursements in line with the previous year. Consistent with the monetary policy implemented by the ECB, in 2024, funding rates were revised sharply and continuously, leading to a sudden increase in the cost of refinancing these assets. This initially led to a slowdown in activity in the first half of the year followed by an acceleration once funding rates were repositioned. To date, the positioning, which favours the single-company agents channel over multi-company brokers, is constantly monitored against market benchmarks and the Bank's internal refinancing cost, with a view to limiting exposure to any further fluctuations in market parameters and ensuring an appropriate return over time on the newly originated assets. Thanks to the implementation in recent years of the remote recognition platform via video session or SPID and, during 2025, through the introduction of the additional remote identification tool facematch, the Division has continued to increase the use of this sales channel, with some months exceeding 50% of applications approved through a remote process. An electronic signature protocol with OTP has also been implemented for applications signed in person, making it possible to achieve complete dematerialisation of the contract during 2024. Particular commercial focus was placed on agreements with third-party institutions for the distribution of other financial products through the network. The Division significantly increased its business in this sector, placing around € 17.5 million of personal loans, € 2.5 million of mortgages and € 1.8 million in leasing, generating total commissions of over € 1 million. The Division also continued to invest in the development of the divisional brand identity, reaching a total of 23 agencies across the country under the QuintoPuoi brand, with plans to roll out additional agencies in 2026, also giving visibility to the new brand “PrestitoPuoi”. During 2025, the new digital campaign project dedicated to QuintoPuoi was developed. The initiative became necessary to renew the product's visibility and adapt its content to the algorithms of digital platforms, which, after almost two years, required an update to ensure optimal performance in terms of website traffic and lead generation. The initiative ensured the continuity of the QuintoPuoi brand's market positioning, whilst maintaining consistency with the communication strategy developed since 2019.

Marketing activities continued for the selection and distribution of qualified leads in co-marketing with intermediaries. Despite a 15% reduction in investment compared with last year, the redemption rate of 1.80% in 2025 fell by 12%, due to increasing market competition and the resulting decline in sales generated through the direct channel.

At the same time, the cumulative redemption rate, also including the leads acquired by the Bank in previous years, improved, reaching 7.93% compared with 6.55% in 2024.

- c. **Collateralised lending:** the Banca Sistema Group began working in the collateralised lending business in 2017, combining the credentials of a solid bank with the advantages of a specialist that is continuously willing to innovate and grow to offer greater value to customers, in terms of professionalism and timeliness. To take advantage of the growth prospects that have emerged since starting this business, in 2019, the Bank decided to transfer its collateralised lending business to a dedicated company named ProntoPegno S.p.A. Subsequently, on 20 October 2022, the change of the company name from ProntoPegno S.p.A. to Kruso Kapital S.p.A. was approved. The collateralised lending business continues to operate and grow under the ProntoPegno brand, which will continue to represent the collateralised lending product of Kruso Kapital and the Banca Sistema Group. In July 2020, Kruso Kapital S.p.A. (formerly ProntoPegno S.p.A.), in line with its growth strategy within this business, acquired Intesa Sanpaolo Group's collateralised lending business unit which contributed € 53 million in loans at the acquisition date. In line with its business growth strategy, in the following years, the Company completed the purchase of several loan and receivable portfolios from smaller banking groups and financial intermediaries, opened new branches (a total of 15 branches in Italy to date) and developed the Kruso Kapital app for the "digital collateral" process, which allows customers to contact the Company, obtain a "digital" policy and manage renewal/redemption transactions completely remotely. The new app joins the KrusoK Aste app, the application exclusively dedicated to online bidding.

On 27 October 2022, Kruso Kapital S.p.A. completed the acquisition of the entire share capital of the auction house Art-Rite S.r.l. The transaction is part of the Company's business diversification strategy and is aimed at broadening the potential customer base. Entry into the auction house sector has also enabled Kruso Kapital to leverage the expertise it has acquired in the field of art to develop a new product, "Art-Kredit". This product takes the legal form of a collateralised loan, as governed by Law No. 745 of 10 May 1938, "Regulations on Credit Institutions Granting Loans Against Collateral", and Royal Decree No. 1279 of 25 May 1939. The underlying assets of this product are works of art, i.e. items different from those previously accepted as collateral under the ProntoPegno brand. During the first half of 2025, Art-Rite S.r.l. underwent a rebranding process that led to the adoption of the Kruso Art brand, with a view to strengthening its market positioning and strategic alignment with Kruso Kapital S.p.A., its parent company.

On 24 January 2025, Kruso Kapital S.p.A. completed an acquisition of a collateralised lending portfolio for a consideration of € 11.5 million. The transaction forms part of the strategy to strengthen and develop the business in the collateralised lending sector, enabling the Company to expand its asset base and consolidate its presence in the relevant market.

At the beginning of 2025, the Company also began a process of gradually reducing risk in its loans and receivables portfolio and lowering the proportion of non-performing exposures. In this context, the use of the auction channel for the disposal of assets pledged as collateral was intensified, resulting in a reduction in the stock of past due loans of more than 70% compared with 31 December 2024. This trend has led to faster loan renewal times and a consequent reduction in maturity mismatches, with positive effects on the overall management of the life cycle of collateralised lending transactions and on the quality of the loans and receivables portfolio.

Furthermore, as part of the de-risking initiatives and the optimisation of capital absorption, during 2025 the Company carried out four Credit Linked Notes (CLN) issuance transactions on 10 July 2025, 4 October 2025, 20 November 2025 and 10 December 2025, respectively, for nominal amounts of approximately € 2 million, € 3 million, € 3 million and € 500 thousand.

All the initiatives undertaken contribute to strengthening the quality of assets, improving the Company's risk profile and ensuring more efficient management of capital absorptions.

In addition to the Italian market, the Company also considers expansion into foreign markets to be of strategic interest. The identification of new countries in which to start operations is guided by a number of factors that are assessed from time to time as development opportunities arise, including:

- the macroeconomic environment;
- the opportunities and the size of the local market;
- the relevant regulatory aspects.

Based on these assessments, the Company extended its presence to Greece, where in April 2022 Ready Pawn Single Member S.A. For Pawn was established and became operational from 18 October 2022.

The internationalisation process continued in 2024 with the acquisition of the collateralised lending activities of Pignus – Crédito Económico Popular, a company spun off from Banco Invest S.A. in Portugal, relating to a loans and receivables portfolio of € 16.4 million, which has 16 branches across Portugal and had net loans and receivables of € 21.8 million at 31 December 2025.

At 31 December 2025, Kruso Kapital had around 93.5 thousand collateralised lending policies (of which 76.6 in Italy, 16.4 in Portugal and 0.5 in Greece) issued for about 40.5 thousand customers (of which 32.8 in Italy, 7.4 in Portugal and 0.3 in Greece) amounting to total loans of € 155.1 million (€ 154.9 million post Purchase Price Allocation of CEP), up 8% on an annual basis.

In the area of collateralised lending in Italy, 66 auctions were held, with a financed equivalent relating to the assets sold of around € 15.6 million (55 in 2024 amounting to € 6.8 million).

- d. **Medium-term corporate loans (with guarantee from SACE or the National Guarantee Fund – FNG):** in response to the spread of the Coronavirus, starting in the third quarter of 2020, the Bank granted loans to businesses with a duration of no more than 6 years (including the possibility of deferring the repayment of the principal for up to 24 months), guaranteed by the Guarantee Fund for SMEs or by SACE.
- e. **EIF loans:** an agreement was signed in January 2022 between the European Investment Fund (EIF) and Banca Sistema under which the EIF provided a guarantee of up to € 150 million under the European Guarantee Fund (EGF), and Banca Sistema provided additional liquidity to private enterprises through recourse factoring transactions. The EIF programme officially ended in July 2025.
- f. **Financial instruments held on its own account:** this portfolio comprises investments in Italian government securities for which the Bank has set up a specific system of limits, structured so as to guarantee a careful and balanced management of operational autonomies within the scope, among other things, of the transactions in financial instruments recorded in the banking book and held on its own account. Italian government security trading operations entail a credit risk exposure to central administrations
- g. **Exposures to supervised intermediaries:** any excess liquidity is for the most part placed in the interbank market, resulting in a credit risk exposure to supervised brokers. "Hot money" transactions, i.e. short-term loans to primary financial institutions also generate exposures to supervised brokers.

Securitisations: during 2025 Banca Sistema took part in various securitisation transactions through special purpose vehicles established pursuant to Law 130/1999, with varying roles as investor, originator, servicer and sponsor. The transactions were structured so that credit risk remains predominantly with the SPVs and investors, according to the seniority of the notes, in compliance with Regulation (EU) 2017/2402 and the internal securitisation risk management framework. With regard to protecting against credit risks, the Parent's Risk and Sustainability Department:

- oversees, monitors and evaluates credit risks, assessing credit quality;
- constantly monitors exposure to credit risk;
- verifies, through second level controls, the correct performance of monitoring;
- monitors individual exposures, especially non-performing exposures, and assesses the consistency of classifications and the adequacy of provisions;
- monitors exposure to concentration risk and the performance of exposures classified as Large Exposures.

Always with respect to credit risk controls, the Bank, following the divisionalisation process, has set up separate Credit Committees for the two Factoring and CQ Divisions, within which decisions may be taken up to pre-defined credit mandates, while a CEO Credit Committee has been set up for transactions that exceed the powers of the individual Divisions.

At the same time, on a monthly basis, the Credit Coordination Committee meets to summarise credit-related matters and critical issues concerning the individual divisions and the Kruso Kapital subsidiary. Moreover, as part of the differentiated collection meetings for the two Factoring and CQ Divisions, assessments and checks are carried out on the loans and receivables portfolio according to the guidelines defined in the Collection Policy.

For the purpose of determining the internal capital with respect to credit risk, the Bank uses the standardised approach, provided for the determination of the regulatory requirements with respect to credit risk.

The internal capital with respect to credit risk is, therefore, equal to the capital requirements defined in accordance with Pillar 1 regulations. The capital requirement is constantly measured and reported quarterly to the Bank of Italy.

In general, continuous analyses and measurements aimed at classifying exposures among the credit quality risk categories are conducted for all credit risk exposures, where deemed expedient.

Counterparty risk is the risk that the counterparty of a transaction having as its subject matter specific financial instruments may be in default prior to the settlement of the transaction itself. Counterparty risk differs from credit risk by virtue of the type of transactions to which it refers; typically, these can be attributed to transactions that generate an exposure equal to their positive fair value, that have a market value evolving over time based on underlying variables and generate an exchange of payments, financial instruments or commodities against payments. A distinctive feature of counterparty risk consists in determining a bilateral-type risk, for which both counterparties are exposed to the risk of incurring unforeseeable losses.

Given the types and characteristics of the transactions carried out by the Bank, and based on assessments of both current and prospective operations, counterparty risk can be considered as limited to the repurchase and reverse repurchase agreements entered into by the Bank.

The Bank's operations include the structuring of repurchase agreements on Italian government bonds, with the Compensation and Guarantee Fund (CCG) as the main counterparty. The resulting exposure entails a limited capital requirement, as it is guaranteed by a central counterparty and by entities belonging to leading banking groups.

During the last quarter of 2023, the Banca Sistema Group purchased "EcoSisma bonus 110%" tax credits that exceed its maximum tax and are intended for resale to third parties.

The Bank of Italy requires that the tax credits that exceed the maximum amount of tax and the contracts negotiated between the parties for the resale of the tax credits be included in the trading portfolio and that the contracts traded with third parties be derivative contracts and therefore subject to the measurement of counterparty risk.

At 31 December 2025, counterparty risk stemmed from repurchase transactions with the Compensation and Guarantee Fund and from purchases of tax credits related to the "Superbonus" scheme which are held for trading purposes.

Market Risk consists in the downside risk to which a financial intermediary is exposed from conducting financial instrument trading transactions in markets. In particular, the risk of posting losses due to adverse trends in the reference market could cause an unexpected and unforeseeable reduction in the value of the instruments held.

Market risk includes risks generated by market trading transactions regarding financial instruments and currencies which are relevant to the following components:

- position risk, divided into generic risk, caused by an unfavourable price trend of the bulk of the instruments traded, and specific risk, due to factors related to the issuer's status;
- settlement risk relates to transactions not yet settled after the due date that expose the Bank to the downside risk deriving from non-settlement of the same transactions;
- concentration risk calls for a capital requirement specific for the banks that, as an effect of the risk positions relative to the regulatory trading book, exceed the individual credit line limits;
- foreign exchange risk, which is the risk of incurring losses as a result of adverse changes in the prices of foreign currencies.

The internal capital with respect to market risk is determined in accordance with the standardised approach. This approach envisages the calculation of the requirement based on the so-called "building block approach", according to which the overall requirement is given by the sum of the capital requirements determined for the individual market risks (position, settlement and concentration risk). This approach is prudential: by linearly summing the individual requirements, the benefits provided by diversification are ignored, thus obtaining a capital requirement greater than the risk assumed.

The Risk and Sustainability Department prepares specific reports for the Risk, ALM and Sustainability Committee, the CEO, and the Board of Directors.

At 31 December 2025, the Banca Sistema Group was exposed to market risk, as it purchased "Superbonus" tax credits for trading purposes.

In particular, the following calculation methodologies were applied:

- general position risk on debt securities: internal capital is determined using the maturity-based approach;
- specific position risk on debt securities: internal capital is determined using the method whereby each security is allocated to one of four categories (zero-weighted issuers, qualifying issuers, non-qualifying issuers, and high-risk issuers), each associated with different weightings, which are then multiplied by 8%.

Since the issuer is the Italian State, the weighting is zero and the specific risk is therefore nil.

Operational Risk is the risk of loss arising from inadequate or non-functioning internal processes, human resources or systems, or from external events.

In this context, the Bank implemented an operational risk management process (Operational Risk Framework) to identify, measure, and monitor the operational risk.

The information and communication technology (ICT and security) risk is the risk of incurring economic, reputational and market losses in relation to the use of information and communication technology. In the supplemented representation of the business risks, this type of risk is considered, in accordance with the specific aspects, among operational risks.

The Bank continuously monitors ICT and security risks through the continuous exchange of information between the functions concerned by this risk, assuring consistency between the results of ICT risk assessment and the findings of operational risk assessment.

As an additional safeguard against operational risks, the Bank has implemented several risk mitigation measures, which are outlined in Section 12.

Basel III Ratios - Liquidity Coverage Ratio and Net Stable Funding Ratio:

The Liquidity Coverage Ratio (LCR) is a regulatory liquidity ratio that measures the short-term (30-day) liquidity position and is calculated as the ratio between the stock of High-Quality Liquid Assets (HQLA) and net outflows over a 30-day period.

The monitoring of this ratio makes it possible to verify whether the Bank maintains a level of high-quality liquid non-term restricted assets, readily convertible into liquidity to satisfy the needs relative to a time interval of 30 days, during any particularly significant liquidity stress scenario. The stock of liquid assets should at least allow the Bank to honour its financial commitments over a time horizon of thirty days, a period within which it is supposed appropriate remedial actions on the part of the corporate bodies and/or by the Supervisory Authorities may be taken in order to rectify any deficit observed.

With regard thereto, Banca Sistema, prudentially, during 2025 constantly maintained a large quantity of securities and readily liquid assets hedging potential outflows of liquidity.

The Net Stable Funding Ratio (NSFR) is defined as the ratio between the available amount of stable funding and the required amount of stable funding. This ratio establishes a minimum acceptable amount of stable funding based on the liquidity characteristic of the assets and on the transactions of an institution over a time horizon of one year. Use of the NSFR should prevent an excessive recourse to short-term wholesale funding on the part of the Bank.

Pillar 2

The Bank is exposed to the following Pillar 2 risks.

The relevant legislation with regard to prudential supervision (Bank of Italy Circular 285/13, as amended) defines.

Concentration Risk as the risk deriving from exposures to counterparties, groups of associated counterparties and counterparties of the same economic sector or that carry out the same activities or are in the same geographical segment.

The Bank measures geo-sectoral concentration risk following the proposed ABI approach. This allows the effects on the internal capital caused by changes of sectoral concentration to be assessed. Said effects are calculated using a benchmark with respect to which, by applying a mark-up coefficient, any adjustment of internal capital (Add-on) is quantified.

Furthermore, the bank measures the single-name concentration risk using the standard approach indicated by the Supervisory Authority¹. This method triggers a capital add-on according to the Herfindahl index, which is calculated according to exposures, and a proportionality constant, calibrated according to the riskiness of the portfolio.

Interest Rate Risk represents the risk, current or prospective, of a decrease of value of the capital or a decrease of the net interest income deriving from the impacts of the adverse changes in the interest rate.

The exposure to interest rate risk on the banking book is calculated as provided for by current regulations, via the simplified regulatory approach.

In light of the proposed amendments to Circular 285/2013, the Risk and Sustainability Department has updated the simplified calculation approach based on the new regulatory provisions. In this way, the Bank is able to monitor the impact of unexpected changes in market conditions on equity, thus identifying the relative mitigation measures to be implemented.

The company departments responsible for guaranteeing the correct management of the interest rate risk are the Treasury and Structured Finance Department and the Risk and Sustainability Department, which are responsible for determining the most appropriate risk indicators and for monitoring the performance of the assets and liabilities, and management, which has the specific duty of annually presenting the Board of Directors with investment, funding, and interest rate risk management policies, as well as suggesting during the year any expedient interventions to ensure the performance of the activity consistent with the approved risk policies.

As at 31 December 2025, interest rate risk hedging instruments were used.

Liquidity Risk is defined as a form of default on the payment commitments and may be caused by:

- *Funding Liquidity Risk*: the inability to acquire funds or to honour one's own payment commitments at market cost, i.e. incurring high funding costs.
- *Market Liquidity Risk*: presence of limits to the sale of assets or of losses on the sale of the said assets.

In detail, the following distinctions can be made concerning liquidity risk:

- *Mismatch liquidity risk*: the risk deriving from the asymmetry between the amounts and/or the maturities of the incoming and outgoing flows deriving from the Bank's operations, with reference both to the contractual maturities and conduct.
- *Contingency Liquidity Risk*: the risk deriving from unexpected future events that may require an amount of liquidity greater than that currently considered to be necessary; it is the risk of not honouring sudden and unexpected short-term payments.

The method used by the Bank to measure liquidity risk is based on the liquidity gap approach indicated in the Bank of Italy guidelines.

Also in regard to the liquidity KRI, the Bank constantly monitors the level of **Readily Monetizable Assets**, i.e. the level of securities issued by Member States in the EMU that are denominated in Euro, not structured, and accepted as collateral for refinancing operations at the ECB, and by cash.

(1) See "Supervisory provisions for banks" - Bank of Italy, Circular no. 285 of 17 December 2013 as amended, Part One - Title III, Chapter 1, Schedule B.

Furthermore, to guarantee an adequate level of protection against liquidity risk, the provisions issued by the Basel Committee in terms of the matters below were applied:

- the formalisation of liquidity risk governance policies, consistent with the characteristics and the size of the transactions; the assessment of net financial position;
- the performance of periodic stress tests to evaluate the impact of negative events on risk exposure and on the adequacy of the liquidity reserves;
- the constant retention of adequate liquidity reserves;
- the definition of operational limits;
- the definition of appropriate liquidity risk mitigation instruments, first by drafting an adequate Contingency Funding Plan, that guarantees the protection of capital in situations of liquidity drainage, via the preparation of crisis management strategies and procedures for acquiring funding sources in case of emergency.

In order to determine an adequate protection against Liquidity Risk, roles and responsibilities were identified, in particular:

- Treasury and Structured Finance Department (first level protection) which represents the first line of protection in managing liquidity risk. The department calculates and monitors the risk indicators;
- Every month, the Risk and Sustainability Department (second level protection) conducts the second level controls in liquidity risk management and continuously assesses the adequacy and proper implementation of the Liquidity Policy and of the Contingency Funding Plan.

The liquidity situation is subject to careful, continuous monitoring by the Treasury and Structured Finance Department and the Risk and Sustainability Department, inter alia at the Risk, ALM and Sustainability Committee meetings.

The Risk and Sustainability Department periodically submits reports on liquidity risk to the CEO and the Board of Directors.

Through the Liquidity Policy and the Contingency Funding Plan, the Bank has structured the liquidity management on three interconnected levels, which correspond to specific purposes:

- **Operational liquidity** (short term – up to 12 months), with the purposes of guaranteeing the Bank's capacity to honour its anticipated and unforeseen cash payment commitments for the next 12 months;
- **Structural liquidity** (medium/long term – beyond 12 months), meant to maintain an adequate ratio between overall liabilities and medium/long-term assets aimed at avoiding pressure on current and prospective sources in the short term;
- **Contingency Funding Plan (CFP)** regulates the process, the roles and the responsibilities in case of liquidity crisis situations.

The liquidity management policy and the CFP provide for the following fundamentals:

- identifying tasks and responsibilities to be assigned to the company departments involved in the liquidity management process;
- defining the operating processes associated with the activities to be carried out;
- determining the measurement tools;
- defining the Operational Limits, Warning Indicators, and Tolerance Thresholds.

Risk of Excessive Leverage means the risk that a level of debt particularly high with respect to the bank's own funds renders the Bank vulnerable, and corrective measures have to be adopted in its Business Plan, including distressed selling of assets which might result in losses or in impairment losses on its remaining assets. The indicator is reported quarterly to the Bank of Italy.

Throughout 2025, Banca Sistema has always maintained an indicator level above the regulatory limit proposed by the Basel Committee.

Following the entry into force of CRR II/CRD V, the leverage ratio has effectively become a Pillar 1 measure. In addition to the risk-based own funds requirements under Article 92 of the CRR, all institutions subject to the new regulatory framework are also required to consistently achieve a leverage ratio of 3%, which is calculated as the ratio of Tier 1 capital to the institution's overall exposure measured in accordance with Article 429(4) of the CRR.

Reputational Risk is the risk of incurring losses subsequent to events capable of worsening the image of the bank in the eyes of the various types of stakeholders (shareholders, customers, counterparties, investors, Supervisory Authorities). Said negative perception may be due as much to direct experiences of the considered parties, as to sensations thereof, not necessarily caused by concretely observable events.

Reputation is associated with the sum of factors whose value expresses the company's capacity to create "wealth" not only for its shareholders but, in a more extensive sense, for all the stakeholders.

Awareness of the difficulties in quantifying reputational risks has led the Bank to intensify its efforts to implement suitable measures to mitigate such risks and improve the quality of its organisational and control structures.

Within this framework, the utmost consideration was given to profiles capable of guaranteeing substantial compliance with the correctness and professional competence requirements, with particular regard to:

- level of the top management bodies' awareness of the relevance of this aspect;
- promotion of a culture of ethics and correct conduct at all levels of the company;
- suitable management of relations with all stakeholders;
- suitability of the risk management and mitigation systems;
- effectiveness of controlling action by the Supervisory Body.

Strategic Risk is the risk, current or prospective, of a decrease in earnings or capital, which can generally be attributed to four very specific cases:

- changes in the business environment;
- erroneous company decisions;
- inadequate implementation of decisions made;
- poor or erroneous reactivity to changes in the business environment (structural break).

The onset of strategic risk, therefore, can be attributed to a situation of discontinuity in the normal performance of business activities, whether due to internal or external changes to the company scope. Conversely, the risk in question may be considered substantially non-existent in the presence of presumable stability of the normal course of business management.

It would be advisable to place special emphasis on the fact that, as it is configured, this risk takes on a connotation of peculiar criticality, due to the elevated dynamism required by the decision-making bodies in defining adequate and prompt corrections consistent with the continuous changes in the macroeconomic context/business cycle characterising the market in which the Bank operates.

A few cases that may typically lead to strategic risk are listed below:

- acquisition transactions/partnerships;
- changes in the company structure;
- consolidation operations/growth in size meant to attain economies of scale;
- diversification of products and distribution channels;
- technological innovation and operational optimisation oriented towards increasing the quality of the services offered.

Compliance Risk is the risk of non-compliance with laws and regulations and of incurring judicial or administrative penalties, significant financial losses or damages to reputation as a consequence of violations of mandatory provisions (as prescribed by law or regulations) or also of self-regulation (for example articles of association, codes of conduct, corporate governance codes).

This risk affects all levels of the corporate structure, especially in connection with the operating lines. Prevention has to start where the risk is generated. Therefore, all personnel must be made adequately responsible for their actions.

Generally, the most significant regulations for the purpose of compliance risk are those regarding the performance of intermediation activity, the regulations to prevent money laundering, the management of conflicts of interest, the transparency with respect to customers and, more generally, consumer protection laws. The Risk and Sustainability Department produces different reports for internal use and for distribution to other functions.

The reports prepared, their scope, their recipients and their frequency are listed as follows:

Reporting	Description	Recipient	Frequency
Credit Risk Report	Report presenting the main critical issues of the Bank's loans and receivables portfolio (i.e. Watchlist, evolution of past due loans, Top 10 factoring exposures, SME portfolio runoff, securitisation performance, etc.).	Risk, ALM and Sustainability Committee	Every two months
Liquidity Risk Report	Report containing the trends in APMs and regulatory liquidity indicators; Top 5 and Top 10 corporate and financial/total consolidated assets, change in encumbrance ratio	Risk, ALM and Sustainability Committee	Every two months
RAF	Report containing the risk indicators defined in the RAF	Risk, ALM and Sustainability Committee / Internal Control, Risk Management and Sustainability Committee / Board of Directors / Bank of Italy	Annual
Risk Reporting	Report containing overall level of Bank risk	Risk, ALM and Sustainability Committee / Internal Control, Risk Management and Sustainability Committee / Board of Directors / Bank of Italy	Quarterly
Assessment of the loans and receivables portfolio (Impairment)	Report containing generic and specific assessment of the loans and receivables portfolio	Risk, ALM and Sustainability Committee / Internal Control, Risk Management and Sustainability Committee / Board of Directors	Quarterly
Risk Management Report	Report on activity performed, reviews performed, results, measured weaknesses, and actions to be taken for their removal	Risk, ALM and Sustainability Committee / Internal Control, Risk Management and Sustainability Committee / Bank of Italy	Annual
Backtesting LPIs	Report containing the Verification of Default Interest Collection Rates on enforced injunctions	Risk, ALM and Sustainability Committee	Quarterly

Stress testing

The Risk and Sustainability Department performs stress tests to assess the impacts, including on capital adequacy, generated by a stress scenario.

The stress tests comprise a series of methods of varying complexity and sophistication which make it possible to simulate the sensitivity of the Bank to exceptional but plausible variations in one or more risk factors that could cause deterioration in the financial stability of the Bank. These consist of:

- a. sensitivity analyses, used to measure capital adequacy in response to variations in just one risk factor;
- b. scenario analyses, used to simulate the impact of an adverse shock on assets causing a set of risk factors to change simultaneously. The Risk and Sustainability Department monitors capital adequacy on a monthly basis, partly on the basis of the stress scenarios. The results of the stress scenarios are reported to top management.

Declarations by the Management Body, pursuant to Article 435(1)(e) and (f) of Regulation (EU) No. 575/2013

The Chairperson, as mandated by the Board of Directors, declares pursuant to Article 435(1)(e) and (f) of Regulation (EU) No. 575/2013 that:

- the risk management systems put in place within the Group, and described in the document "2025 Pillar 3 - Public Disclosure", are in line with the institution's profile and strategy;
- the aforementioned document provides a summary description of the Banking Group's overall risk profile.

Luitgard Spögler

Chairperson

QUANTITATIVE DISCLOSURE

The public disclosure obligations reported in this document apply to Banca Sistema S.p.A. in accordance with Article 19 of Regulation (EU) 575/2013. That regulatory provision allows exempting companies from prudent consolidation if the total amount of assets and off-statement of financial position items involved is less than the lower of either € 10 million or 1% of the total amount of assets and off-statement of financial position items of the entity that owns the equity investment.

At 31 December 2025, the Banca Sistema Group comprises the Parent Banca Sistema S.p.A., with registered office in Milan, the subsidiaries Kruso Kapital S.p.A., Largo Augusto Servizi e Sviluppo S.r.l., the Greek company Ready Pawn Single Member S.A. (hereinafter also referred to as ProntoPegno Greece) and the Portuguese company Pignus - Credito Economico Popular SA (hereinafter also referred to as CEP), wholly owned subsidiaries of Kruso Kapital S.p.A.

In terms of method, all companies have been consolidated using the full line-by-line method except for the joint venture EBNSistema Finance S.L. which is consolidated using the equity method. On a prudential level, it should be noted that EBNSistema is consolidated using the proportional method.

QUANTITATIVE DISCLOSURE

TEMPLATE EU LI1: DIFFERENCES BETWEEN ACCOUNTING AND REGULATORY SCOPES OF CONSOLIDATION AND MAPPING OF FINANCIAL STATEMENT CATEGORIES WITH REGULATORY RISK CATEGORIES

(Amounts in thousands of Euro)

	Carrying amounts as reported in published financial statements	Carrying amounts based on the regulatory scope of consolidation	Carrying amounts of accounting entries				Not subject to capital requirements or deduction from capital
			Subject to credit risk	Subject to CCR	Subject to securitisation	Subject to market risk	
Business							
Cash and cash equivalents	87,791	89,156	89,156				
Financial assets measured at fair value through profit or loss	1,621	1,621	1,561			60	
a) financial assets held for trading;	60	60	-			60	
b) financial assets designated at fair value through profit or loss;	-	-					
c) other financial assets mandatorily measured at fair value through profit or loss	1,561	1,560	1,561				
Financial assets measured at fair value through other comprehensive income	1,186,326	1,186,326	1,186,326				
Financial assets measured at amortised cost	2,610,862	2,611,269	2,597,136	14,132	450,159		
a) loans and receivables with banks	19,161	19,161	5,027	14,132			
b) loans and receivables with customers	2,591,701	2,592,109	2,141,949	0	450,159		
Hedging derivatives	-	-					
Value adjustment of macro-hedged financial assets (+/-)	2,146	2,146	2,146				
Equity investments	985	2,269	2,269				
Technical provisions borne by reinsurers	0	0					
Property and equipment	57,582	57,559	57,559				

(Amounts in thousands of Euro)

	Carrying amounts as reported in published financial statements	Carrying amounts based on the regulatory scope of consolidation	Carrying amounts of accounting entries					Not subject to capital requirements or deduction from capital
			Subject to credit risk	Subject to CCR	Subject to securitisation	Subject to market risk	Subject to capital requirements or deduction from capital	
Intangible assets	34,116	32,773	411				(32,362)	
of which:	-	-						
- goodwill	30,690	30,690	0				(30,690)	
Tax assets	13,055	13,079	13,079					
a) current	0	22	22					
b) deferred	13,055	13,057	13,057					
Non-current assets held for sale and disposal groups	0	0	0					
Other assets	343,930	343,445	343,445					
TOTAL ASSETS	4,338,414	4,339,644	3,842,930	14,132	450,159	60	(32,362)	

(Amounts in thousands of Euro)

	Carrying amounts as reported in published financial statements	Carrying amounts based on the regulatory scope of consolidation of consolidation	Carrying amounts of accounting entries				Not subject to capital requirements or deduction from capital
			Subject to credit risk	Subject to CCR	Subject to securitisation	Subject to market risk	
Liabilities							
Financial liabilities measured at amortised cost	3,720,033	3,720,357					
a) due to banks	69,199	69,195					
b) due to customers	3,441,519	3,441,848					
c) securities issued	209,315	209,315					
Financial liabilities held for trading	-	-					
Financial liabilities designated at fair value through profit or loss	6,726	6,726					
Hedging derivatives	2,078	2,078					
Value adjustment of macro-hedged financial liabilities (+/-)	-	-					
Tax liabilities	50,697	50,709					
a) current	19,900	19,912					
b) deferred	30,797	30,797					
Liabilities associated with disposal groups	-	-					
Other liabilities	158,267	158,177					
Post-employment benefits	5,242	5,212					
Provisions for risks and charges:	43,034	43,033					
a) commitments and guarantees issued	6	6					
b) pension and similar obligations	-	-					
c) other provisions for risks and charges	43,026	43,026					
TOTAL LIABILITIES	3,986,075	3,986,292					

**TEMPLATE EU LI2: MAIN SOURCES OF DIFFERENCES BETWEEN REGULATORY EXPOSURE AMOUNTS
AND CARRYING AMOUNTS IN FINANCIAL STATEMENTS**

(Amounts in thousands of Euro)

	Total	Exposures subject to the credit risk framework	Exposures subject to the securitisation framework	Exposures subject to the CCR framework	Exposures subject to the market risk framework
Assets carrying amount under the scope of regulatory consolidation (as per template EU LI1)	6,996,305	6,454,707	900,318	28,265	120
Liabilities carrying amount under the regulatory scope of consolidation (as per template EU LI1)	7,800,391				
Total net amount under the regulatory scope of consolidation	7,383,412	6,454,707	900,318	28,265	120
Off-statement of financial position amounts	371,523	371,523			
Differences in valuations					
Differences due to different netting rules, other than those already included in row 2					
Differences due to the treatment of value adjustments					
Differences due to the use of credit risk mitigation (CRM) techniques					
Differences due to credit conversion factors					
Differences due to securitisations involving risk transference					
Other differences					
Exposure amounts considered for regulatory purposes	15,138,347	13,280,938	1,800,637	56,531	241

TEMPLATE EU LI3: OUTLINE OF THE DIFFERENCES IN THE SCOPES OF CONSOLIDATION (ENTITY BY ENTITY)

Name of the entity	Method of accounting consolidation	Method of regulatory consolidation					Description of the entity
		Full consolidation	Proportional consolidation	Equity method	Neither consolidated nor deducted	Deducted	
Banca Sistema S.p.A.	Full consolidation	X					Credit institution
Kruso Kapital S.p.A.	Full consolidation	X					Financial corporations
Largo Augusto Servizi e Sviluppo S.r.l.	Full consolidation	X					Ancillary services undertaking
Ready Pawn Single Member S.A. For Pawn	Full consolidation	X					Financial corporations
Pignus - Credito Economico Popular SA	Full consolidation	X					Financial corporations
Art-Rite S.r.l.	Full consolidation	X					Auction house
EBN Finance S.l.u.	Equity Consolidation		X				Financial corporations
BS IVA SPV S.r.l.	Full consolidation	X					Special purpose vehicle
Quinto Sistema Sec. 2019 S.r.l.	Full consolidation	X					Special purpose vehicle
Quinto Sistema Sec. 2017 S.r.l.	Full consolidation	X					Special purpose vehicle

Please note that the EU PV1 Model: Prudent Valuation Adjustments (PVA) is not published as the bank does not use the basic method underlying the calculation.

QUANTITATIVE DISCLOSURE

Own funds, risk-weighted assets and consolidated regulatory capital ratios as at 31 December 2025 were determined with reference to the regulatory changes introduced by Directive (EU) 2019/878 (CRD V) and Regulation (EU) 2019/876 (CRR II), which amended the regulatory framework set out in Directive 2013/36/EU (CRD IV) and Regulation (EU) No 575/2013 (CRR), as subsequently amended, and transposed into Bank of Italy Circulars No. 285 and No. 286.

The Banca Sistema Group has not availed itself of the option provided for by Article 473a of Regulation (EU) 575/2013 (CRR), which concerns the transitional measures aimed at mitigating the impact of the introduction of IFRS 9.

Starting from the second quarter of 2022, the Group opted to apply the mitigating parameter for the calculation of the FVOCI filter in relation to exposures to central administrations, in line with Article 468 of the CRR. This temporary treatment remained in effect until the end of 2022. It should be noted that full neutralisation of the (HTCS) reserve on government securities came into effect on 9 July 2024.

The following table summarises the terms and conditions of Common Equity Tier 1 instruments, Additional Tier 1 instruments and Tier 2 instruments.

The Banca Sistema Group publishes the information referred to in Article 437(b) and (c) of the CRR by preparing the template EU CCA: main features of regulatory own funds instruments and eligible liabilities instruments.

TEMPLATE EU CCA: MAIN FEATURES OF REGULATORY OWN FUNDS INSTRUMENTS AND ELIGIBLE LIABILITIES INSTRUMENTS

	Ordinary shares	Subordinated Tier 1 bonds	Subordinated Tier 1 bonds
Issuer	Banca Sistema S.p.A.	Banca Sistema S.p.A.	Banca Sistema S.p.A.
Unique identifier (eg CUSIP, ISIN or Bloomberg identifier for private placement)	IT0003173629	IT0004881444	IT0005450876
Public or private placement	Public	Public	Public
Governing law(s) of the instrument	Italian law	Italian law	Italian law
Contractual recognition of write down and conversion powers of resolution authorities	N/A	N/A	N/A
Regulatory treatment			
Current treatment taking into account, where applicable, transitional CRR rules	Common Equity Tier 1	Additional Tier 1 Capital	Additional Tier 1 Capital
Post-transitional CRR rules	Common Equity Tier 1	Additional Tier 1 Capital	Additional Tier 1 Capital
Eligible at solo/(sub-) consolidated/ solo & (sub-) consolidated	Individual entity and consolidated	Individual entity and consolidated	Individual entity and consolidated
Instrument type (types to be specified by each jurisdiction)	Ordinary shares art. 28 CRR	Debt instruments art. 52 CRR	Debt instruments art. 52 CRR
Amount recognised in regulatory capital or eligible liabilities (currency in million, as of most recent reporting date)	9.65	8	37.5
Nominal amount of instrument	N/A	8	37.5
Issue price	N/A	At par	100%
Redemption price	N/A	At par	100%
Accounting classification	Equity	Equity	Equity
Original date of issuance	N/A	- 5 million at 18/12/2012 - 3 million at 18/12/2013	28/06/2021
Perpetual or dated	N/A	Perpetual	Perpetual
Original maturity date	N/A	Date of dissolution or winding-up of Banca Sistema or due to the lapse of the term provided for by the articles of association (currently the articles of association of Banca Sistema envisage the date of 31 December 2100)	
Issuer call subject to prior approval of the supervisory authority	NO	Yes	options for issuer call: voluntary from year 10, tax event option and regulatory event option
Optional call date, contingent call dates and redemption amount	N/A	The issuer reserves the right to call all or part of the residual nominal amount of the securities beginning on 18 December 2017. Moreover, call clauses connected with tax and/or regulatory events are also envisaged Call is subject to prior authorisation by the Bank of Italy.	Issuer call: 28 June 2031. The other options may always be exercised, redemption amount equal to the "residual nominal amount"

	Ordinary shares	Subordinated Tier 1 bonds	Subordinated Tier 1 bonds
Subsequent call dates, if applicable	N/A	Subsequent to the first call date, the issuer reserves the right to evaluate whether to proceed with the call on an annual basis	The option for issuer call can be exercised on each Reset Date (the first at year 10 and then every 5 years thereafter). Options for call due to tax and regulatory events may always be exercised
Coupons/dividends			
Fixed or floating dividend/coupon	N/A	Fixed then floating	Fixed then floating
Coupon rate and any related index	N/A	Fixed rate: 7% Floating rate: 6-month Euribor + 5%	Annual fixed rate (applicable until 28 June 2031) equal to 9%; floating rate (applicable from 28 June 2031) equal to IRS5Y+8.92%
Existence of a dividend stopper	NO	Yes	Yes
Partially discretionary			
Fully discretionary, partially discretionary or mandatory (in terms of timing)	N/A	Loss absorption mechanisms that result in the cancellation of any accrued interest and unpaid interest and, if insufficient, a reduction of the residual nominal amount of the securities, are provided for. These mechanisms are generated in those cases where a "capital event" occurs, or when a significant reduction in retained earnings or other reserves occur, thereby triggering a "capital event" in the opinion of the issuer or the supervisory body. The term "capital event" means: a) a reduction of the capital ratios below the minimum regulatory level; b) a drop of the Common Equity Tier 1 ratio below 5.125%. It is also envisaged that the securities be subject to loss absorption measures whenever the Bank of Italy, to the intents and purposes of the regulations in force at the time, deems said measure to be necessary.	Mechanisms for interruption and cancellation of interest payments are in place
Fully discretionary, partially discretionary or mandatory (in terms of amount)	N/A	Partially discretionary	
Existence of step up or other incentive to redeem	N/A	NO	NO
Noncumulative or cumulative	N/A	Noncumulative	NO
Convertible or non-convertible	N/A	Non-convertible	NO
If convertible, conversion trigger(s)	N/A	N/A	Regulatory events related to the restructuring of the issuer ("point of non-viability")
If convertible, fully or partially	N/A	N/A	Yes
If convertible, conversion rate	N/A	N/A	Discretionary
If convertible, mandatory or optional conversion	N/A	N/A	Discretionary
If convertible, specify instrument type convertible into	N/A	N/A	Discretionary

	Ordinary shares	Subordinated Tier 1 bonds	Subordinated Tier 1 bonds
If convertible, specify issuer of the instrument it converts into	N/A	N/A	N/A
Write-down features	N/A	Yes	Yes
If write-down, write-down trigger(s)	N/A	see item 220	Events envisaged under CRR for AT1 instruments
If write-down, full or partial	N/A	Fully or partially	Both are possible
If write-down, permanent or temporary	N/A	Permanent	Permanent
If temporary write-down, description of write-up mechanism	N/A	N/A	
Type of subordination (only for eligible liabilities)	N/A	N/A	
Ranking of the instrument in normal insolvency proceedings	N/A	N/A	
Position in subordination hierarchy in liquidation (specify instrument type immediately senior to instrument)	N/A	If Banca Sistema is liquidated or subject to insolvency proceedings, the Securities and related rights for principal and interest are (i) subordinated to all unsubordinated creditors of Banca Sistema (including depositors) or those having a lower level of subordination than the level of subordination of the Securities as Tier 2 instruments, (ii) pari passu among them and in relation to additional Tier 1 instruments and other debt exposures of Banca Sistema that do not have a level of subordination that is higher or lower than the Securities, and (iii) senior to the ordinary shares and every class (including any preferred shares and savings shares) of Banca Sistema stock.	
Non-compliant transitioned features	N/A	NO	
If yes, specify non-compliant features	N/A	N/A	
Link to the full term and conditions of the instrument (signposting)	N/A	N/A	

QUALITATIVE DISCLOSURE

The following tables show:

- the amount of Own Funds according to the Template EU CC1: composition of regulatory own funds under Regulation 2021/637;
- the reconciliation between the items of Own Funds and the Statement of Financial Position in the audited Consolidated Financial Statements of the Banca Sistema Group (Template EU CC2 under Reg. 2021/637).

In reference to Own Funds, it is noted that Banca Sistema shares have been traded on the Mercato Telematico Azionario - Italian Equities Market (MTA) of Borsa Italiana, STAR segment, since 2 July 2015.

TEMPLATE EU CC1: COMPOSITION OF REGULATORY OWN FUNDS*(Amounts in thousands of Euro)*

Capital items	31.12.2025		31.12.2024	
	Amounts	Source based on reference numbers/letters of the statement of financial position under the regulatory scope of consolidation	Amounts	Source based on reference numbers/letters of the statement of financial position under the regulatory scope of consolidation
Common Equity Tier 1 Capital: instruments and reserves				
Capital instruments and the related share premium accounts	48,751		48,751	
of which: Instrument type 1	48,751		48,751	
of which: Instrument type 2	-			
of which: Instrument type 3	-			
Retained earnings	209,575		184,539	
Accumulated other comprehensive income (and other reserves, including unrealised gains and losses pursuant to the applicable accounting regulation)	2,307		(4,002)	
Funds for general banking risk			-	
Amount of the qualifying items referred to in Article 484(3) and the related share premium accounts subject to phase out from CET1			-	
Minority interests (amount allowed in consolidated Common Equity Tier 1)	14,461		13,318	
Independently reviewed interim profits net of any foreseeable charge or dividend	29,042		25,199	
Common equity tier 1 (CET1) capital before regulatory adjustments	304,135		267,804	
Common Equity Tier 1 (CET1): regulatory adjustments				
Additional value adjustments	(1,482)		(1,547)	
Intangible assets (net of the relevant tax liabilities)	(32,362)		(45,124)	
Deferred tax assets that rely on future profitability excluding those arising from temporary differences (net of related tax liabilities where the conditions in Article 38(3) are met)	-		-	
Fair value reserves related to gains or losses on cash flow hedges	-		-	
Negative amounts resulting from the calculation of expected loss amounts	-		-	
Any increase in equity that results from securitised assets	-		-	
Gains or losses on liabilities measured at fair value due to changes in creditworthiness	-		-	
Defined-benefit pension fund assets	-		-	
Own Common Equity Tier 1 instruments held directly or indirectly by the institution	(45)		(147)	
Holdings by the institution of CET1 instruments of financial sector entities where those entities have reciprocal cross holdings with the institution designed to increase artificially the own funds of the institution	-		-	

(Amounts in thousands of Euro)

Capital items	31.12.2025		31.12.2024	
	Amounts	Source based on reference numbers/letters of the statement of financial position under the regulatory scope of consolidation	Amounts	Source based on reference numbers/letters of the statement of financial position under the regulatory scope of consolidation
Direct, indirect and synthetic holdings by the institution of the CET1 instruments of financial sector entities where the institution does not have a significant investment in those entities (amount above 10% threshold and net of eligible short positions)	-		-	
Direct, indirect and synthetic holdings by the institution of the CET1 instruments of financial sector entities where the institution does have a significant investment in those entities (amount above 10% threshold and net of eligible short positions)	-		-	
Exposure amount of the following items which qualify for a RW of 1250%, where the institution opts for the deduction alternative	(1,962)			
of which: qualifying holdings outside the financial sector	-			
of which: securitisation positions	(1,962)		-	
of which: free deliveries	-		-	
Deferred tax assets arising from temporary differences (amount above 10% threshold, net of the related tax liabilities where the conditions in Article 38(3) are met)	-			
Amount exceeding the 17,65% threshold	-		-	
of which: direct or indirect holdings by the institution of the CET1 instruments of financial sector entities where the institution has a significant investment in those entities	-		-	
of which: deferred tax assets arising from temporary differences	-		-	
Losses for the current financial year	-		-	
Foreseeable tax charges relating to CET1 items except where the institution suitably adjusts the amount of CET1 items insofar as such tax charges reduce the amount up to which those items may be used to cover risks or losses	-		-	
Qualifying AT1 deductions that exceed the AT1 items of the institution	-		-	
Other regulatory adjustments	(14,786)		(4,527)	
Total regulatory adjustments to Common Equity Tier 1 (CET1)	(50,637)		(51,345)	
Common Equity Tier 1 (CET1)	253,498		216,460	

(Amounts in thousands of Euro)

Capital items	31.12.2025		31.12.2024	
	Amounts	Source based on reference numbers/letters of the statement of financial position under the regulatory scope of consolidation	Amounts	Source based on reference numbers/letters of the statement of financial position under the regulatory scope of consolidation
Additional Tier 1 (AT1): instruments				
Capital instruments and the related share premium accounts	45,500		45,500	
of which classified as equity pursuant to the applicable accounting framework	-		-	
of which classified as liabilities pursuant to the applicable accounting regulation	-		-	
Amount of qualifying items referred to in Article 484 (4) and the related share premium accounts subject to phase out from AT1	-		-	
Amount of qualifying items referred to in Article 494a(1) subject to phase out from AT1	-		-	
Amount of qualifying items referred to in Article 494b(1) subject to phase out from AT1	-		-	
Qualifying Tier 1 capital included in consolidated AT1 capital (including minority interests not included in row 5) issued by subsidiaries and held by third parties	-		-	
of which: instruments issued by subsidiaries subject to phase out	-		-	
Additional Tier 1 (AT1) capital before regulatory adjustments	45,500		45,500	
Additional Tier 1 (AT1) capital: regulatory adjustments				
Own Additional Tier 1 instruments held directly or indirectly by the institution	-		-	
Holdings by the institution of CET1 instruments of financial sector entities where those entities have reciprocal cross holdings with the institution designed to increase artificially the own funds of the institution	-		-	
Direct, indirect and synthetic holdings by the institution of the Additional Tier 1 instruments of financial sector entities where the institution does not have a significant investment in those entities (amount above 10% threshold and net of eligible short positions)	-		-	
Direct, indirect and synthetic holdings by the institution of the Additional Tier 1 instruments of financial sector entities where the institution has a significant investment in those entities (amount above 10% threshold and net of eligible short positions)	-		-	
Qualifying Tier 2 deductions that exceed the Tier 2 items of the institution	-		-	
Other regulatory adjustments to AT1 capital	-		-	
Total regulatory adjustments to additional Tier 1 (AT1) capital	-		-	
Additional Tier 1 (AT1) capital	45,500		45,500	
Tier 1 capital (T1 = CET1 + AT1)	298,999		261,960	

(Amounts in thousands of Euro)

Capital items	31.12.2025		31.12.2024	
	Amounts	Source based on reference numbers/letters of the statement of financial position under the regulatory scope of consolidation	Amounts	Source based on reference numbers/letters of the statement of financial position under the regulatory scope of consolidation
Tier 2 (T2) capital: instruments				
Capital instruments and the related share premium accounts	-		-	
Amount of qualifying items referred to in Article 484 (5) and the related share premium accounts subject to phase out from Tier 2	-		-	
Amount of qualifying items referred to in Article 494a (2) subject to phase out from T2	-		-	
Amount of qualifying items referred to in Article 494b (2) subject to phase out from T2	-		-	
Qualifying own funds instruments included in consolidated T2 capital (including minority interests and AT1 instruments not included in rows 5 or 34) issued by subsidiaries and held by third parties	596		397	
of which: instruments issued by subsidiaries subject to phase out	-		-	
Credit risk adjustments	-		-	
Tier 2 (T2) capital before regulatory adjustments	596		397	
Tier 2 (T2) capital: regulatory adjustments				
Direct, indirect or synthetic holdings by an institution of own Tier 2 instruments and subordinated loans	-		-	
Holdings by the institution of Tier 2 instruments and subordinated loans of financial sector entities where those entities have reciprocal cross holdings with the institution designed to increase artificially the own funds of the institution	-		-	
Direct or indirect holdings of the Tier 2 instruments and subordinated loans of financial sector entities where the institution does not have a significant investment in those entities (amount above 10% threshold and net of eligible short positions)	-		-	
Direct or indirect holdings by the institution of the Tier 2 instruments and subordinated loans of financial sector entities where the institution has a significant investment in those entities (net of eligible short positions)	-		-	
Qualifying eligible liabilities deductions that exceed the eligible liabilities items of the institution (negative amount)	-		-	
Other regulatory adjustments to T2 capital	-		-	
Total regulatory adjustments to Tier 2 (T2) capital	-		-	
Tier 2 (T2) capital	596		397	
Total capital (TC = T1 + T2)	299,594		262,356	
Total risk exposure amount	1,681,277		1,631,745	

(Amounts in thousands of Euro)

Capital items	31.12.2025		31.12.2024	
	Amounts	Source based on reference numbers/letters of the statement of financial position under the regulatory scope of consolidation	Amounts	Source based on reference numbers/letters of the statement of financial position under the regulatory scope of consolidation
Capital ratios and requirements including buffers				
Common Equity Tier 1 (as a percentage of risk exposure)	15.0777%		13.2655%	
Tier 1 capital (as a percentage of risk exposure)	17.7840%		16.0540%	
Total capital (as a percentage of risk exposure)	17.8194%		16.0783%	
Institution CET1 overall capital requirements	10.1633%		9.8030%	
of which: capital conservation buffer requirement	2.5000%		2.5000%	
of which: countercyclical capital buffer requirement	0.0207%		0.0162%	
of which: systemic risk buffer requirement	0.7426%		0.3871%	
of which: Global Systemically Important Institution (G-SII) or Other Systemically Important Institution (O-SII) buffer requirement	0.000%		0.0000%	
of which: additional own funds requirements to address the risks other than the risk of excessive leverage	2.400%		2.4000%	
Common equity tier 1 capital (as a percentage of risk exposure amount) available after meeting the minimum capital requirements	7.4194%		5.6783%	
Amounts below the thresholds for deduction (before risk weighting)				
Direct and indirect holdings of own funds and eligible liabilities of financial sector entities where the institution does not have a significant investment in those entities (amount below 10% threshold and net of eligible short positions)	-		-	
Direct and indirect holdings by the institution of the CET1 instruments of financial sector entities where the institution has a significant investment in those entities (amount below 17.65% thresholds and net of eligible short positions)	-		-	
Deferred tax assets arising from temporary differences (amount below 17.65% threshold, net of related tax liabilities where the conditions in Article 38 (3) are met)				
Applicable caps on the inclusion of provisions in Tier 2				
Credit risk adjustments included in T2 in respect of exposures subject to standardised approach (prior to the application of the cap)	-		-	
Cap on inclusion of credit risk adjustments in T2 under standardised approach	-		-	
Credit risk adjustments included in T2 in respect of exposures subject to internal ratings-based approach (prior to the application of the cap)	-		-	
Cap on inclusion of credit risk adjustments in T2 under based on internal ratings-based approach	-		-	

(Amounts in thousands of Euro)

Capital items	31.12.2025		31.12.2024	
	Amounts	Source based on reference numbers/letters of the statement of financial position under the regulatory scope of consolidation	Amounts	Source based on reference numbers/letters of the statement of financial position under the regulatory scope of consolidation
Capital instruments subject to phase-out arrangements (only applicable between 1 Jan 2014 and 1 Jan 2022)				
Current cap on CET1 instruments subject to phase out arrangements	-		-	
Amount excluded from CET1 due to cap (excess over cap after redemptions and maturities)	-		-	
Current cap on AT1 instruments subject to phase out arrangements	-		-	
Amount excluded from AT1 due to cap (excess over cap after redemptions and maturities)	-		-	
Current cap on T2 instruments subject to phase out arrangements	-		-	
Amount excluded from T2 due to cap (excess over cap after redemptions and maturities)	-		-	

**TEMPLATE EU CC2: RECONCILIATION OF REGULATORY OWN FUNDS TO STATEMENT OF FINANCIAL POSITION
IN THE AUDITED FINANCIAL STATEMENTS**

(Amounts in thousands of Euro)

	31.12.2025		
	Statement of Financial Position as in published financial statements at the end of the period	Under regulatory scope of consolidation at the end of the period	Reference
Assets - Breakdown by asset classes according to the statement of financial position in the published financial statements			
Cash and cash equivalents	87,791	89,156	
Financial assets measured at fair value through profit or loss (IFRS 7 paragraph 8(a))	1,621	1,621	
a) financial assets held for trading;	60	60	
b) financial assets designated at fair value through profit or loss;	-	-	
c) other financial assets mandatorily measured at fair value through profit or loss	1,561	1,561	
Financial assets measured at fair value through other comprehensive income	1,186,326	1,186,326	
Financial assets measured at amortised cost	2,610,862	2,611,269	
a) Loans and receivables with banks	19,161	19,161	
b) loans and receivables with customers	2,541,681	2,592,109	
Hedging derivatives	-	-	
Value adjustment of macro-hedged financial assets (+/-)	2,146	2,146	
Equity investments	985	2,269	20A
Property and equipment	57,582	57,559	
Intangible assets	34,116	32,773	8
of which:	-	-	
goodwill	30,690	30,690	
Tax assets	13,055	13,079	21
a) current	-	22	
b) deferred	13,055	13,057	
Non-current assets held for sale and disposal groups	-	-	
Other assets	343,930	343,445	
Total assets	4,338,414	4,339,644	
Liabilities - Breakdown by liability classes according to the statement of financial position in the published financial statements			
Financial liabilities measured at amortised cost	3,720,033	3,720,357	
a) due to banks	69,199	69,195	
b) due to customers	3,441,519	3,441,848	
c) securities issued	209,315	209,315	
Financial liabilities held for trading	-	-	
Financial liabilities designated at fair value through profit or loss	6,726	6,726	

(Amounts in thousands of Euro)

	31.12.2025		
	Statement of Financial Position as in published financial statements at the end of the period	Under regulatory scope of consolidation at the end of the period	Reference
Hedging derivatives	2,078	2,078	
Value adjustment of macro-hedged financial liabilities (+/-)	-	-	
Tax liabilities	50,697	50,709	
a) current	19,900	19,912	
b) deferred	30,797	30,797	
Liabilities associated with disposal groups	-	-	
Other liabilities	158,267	158,177	
Post-employment benefits	5,242	5,212	
Provisions for risks and charges:	43,032	43,033	
a) commitments and guarantees issued	6	6	
b) pension and similar obligations	-	-	
c) other provisions for risks and charges	43,026	43,026	
Own Funds			
Valuation reserves	13,057	13,057	3
Redeemable shares	-	-	
Equity instruments	45,500	45,500	
Reserves	198,825	199,472	2
Share premium	39,100	39,100	1
Share capital	9,651	9,651	1
Treasury shares (-)	-	-	16
Equity attributable to non-controlling interests (+/-)	17,163	17,739	5
Profit for the year	29,042	28,834	5A
Total liabilities	4,338,414	4,339,644	

QUALITATIVE DISCLOSURE

According to the provisions of Pillar 2, banks must periodically assess their capital adequacy, current and prospective, expanding the variety of the risks to be calculated with respect to Pillar 1.

This activity is performed as part of the ICAAP/ILAAP process (Internal Capital Liquidity Adequacy Assessment Process), whose responsibility is assigned entirely to the “body responsible for strategic supervision”, which independently defines the design and organisation according to its own responsibilities and prerogatives.

The results of the process are subject to analysis on the part of the Supervisory Authorities within the scope of the SREP (Supervisory Review and Evaluation Process).

For the sake of completeness, please note that Directive 2013/36/EU (CRD IV) establishes the obligation for the designated national authorities to activate an operational framework for the definition of the countercyclical capital buffer ratio (CCyB) starting from 1 January 2016. The ratio is subject to quarterly review. The European regulation was implemented in Italy with Circular no. 285 of the Bank of Italy, which contains specific rules applying to CCyB.

The benchmark ratio materially reflects the credit cycle and the risks deriving from excessive growth of credit in Italy, also taking into account the specific nature of the domestic economy. It is based on the deviation from the long-term trend in the ratio between credit and Gross Domestic Product.

The ratio is expressed as a percentage of the total risk exposure of banks that have significant credit exposures on national territory. It is between 0% and 2.5% and is fixed in intervals of 0.25 percentage points or multiples of 0.25. Using the benchmark ratio, the general approach taken by the ESRB, and any other ratio signalling the emergence of systemic risks, the Bank of Italy may set an internal countercyclical ratio higher than 2.5%.

Given the economic and credit situation in Italy, the Supervisory Authority decided to keep the aforementioned ratio at zero also for all of 2025.

The following Pillar 1 and 2 risks are included in the reference scope for the purposes of ICAAP/ILAAP with the relative approaches indicated in the table below:

Category	Type of risk	Approach
Pillar 1	Credit risk	Standardised Approach
	Counterparty Risk	Standardised Approach (exposure: CRM comprehensive method with supervisory volatility adjustments)
	Market Risk	Standardised Approach
	Operational Risk	Basic Method (SMA) Qualitative assessment (self-assessment)
	Liquidity Risk	Basel III Indicators (LCR and NSFR)
Pillar 2	Concentration Risk	Granularity Adjustment/Single name ABI-PwC/Geo-Sectoral
	Interest Rate Risk	Standard Approach
	Liquidity Risk	Net financial position
	Reputational Risk	Qualitative Assessment
	Risk of Excessive Leverage	Leverage Ratio
	Strategic Risk	Qualitative Assessment
	Compliance Risk	Qualitative Assessment
	Securitisation risks	Standard Approach/SEC ERBA

The ICAAP/ILAAP is divided into five sub-activities described in detail on the following pages:

1. Identification and management of material risks: the competent organisational structures implement the identification process for the risks to which the Bank could be exposed taking into consideration various elements::

- measuring the statement of financial position aggregates;
- the Strategic Business Plan, within which the top management illustrates both the short- and medium-term investment policies and objectives;
- the changed market environment, new opportunities or significant dimensional variations (absolute or relative) of the business components so as to influence positioning in the market and the resulting initial risk assessments; the introduction of new products or services;
- economic context.

- 2. Measurement/assessment of the observed risks and calculation of the relative internal capital:** the Bank defines the risk measurement, assessment and management approaches. With reference to Pillar 1 risks, the measurement approaches adopted are those used for prudential supervision purposes. With reference to the hard-to-quantify Pillar 2 risks, a judgemental type analysis is performed aimed at defining the valuation and mitigation techniques for the risk considered, in concert with the Bank's other departments.
- 3. Calculation of total internal capital and reconciliation with the regulatory capital:** adhering to the provisions of relevant legislation, the Bank calculates the total internal capital in accordance with the building block approach, which consists in adding any internal capital relative to other material risks noted in Pillar 2 to the regulatory requirements in relation to Pillar 1 risks. The Bank then conducts the reconciliation operations between total internal capital and regulatory requirements.
- 4. Determination of total capital and reconciliation with Own Funds:** the Bank analyses all the statement of financial position items available in order to quantify the total capital available. The following activity consists in reconciling Own Funds and Total Capital.
- 5. Management and maintenance of the ICAAP/ILAAP:** the Bank verifies that the total capital is sufficient to cover the previously determined Total Internal Capital requirements. If a situation of insufficiency emerges, the company's top management is promptly informed.

Upon conclusion of the Process, the analysis of capital adequacy is submitted to the attention of the Internal Audit and, for approval, to the Board of Directors.

Upon completion of the ICAAP/ILAAP, the Internal Audit Department issues an opinion that the ICAAP/ILAAP report does not contain material errors with respect to regulatory requirements, while highlighting any anomalies or areas for improvement in a special report that is submitted for approval to the Board of Directors and, afterwards, is sent to the Bank of Italy as an integral part of the documentation supporting the ICAAP/ILAAP.

For the current year, the Bank submits the requested ICAAP/ILAAP report on figures as at 31 December 2025 by 30 April 2026 as required by the deadline set out in Bank of Italy Circular No. 285.

QUANTITATIVE DISCLOSURE

The table below lists the main regulatory metrics for the Banca Sistema Group. More specifically, it provides the statement of financial position aggregates, the value of risk-weighted assets as well as the various capital ratios and regulatory requirements that the Bank is required to comply with. It also provides the main liquidity indicators, namely the Liquidity Coverage Ratio (LCR) and the Net Stable Funding Ratio (NSFR) and their components.

TEMPLATE EU KM1: KEY METRICS TEMPLATE

(Amounts in thousands of Euro)

	31.12.2025	30.06.2025	31.12.2024
Available own funds (amounts)			
Common Equity Tier 1 (CET1) capital	253,498	225,332	216,460
Tier 1 Capital	298,998	270,832	261,960
Total capital	299,594	271,553	262,356
Risk-weighted exposure amounts			
Total risk-weighted exposure amount	1,681,277	1,637,243	1,631,745
Total risk exposure amount before application of the floor	1,681,277	1,637,243	n.a
Capital ratios (as a percentage of risk-weighted exposure amount)			
Common Equity Tier 1 ratio (%)	15.078%	13.763%	13.266%
Common Equity Tier 1 ratio considering the TREA without floor (%)	15.078%	13.763%	n.a
Tier 1 ratio (%)	17.784%	16.542%	16.054%
Tier 1 ratio considering the TREA without floor (%)	17.784%	16.542%	n.a
Total capital ratio (%)	17.819%	16.586%	16.078%
Total Capital ratio considering the TREA without floor (%)	17.819%	16.586%	n.a
Additional own funds requirements to address risks other than the risk of excessive leverage (as a percentage of risk-weighted exposure amount)			
Additional own funds requirements to address risks other than the risk of excessive leverage (%)	2.400%	2.400%	2.400%
of which: to be made up of CET1 capital (percentage points)	2.400%	2.400%	2.400%
of which: to be made up of Tier 1 capital (percentage points)	2.400%	2.400%	2.400%
Total SREP own funds requirements (%)	10.400%	10.400%	10.400%
Combined buffer requirement (as a percentage of risk-weighted exposure amount)			
Capital conservation buffer (%)	2.500%	2.500%	2.500%
Conservation buffer due to macro-prudential or systemic risk identified at the level of a Member State (%)	0.000%	0.000%	0.000%
Institution specific countercyclical capital buffer (%)	0.021%	0.046%	0.016%
Systemic risk buffer (%)	0.743%	0.761%	0.387%
Global Systemically Important Institution buffer (%)	0.000%	0.000%	0.000%
Other Systemically Important Institution buffer (%)	0.000%	0.000%	0.000%

(Amounts in thousands of Euro)

	31.12.2025	30.06.2025	31.12.2024
Combined buffer requirement (%)	3.263%	3.307%	2.903%
Overall capital requirements (%)	13.663%	13.706%	13.303%
CET1 available after meeting the total SREP own funds requirements (%)	7.419%	6.186%	5.678%
Leverage ratio			
Total exposure measure	4,230,883	4,280,934	4,479,330
Leverage ratio (%)	7.169%	6.3265%	5.810%
Additional own funds requirements to address the risk of excessive leverage (as a percentage of total exposure measure)			
Additional own funds requirements to address the risk of excessive leverage (%)	0.000%	0.000%	0.000%
of which: to be made up of CET1 capital (percentage points)	0.000%	0.000%	0.000%
Total SREP leverage ratio requirements (%)	3.000%	3.000%	3.000%
Leverage ratio buffer and overall leverage ratio requirement (as a percentage of total exposure measure)			
Leverage ratio buffer requirement (%)	0.000%	0.000%	0.000%
Overall leverage ratio requirement (%)	3.000%	3.000%	3.000%
Liquidity Coverage Ratio			
Total high-quality liquid assets (HQLA) (Weighted value - average)	482,963	484,699	554,901
Cash outflows - Total weighted value	145,774	153,086	146,271
Cash inflows - Total weighted value	221,661	225,284	201,054
Total net cash outflows (adjusted value)	36,443	38,271	49,943
Liquidity coverage ratio (%)	1,362.701%	1,280.074%	1,411.674%
Net Stable Funding Ratio			
Total available stable funding	2,878,034	3,205,915	3,514,625
Total required stable funding	2,155,713	1,955,993	2,044,400
NSFR ratio (%)	133.507%	163.902%	171.915%

TEMPLATE EU OV1: OVERVIEW OF TOTAL RISK EXPOSURE AMOUNTS

The following table shows the composition of the RWA as at 30 June 2025 and 31 December 2025 and the related own funds requirements as at 31 December 2025.

(Amounts in thousands of Euro)

	RWA		Risk weighted exposure amounts (RWEAs)
	31.12.2025	30.06.2025	31.12.2025
Credit risk (excluding CCR)	1,306,903	1,231,432	104,552
of which the standardised approach	1,306,903	1,231,432	104,552
of which the foundation IRB (FIRB) approach	-	-	0
of which: slotting approach	-	-	0
of which: equities under the simple risk-weighted approach	-	-	0
of which the Advanced IRB (A-IRB) approach	-	-	0
CCR (counterparty credit risk)	25,844	33,699	2,068
of which the standardised approach	14,241	18,081	1,139
of which internal model method (IMM)	-	-	0
of which exposures to a CCP	4,387	4,182	351
of which other CCR	7,216	11,436	577
Credit valuation adjustment risk – CVA risk	743	546	59
of which the standardised approach (SA)	743	546	59
of which the basic approach (F-BA and R-BA)	0	0	0
of which simplified method	0	0	0
Not applicable			
Not applicable			
Not applicable			
Not applicable			
Settlement risk	-	-	0
Securitisation exposures in the non-trading book (after the cap)	1,296,415	85,773	103,713
of which SEC-IRBA approach	-	-	0
of which SEC-ERBA (including IAA)	-	-	0
of which SEC-SA approach	101,751	-	8,140
of which 1250%/ deduction	-	-	0
Position, foreign exchange and commodities risks (Market risk)	9,816	6,399	785
of which alternative standardised approach (ASA)	-	-	0
of which simplified standardised approach (SSA)	9,816	6,399	785
of which alternative internal model approach (AIMA)	-	-	0

(Amounts in thousands of Euro)

	RWA		Risk weighted exposure amounts (RWEAs)
	31.12.2025	30.06.2025	31.12.2025
Large exposures	-	-	0
Reclassifications between trading book positions and non-trading book positions	-	-	
Operational risk	236,221	166,209	18,898
Crypto-asset exposures	-	-	0
Amounts below the thresholds for deduction (subject to 250% risk weight) (For information)	-	-	0
Output floor applied (%)	0.000%	0.000%	0.000%
Adjustment for the application of the floor (before application of the transitional cap)	0	0	0
Adjustment for the application of the floor (following application of the transitional cap)	0	0	0
Total	2,875,941	1,524,059	230,075

As from 31 March 2025, following the notification received from the Bank of Italy in relation to the completion of the 2024 Supervisory Review and Evaluation Process (SREP), Banca Sistema will be required to comply with the following total capital requirements on a consolidated basis:

- **CET 1 Ratio** of 9.40%, which consists of a binding component of 6.90% (of which 4.5% for the minimum regulatory requirements and 2.40% to cover the additional requirements determined upon completion of the SREP) and, for the remainder, of the capital buffer component;
- **Tier 1 Ratio** of 10.90%, which consists of a binding component of 8.40% (of which 6% for the minimum regulatory requirements and 2.40% to cover the additional requirements determined upon completion of the SREP) and, for the remainder, of the capital conservation buffer component;
- **Total Capital Ratio** of 12.90%, which consists of a binding component of 10.40% (of which 8% for the minimum regulatory requirements and 2.40% to cover the additional requirements determined upon completion of the SREP) and, for the remainder, of the capital conservation buffer component.

Please also note that following the notification received from the Bank of Italy on 13 January 2026 in relation to the completion of the 2025 Supervisory Review and Evaluation Process (SREP), Banca Sistema, starting on 31 March 2026, had already informed the market and had organised its internal structure to comply with the following total capital requirements on a consolidated basis:

- **CET 1 Ratio** of 10.10%, which consists of a binding component of 7.60% (of which 4.5% for the minimum regulatory requirements and 3.10% to cover the additional requirements determined upon completion of the SREP) and, for the remainder, of the capital conservation buffer component;
- **Tier 1 Ratio** of 11.60%, which consists of a binding component of 9.10% (of which 6% for the minimum regulatory requirements and 3.10% to cover the additional requirements determined upon completion of the SREP) and, for the remainder, of the capital conservation buffer component;
- **Total Capital Ratio** of 13.60%, which consists of a binding component of 11.10% (of which 8% for the minimum regulatory requirements and 3.10% to cover the additional requirements determined upon completion of the SREP) and, for the remainder, of the capital conservation buffer component

Following the CF+ public tender and exchange offer for Banca Sistema, which is now part of the CF+ group, the SREP figures will therefore be reported on a consolidated basis.

TEMPLATE EU IFRS9 - FL: COMPARISON OF INSTITUTIONS' OWN FUNDS AND CAPITAL AND LEVERAGE RATIOS WITH AND WITHOUT THE APPLICATION OF TRANSITIONAL ARRANGEMENTS FOR IFRS 9 OR ANALOGOUS ECLS, AND WITH AND WITHOUT THE APPLICATION OF THE TEMPORARY TREATMENT IN ACCORDANCE WITH ARTICLE 468 OF THE CRR

(Amounts in thousands of Euro)

	31.12.2025	30.06.2025	31.12.2024
Available capital (amounts)			
Common Equity Tier 1 (CET1) capital	253,497	225,332	216,459
CET1 capital as if IFRS 9 or analogous ECLs transitional arrangements had not been applied			
CET1 capital as if the temporary treatment of unrealised gains and losses measured at fair value through OCI (other comprehensive income) in accordance with Article 468 of the CRR had not been applied	257,826	228,800	214,759
Tier 1 Capital	298,998	270,832	261,960
Tier 1 capital as if IFRS 9 or analogous ECLs transitional arrangements had not been applied			
Tier 1 capital as if the temporary treatment of unrealised gains and losses measured at fair value through OCI in accordance with Article 468 of the CRR had not been applied	303,326	274,300	260,259
Total capital	299,594	271,553	262,356
Total capital as if IFRS 9 or analogous ECLs transitional arrangements had not been applied			
Total capital as if the temporary treatment of unrealised gains and losses measured at fair value through OCI in accordance with Article 468 of the CRR had not been applied	303,922	275,021	260,655
Risk-weighted assets (amounts)			
Total risk-weighted assets	1,681,277	1,681,277	1,631,745
Total risk-weighted assets as if IFRS 9 or analogous ECLs transitional arrangements had not been applied			
Capital ratios			
CET1 (as a percentage of risk exposure amount)	15.078%	13.402%	13.266%
CET1 (as a percentage of risk exposure amount) as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	0.000%	0.000%	0.000%
CET1 (as a percentage of risk exposure amount) as if the temporary treatment of unrealised gains and losses measured at fair value through OCI in accordance with Article 468 of the CRR had not been applied	0.000%	0.000%	0.000%
Tier 1 (as a percentage of risk exposure amount)	17.784%	16.109%	16.054%
Tier 1 (as a percentage of risk exposure amount) as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	0.000%	0.000%	0.000%
Tier 1 (as a percentage of risk exposure amount) as if the temporary treatment of unrealised gains and losses measured at fair value through OCI in accordance with Article 468 of the CRR had not been applied	0.000%	0.000%	0.000%

(Amounts in thousands of Euro)

	31.12.2025	30.06.2025	31.12.2024
Total capital (as a percentage of risk exposure amount)	17.819%	16.152%	16.078%
Total capital (as a percentage of risk exposure amount) as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	0.000%	0.000%	0.000%
Total capital (as a percentage of risk exposure amount) as if the temporary treatment of unrealised gains and losses measured at fair value through OCI in accordance with Article 468 of the CRR had not been applied	0.000%	0.000%	0.000%
Leverage ratio			
Leverage ratio total exposure measure	4,235,211	0	4,481,031
Leverage ratio	7.0598%	0.0000%	5.8460%
Leverage ratio as if IFRS 9 or analogous ECLs transitional arrangements had not been applied			
Leverage ratio as if the temporary treatment of unrealised gains and losses measured at fair value through OCI in accordance with Article 468 of the CRR had not been applied			

QUALITATIVE DISCLOSURE

The Bank pays adequate attention to counterparty risk understood as the risk that the counterparty of a transaction – regarding specific financial instruments such as over the counter derivatives, repurchase agreements and reverse repurchase agreements on securities or commodities, security or commodity borrowing or lending transactions and Security Financing Transactions, transactions with long-term settlement in which one of the counterparties pledges to sell or purchase a security, a commodity, a foreign currency against the collection or payment of cash on a contractually established settlement date after that defined by market practice for transactions of same type – may default.

This particular type of credit risk generates a bilateral-type exposure, due to which both counterparties are exposed to the risk of incurring unforeseeable losses.

The Bank conducts a careful and balanced counterparty risk management, establishing an adequate system of limits in terms of consistency and composition of its securities portfolio.

With reference to the repurchase agreement positions, the Bank generally operates having as its counterparty the Compensation and Guarantee Fund (being an indirect participant, Banca Sistema avails itself of the clearing system provided by the depositary bank) or institutional counterparties.

The Banca Sistema Group purchased, starting in the last quarter of 2024, "Superbonus" tax credits that exceed its maximum tax and are intended for resale to third parties. The Bank of Italy requires that the tax credits that exceed the maximum amount of tax and the contracts negotiated between the parties for the resale of the tax credits be included in the trading portfolio and that the contracts traded with third parties be derivative contracts and therefore subject to the measurement of counterparty risk.

At 31 December 2025, the risk is due to repurchase transactions with the Compensation and Guarantee Fund and from purchases of "Eco-Sisma bonus 110%" tax credits which are held for trading purposes.

QUANTITATIVE DISCLOSURE

TEMPLATE EU CCR1: ANALYSIS OF CCR EXPOSURE BY APPROACH

(Amounts in thousands of Euro)

	Replacement Cost (RC)	Potential future exposure (PFE)	Effective EPE	Alpha used for computing regulatory exposure value	Exposure value pre-CRM	Exposure value post-CRM	Exposure value	RWEA
EU - Original exposure method (for derivatives)	-	-	-	1,4	0	0	0	0
EU - Simplified SA-CCR (for derivatives)	-	-	-	1,4	-	0	0	0
SA-CCR (for derivatives)	-	10,172	-	1,4	295,869	14,241	14,241	14,241
IMM (for derivatives and SFTs)			-	-	-	0	0	0
of which securities financing transactions netting sets			-		0	0	0	0
of which derivatives and long settlement transactions netting sets			-		0	0	0	0
of which from contractual cross-product netting sets			-		0	0	0	0
Financial collateral simple method (for SFTs)					0	0	0	0
Financial collateral comprehensive method (for SFTs)					17,452	3,702	3,702	740
VaR for SFTs					0	0	0	0
Total at 31/12/2025					313,321	17,943	17,943	14,981

TEMPLATE EU CCR3 – STANDARDISED APPROACH: CCR EXPOSURES BY REGULATORY EXPOSURE CLASS AND RISK WEIGHTS

(Amounts in thousands of Euro)

Exposure classes	Risk weight											Overall exposure value			
	0%	2%	4%	10%	20%	50%	70%	75%	100%	150%	Other				
Central administrations or central banks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Regional government or local authorities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Public sector entities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Multilateral development banks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
International organisations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Institutions	-	-	-	-	4,513	-	-	-	-	-	-	-	4,057	-	8,570
Corporates	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Retail	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Institutions and corporates with a short-term credit assessment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other exposures	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total as at 31/12/2025	-	-	-	-	4,513	-	-	-	-	-	-	-	4,057	-	8,570

TEMPLATE EU CCR8: EXPOSURES TO CCPS*(Amounts in thousands of Euro)*

	Exposure value	RWEA
Exposures to QCCPs (total)		4,387
Exposures for trades at QCCPs (excluding initial margin and default fund contributions); of which:	10,431	4,010
i) OTC derivatives	0	0
ii) exchange-traded derivatives	0	0
iii) SFTs	10,431	4,010
iv) netting sets where cross-product netting has been approved	0	0
Segregated initial margin	0	
Non-segregated initial margin	0	-
Prefunded default fund contributions	18,879	377
Unfunded default fund contributions	0	-
Exposures to non-QCCPs (total)		-
Exposures for trades at non-QCCPs (excluding initial margin and default fund contributions); of which:	-	-
i) OTC derivatives	-	-
ii) exchange-traded derivatives	-	-
iii) SFTs	-	-
iv) netting sets where cross-product netting has been approved	-	-
Segregated initial margin	-	
Non-segregated initial margin	-	-
Prefunded default fund contributions	-	-
Unfunded default fund contributions	-	-

QUALITATIVE DISCLOSURE

Below is the disclosure on the “Countercyclical Capital Buffer”, prepared on the basis of the ratios applicable as at 31 December 2025 and of Commission Delegated Regulation (EU) 2015/1555 of 28 May 2015 supplementing the CRR with regard to regulatory technical standards for the disclosure of information in relation to the compliance of institutions with the requirement for a countercyclical capital buffer in accordance with Article 440 CRR. As set out in Article 140(1) of Directive 2013/36/EU (CRD IV), the institution-specific countercyclical capital buffer rate consists of the weighted average of the countercyclical buffer rates that apply in the jurisdictions where the relevant credit exposures of the institution are located. The CRD IV establishes the obligation for the designated national authorities to activate an operational framework for the definition of the countercyclical capital buffer ratio (CCyB) starting from 1 January 2016. The ratio is subject to quarterly review. The European regulation was implemented in Italy with Circular no. 285 of the Bank of Italy, which contains specific rules applying to CCyB. Based on the analysis of the reference indicators, the Bank of Italy decided to set the countercyclical capital buffer rate (relating to exposures to Italian counterparties), also for the first quarter of 2026, at 0%.

QUANTITATIVE DISCLOSURE

TEMPLATE EU CCYB1: GEOGRAPHICAL DISTRIBUTION OF CREDIT EXPOSURES RELEVANT FOR THE CALCULATION OF THE COUNTERCYCLICAL BUFFER

(Amounts in thousands of Euro)

Breakdown by country	General credit exposures		Relevant credit exposures - Market risk		Securitisation exposures value for non-trading book	Exposure value	Own funds requirements			Risk-weighted exposure amounts	Own fund requirements weights	Country-cyclical buffer rate	
	Exposure value under the standardised approach	Exposure value under the IRB approach	Sum of long and short positions of trading book exposures under the standardised approach	Value of trading book exposures for internal models			Relevant credit exposures - Credit risk	Relevant credit exposures - Market risk	Relevant credit exposures - Securitisation positions in the non-trading book				Total
Italy	1,223,114	-	-	-	648,579	1,871,693	97,849	-	199,664	297,513	3,718,917	94.0363%	0.0000%
Spain	146,630	-	-	-	-	146,630	11,730	-	-	11,730	146,630	3.7077%	0.5000%
Japan	96,161	-	-	-	-	96,161	4,054	-	-	4,054	50,679	1.2815%	0.0000%
Portugal	24,570	-	-	-	-	24,570	1,966	-	-	1,966	24,570	0.6213%	0.0000%
Germany	2,247	-	-	-	-	2,247	180	-	-	180	2,247	0.0568%	0.7500%
United States	2,147	-	-	-	-	2,147	147	-	-	147	1,837	0.0464%	0.0000%
Switzerland	1,981	-	-	-	-	1,981	155	-	-	155	1,934	0.0489%	0.0000%
Brazil	1,957	-	-	-	-	1,957	157	-	-	157	1,957	0.0495%	0.0000%
France	1,660	-	-	-	-	1,660	132	-	-	132	1,646	0.0416%	1.0000%
Serbia	1,496	-	-	-	-	1,496	120	-	-	120	1,496	0.0378%	0.0000%
Sweden	1,256	-	-	-	-	1,256	100	-	-	100	1,256	0.0318%	2.0000%
United Kingdom	499	-	-	-	-	499	40	-	-	40	499	0.0126%	2.0000%
Belgium	463	-	-	-	-	463	37	-	-	37	463	0.0117%	1.0000%
Norway	397	-	-	-	-	397	32	-	-	32	397	0.0100%	2.5000%
Netherlands	69	-	-	-	-	69	9	-	-	9	109	0.0027%	2.0000%
Czech Republic	56	-	-	-	-	56	2	-	-	2	20	0.0005%	1.2500%
Ireland	42	-	-	-	-	42	6	-	-	6	70	0.0018%	1.5000%
Bulgaria	35	-	-	-	-	35	1	-	-	1	19	0.0005%	2.0000%
Greece	10	-	-	-	-	10	1	-	-	1	11	0.0003%	0.2500%
Romania	8	-	-	-	-	8	1	-	-	1	10	0.0003%	1.0000%
Denmark	-	-	-	-	-	-	-	-	-	-	-	0.0000%	2.5000%
Iceland	-	-	-	-	-	-	-	-	-	-	-	0.0000%	2.5000%
Armenia	-	-	-	-	-	-	-	-	-	-	-	0.0000%	1.7500%

North Macedonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0000%	1.7500%
Estonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0000%	1.5000%
Croatia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0000%	1.5000%
Slovakia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0000%	1.5000%
Australia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0000%	1.0000%
Cyprus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0000%	1.0000%
Faroe Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0000%	1.0000%
Hungary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0000%	1.0000%
Republic of Korea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0000%	1.0000%
Lithuania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0000%	1.0000%
Total	1,504,797	-	-	-	648,579	2,153,376	116,717	-	199,664	316,381	3,954,765	100%							

TEMPLATE EU CCYB2 - AMOUNT OF INSTITUTION-SPECIFIC COUNTERCYCLICAL CAPITAL BUFFER

Total risk exposure amount (RWA)	1,681,277	<i>(Amounts in thousands of Euro)</i>	
Institution specific countercyclical capital buffer rate	0.021%		
Institution-specific countercyclical capital buffer requirement	348		

QUALITATIVE DISCLOSURE

The Banca Sistema Group defined its credit quality policy based on the provisions in the Bank of Italy Circular no. 272 (Accounts matrix), the main definitions of which are provided on the following pages.

The Supervisory Provisions for Banks impose specific obligations on intermediaries for the monitoring and classification of loans:

“The compliance measures adopted by operating units while the disbursed loan is being monitored must be derived from internal regulations. In particular, the terms and methods of action must be set in the event of anomalies. The criteria for measurement, management and classification of irregular loans, as well as the related responsible units, must be set through a resolution by the Board of Directors in which the methods for connecting these criteria with those required for the supervisory reports are indicated. The Board of Directors must be regularly informed on the performance of the irregular loans and the related recovery procedures”. The above-mentioned Bank of Italy Circular defines “credit-impaired” financial assets as all on- and off-statement of financial position credit exposures to debtors that fall into the “non-performing” categories. Impaired credit exposures are broken down into the categories of “bad exposures”, “unlikely to pay” or “past-due and/or overdrawn exposures”. The main definitions are given below.

Bad exposures

On- and off-statement of financial position exposures (loans, securities, derivatives, etc.) owed by a party in state of insolvency (even if not judicially ascertained) or in broadly similar situations, regardless of any loss forecast formulated by the Group. Exposures whose anomalous situation is attributable to factors related to “country risk” are excluded.

This class also includes:

- a. the exposure to local institutions (municipalities and provinces) in state of financial difficulty for the portion subject to the applicable liquidation procedure;
- b. receivables acquired from third parties in which the main debtors are non-performing, regardless of the portfolio's accounting allocation;
- c. exposures to entities that qualify for classification as bad exposures and have one or more credit lines that meet the definition of non-performing exposures with forbearance measures.

Unlikely to pay

The classification in this category is first and foremost based on the Bank's judgement regarding the unlikelihood that, without having to resort to actions such as enforcing the guarantees, the debtor will completely (with regard to principal and/or interest) fulfil its credit obligations. This assessment is made independently of whether any sums (or instalments) are past due and not paid. It is therefore unnecessary to wait for explicit symptoms of irregularity (non-repayment) if there are elements that entail a situation of default risk on the part of the debtor (e.g. a crisis in the industrial sector in which the debtor operates). The set of on- and off-statement of financial position exposures to the same debtor in the above conditions is named “unlikely to pay”, unless the conditions for classifying the debtor under bad exposures exist.

Past due and/or overdrawn exposures

These are understood to be the on-statement of financial position exposures at carrying amount and off-statement of financial position exposures (loans, securities, derivatives, etc.), other than those classified as bad exposures and unlikely to pay, that, on the reference date of the report, are past due or overdrawn.

Past due and/or overdrawn exposures can also be determined by referring to the individual debtor or the individual transaction as indicated below.

a. Individual debtor approach

The overall exposure to a debtor shall be recognised as past due and/or overdrawn, in accordance with Delegated Regulation (EU) No 171/2018 of the European Commission of 19 October 2017, if, at the date of the report, the amount of principal, interest or fees outstanding at the due date exceeds both of the following thresholds: a) absolute limit of € 100 for retail exposures and of € 500 for non-retail exposures; b) relative limit of 1% as determined by the ratio of the total past due and/or overdrawn amount to the total amount of all credit exposures to the same debtor. The thresholds are verified by considering the exposures of the reporting bank as well as any exposures to the same debtor of the other intermediaries included in the prudential scope of consolidation. Exposures in equity instruments are excluded.

The thresholds must be exceeded continuously, in other words for 90 consecutive days except for certain types of commercial exposures to central administrations, local authorities and public sector entities for which the provisions of paragraphs 25 and 26 of the Guidelines apply. The provisions set out in paragraphs 16 to 20 of the Guidelines apply when calculating the number of past due days. The provisions set out in paragraph 23(d) and paragraphs 27 to 32 of the Guidelines apply to factoring transactions. For exposures involving instalments, the rules set out in article 1193 of the Italian Civil Code apply to the allocation of payments to individual instalments that are past due, unless otherwise specifically agreed in the contract. Where credit exposures are required to be broken down by past due range, the number of past due days is counted from the date when the first default occurs for each exposure, regardless of whether the thresholds are exceeded. If a debtor has several exposures that are past due and/or overdrawn by more than 90 days, these exposures shall be reported separately in the corresponding past due ranges.

b. Individual transaction approach

Past due and/or overdrawn exposures to retail parties may be determined at the level of the individual transaction. Whether an individual transaction approach or an individual debtor approach is chosen shall reflect internal risk management practices. An exposure that is past due or overdrawn shall be recognised as past due and/or overdrawn, in accordance with Delegated Regulation (EU) No 171/2018 of the European Commission of 19 October 2017, if, at the date of the report, it exceeds both of the following thresholds: a) absolute limit of € 100; b) relative limit of 1% as determined by the ratio of the total amount past due or overdrawn to the total amount of the entire credit exposure. The thresholds must be exceeded continuously, in other words for 90 consecutive days. If the entire amount of an on-statement of financial position credit exposure that is past due and/or overdrawn for more than 90 days is equal to or greater than 20% of the total on-statement of financial position credit exposures to the same debtor, the total on- and off-statement of financial position credit exposures to that debtor must be considered past due and/or overdrawn (the so-called “pulling effect”).

The numerator and denominator are calculated using the carrying amount for securities and the on-statement of financial position credit exposure for other credit positions.

The Banca Sistema Group adopts an individual debtor approach to identify non-performing exposures, meaning that it is the individual counterparty that is assessed and subsequently classified, and not the individual credit lines granted to the same counterparty.

Forborne exposures

Forborne exposures are defined as exposures that fall into the category “Non-performing exposures with forbearance measures” and “Forborne performing exposures” as defined by the Implementing Technical Standards (ITS).

A forbearance measure represents a concession towards a debtor which faces or is about to face difficulties in fulfilling its financial obligations (“financial difficulties”); a “concession” indicates one of the following actions:

- an amendment of the previous terms and conditions of a contract which the debtor is considered unable to fulfil due to its financial difficulties, that would not have been granted if the debtor was not in financial difficulty;
- a total or partial refinancing of a problem loan that would not have been granted if the debtor was not in financial difficulty.

Non-performing exposures with forbearance measures: individual on-statement of financial position exposures and revocable and irrevocable commitments to disburse funds that meet the definition of "Non-performing exposures with forbearance measures" in Annex V, Part 2, paragraph 262 of the ITS. Such exposures shall be classified as bad exposures, unlikely to pay or past due and/or overdrawn exposures, as appropriate, and shall not form a separate category of impaired assets.

The qualitative and quantitative criteria set out in paragraphs 49 to 55 of the EBA Guidelines for a distressed restructuring must also be considered when classifying forborne exposures among non-performing exposures.

Forborne performing exposures: this category includes other credit exposures that fall within the category of "forborne performing exposures" as defined in the ITS.

During 2014, the IASB issued the new financial reporting standard “IFRS9: Financial Instruments”, replacing IAS 39 “Financial Instruments: Recognition and Measurement” and in force from 1 January 2018. The final version of the new IFRS9 requires that banks revise their financial instrument management processes and criteria in terms of:

- “Classification and Measurement”: a new classification method based on analysis of the business model for the management of financial assets and related contractual cash flows. According to the results of those analyses, the assets are measured at: Amortised cost, fair value through other comprehensive income (FVOCI); fair value through profit or loss (FVTPL). In this case, reference should be made to the Business Model Policy issued by the Bank.
- “Impairment”:
 - a. the introduction of an impairment model based on expected credit loss, with the adoption of a forward-looking approach;
 - b. the classification of financial instruments into three stages of credit quality and the consequent need to establish a specific “Stage Assignment Framework”.
- the calculation of impairment losses according to the assigned credit quality stage.
- Fair value hedge accounting.

The Stage Assignment Framework adopted by Banca Sistema sets out the requirements needed to classify financial instruments on the basis of supervening “deterioration” in credit quality, in accordance with the requirements of IFRS9, i.e. with a method that is consistent among the various portfolios and within the Bank. The classification into growing stages of risk is assessed by using all the significant information contained in current processes, including credit monitoring (i.e. “reasonable and supportable information that is available without undue cost and effort”), in addition to any updates.

The method consists in the classification of financial assets in three stages of increasing risk, which correspond to the different methods for measuring impairment losses according to the uniform concept of “expected credit losses” (ECL). For this purpose, Banca Sistema has implemented a model for the calculation of provisions covering expected losses on financial instruments based on:

- the portion of lifetime ECL resulting from possible default events within the 12 months after the reporting date (Stage 1);
- on the estimation of the Lifetime ECL, i.e. on the calculation of expected credit losses resulting from the default of the counterparty over the remaining life of the instrument (Stage 2);
- on the estimation of lifetime ECLs i.e. on the calculation of expected losses calculated with reference to the entire contractual lifetime of the exposure being valued (Stage 3).

So, the Stage Assignment Framework requires classifying the performing financial instruments in two different stages, with each one representing an increasing level of risk:

- Stage 1 contains all performing loans that, whether originated or purchased, have not undergone an “SICR” or, although their credit risk has changed over time, they are characterised by a low level of credit risk at the reporting date;
- Stage 2 contains the loans and receivables which, at the reporting date, have had an SICR since their initial recognition and that risk level is no longer considered to be low.

Classification in Stage 3 is instead required for all relationships in default at the reporting date according to the definition of non-performing loan given in current regulatory instructions, and thus aligned with the 7th update to Bank of Italy Circular no. 272 of 30 July 2008, i.e. those which have the characteristics mentioned in paragraph B5.5.37 of IFRS9, which correspond to the “FINAL draft Implementing Technical Standards” (“ITS”) containing the implementing technical standards on forbearance (FBE) and non-performing exposures (EBA/ITS /2013/03/rev1 24/7/2014). Moreover, Stage 3 maintains without any changes the classification into administrative stages of credit quality pursuant to Bank of Italy regulations.

The loans and receivables measurement process is carried out in the following steps:

- identification, in the loans and receivables portfolio, of objective evidence of impairment (in Stage 3) or a supervening significant increase in credit risk (in Stage 2);
- analysis of the significance of the individual asset subject to impairment. In particular, after having found objective evidence of impairment of the loans and receivables portfolio, the measurement process must determine whether that evidence refers to: a single significant exposure, which necessarily has to be subject to an individual measurement process;
- measurement of the impairment on an individual basis (individual measurement) or by uniform classes of assets (collective measurement).

The loans and receivables that do not show objective evidence of impairment, and as such are not subject to individual measurement, or the loans and receivables for which the individual measurement process produces a forecast of full recovery, must undergo a collective measurement process (Stage 1 or Stage 2 scope).

The accounting standard requires that in the case of non-performing loans, including those for which the measurement process produces a forecast of full recovery, are subject to individual impairment, which is determined individually or through the use of predetermined percentages.

The loans and receivables classified in Stage 3 and in the following risk classes defined in Bank of Italy Circular no. 272/08 are subject to individual impairment:

- Bad exposures
- Unlikely to pay
- More than 90 days past due

QUANTITATIVE DISCLOSURE

TEMPLATE EU CQ1: CREDIT QUALITY OF FORBORNE EXPOSURES AT 31 DECEMBER 2025

(Amounts in thousands of Euro)

	Gross carrying amount/nominal amount of forborne exposures		Non-performing forborne exposures		Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions		Collateral received and financial guarantees received on forborne exposures	
	Performing forborne exposures	of which:		on performing forborne exposures	on non-performing forborne exposures	of which:		
		of which: defaulted	of which: impaired			of which: Collateral and financial guarantees received on performing exposures with forbearance measures	of which: Collateral and financial guarantees received on forborne exposures	
Cash balances at central banks and other demand deposits	0	0	0	0	0	-	-	-
Loans and Advances	3,230	864	864	864	(4)	(0)	-	-
Central banks	0	0	0	0	0	0	-	-
Public administrations	2,720	863	863	863	(1)	(0)	-	-
Credit institutions	0	0	0	0	0	0	-	-
Other financial corporations	0	0	0	0	0	0	-	-
Non-financial corporations	509	1	1	1	(3)	0	-	-
Households	0	0	0	0	0	0	-	-
Debt instruments	0	0	0	0	0	0	-	-
Loan commitments	0	0	0	0	0	0	-	-
Total	3,230	864	864	864	(5)	(0)	-	-

EMPLATE EU CQ3: CREDIT QUALITY OF PERFORMING AND NON-PERFORMING EXPOSURES BY PAST DUE DAYS AT 31 DECEMBER 2025

(Amounts in thousands of Euro)

	Gross carrying amount/nominal amount										
	Performing exposures				Non-performing exposures						
	Not past due or past due ≤ 30 days	Past due > 30 days ≤ 90 days	Unlikely to pay that are not past due or past due ≤ 90 days	Past due > 90 days ≤ 180 days	Past due > 180 days ≤ 1 year	Past due > 1 year ≤ 2 years	Past due > 2 years ≤ 5 years	Past due > 5 years ≤ 7 years	Past due > 7 years	of which defaulted	
Cash balances at central banks and other demand deposits	106,728	-	-	-	-	-	-	-	-	-	-
Loans and Advances	2,003,100	91,255	427,763	9,387	27,480	15,244	91,713	38,701	90,779	420,376	
Central banks	17	1	-	-	-	-	-	-	-	-	
Public administrations	401,025	80,974	280,502	2,818	5,906	10,753	61,856	36,037	66,006	280,502	
Credit institutions	83	2	-	-	-	-	-	-	-	-	
Other financial corporations	70,139	2	4,182	1	-	4	-	-	-	4,182	
Non-financial corporations	826,673	167	107,056	4,595	18,921	1,325	23,470	1,468	22,613	103,536	
of which SMEs	133,287	16	48,285	1	12,424	1,241	9,684	1,350	6,538	48,285	
Households	705,163	10,109	36,023	1,973	2,653	3,162	6,386	1,196	2,160	32,157	
Debt instruments	1,410,591	-	-	-	-	-	-	-	-	-	
Central banks	-	-	-	-	-	-	-	-	-	-	
General governments	1,231,341	-	-	-	-	-	-	-	-	-	
Credit institutions	-	-	-	-	-	-	-	-	-	-	
Other financial corporations	179,250	-	-	-	-	-	-	-	-	-	
Non-financial corporations	-	-	-	-	-	-	-	-	-	-	
Off-statement of financial position exposures	356,672	-	27,039	-	-	-	-	-	-	27,039	
Central banks	-	-	-	-	-	-	-	-	-	-	
Public administrations	-	-	-	-	-	-	-	-	-	-	
Credit institutions	-	-	-	-	-	-	-	-	-	-	
Other financial corporations	-	-	-	-	-	-	-	-	-	-	
Non-financial corporations	-	-	-	-	-	-	-	-	-	-	
Households	-	-	-	-	-	-	-	-	-	-	
Total	3,350,912	2,892,876	490,826	11,360	30,133	18,407	98,099	39,897	92,939	479,572	

EMPLATE EU CQ5²: CREDIT QUALITY OF LOANS AND ADVANCES TO NON-FINANCIAL CORPORATIONS BY INDUSTRY*(Amounts in thousands of Euro)*

	Gross carrying amount				Accumulated impairment	Accumulated negative changes in fair value due to credit risk on non-performing exposures
		of which: non-performing		of which: loans and advances subject to impairment		
			of which: defaulted			
Agriculture, forestry and fishing	4,416	4,162	4,162	4,416	(2,503)	-
Mining and quarrying	1	-	-	1	(0)	-
Manufacturing	58,127	3,950	3,950	58,127	(2,849)	-
Electricity, gas, steam and air conditioning supply	75,765	5,908	5,783	75,765	(1,297)	-
Water supply	21,402	10,777	10,777	21,402	(2,317)	-
Construction	67,884	14,209	14,209	67,884	(5,987)	-
Wholesale and retail trade	59,945	30,062	30,062	59,945	(16,660)	-
Transport and storage	26,031	1,784	1,784	26,031	(891)	-
Accommodation and food service activities	11,216	631	631	11,216	(404)	-
Information and communication	56,736	5,934	2,538	56,736	(5,985)	-
Financial and insurance activities	537	536	536	537	(62)	-
Real estate activities	223	-	-	223	(81)	-
Professional, scientific and technical activities	48,692	6,559	6,559	48,692	(1,899)	-
Administrative and support service activities	45,372	2,796	2,796	45,372	(1,635)	-
Public administration and defence, compulsory social security	1	-	-	1	(0)	-
Education	69	1	1	69	(0)	-
Human health services and social work activities	59,686	6,070	6,070	59,686	(4,464)	-
Arts, entertainment and recreation	137,888	13,536	13,536	137,888	(3,672)	-
Other services	259,739	141	141	259,739	(625)	-
Total	933,729	107,056	103,536	933,729	(51,253)	-

(2) Template EU CQ5: refers only to non-financial corporations

TEMPLATE EU CG6: COLLATERAL VALUATION - LOANS AND ADVANCES

(Amounts in thousands of Euro)

	Loans and Advances											
	Performing					Non-performing						
			of which past due > 30 days < 90 days	Unlikely to pay that are not past due or past due ≤ 90 days		of which past due > 90 days and ≤ 180 days	of which past due > 180 days and ≤ 1 year	of which past due > 1 year ≤ 2 years	of which past due > 2 year ≤ 5 years	of which past due > 5 year ≤ 7 years	of which past due > 7 years	
Gross carrying amount	2,430,863	2,003,099	91,254	427,763	154,459	273,304	9,387	27,480	15,244	91,713	38,701	90,779
of which: secured	1,025,228	965,433	10,088	59,794	22,723	37,072	6,331	15,405	4,194	9,989	838	314
of which: secured with Immovable property	1,856	1,856	0	0	0	-	-	-	-	-	-	-
of which instruments with LTV higher than 60% and lower or equal to 80%	367	367		0	0	-						
of which instruments with LTV higher than 80% and lower or equal to 100%	0	0		0	0	-						
of which instruments with LTV higher than 100%	0	0		0	0	-						
Accumulated impairment for secured assets	(14,200)	(1,809)	(55)	(12,391)	(5,012)	(7,379)	(142)	(1,257)	(769)	(4,783)	(323)	(103)
Collateral												
of which value capped at the value of exposure	690,005	668,670	2,043	21,335	14,580	6,756	636	1,243	1,352	2,801	515	210
of which immovable property	1,856	1,856	-	0	0	-	-	-	-	-	-	-
of which value above the cap	38,116	33,328	-	4,787	4,787	-	-	-	-	-	-	-
of which: Immovable property	2,535	2,535	-	0	0	-	-	-	-	-	-	-
Financial guarantees received	251,322	231,553	-	19,770	711	19,058	4,302	11,840	828	2,087	-	-
Accumulated partial write-off	-	-	-	-	-	-	-	-	-	-	-	-

PERFORMING AND NON-PERFORMING EXPOSURES AND RELATED PROVISIONS AT 31 DECEMBER 2025 (EU CR1 UNDER REG. 2021/637)- 1/2*(Amounts in thousands of Euro)*

	Gross carrying amount/nominal amount					
	Performing exposures			Non-performing exposures		
	of which stage 1	of which stage 2	of which stage 3	of which stage 2	of which stage 3	of which stage 3
Cash balances at central banks and other demand deposits	106,728	-	-	-	-	-
Loans and advances	2,003,099	1,933,449	69,650	427,763	425,377	425,377
Central banks	17	17	-	-	-	-
Public administrations	401,025	395,269	5,756	280,502	-	278,115
Credit institutions	83	82	-	-	-	-
Other financial corporations	70,139	70,139	-	4,182	-	4,182
Non-financial corporations	826,673	808,063	18,609	107,056	-	107,056
of which SMEs	133,287	129,832	3,455	48,285	-	48,285
Households	705,163	659,878	45,284	36,023	-	36,023
Debt securities	1,410,591	1,409,030	-	-	-	-
Central banks	-	-	-	-	-	-
General governments	1,231,341	1,231,341	-	-	-	-
Credit institutions	-	-	-	-	-	-
Other financial corporations	179,250	177,689	-	-	-	-
Non-financial corporations	-	-	-	-	-	-
Off-statement of financial position exposures	356,672	356,672	-	27,039	-	27,039
Central banks	-	-	-	-	-	-
General governments	-	-	-	-	-	-
Credit institutions	2,446	2,446	-	-	-	-
Other financial corporations	18,749	18,749	-	-	-	-
Non-financial corporations	334,631	334,631	-	27,039	-	27,039
Households	845	845	-	-	-	-
Total as at 31/12/2025	3,877,090	3,805,878	69,650	427,763	0	452,415

PERFORMING AND NON-PERFORMING EXPOSURES AND RELATED PROVISIONS AT 31 DECEMBER 2025 (EU CR1 UNDER REG. 2021/637)- 2/2*(Amounts in thousands of Euro)*

	Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions						Accumulated partial write-off	Collaterals and financial guarantees received	
	Performing exposures – accumulated impairment and provisions			Non-performing exposures – accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions				on performing exposures	on non-performing exposures
	of which stage 1	of which stage 2	of which stage 3						
Cash balances at central banks and other demand deposits	(1)	-	-	-	-	-	-	-	-
Loans and advances	(5,252)	(4,902)	(350)	(61,219)	0	(61,216)	900,223	41,105	
Central banks	(0)	(0)	-	-	-	-	-	-	
Public administrations	(1,233)	(1,229)	(4)	(6,496)	-	(6,493)	0	0	
Credit institutions	(0)	(0)	(0)	0	-	0	-	-	
Other financial corporations	(113)	(113)	0	(182)	-	(182)	791	0	
Non-financial corporations	(3,067)	(2,913)	(153)	(48,186)	-	(48,186)	231,553	19,770	
of which SMEs	(454)	(446)	(7)	(17,349)	-	(17,349)	97,604	13,993	
Households	(839)	(647)	(192)	(6,354)	-	(6,354)	667,878	21,335	
Debt securities	(450)	(450)	-	-	-	-	-	-	
Central banks	-	-	-	-	-	-	-	-	
General governments	(391)	(391)	-	-	-	-	-	-	
Credit institutions	-	-	-	-	-	-	-	-	
Other financial corporations	(58)	(58)	-	-	-	-	-	-	
Non-financial corporations	0	0	-	-	-	-	-	-	
Off-statement of financial position exposures	6	6	-	-	-	-	1,167	18,034	
Central banks	-	-	-	-	-	-	-	-	
General governments	0	0	-	-	-	-	-	-	
Credit institutions	1	1	-	-	-	-	-	-	
Other financial corporations	-	-	-	-	-	-	30	0	
Non-financial corporations	4	4	-	-	-	-	1,121	18,034	
Households	(0)	(0)	-	-	-	-	16	0	
Total as at 31/12/2025	(5,698)	(5,347)	-	-	-	-	901,390	59,139	

TEMPLATE EU CR1-A: MATURITY OF EXPOSURES*(Amounts in thousands of Euro)*

	Net exposure value					
	On demand	<= 1 anno	> 1 year ≤ 5 years	>5 years	No stated maturity	Total
Loans and advances	192,421	1,275,194	472,955	395,142	24,309	2,360,022
Debt securities		203,552	865,473	343,582		1,412,607
Total as at 31/12/2025	192,421	1,478,745	1,338,428	738,724	24,309	3,772,629

TEMPLATE EU CR2: CHANGES IN THE STOCK OF NON-PERFORMING LOANS AND ADVANCES*(Amounts in thousands of Euro)*

	31.12.2025
	Gross carrying amount
Initial stock of non-performing loans and advances	332,805
Inflows to non-performing portfolios	303,720
Outflows from non-performing portfolios	(208,761)
Outflows due to write-offs	(2,115)
Outflow due to other situations	(206,646)
Final stock of non-performing loans and advances	427,763

TEMPLATE EU CR2A: CHANGES IN THE STOCK OF NON-PERFORMING LOANS AND ADVANCES AND RELATED NET ACCUMULATED RECOVERIES*(Amounts in thousands of Euro)*

	Gross carrying amount	Related net cumulated recoveries
Initial stock of non-performing loans and advances	332,804	
Inflows to non-performing portfolios	303,720	
Outflows from non-performing portfolios	(208,762)	
Outflow to performing portfolio	(5,697)	
Outflow due to loan repayment, partial or total	(200,949)	
Outflow due to collateral liquidations	0	-
Outflow due to taking possession of collateral	0	-
Outflow due to sale of instruments	0	-
Outflow due to risk transfers	0	-
Outflows due to write-offs	(2,115)	
Outflow due to other situations	0	
Outflow due to reclassification as held for sale	0	
Final stock of non-performing loans and advances	427,763	

At 31 December 2025, the Large Exposures of the Parent (exposures equal to or greater than 10% of Own Funds) consist of 17 positions for a sum of:

- Carrying amount € 4,888,885 (in thousands)
- Weighted amount € 621,715 (in thousand)

QUALITATIVE DISCLOSURE

The encumbered assets of the Bank include debt instruments used as collateral in repurchase agreements. The encumbered assets also include loans to non-financial corporations as security c/o the Central Bank via ABACO and the QC receivables securitised in the vehicle “QUINTO SISTEMA SEC. 2017 S.R.L”.

In order to avoid excessive recourse to over collateralisation of the securities available, the Bank, starting from 2016, consistent with the prudential supervisory provisions, established, within the purview of the Risk Appetite Framework, that an adequate level of readily monetizable assets be available in line with the business outlook.

As at 31 December 2025, encumbered debt instruments amounted to approximately € 720 million, while other encumbered assets mainly included the carrying amount of receivables in ABACO, securitised receivables with reference to the special purpose vehicles Quinto Sistema Sec. 2019 S.r.l./Quinto Sistema Sec. 2017 S.r.l. and BS IVA, and the security deposit with the Compensation and Guarantee Fund.

Lastly, Table AE3 shows the amount of liabilities associated with the encumbered assets and ABS securities issued by the Group.

QUANTITATIVE DISCLOSURE

TEMPLATE AE1: ENCUMBERED AND UNENCUMBERED ASSETS

(Amounts in thousands of Euro)

	Carrying amount of encumbered assets		Fair value of encumbered assets		Carrying amount of unencumbered assets		Fair value of unencumbered assets	
		of which notionally eligible EHQLA and HQLA		of which notionally eligible EHQLA and HQLA		of which EHQLA and HQLA		of which EHQLA and HQLA
Assets of the reporting institution	1,253,274	719,908			3,154,444	249,326		
Equity instruments	0	0	0	0	5,385	0	5,385	0
Debt securities	786,432	719,908	786,200	719,907	383,933	228,693	418,631	228,693
of which covered bonds	0	0	0	0	0	0	0	0
of which: securitisations	2,433	0	780	0	30,615	0	5,768	0
of which issued by general governments	751,856	719,908	719,907	719,907	330,763	228,693	360,048	228,693
of which issued by financial corporations	16,893	0	16,893	0	54,072	0	54,090	0
of which issued by non-financial corporations	0	0	0	0	0	0	0	0
Other assets	481,362	0			2,771,613	17,283		

TEMPLATE EU AE2 - COLLATERAL RECEIVED AND OWN DEBT SECURITIES ISSUED*(Amounts in thousands of Euro)*

	Total collateral received and own debt securities issued			
	Fair value of encumbered collateral received or own debt securities issued	Unencumbered		
		of which notionally eligible EHQLA and HQLA	Fair value of collateral received or own debt securities issued available for encumbrance	of which EHQLA and HQLA
Collateral received by the reporting entity	-	-	-	-
Loans on demand	-	-	-	-
Equity instruments	-	-	-	-
Debt securities	-	-	-	-
of which covered bonds	-	-	-	-
of which securitisations	-	-	-	-
of which issued by general governments	-	-	-	-
of which issued by financial corporations	-	-	-	-
of which issued by non-financial corporations	-	-	-	-
Loans and advances other than loans on demand	-	-	-	-
Other collateral received	-	-	-	-
Own debt securities issued other than own covered bonds or securitisations	-	-	-	-
Own covered bonds and asset-backed securities issued and not yet pledged			-	-
Total collateral received and own debt securities issued	1,253,275	719,908		

TEMPLATE AE3: SOURCES OF ENCUMBRANCE*(Amounts in thousands of Euro)*

	Matching liabilities, contingent liabilities or securities lent	Assets, collateral received and own debt securities issued other than covered bonds and securitisations encumbered
Carrying amount of selected financial liabilities	899,976	860,710

QUALITATIVE DISCLOSURE

Banca Sistema calculates the capital requirement with respect to credit risk based on the standardised approach. As at 31 December 2025, the Bank availed itself of the rating issued by the ECAI:

- “Dominion Bond Rating Service” (DBRS), for exposures to: Central Administrations and Central Banks; supervised brokers; public sector institutions and territorial entities;
- “Fitch Ratings” / “Standard & Poor’s” with regard to exposures to businesses and other parties.

The identification of a reference ECAI does not represent in any way, in subject matter or in purposes, an assessment on the merit of the opinions made by the ECAI or a support of the methodologies used, for which the External Credit Assessment Institutions remain solely responsible.

QUANTITATIVE DISCLOSURE

TEMPLATE EU CR4: STANDARDISED APPROACH – CREDIT RISK EXPOSURE AND CRM EFFECTS

(Amounts in thousands of Euro)

Exposure classes	Exposures before CCF and before CRM		Exposures post CCF and post CRM		RWAs and RWAs density	
	On-statement of financial position exposures	Off-statement of financial position exposures	On-statement of financial position exposures	Off-statement of financial position exposures	RWA	RWAs density
Central administrations or central banks	1,523,647	0	1,693,163	0	30,648	1.810%
Public sector entities not belonging to central administrations	214,788	0	214,788	0	33,278	15.494%
Regional government or local authorities	48,241	0	48,242	0	7,884	16.344%
Public sector entities	166,546	0	166,546	0	25,394	15.247%
Multilateral development banks	0	0	4,893	0	0	0.000%
International organisations	0	0	0	0	0	0.000%
Institutions	42,183	0	38,126	0	7,188	18.854%
Covered bonds	0	0	0	0	0	0.000%
Corporates	835,373	289,270	709,787	3,369	515,725	72.316%
of which specialised lending	0	0	0	0	0	0.000%
Exposures to subordinated debt and equity instruments	6,496	0	6,496	0	1,496	23.027%
Exposures to subordinated debt	0	0	0	0	0	0.000%
Equity instruments	6,496	0	6,496	0	1,496	23.027%
Retail	259,819	55,214	252,107	1,970	151,238	59.524%
Exposures secured by mortgages on immovable properties and ADC exposures	1,856	0	1,856	0	435	23.444%
Exposures secured by mortgages on residential immovable properties – non-IPRE	1,856	0	1,856	0	435	23.444%
Exposures secured by mortgages on residential immovable properties – IPRE	0	0	0	0	0	0.000%
Exposures secured by mortgages on non-residential properties – non-IPRE	0	0	0	0	0	0.000%
Exposures secured by mortgages on non-residential properties – IPRE	0	0	0	0	0	0.000%
Acquisition, development and construction (ADC)	0	0	0	0	0	0.000%
Exposures in default	358,873	27,039	328,879	0	481,406	146.378%
Institutions and corporates with a short-term credit assessment	0	0	0	0	0	0.000%
Collective investment undertakings (CIU)	0	0	0	0	0	0.000%
Other items	72,739	0	86,824	0	85,487	98.460%
Total	3,315,777	371,523	3,336,921	5,339	1,306,903	39.102%

TEMPLATE EU CR5 - STANDARDISED APPROACH

(Amounts in thousands of Euro)

Exposure classes	Risk weight																	Total	of which unrated								
	0%	2%	4%	10%	20%	30%	35%	40%	45%	50%	60%	70%	75%	80%	90%	100%	105%			110%	130%	150%	250%	370%	400%	1250%	Other
Central administrations or central banks	1,679,696	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,014	-	-	-	-	11,454	-	-	-	1,693,164	1,693,164
Public sector entities not belonging to central administrations	61,951	-	-	147,904	-	-	-	-	-	2,472	-	-	-	-	-	-	2,461	-	-	-	-	-	-	-	-	214,788	214,788
Regional government or local authorities	8,820	-	-	39,422	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	48,242	48,242
Public sector entities	53,131	-	-	108,482	-	-	-	-	-	2,472	-	-	-	-	-	-	2,461	-	-	-	-	-	-	-	-	166,546	166,546
Multilateral development banks	4,893	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,893	4,893
International organisations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Institutions	3,890	-	-	33,778	-	-	-	-	-	51	-	-	-	-	-	-	406	-	-	-	-	-	-	-	-	38,126	37,133
Covered bonds	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Corporates	163	-	-	150,978	-	-	-	-	-	145,268	-	-	2	-	-	-	414,989	-	-	-	-	16,272	-	-	-	727,671	562,789
of which specialised lending	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Exposures to subordinated debt and equity instruments	5,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,496	-	-	-	-	-	-	-	-	6,496	6,496
Exposures to subordinated debt	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Equity instruments	5,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,496	-	-	-	-	-	-	-	-	6,496	6,496
Retail exposures	-	-	-	-	-	-	-	-	-	92,824	-	-	-	-	-	-	161,253	-	-	-	-	-	-	-	-	254,078	254,078
Exposures secured by mortgages on immovable properties and ADC exposures	-	-	-	1,740	-	-	-	-	-	-	-	-	-	116	-	-	-	-	-	-	-	-	-	-	-	1,856	1,856
Exposures secured by mortgages on residential immovable properties – non-IPRE	-	-	-	1,740	-	-	-	-	-	-	-	-	-	116	-	-	-	-	-	-	-	-	-	-	-	1,856	1,856
without applying loan splitting	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
applying loan splitting (with collateral)	-	-	-	1,740	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,740	1,740
applying loan splitting (without collateral)	-	-	-	-	-	-	-	-	-	-	-	-	-	116	-	-	-	-	-	-	-	-	-	-	-	116	116
Exposures secured by mortgages on residential immovable properties – IPRE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Exposures secured by mortgages on non-residential properties – non-IPRE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
without applying loan splitting	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
applying loan splitting (with collateral)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

(Amounts in thousands of Euro)

Exposure classes	Risk weight																Total	of which unrated										
	0%	2%	4%	10%	20%	30%	35%	40%	45%	50%	60%	70%	75%	80%	90%	100%			105%	110%	130%	150%	250%	370%	400%	1250%	Other	
applying loan splitting (without collateral)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Exposures secured by mortgages on non-residential properties – IPRE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Acquisition, development and construction (ADC)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Exposures in default	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23,825	-	-	-	305,055	-	-	-	-	-	-	328,879
Institutions and corporates with a short-term credit assessment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Collective investment undertakings (CIU)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other items	1,337	-	-	-	-	-	-	-	-	-	-	-	-	-	-	85,487	-	-	-	-	-	-	-	-	-	-	86,824	
TOTAL	1,756,930	-	-	-	334,400	-	92,824	-	147,791	-	-	161,371	-	530,678	-	-	321,327	11,454	-	-	-	-	-	-	-	-	3,356,776	

QUALITATIVE DISCLOSURE

Market risk represents the downside risk deriving from adverse changes in market prices (stock prices, interest rates, exchange rates, commodity prices, risk factor volatility, etc.) related to the regulatory trading book (position, regulatory and concentration risks) and to the entire accounts of the Bank (foreign exchange risk and commodity position risk).

Banca Sistema calculates the capital requirement with respect to market risk based on the standardised approach.

The regulation identifies and governs the treatment of different types of market risk related to the regulatory trading book.

At 31 December 2025, the Bank was exposed to market risk as the Group purchased "Eco-Sisma bonus 110%" tax credits for trading purposes starting in the last quarter of 2023.

QUALITATIVE DISCLOSURE

TEMPLATE EU MR1 - MARKET RISK BASED ON THE STANDARDISED APPROACH

EUR	31.12.2025
	RWEA
Products other than options	
Interest rate risk (generic and specific)	9,815
Equity risk (generic and specific)	-
Foreign exchange risk	-
Position risk on commodities	-
Options	
Simplified method	-
Delta plus method	-
Scenario method	-
Securitisation (specific risk)	-
Total	9,815

QUALITATIVE DISCLOSURE

Operational risk is the risk of loss arising from inadequate or non-functioning internal processes, human resources or systems, or from external events. This type of risk includes the following events:

- fraud;
- human errors;
- business disruption;
- unavailability of systems;
- inadequate execution of processes;
- breaches of contract;
- natural catastrophes etc.

Operational risk includes legal risk, whereas it does not include strategic risks and reputational risks. Operational risk, therefore, refers to other types of events that, under present conditions, would not be individually relevant if not analysed jointly and quantified for the entire risk category.

For the purposes of determining the capital requirement to cover operational risk, the Bank adopts the SMA (Standardised Measurement Approach). For the purposes of determining the own funds requirement for operational risk, the Bank applies the approach set out in Regulation (EU) no. 575/2013 as amended by CRR3, under which the requirement is equal to the Business Indicator Component (BIC) calculated pursuant to Articles 312 and 313.

To effectively mitigate risks, the Bank has implemented several risk mitigation measures. These include:

- updating its ICT equipment to ensure greater control and resilience against ICT risks;
- strengthening its infrastructure by implementing security measures to increase the level of security for remote activities, contracting with market partners who are vertically specialised in this specific field for routine operations. These measures have been in place since the beginning of the pandemic and aim to provide the Bank with a robust infrastructure for activities outside its offices, and at the same time, raise security standards;
- monitoring tools have been put in place to identify vulnerabilities in the infrastructure and provide insight into the necessary remedial actions;
- increasing monitoring and defence activities to address potential malware threats;
- implementing user geolocation mechanisms to enforce two-factor authentication for those connecting from abroad;
- managing an adequate back-up plan with the help of specialised providers;
- separating the back-up environment from the production environment, including to mitigate the effects of a possible ransomware attack;
- introducing tools to counter cyber attacks via e-mail (phishing);
- simulating phishing attacks to assess the ability of users to respond;
- providing targeted training on cyber risks for the entire Bank in order to increase the level of awareness and provide operational guidance to mitigate such risks;
- defining capacity planning for IT platforms to deal with work peaks;
- verifying, at the suppliers' premises, compliance with outsourcing policies;
- obtaining cyber risk coverage to mitigate the impact of any cyberattacks;
- periodically updating the Business Impact Analysis to identify critical processes for the Bank;
- periodically updating a Business Continuity Plan;
- conducting, at least annually, Disaster Recovery tests for all critical business platforms;

- periodically updating the cybersecurity policy in response to significant security policy changes;
- conducting an annual review of the operational plan of IT initiatives;
- a coherent ICT Group structure, in view of the changes in the relevant sector;
- planning, at least annually, a review of ICT Risks;
- has planned annual ICT cost adequacy analysis.

QUANTITATIVE DISCLOSURE

On the basis of the approach illustrated above, the capital requirement covering operational risk at 31 December 20245 was € 18.5 million.

TEMPLATE EU OR2: BUSINESS INDICATOR, COMPONENTS AND SUBCOMPONENTS

(Amounts in thousands of Euro)

	31.12.2025	31.12.2024	31.12.2023	Average value
Business indicator (BI) and subcomponents				
Interest, lease and dividend component (ILDC)				71,990
ILDC related to the individual institution/ consolidated Group (excluding entities considered by Article 314(3))				71,990
Interest and lease income				
Interest and lease expense				
Total assets/asset component				
Dividend income/dividend component				
Services component (SC)				48,736
Fee and commission income				
Fee and commission expense				
Other operating income				
Other operating expense				5,441
Financial component (FC)				36,754
Net profit or net loss applicable to trading book (TB)				
Net profit or net loss applicable to banking book (BB)				
Approach followed to determine the TB/BB boundary (PBA or accounting approach)				
Business indicator (BI)				157,480
Business indicator component (BIC)				18,897

INFORMATION ON BI

	31.12.2025
BI gross of excluded divested activities	157,480
Reduction in BI due to excluded divested activities	0
Impact in BI of mergers/acquisitions	4,420

TEMPLATE EU OR3: OWN FUNDS REQUIREMENTS FOR OPERATIONAL RISK AND RISK EXPOSURE AMOUNTS

Business indicator component (BIC)	18,897
Own funds requirements (OROF) calculated under the alternative standardised approach (ASA) in accordance with Article 314(4)	0
Not applicable	
Minimum Required Operational Risk Own Funds Requirements (OROF)	18,897
Operational Risk Exposure Amounts (REA)	236,221

SECTION 13 – EQUITY EXPOSURES: DISCLOSURE OF POSITIONS
HELD IN THE BANKING BOOK

QUALITATIVE DISCLOSURE

Investments in equity instruments, included in the banking book, pursue a plurality of objectives such as: strategic, institutional, financial investment and support for operations.

Accounting techniques

The exposures in equity instruments included in the banking book are classified in the financial statement items Equity investments and Financial assets measured at fair value through other comprehensive income.

Financial assets measured at fair value through other comprehensive income (FVOCI)

Classification criteria

This category includes the financial assets that meet both the following conditions:

- financial assets that are held under a business model whose aim is achieved both through the collection of contractual cash flows and through sale (“Held to Collect and Sell” business model);
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding (“SPPI Test” passed).

This item also includes equity instruments, not held for trading, for which the option was exercised upon initial recognition of their designation at fair value through other comprehensive income.

In particular, this item includes:

- debt instruments that can be attributed to a Held to Collect and Sell business model and that have passed the SPPI test;
- equity interests, that do not qualify as investments in subsidiaries, associates or joint ventures and are not held for trading, for which the option has been exercised of their designation at fair value through other comprehensive income.

Except for the equity instruments which cannot be reclassified, financial assets may be reclassified to other categories of financial assets only if the entity changes its own business model for management of the financial assets.

In such cases, which are expected to be absolutely infrequent, the financial assets may be reclassified from those measured at fair value through other comprehensive income to one of the other two categories established by IFRS 9 (Financial assets measured at amortised cost or Financial assets measured at fair value through profit or loss). The transfer value is the fair value at the time of the reclassification and the effects of the reclassification apply prospectively from the reclassification date. In the event of reclassification from this category to the amortised cost category, the cumulative gain (loss) recognised in the valuation reserve is allocated as an adjustment to the fair value of the financial asset at the reclassification date. In the event of reclassification to the fair value through profit or loss category, the cumulative gain (loss) previously recognised in the valuation reserve is reclassified from equity to profit (loss).

Recognition criteria

Initial recognition of the financial assets is at the date of disbursement, based on their fair value including the transaction costs/income directly attributable to the acquisition of the financial instrument. Costs/income having the previously mentioned characteristics that will be repaid by the debtor or that can be considered as standard internal administrative costs are excluded. The initial fair value of a financial instrument is usually the cost incurred for its acquisition.

Measurement and recognition criteria for income components

Following initial recognition, financial assets are measured at their fair value with any gains or losses resulting from a change in the fair value compared to the amortised cost recognised in a specific equity reserve recognised in the statement of comprehensive income up until said financial asset is derecognised or an impairment loss is recognised.

Equity instruments, for which the choice has been made to classify them in this category, are measured at fair value and the amounts recognised in other comprehensive income cannot be subsequently transferred to profit or loss, not even if they are sold (the so-called OCI exemption). The only component related to these equity instruments that is recognised through profit or loss is their dividends. Fair value is determined on the basis of the criteria already described for Financial assets measured at fair value through profit or loss.

For the equity instruments included in this category, which are not quoted on an active market, the cost approach is used as the estimate of fair value only on a residual basis and in a small number of circumstances, i.e., when all the measurement methods referred to above cannot be applied, or when there are a wide range of possible measurements of fair value, in which cost represents the most significant estimate.

Financial assets measured at fair value through other comprehensive income are subject to the verification of the significant increase in credit risk (impairment) required by IFRS 9, with the consequent recognition through profit or loss of an impairment loss to cover the expected losses.

Derecognition criteria

Financial assets are derecognised when the contractual rights on the cash flows deriving from the assets expire, or in the case of a transfer, when the same entails the substantial transfer of all risks and rewards related to the financial assets.

Equity investments – accounting criteria

Classification criteria

This category includes equity investments in subsidiaries, associates, and joint ventures by Banca Sistema.

Recognition criteria

Equity investments are recognised in the financial statements at purchase cost plus any related charges.

Measurement criteria

In the consolidated financial statements, equity investments in subsidiaries are consolidated using the full line-by-line method. Equity investments in associates and joint ventures are both measured at equity. At the end of each financial year or interim report date, an assessment is performed to determine if any objective evidence exists that an investment has been impaired. The recoverable value is then calculated taking into account the present value of the future cash flows that the investment will be able to generate, including the final disposal value of the investment. Any lower value, compared to the carrying amount, resulting from this calculation is charged to the income statement under “250 Gains (losses) on equity investments”. The item also includes any future impairment gains where the reasons for the previous impairment losses no longer apply.

Derecognition criteria

Equity investments are derecognised from the financial statements when the contractual rights to cash flows deriving from the investment are lost or when the investment is transferred, with the substantial transfer of all related risks and rewards. Gains and losses on the sale of equity investments are charged to the income statement under the item “240 Gains (losses) on equity investments”; gains and losses on the sale of investments other than those measured at equity are charged to the income statement under the item “280 Gains (losses) on sales of investments”.

QUANTITATIVE DISCLOSURE

(Amounts in thousands of Euro)

Type of exposure/amounts	Carrying amount			Fair Value			Market value	Realised Gains/Losses and impairment		Unrealised Gains/Losses recognised in the Statement of Financial Position	
	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3	Level 1	Gains	Loss	Plus (+)	Losses (-)
Financial assets measured at fair value through other comprehensive income	397		5,000	397		5,000					
Financial assets at fair value through profit or loss											
Equity investments			985			985					
Goodwill			30,690			30,690					

The value reported in Financial assets measured at fair value through other comprehensive income includes the purchase for 200 units of Bank of Italy with a total value of € 5 million.

Equity investments amount to € 984 thousand and relate to Banca Sistema entering into an equal partnership with EBN Banco de Negocios S.A., taking a stake in the capital of EBNSISTEMA Finance S.L., and thereby entering the Spanish factoring market. Banca Sistema acquired an equity investment in EBNSISTEMA through a capital increase of € 1 million which gave Banca Sistema a 50% stake in the Madrid-based company. It should be noted that the carrying value of the investments is appropriately adjusted to take into account the pro-rata results of the Spanish Joint Venture.

SECTION 14 – EXPOSURES TO INTEREST RATE RISK
ON POSITIONS NOT HELD IN THE TRADING BOOK

QUALITATIVE DISCLOSURE

The banking book consists of all the asset and liability-based financial instruments not included in the trading book. As already shown in this document, this risk on the positions included in the banking book consists of the possibility of negative changes in the cash flows or in the market value of Bank assets and liabilities due to adverse and unexpected movements of market rates.

The interest rate risk connected with the funding transactions carried out by the Treasury and Structured Finance Department is assumed in accordance with the policies and limits set by the Board of Directors.

Interest rate risk is monitored by identifying the most appropriate indicators for monitoring the changes in assets and liabilities with respect to the limits, investment and funding policies, and interest rate risk management policies, and any appropriate measures to ensure that the activity is carried out in accordance with the risk policies.

As at 31 December 2025, interest rate risk hedging instruments were used.

QUANTITATIVE DISCLOSURE

In accordance with the guidelines given in Bank of Italy Circular no. 285/2013, which transposes the recommendations issued by the Basel Committee and the EBA Guidelines, the Internal Capital used to cover interest rate risk is calculated quarterly according to a simplified approach that breaks down the assets, the liabilities and the off-balance sheet items in the banking book of Banks into 19 time buckets according to their residual lifetime. Variable-rate assets, liabilities and off-balance sheet items are assigned to the various time buckets according to the interest rate repricing date. The following items are subject to a different “bucketing” criterion:

- current accounts with positive balances are classified in the “On demand” bucket;
- retail and wholesale non-financial current account liabilities are classified based on a model that reflects a more realistic maturity profile, highlighting the persistence of these aggregates over time;
- term deposit liabilities are classified taking into account the implicit option of early withdrawal. The historical percentage of recorded early redemptions is applied to the entire savings and deposits from the product and the relevant share is entered in the bucket at 1 day. The remaining sums are “bucketized” as a function of the contractual maturity;
- Fixed-rate retail exposures arising from salary- or pension-backed loans (CQ) are allocated across different time buckets based on a prepayment model. This model estimates the monthly percentage of early (non-natural) repayments of outstanding principal relative to the capital at the beginning of the reference period;
- Factoring exposures are allocated across time buckets based on the estimated collection date, i.e. the new payment date. With regard to tax receivables, in line with the Assifact note of 8 February 2019, for the purposes of the interest rate risk calculation, the Bank classifies without recourse tax receivables among the “revocable risks” reporting categories, with granted amount equal to the amount utilised, as by nature these are receivables repayable on demand.

Within each time bucket, the asset, liability and off-balance sheet positions are multiplied by the weights derived from the product of a hypothetical change in rates and an approximation of the modified duration for each individual bucket.

Within each time bucket, the asset positions are offset against the liability positions, so as to obtain a net position.

For the purpose of calculating the interest rate risk of the banking book, the Bank of Italy provides that in determining internal capital under ordinary conditions, reference may be made to the hypothetical change in rates equal to +/- 200 basis points on the economic value, respecting the criteria defined in the EBA Guidelines on the management of interest rate risk arising from non-trading activities. To provide a more granular representation of the economic conditions of the banking book, rates of return between 0.5% and 5% can be used to differentiate the level of profitability of assets and liabilities. The determination of internal capital under stressed conditions is based on the application of the standardised shock scenarios 1 to 6, as defined in the EBA Guidelines, with the application of the EBA floor for negative shocks.

For regulatory reporting purposes, the Bank uses the Standardised Approach (SA) to measure interest rate risk in accordance with regulatory requirements. This methodology, as set out in Commission Delegated Regulation (EU) 2024/857, establishes the technical standards for managing interest rate risk on positions other than those in the trading book. To calculate interest rate risk exposure using this approach, the Group uses the ERMAS application.

At 31 December 2025, the Bank is more exposed to an increase in long-term interest rates than to short-term rates; the scenario with the greatest capital absorption is the Parallel Up. This sensitivity to a steeper rise in long-term interest rates is mainly attributable to inflation expectations and the resulting restrictive monetary policy decisions adopted by the ECB.

The change in the economic value of equity is greater than the change in net interest income, the riskiness value (the Supervisory outlier test), although lower than last year, is well below the new regulatory limit of 15%.

TEMPLATE EU IRRBB1: INTEREST RATE RISKS OF NON-TRADING BOOK ACTIVITIES*(Amounts in thousands of Euro)*

	Changes of the economic value of equity		Changes of the net interest income	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Parallel up	(12,774)	(18,549)	(9,462)	(6,112)
Parallel down	4,428	6,781	495	2,120
Steeper	2,825	787		
Flattener	(7,852)	(4,994)		
Short rates up	(4,318)	(1,822)		
Short rates down	1,851	176		

QUALITATIVE DISCLOSURE

The securitisation of loans and receivables is a financial technique that permits transformation of illiquid “assets” (loans and receivables, properties, other rights) into credit securities negotiable on the “bond” market. It is also a tool for funding and transferring risk.

Starting in 2016, Banca Sistema structured five securitisation transactions as originator and/or sponsor (while also acting as Master Servicer). These transactions are described as follows:

- Quinto Sistema Sec. 2016 (redeemed in 2019), Quinto Sistema Sec. 2017 (currently outstanding, rated, listed and whose senior securities are eligible as collateral for Eurosystem refinancing transactions) and Quinto Sistema Sec. 2019. All three transactions involved loans and receivables portfolios deriving from salary- and pension-backed loans.
- BS IVA SPV and Atlantis SPV: securitisation of factored VAT receivables, for the former (still outstanding) and securitisation of loans from enforceable injunctions, for the latter (no longer outstanding).

In 2024, Banca Sistema acted as senior investor – also taking on the role of Master Servicer – in a securitisation transaction (Nectar SPV) involving tax receivables arising from building renovation works eligible for the 110% deduction introduced by Articles 119 and 121 of Decree-Law No. 34 of 2020, converted into Law No. 77 of 17 July 2020, as subsequently amended and supplemented.

During 2025 Banca Sistema took part in various securitisation transactions through special purpose vehicles established pursuant to Law 130/1999, with varying roles as investor, originator, servicer and sponsor. The transactions were structured so that credit risk remains primarily with the SPVs and investors, according to the seniority of the notes, in compliance with Regulation (EU) 2017/2402 and the internal securitisation risk management framework.

The first significant transaction of 2025 is Nectar 2 SPV, which follows a similar structure to Nectar SPV, in which Banca Sistema invests in the receivables by subscribing partially-paid senior notes, the income from which is used for the without recourse purchase of the tax credits attributable to: Superbonus (Law Decree 19 May 2020) and Sismabonus (Law Decree 4 June 2013). Banca Sistema also considered playing an active role in a securitisation transaction involving sports-related receivables linked to the football sector, specifically TV broadcasting rights and receivables from football player transfers, both national and international. The vehicle ElevenPoint Sports SPV S.r.l. was established to this end. Over a 36-month revolving period, it will purchase portfolios of sports-related receivables directly from the market, namely from professional football clubs, and may also, on a one-off basis, acquire a portfolio of sports-related receivables currently held by Banca Sistema.

The BSD Sport SPV transaction, on the other hand, aims to establish a structural platform for the buying and selling of receivables in the football sector, with particular reference to receivables arising from the transfer of football players and from audiovisual rights. This initiative constitutes a structured extension of an activity the bank has been involved in since 2015 and serves as a complementary structure to the ElevenPointSports (EPS) securitisation. The SPV is responsible for issuing partially paid Notes broken down into: (i) Senior Notes, up to a maximum of € 120 million, fully subscribed by Banca Sistema; (ii) Junior Notes, up to a maximum of € 30 million, of which 5% is subscribed by Banca Sistema and the remainder by funds managed by or attributable to Domain Capital Group.

The Supply Chain Financing securitisation transaction, launched at the end of 2025 with issuance of the Notes in the first few months of 2026, provides for the establishment of a special purpose vehicle that purchases receivables on a revolving basis, with the issuance of partly paid ABS securities up to a nominal amount of € 50 million, divided into: (i) Senior Notes, equal to € 40 million, 95% of which subscribed by Banca Sistema and 5% by Banca Ifis; (ii) Junior Notes, equal to € 10 million, 95% of which subscribed by the Azimut funds and 5% by Banca IFIS.

A further securitisation transaction was also carried out, in line with the Group's 2024-2026 Business plan, which provides for the launch of a synthetic securitisation of receivables arising from salary- and pension-backed loans, with a residual term not exceeding 10 years and classified as performing at the cut off date. The transaction was structured for the purposes of the prudential recognition of significant risk transfer, considering that these receivables are fully consolidated in the Bank's financial statements.

Objectives of the Quinto Sistema Sec. transactions

The securitisation of salary- and pension-backed loans has the following objectives:

- Expansion of the sources of financing, by reaching investors "different" from those with which the Bank normally has relations, as institutional investors specialising in senior and mezzanine risk classes.
- Reduction of funding costs through the use of ABS as collateral for ECB loans and bilateral transactions;
- Taking advantage, where market conditions so allow, of opportunities to optimise regulatory capital: the creation of ABS securities (senior, mezzanine, and junior) allows, at higher and higher costs, the possibility of considering the sale of higher risk securities on the market, in compliance with the CRR, to realise the goal of freeing up the desired portion of any regulatory capital absorbed by the portfolio of salary-backed loans;
- Strategy of dynamic maintenance of balance between investments (Receivables deriving from salary-backed loans) and bank funding sources (specific funding). A typical characteristic of ABS securities is to be perfectly "self-repaying", with perfect matching between the duration of the investment and the duration of the funding, without any refinancing risk. Therefore, the duration contribution of the ABS is always proportionate to the duration of the securitised asset.

BS IVA SPV Objectives

The Bank has set up a platform that is entirely dedicated to the refinancing of VAT receivables. The securitisation makes Banca Sistema the direct assignee of the receivables from its customers, in addition to its role as Servicer pursuant to Law 130, as well as its role as Programme and Administration Agent (the entity in charge of implementing and coordinating the purchases by the SPV).

Securitisation risks

Securitisation risks refer to various types of risk that substantially relate to three specific roles/circumstances involving Banca Sistema:

- Investor in the ABS securities resulting from its own securitisation. When the portfolio is derecognised, and when certain securities continue to be recognised in the financial statements, the "ABS securities", and no longer the "loans and receivables", will have to be measured for financial reporting and prudential purposes;
- Investor of ABS securities deriving from third-party securitisation. It will be necessary to measure the "ABS securities";
- Servicer or other roles involved in the securitisation, with the natural Operational Risks that already existed before securitisation but which assume the nature of contractual and regulatory risks;
- Originator and/o Sponsor of the transaction: in addition to the foregoing, the Bank runs a reputational risk on the market in general, due to the greater transparency of the performance of the securitised portfolio (periodically analysed by rating agencies and investors) and the general performance of the securitisation.

The Bank, for its own transactions, reports the securitised portfolios as loans in its statement of financial position and supervisory reports, as if the exposures had never been securitised.

The standardised approach is applied to these exposures.

ECAI

As previously done for the preceding transaction on the Quinto Sistema Sec 2016 salary- and pension-backed loan assets, for Quinto Sistema Sec 2017, the rating agencies that have assigned the rating for the transaction are Moody's and DBRS.

QUANTITATIVE DISCLOSURE

EU SEC4 MODEL: EXPOSURES TO SECURITISATIONS IN THE NON-TRADING BOOK AND CAPITAL REQUIREMENTS – INVESTOR

(Amounts in thousands of Euro)

	Exposure value (by RW/deduction band)				Exposure value (by regulatory method)				RWA (by regulatory method)				Capital requirement after application of the cap			
	≤20 % RW	from >20 % to 50 % RW	from >50 % to 100 % RW	from >100 % to <1250 % RW	SEC-IRBA	SEC-ERBA (including IAA)	SEC-SA	1250 % RW/ deductions	SEC-IRBA	SEC-ERBA (including IAA)	SEC-SA	1250 % RW	SEC-IRBA	SEC-ERBA (including IAA)	SEC-SA	1250 % RW
TOTAL EXPOSURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Traditional transactions																
Securitisations																
- Retail	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
of which, STS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
- Wholesale	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
of which, STS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Re-securitisation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Synthetic transactions																
Securitisations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
- Retail underlying	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
- Wholesale	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Re-securitisation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

SECTION 16 – REMUNERATION AND INCENTIVE SYSTEMS
AND PRACTICES

QUALITATIVE DISCLOSURE

The remuneration and incentive policies of the Banca Sistema Banking Group have been defined with the ultimate aim of achieving - in the interests of all stakeholders - remuneration systems that are consistent with the company's long-term goals, values and strategies, which are linked to company results and appropriately adjusted to take into account all risks assumed by the Group. In particular, the systems are to be consistent with the levels of capital and liquidity required to run the business to avoid incentive distortions of the type which encourage recipients to breach the provisions or expose the Group to take on excessive risks.

The specific disclosures required by Article 450 of the CRR - Remuneration Policy Disclosures are provided below.

TABLE EU REMA: REMUNERATION POLICY

a.1) Name, composition and mandate of the main body (management body or remuneration committee as applicable) overseeing the remuneration policy and the number of meetings held by that main body during the financial year.

The following main bodies supervise the Group's remuneration and incentive policies (hereinafter "the Group Policies" or "the Policies") and perform the following functions:

The **Board of Directors** formulates and approves the Bank's Remuneration Policy, submits it to the Shareholders' Meeting, and reviews it at least once a year, and is responsible for its correct implementation. It also approves the results of any procedure for the exclusion of "key personnel" and periodically reviews the relevant criteria for exclusion.

Within its sphere of influence, the **Remuneration Committee** has advisory and proposal-making duties vis-à-vis the Board of Directors. More specifically, the Committee has a proposal-making and preliminary investigation duty in respect of the Board of Directors, with regard to defining the Policy. The Remuneration Committee comprises three non-executive directors of which two meet the independence requirements set out by applicable legislation and regulations, and in the Bank's Articles of Association. At least two Committee members must have adequate knowledge and experience in financial or remuneration policy matters, without prejudice to the Bank adopting appropriate training programmes to ensure that all Committee members carry out their role with due cognisance. The Remuneration Committee was appointed on 20 May 2024, and its current composition was established on 30 May 2025. As of 31 December 2025, it consists of three non-executive directors, two of whom are independent:

- Giuliana Grassia (Chairperson of the Committee, independent Director, non-executive),
- Daniele Pittatore (Non-executive Director),
- Andrea De Tomas (Independent and non-executive director).

The Committee meets at the intervals needed to carry out its functions, and at any time deemed appropriate by the Chairperson of the Committee, or in the cases specified in the Committee regulation.

In 2025, the Remuneration Committee met 8 times.

a.2) External consultants whose advice has been sought, the body by which they were commissioned, and in which areas of the remuneration framework.

In 2025, Banca Sistema S.p.A. did not use external consultants in the remuneration framework.

a.3) A description of the scope of the institution's remuneration policy (e.g. by regions, business lines), including the extent to which it is applicable to subsidiaries and branches located in third countries.

The Policies apply to all personnel of the Banking Group - Italy and abroad, except where expressly specified for some benefit components and in compliance with the tax and administrative rules of the reference country (excluding the Art-Rite subsidiary which, although consolidated in the Group Financial Statements, is not part of the banking group and to which the Policies do not apply) with specific rules and application guidelines regarding variable incentive systems specifically for key personnel and key management personnel as well as all other personnel.

a.4) A description of the staff or categories of staff whose professional activities have a material impact on institutions' risk profile (key personnel).

Banca Sistema identifies key personnel on an annual basis and with the involvement of various corporate bodies. In this context, for the purposes of determining key personnel, agents in financial activities and other credit intermediaries that

the Bank may use to distribute its products are also considered. Assessing the importance of these persons is based both on economic/quantitative criteria and on the possible attribution of specific coordination and control roles to some of these persons (area managers, divisional managers, etc.). No agent engaged in financial activities or financial advisor authorised to make off-premises offers was found to fall within the category of "key personnel".

The Human Capital Department then prepares a list of persons who could be classified as "key personnel" (the "List"), accompanied by a brief evaluation of the aforementioned criteria, the number of persons identified for the first time, the roles and responsibilities of such personnel, and the comparison with the results of previous evaluations conducted for the previous year, which shall be promptly transmitted to the Compliance and Anti-Money Laundering Department, the Internal Audit Department and, together with any observations made by them, to the Remuneration Committee, in order to collect any amendment proposals. The process of identification of "key personnel" conducted by the Bank shall actively involve the Group's companies, which shall provide the necessary information and comply with the instructions received. Once the control departments' contributions have been received, together with those of the Remuneration Committee, said contributions shall be processed and formalised by the Human Capital Department in a single document containing the proposed List. The proposed List is then sent by the Remuneration Committee to the Board of Directors to be duly assessed and decided on. The Bank's Board of Directors:

- approves the List, re-examines it regularly, and approves any derogations;
- is involved in, and constantly monitors, the process.

In this respect, the "key personnel" category includes key management personnel, namely, those persons who have direct or indirect powers and responsibilities over the planning, management and control of the Bank's business activity. Key management personnel includes the Bank's directors (executive and non-executive). In accordance with the quantitative and qualitative criteria set out in the RTS, the further criteria described above, and on the basis of an evaluation of the various risk levels regarding the Group's different business activities, a total of 52 persons have been identified for 2025, as detailed in Annex 1 of the 2025 Remuneration Policies Document.

b. Information relating to the design and structure of the remuneration system for identified staff

b.1) An overview of the key features and objectives of remuneration policy, and information about the decision-making process used for determining the remuneration policy and the role of the relevant stakeholders (for example, the Shareholders' Meeting).

The Group Policy - which does not have an established duration but is nevertheless reviewed annually - pursues the following aims:

- to direct the efforts of executive directors and employees towards the priorities and objectives established at Bank and Group level, supporting the creation of value over the medium and long term;
- to attract and retain highly qualified personnel, also through external remuneration competitiveness;
- to motivate personnel, by recognising merit and encouraging the development of professional skills;
- to develop and improve the quality of the services provided to customers;
- to ensure sound and prudent management of the Bank and its risk profile, containing legal and reputational risks;
- ensure the overall achievement of sustainability objectives that take into account, among other things, environmental, social and governance (ESG) factors;

- to ensure remuneration fairness – also with respect to gender neutrality – rewarding individual employees for their contribution, the responsibilities given and their specific working conditions;
- to ensure conduct that is consistent with the Code of Ethics of the Group (hereinafter the "Code of Ethics"), the Group's internal regulations and the legislative and regulatory provisions applicable to Banca Sistema and the Group.

The Policies are defined and reviewed in accordance with the process described below, in compliance with the Provisions and with Banca Sistema's Articles of Association, which are in effect consistent with said Provisions.

The following company bodies and departments are involved in establishing the Policies, according to the remits and responsibilities described hereinafter:

The Board of Directors (or the "Board"): formulates and approves the Bank's Policies, submits them to the Shareholders' Meeting, and reviews them at least once a year, and is responsible for their correct implementation;

- approves the results of any procedure for the exclusion of "key personnel" referred to in Paragraph 4 and in Annex 1 to the Policies, and periodically reviews the criteria for such exclusion;
- ensures that the Remuneration Policies are duly documented and accessible within the company, and that personnel are aware of the consequences of any breach of the provisions contained in these Policies; it defines the incentive plan for those persons within the "key personnel" category, as well as for all other Group employees;
- also ensures that the Bank's Policies are effectively implemented and that they are consistent with the Bank's overall corporate governance, corporate culture, risk appetite, their actual application with respect to gender neutrality and the specific working conditions, as well as the associated governance processes, and ensures that the granting, payment and accrual of variable remuneration do not negatively affect the need to maintain a strong capital base;
- analyses, with the support of the Remuneration Committee, the gender neutrality of remuneration policies, verifying the gender pay gap and its evolution over time;
- approves, in compliance with the principles set out in the Policies and in implementing the rules in the Provisions on "Transparency of banking and financial transactions and services", the criteria for the remuneration of personnel who offer products to customers, interacting with the latter, personnel they report to hierarchically and credit intermediaries, as well as personnel in charge of assessing creditworthiness and personnel responsible for handling complaints; it submits a clear and complete information document concerning the Policies to be adopted, to the Shareholders' Meeting. The purpose of this information document is to illustrate: the reasons, aims and means of implementation of the Policies; the controls carried out in regard to said Policies; the characteristics of the remuneration system; the consistency of such characteristics with the established guidelines and objectives; compliance with applicable law; the principal information regarding the process of identification of "key personnel" and the corresponding outcomes, including any exclusions; any changes to systems and processes that have already been approved; the evolution of the dynamics of remuneration, also compared to the trend within the sector.

The Board of Directors discharges its duties with the support of the following company departments:

- the Human Capital Department, which coordinates the Policies definition process and contributes to the drawing up of the Policies, providing the required information also in relation to the organisational structure, the remuneration levels and the incentive systems. In particular, the Human Capital Department provides its support to the Compliance and Anti-Money Laundering Department in verifying compliance with the regulations. Among other things, it ensures consistency between the Policies and the various human resource management procedures (skills assessment system, technical, professional and managerial development, HR administration) and the remuneration and incentive systems of the Bank;

- the Risk and Sustainability Department is involved in identifying events that could potentially affect the Company's business, analysing the impact of such events in relation to acceptable levels of risk, and periodically monitoring the effects of implementation of Policies on the Group's risk profiles. The Risk and Sustainability Department is invited to meetings of the Remuneration Committee to discuss the drawing up, implementation and monitoring of the Policies; in particular, it helps to ensure compliance with the reference framework for measuring risk appetite and with the risk control and management policies defined in the Risk Appetite Framework (RAF), also by establishing risk indicators to be used for (ex ante and ex post) adjustment mechanisms; it also expresses its opinion on the correct use of these mechanisms. Based on the data supplied by the Manager in charge of financial reporting, the Risk and Sustainability Department performs the necessary controls and checks concerning the achievement of the corporate access conditions and criteria and the consequent establishment of the "bonus pool" (as defined below) and the performance indicators, and highlights any possible impacts which these factors may have on the conduct of employees and/or in terms of the riskiness of the activities undertaken;
- the Compliance and Anti-Money Laundering Department, which verifies ex ante the compliance of the Policies and checks, on an annual basis, that the remuneration policies are consistent with the applicable legal framework and the internal policies, including the Group's Code of Ethics so as to take into account legal and reputational risks present, in particular, in relations with customers. The Compliance and Anti-Money Laundering Department informs the Board of Directors of any findings with a specific assessment on the compliance of the Policies with the regulatory framework in order that due account may be taken of such assessment by the Board when approving and assessing the Policies;
- the Internal Audit Department, which assesses, among other things, at least yearly, whether the remuneration practices are consistent with the approved policies and with the current provisions of law. The outcome of the assessment, brought to the attention of the Board of Directors, is submitted to the Shareholders' Meeting;
- the Finance Department, which verifies the compliance of the Policies with the Bank's medium and long term objectives and strategies, so as to ensure financial sustainability over the medium to long term through the definition of the final level of the "gate" parameters and access criteria to define the bonus pool payable for each financial year.
- the Manager in charge of financial reporting, who verifies the compliance and consistency of the Policies with accounting and company documents, and in particular their accuracy with respect to the approved accounting entries. The Manager in charge of financial reporting confirms the level of satisfaction of the corporate access conditions and criteria, as defined in the Policies Document, and sends them to the Risk Department for the relevant controls and checks and to the Human Capital Department for the application of the Policies for the year and for the assessment of any "malus" condition relating to deferred portions from previous years, and the level of achievement of the targets assigned.

The Remuneration Committee: assists the Board of Directors in reviewing the Policies to be submitted to the Shareholders' Meeting, with support also from the previously specified company departments, and has the following responsibilities:

- to make proposals on the remuneration paid to "key personnel" and evaluate the overall application of the Policies for the remaining personnel as well;
- to provide advice in determining the remuneration criteria for "key personnel";
- to offer its opinion, also on the basis of the information received from the relevant company departments, regarding the outcome of the process of identification of "key personnel", including any exclusions pursuant to paragraph 4 and to Annex 1 of the Policies;
- to support the Board of Directors in monitoring gender neutrality in the application of remuneration policies; in this activity it is in turn supported by the Human Capital Department and by specialist external consultants;

- to carefully monitor due application of the rules on the remuneration of the managers in charge of the corporate control departments, in close coordination with the Board of Statutory Auditors;
- to prepare the documentation to be submitted to the body tasked with the strategic supervision of the related decisions;
- to cooperate with the other committees within the Board of Directors, in particular with the Internal Control and Risk Management Committee;
- to ensure that all appointed departments are involved in the process of preparing and monitoring the Policies;
- to provide input, based also on the information received from the corporate departments concerned, on the achievement of the performance targets to which the incentive plans are subject and to verify the other requirements for payment of the remuneration;
- to assess the need to make ex-post adjustments to the variable remuneration (malus and claw-back) and to submit proposals in this respect to the Board of Directors;
- to provide adequate feedback on the activities carried out to the corporate bodies, including the Shareholders' Meeting, checking the adequacy of the information to be provided to shareholders in relation to the Policies, particularly concerning any proposals to exceed the variable-fixed remuneration ratio of 1:1;
- to make proposals to the Board of Directors concerning the use of external experts specialised in Remuneration and Incentive Policies;
- to check that the existing remuneration policy is up-to-date, and to propose any required amendments.

In order to perform its duties effectively and responsibly, the Remuneration Committee is given access to all data and information associated with the Board of Directors' decision-making process in relation to the preparation, implementation, monitoring and review of the Policies. The Committee is also provided with the necessary resources, and has unconditional access to all information and data produced by the control departments; it interacts with said control departments and with other relevant departments (e.g. the Human Capital, Legal and Finance Departments), whose resources may be asked to attend the Committee's meetings.

The Remuneration Committee adopts specific measures and practices to evaluate any external consultants that may be necessary for identifying and managing conflicts of interest, which are described in the Internal Regulation on the operation of the Committee.

The **Internal Control and Risk Management Committee** ascertains that the incentives underlying Banca Sistema's remuneration and incentive system are consistent with the RAF, notwithstanding the powers of the Remuneration Committee, checking that the remuneration of the Head of the Internal Audit Department and of the Head of the Compliance and Anti-Money Laundering Department is defined consistently with the Company's policies.

The **Shareholders' Meeting** approves:

- the Policies applicable to Group employees and "key personnel";
- any remuneration plans based on financial instruments (for example, stock option and stock grant plans);
- the criteria for determining any compensation to be paid in the event of early termination of employment or early exit from office, including the limits upon such compensation in terms of the number of years of fixed remuneration and the maximum amount resulting from application of such criteria (so-called golden parachute).

On approving the Policies, the Shareholders' Meeting also resolves on any proposal to cap the ratio between the variable and fixed remuneration paid to individual staff members at more than 1:1, but not in excess of the maximum limit of 2:1.

For the current year, only with reference to the Chief Executive Officer and General Manager, a maximum limit of 2:1 on the ratio between variable and fixed remuneration is envisaged. Therefore, for the remaining personnel the general limit of 1:1 is envisaged, without prejudice to what is specified below with reference to certain specific categories of personnel.

The Group companies are also given the opportunity to cap the ratio between the variable and fixed remuneration paid to individual employees at more than 1:1, but not in excess of the maximum limit of 2:1. In this regard, being a Group, the Shareholders' Meeting empowered to decide on the proposal to set a ratio of more than 1:1 is that of the Group company in which the personnel to whom the decision refers are employed. Banca Sistema may vote in favour of the proposal to increase the limit submitted for approval to the Shareholders' Meeting of a Group company.

The **Board of Statutory Auditors** has an advisory function and monitors the proper application of the remuneration policies based on the provisions and regulations in force at the time.

b.2) Information on the criteria used for performance measurement and ex-ante and ex-post risk adjustment.

In order to align the incentive systems with prudent risk management policies and ensure long-term business solidity and continuity, the annual Incentive Systems take into account the Group's Risk Appetite and Risk Tolerance as expressed in the RAF. The payable Bonus Pool is linked to the verification of the achievement of some indicators referred to as "gates", without which no bonus can be paid. Profitability, risk and capital requirements targets are also identified and assigned in the sheets of the main management roles.

b.3) Whether the management body or the remuneration committee where established reviewed the institution's remuneration policy during the past year, and if so, an overview of any changes that were made, the reasons for those changes and their impact on remuneration.

The 2025 Group Policies have been drawn up in accordance with Part One, Title IV, Chapter 2 of Bank of Italy Circular No. 285 of 17 December 2013, as subsequently amended and supplemented concerning "Remuneration and incentive policies and practices" ("Circular 285"), implementing Directive 2013/36/EU ("CRD IV"), and with the guidelines of the European Banking Authority ("EBA") on sound remuneration policies (hereinafter, the "Guidelines", and jointly the "Provisions"). The Policy also takes into account the technical standards and regulations agreed at international level, including those issued by the EBA, the Financial Stability Board ("FSB"), as well as those governing related party transactions.

Following the inspection of the Bank of Italy that started in July 2024, the Supervisory Authority has instructed that the Banca Sistema Group, until further review by the Bank of Italy, also based on the feedback that will be provided by the Bank, refrain from resolving or taking the following actions: i) the distribution of profits generated from the current 2024 financial year or other elements of equity; ii) the payment of the variable component of remuneration for the 2024 financial year and subsequent years. The deferred portions of the variable component of incentive remuneration relating to financial years prior to 2024 have been regularly paid.

The definition and communication to the key personnel of the relevant objectives has been activated (see Annex 2) for the achievement of the annual results, based on the 2025 budget, on the implementation of the 2024 – 2026 Business plan – as supplemented by the subsequent Capital Plan requested by the Supervisory Authority - on the remedial plan defined on the basis of the provisions of the inspection report and the letter on the company's situation, delivered on 20 December 2024 by the Bank of Italy.

On 30 June 2025, Banca CF+ received a communication, pursuant to art. 102, paragraph 1, of Legislative Decree no. 58 of 24 February 1998 (the Consolidated Law on Finance), as subsequently amended and supplemented, and art. 37 of the Regulation adopted by Consob with resolution no. 11971 of 14 May 1999, of the promotion of a voluntary public tender offer – under the same terms and conditions for all shareholders – concerning all the ordinary shares of Banca Sistema and not aimed at delisting the Issuer's shares. Subject to the completion of the offer and the consequent change of control, the Offeror has communicated its intention to achieve the benefits deriving from the project of integration with the Issuer through a reverse merger by incorporation of the Offeror into Banca Sistema, whereby the combined entity is a company listed on the regulated market.

On 28 June 2025, the Chief Executive Officer and General Manager of Banca Sistema and Banca CF+ entered into an agreement on the subject of the "Acceptance Commitment Proposal". This agreement provides, among other things, for the Chief Executive Officer and General Manager of Banca Sistema, following the successful conclusion of the purchase offer and the consequent change of control event, to sign an agreement to terminate the CEO and employee employment relationship in advance.

In light of the developments in the regulatory framework, the context in which the Group operates and the objectives for sustainable growth over the long term, the 2025 Remuneration Policies Document provides for the following main updates with respect to the previous version of 2024:

- the update to the process of identifying “Key Personnel”, always through the adoption of the criteria laid down in the update of the EBA RTS of June 2020 and the consequent Delegated Regulation (EU) 2021/923 of 25/03/21;
- updating of the analyses and assessments conducted by the Remuneration Committee and the Board of Directors regarding the “gender pay gap” previously introduced in the 2022 Remuneration Policies, with specific provisions concerning the gender neutrality of the Bank’s remuneration policies and practices;
- the analysis of the remuneration for equivalent company roles assigned to employees in order to assess the Bank's compliance with the provisions of the new EU Pay Transparency Directive ("Directive 2023/970") applicable from 1/7/2026 and the setting of any pay transparency adjustments.

b.4) Information of how the institution ensures that staff in internal control functions are remunerated independently of the businesses they oversee.

In the case of personnel employed in the Bank’s Control Departments and Human Capital Department, and of the Manager in charge of financial reporting, the variable component of remuneration is limited, and granting of the bonus is subject to the achievement of targets consistent with the duties assigned to the departments, in particular with corporate sustainability targets (e.g. cost containment, strengthening of capital, etc.) provided that they do not result in possible conflicts of interest, that are in no way linked to the Bank’s financial performance and are independent of the results achieved by those areas under their control.

For key personnel in the Control Departments and in the Human Capital Department, and for the Manager in charge of financial reporting, fixed remuneration is commensurate with key responsibilities and with the commitment associated with the role performed. The Heads of the Control Functions of the Parent (Internal Audit Department, Risk and Sustainability Department, and Compliance and Anti-Money Laundering Department) and of the subsidiary Kruso Kapital S.p.A. (Internal Audit Department and Compliance, Anti-Money Laundering & Risk Management Department) are granted annual “department allowances” as defined by the Board of Directors when approving the Remuneration Policies Document for the relevant year. This allowance is paid to each employee assigned by the Bank to the role of Head of one of the aforementioned departments

of the Parent and of the subsidiary Kruso Kapital S.p.A. in relation to the implicit responsibilities associated with that role and, therefore, insofar as it is closely linked to that role assignment, will cease to be paid in the event of assignment to another role, including at the Bank's initiative.

These allowances are not a continuous and recurring component of the remuneration, nor are they linked to economic and capital parameters or objectives of the bank or the recipient.

The variable component of the remuneration payable to key personnel of control departments may not exceed the limit of 1/3 (one-third) of the fixed component.

The Bank's control departments include the Internal Audit Department, the Risk and Sustainability Department, and the Compliance and Anti-Money Laundering Department. For the subsidiary Kruso Kapital S.p.A., this includes the Internal Audit Department and the Compliance, Anti-Money Laundering and Risk Management Department.

b.5) Policies and criteria applied for the award of guaranteed variable remuneration and severance payments.

Details regarding the golden parachutes in place for the year 2025 are provided in chapter 6.5 "Severance Policy", paragraph 6.5.1 Golden Parachutes of the Remuneration Policies.

c. Description of the ways in which current and future risks are taken into account in the remuneration processes. Disclosures shall include an overview of the key risks, their measurement and how these measures affect remuneration.

The total amount of the variable component to be paid to the Bank's personnel ("Bonus Pool") is based on actual, long-term results and also takes into account financial and non-financial qualitative and quantitative targets, including those established by the business plan approved by the Board of Directors and indicated by the annual budgets, and the RAF.

Banca Sistema has defined a structured funding process for the variable component of remuneration, as defined in paragraph 6.3 of the Remuneration Policies Document, in order to ensure its sustainability on a capital and financial level.

The so-called "Bonus Pool" represents part of the consolidated personnel expense, which is approved by the Bank's competent management bodies at the end of the budgeting process for the relevant year. This component, planned by cost centre (Division/Corporate Centre/Group), is measured by means of the so-called "funding curve" against the achievement of the income results set in the budget, and it can decrease or increase, within the limit of predefined thresholds, according to the actual degree of achievement of those results and with a minimum level achieved equal to 80% of the Group's gross profit (excluding the bonus pool).

Furthermore, consistently with the principle of financial sustainability, the Bonus Pool budgeted for each Division is then adjusted, as final balance, according to the actual result achieved by the same Division against the budget, in addition to a specific weighting linked to the actual achievement of the result attained by the Group.

The actual availability of the Bonus Pool is in any case conditional, in the calculation of the final balance, upon prior compliance with the capital and liquidity requirements consistent with the RAF ("gates"), in particular, joint compliance - at the end of the relevant year - with the first-level threshold, as defined in the RAF, for the TCR and LCR.

Failure to meet even one of the aforementioned parameters will result in the Bonus Pool not being activated and consequently no bonus will be allocated.

Verification of compliance with the gates and the amount of the Bonus Pool actually available falls under the responsibility of the Board of Directors, upon consultation with the competent departments (Finance Department, Risk and Sustainability Department, Manager in charge of financial reporting, Human Capital Department), subject to the opinion of the Remuneration Committee.

As already described in paragraph b.3, the Supervisory Authority has instructed that the Banca Sistema Group, until further review by the Bank of Italy, also based on the feedback that will be provided by the Bank, refrain from resolving or taking the following actions: i) the distribution of profits generated from the current 2024 financial year or other elements of equity; ii) the payment of the variable component of remuneration for the 2024 financial year and subsequent years. Until a favourable review of the aforementioned provisions is completed, the Group will refrain from initiating the setup and issuance of any form of variable incentives. Likewise, any resolutions regarding the disbursement of incentives under medium- and long-term variable remuneration plans and the reimbursement of portions of the purchase price of Kruso Kapital S.p.A. shares remain suspended.

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

The ratio between the fixed and variable components of remuneration is accurately determined and carefully evaluated in relation to the characteristics of the Bank and of the various categories of personnel.

As a rule, the variable component of remuneration may not exceed 100% of the fixed component (ratio of 1:1). However, as permitted under the applicable legislation and in the Bank's Articles of Association, the Board of Directors may request the Shareholders' Meeting to grant to one or more "key personnel" positions or uniform categories of personnel a variable remuneration in excess of 100% but not exceeding 200% of the fixed remuneration (ratio of 2:1). This applies only in exceptional cases and the reasons for the proposal to exceed the aforementioned ratio must be clearly stated, with indication also of the current and future implications on the Bank's ability to continue to comply with all prudential rules.

In detail, the Board of Directors' proposal to the Shareholders' Meeting will indicate at least the following information: (i) the departments to which those persons affected by the decision belong and their number, for each department; (ii) the reasons underlying the proposed increase; (iii) the implications, even in a forward-looking perspective, for the Company's ability to continue to comply with all applicable prudential rules.

For the current year, only with reference to the Chief Executive Officer and General Manager, a maximum limit of 2:1 on the ratio between variable and fixed remuneration is envisaged.

e. Description of the ways in which the institution seeks to link performance during a performance measurement period with levels of remuneration. Disclosures shall include:

e.1) An overview of main performance criteria and metrics for institution, business lines and individuals

The indicators of company-level performance - to which the distribution of the variable component under the Bonus Pool is subject - are as follows:

- **CONDITION FOR DISTRIBUTION** – The "Bonus Pool" is measured by means of the so-called "funding curve" against the achievement of the income results set in the budget, and it can decrease or increase, within the limit of predefined thresholds, according to the actual degree of achievement of those results and with a minimum level achieved equal to 80% of the Group's gross profit (excluding the bonus pool). Furthermore, consistently with the principle of financial sustainability, the Bonus Pool budgeted for each Division is then adjusted, as final balance, according to the actual result

achieved by the same Division against the budget, in addition to a specific weighting linked to the actual achievement of the result attained by the Group;

- **CONDITION FOR ACCESS** - satisfying the Key Risk Indicators (“KRI”), which are envisaged in the RAF for the reference year, defined as first-level threshold of the TCR and LCR.

Failure to meet even one of the aforementioned parameters will prevent access to the Bonus Pool and consequently no bonus will be allocated.

The fulfilment of the aforesaid Conditions for access is assessed by the Board of Directors, with input from the Remuneration Committee, in accordance with the procedure described in the Policies.

e.2) An overview of how amounts of individual variable remuneration are linked to institution-wide and individual performance.

After verifying the satisfaction of the conditions for access, the bonuses will be calculated on the basis of the results actually achieved relative to each target set in the bonus sheet defined for each member of key personnel in the year considered.

In fact, at the beginning of the year, all beneficiaries of the incentive system are assigned specific quantitative and qualitative “Business” targets linked to their Department and/or Business Line/Division.

The performance appraisal process is carried out yearly as follows: the Bank’s employees log onto their personal account on the Banca Sistema HR portal and share the quantitative and qualitative targets for the year with their direct heads.

Each quantitative and qualitative target is assigned a percentage weight, indicating its importance, and includes a precise description of the performance standards in terms of methods, timeframes and content so as to enable the accurate appraisal of the results achieved.

e.3) Information on the criteria used to determine the balance between different types of instruments awarded including shares, equivalent ownership interest, options and other instruments.

Pursuant to Part One, Title IV, Chapter 2, Section I, paragraph 7, of Circular 285, as most recently updated on 24 November 2022 (37th update), in application of the principle of proportionality, Banca Sistema qualifies as a “smaller and less complex bank” as it recognised, in its separate financial statements, assets of less than € 5 billion (calculated as the average of the four years immediately preceding the current financial year) and does not belong to a group with consolidated assets equal to or greater than € 30 billion.

The Bank indicates 25% of average total remuneration of Italian high earners, as shown in the latest EBA report (published in April 2024) and relating to data processed at the end of 2022, as being a particularly high level of variable remuneration³.

Deferred variable incentive fees may be paid for years prior to 2024.

(3) Pursuant to Title IV, Chapter 2, Section III, Paragraph 2, no. 4: “Particularly high variable remuneration means the lower of: i) 25 per cent of the average total remuneration of Italian high earners, as indicated in the latest EBA report; and ii) 10 times the average total remuneration of the Bank’s employees. The banks’ remuneration policies shall indicate the level of variable remuneration that they consider to be particularly high, and they shall update this figure at least once every three years”. An examination of the EBA Report on 2023 figures shows that the amount referred to in point i) above is € 456,258.

e.4) Information of the measures the institution will implement to adjust variable remuneration in the event that performance metrics are weak, including the institution's criteria for determining "weak" performance metrics.

Failure to meet even one of the aforementioned parameters and access criteria ("gates") referred to in point e.1 above will prevent access to the Bonus Pool and consequently no bonus will be allocated.

The fulfilment of the aforesaid Conditions for access is assessed by the Board of Directors, with input from the Remuneration Committee, in accordance with the procedure described in the Policies.

f. Description of the ways in which the institution seeks to adjust remuneration to take account of long-term performance.

f.1) An overview of the institution's policy on deferral, payout in instrument, retention periods and vesting of variable remuneration including where it is different among staff or categories of staff.

The variable remuneration for "key personnel" for the year will be paid, after approval of the financial statements and subject to verification of compliance with the gates and the actual availability of the bonus pool pertaining to the year of accrual of the deferred amounts, as follows:

- for amounts equal to or lower than € 50,000, variable remuneration shall be paid entirely up-front and in cash, subject to the necessary approval of the Board of Directors and of the Shareholders' Meeting provided for in these Policies;
- amounts greater than € 50,000 and up to € 456,258 or where the condition referred to in the previous point is not met: or 70% up-front and in cash; or for the remaining 30% deferred in the first and second subsequent year with payment according to the pro-rata criterion equal to 15%;
- for amounts greater than € 456,258: or 60% up-front and in cash; or for the remaining 40% deferred in the first and second subsequent year with payment according to the pro-rata criterion equal to 20%.

Given the provisions of the Bank of Italy Circular, which allow banks with assets of less than € 5 billion (as an average based on the figures for the last four years) to neutralise the provisions relating to the disbursement of variable remuneration in financial instruments and to solely apply an "appropriate" deferral period for the annual variable component only, Banca Sistema intends to make use of this simplification provision and apply the abovementioned cash payment schemes for the payment of variable remuneration starting from 2022 (without prejudice to any regulatory updates and/or the reaching of the size thresholds indicated by Circular no. 285).

The variable remuneration for "key personnel" related to the 2025 financial year has been suspended pending a favourable review by the Supervisory Authority.

Following a positive assessment of the achievement of the thresholds set for the "gates," the deferred portions of variable remuneration related to financial years prior to 2024 will be paid.

f.2) Information of the institution's criteria for ex post adjustments (malus during deferral and clawback after vesting, if permitted by national law).

With a view to allowing the use of suitable ex-post adjustment mechanisms, during the deferral period, whether relating to variable remuneration in cash or shares, the Bank may reduce or cancel altogether the deferred portion of the remuneration to reflect actual performance throughout the whole three-year period, net of risks assumed or incurred, and/or to take into account the Bank's financial and liquidity position or any unexpected situations/extraordinary events (e.g. new risks, unexpected losses) or the beneficiary's individual conduct. For the purposes of applying the malus mechanisms, the Bank

also considers any conduct by the Bank's personnel or credit intermediaries that has caused or contributed to causing significant damage to customers or a violation of the provisions contained in Title VI of the Consolidated Law on Banking or the related implementing provisions. In this sense, the deferred portions will be effectively paid subject to verification of compliance with the gates defined by the Remuneration Policy for the year of accrual thereof. In the event of failure to meet the gates, the Board of Directors, subject to the opinion of the Remuneration Committee and the Internal Control and Risk Management Committee, will decide to reduce those portions or cancel them altogether.

Any disciplinary measures applied by the Bank to employees during the deferral period shall be taken into consideration for evaluation purposes, in regard to individual conduct as per this paragraph, in particular conduct implying an impact on the risks actually taken or incurred, or to the following conduct:

- conduct that does not comply with the provisions of law, regulations, Articles of Association or the Bank's Code of Ethics or other codes of conduct that apply to the Bank, which results in a significant loss for the bank or for customers;
- other conduct that does not comply with the provisions of law, regulations, Articles of Association or any codes of ethics or conduct that apply to the Bank, in those cases provided for by the Bank;
- breach of the requirements set out in article 26, or, if the employee is an interested party, the breach of the requirements of article 53, paragraph 4 ff. of the Consolidated Law on Banking or of the requirements associated with remuneration and incentives;
- fraudulent conduct or gross negligence to the detriment of the Bank.

For the purposes of applying the malus mechanisms, the Bank also considers any conduct by the Bank's personnel or credit intermediaries that has caused or contributed to causing significant damage to customers or a violation of the provisions contained in Title VI of the Consolidated Law on Banking or the related implementing provisions.

Incentives that have already been granted and/or paid to employees are subject to claw-back (i.e. the incentives granted are no longer paid or those already paid must be refunded) when it is found that the beneficiaries are responsible for or involved in:

- conduct that does not comply with the provisions of law, regulations or Articles of Association that apply to the Bank or with the Code of Ethics adopted by the Bank or other codes of conduct applicable to the Bank, in those cases provided for by the Bank, which result in a significant loss for the Bank or for customers;
- other conduct that does not comply with the provisions of law, regulations or Articles of Association that apply to the Bank or with the Code of Ethics adopted, in those cases provided for by the Bank;
- breach of the requirements set out in article 26, or, if the employee is an interested party, the breach of the requirements of article 53, paragraph 4 ff. of the Consolidated Law on Banking or of the requirements associated with remuneration and incentives;
- fraudulent conduct or gross negligence to the detriment of the Bank;
- conduct that caused or contributed to causing significant damage to customers.

The period of application of the claw-back clauses for "Key personnel" is at least 5 years, and this period shall run from payment of the single (up-front or deferred) portion of variable remuneration.

Upon the occurrence of the aforementioned events, following the adoption of a disciplinary measure, the Bank activates the decision-making process aimed at assessing the reductions to be applied, involving the bodies and departments in charge of defining the remuneration for the individual personnel categories.

f.3) Where applicable, shareholding requirements that may be imposed on key personnel.

Since the 2022 financial year, the Remuneration Policies have stipulated that deferral will be applied solely through cash instalments.

g. The description of the main parameters and rationale for any variable components scheme and any other non-cash benefit in accordance with point (f) of Article 450(1) CRR.

g.1) Information on the specific performance indicators used to determine the variable components of remuneration and the criteria used to determine the balance between different types of instruments awarded, including shares, equivalent ownership interests, share-linked instruments, equivalent non-cash instruments, options and other instruments.

The remuneration paid to the Group's personnel includes a fixed component, which is paid to all employees, a "benefit" component and a variable component that is paid to the "key personnel", that may be applied to the remaining personnel other than key personnel of the Bank. The variable component of remuneration (hereinafter also referred to as the "Bonus"):

- is paid to personnel classifiable as "key personnel" when certain set targets are achieved (without prejudice to the provisions of the Policy); may also be paid to personnel other than "key personnel";
- is based on performance indicators measured net of risks and consistently with the measures used for management purposes by the Risk and Sustainability Department (the so-called ex-ante risk adjustment);
- is subject to attaining specific performance targets both at Group, Business Division/Department/Subsidiary and personal level.

h. Upon demand from the relevant Member State or competent authority, the total remuneration for each member of the management body or senior management, in accordance with point (j) of Article 450(1) CRR.

Reference is made to the tables at the foot of Section II of the Remuneration Report.

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

The Banca Sistema Group does not benefit from the application of the derogation referred to in Article 94(3) of the CRD.

QUANTITATIVE DISCLOSURE

TEMPLATE EU REM1 - REMUNERATION AWARDED FOR THE FINANCIAL YEAR

	Management Body - supervisory function	Management Body - management function	Other senior management	Other key personnel
Number of key personnel members	14	1	9	22
Total fixed remuneration	593,300	1,114,000	1,933,601	3,133,313
of which: cash-based	593,300	1,030,000	1,665,001	2,665,613
(Not applicable in the EU)				
of which: shares or equivalent ownership interests	-	-	-	-
of which: share-linked instruments or equivalent non-cash instruments	-	-	-	-
of which: other instruments	-	-	-	-
(Not applicable in the EU)				
of which: other forms	-	84,000	268,600	467,700
(Not applicable in the EU)				
Number of key personnel members	14	1	9	22
Total variable remuneration	258,570	432,296	161,023	-
of which: cash-based	258,570	297,973	113,771	-
of which: deferred	-	297,973	113,771	0
of which: shares or equivalent ownership interests	-	134,322	47,252	-
of which: deferred	-	134,322	47,252	-
of which: share-linked instruments or equivalent non-cash instruments	-	-	-	-
of which: deferred	-	-	-	-
of which: other instruments	-	-	-	-
of which: deferred	-	-	-	-
of which: other forms	-	-	-	-
of which: deferred	-	-	-	-
Total remuneration (2+10)	851,870	1,546,296	2,094,624	3,133,313

TEMPLATE EU REM2 - SPECIAL PAYMENTS TO STAFF WHOSE PROFESSIONAL ACTIVITIES HAVE A MATERIAL IMPACT ON INSTITUTIONS' RISK PROFILE (KEY PERSONNEL)

	Management Body - strategic supervision function	Management Body - management function	Other senior management	Other key personnel
Guaranteed variable remuneration awards				
Guaranteed variable remuneration awards - Number of key personnel members	0	0	0	0
Guaranteed variable remuneration awards - Total amount	0	0	0	0
of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0
Severance payments awarded in previous periods, that have been paid out during the financial year				
Severance payments awarded in previous periods, that have been paid out during the financial year - Number of key personnel members	0	0	0	0
Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	0	0	0	0
Severance payments awarded during the financial year				
Severance payments awarded during the financial year - Number of key personnel members	0	0	0	0
Severance payments awarded during the financial year - Total amount	0	0	0	0
- of which paid during the financial year				
- of which deferred				
- of which severance payments paid during the financial year, that are not taken into account in the bonus cap				
- of which highest payment that has been awarded to a single person				

TEMPLATE EU REM3 - DEFERRED REMUNERATION

Deferred and retained remuneration	Total amount of deferred remuneration awarded for previous performance periods	Of which vesting during the year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments)	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
Management Body - supervisory function								
Cash-based								
Shares or equivalent ownership interests								
Share-linked instruments or equivalent non-cash instruments								
Other instruments								
Other forms								
Management Body - management function	548,176	432,295	115,881	-	-	-	608,583	134,322
Cash-based	413,854	297,973	115,881	-	-	-	297,973	-
Shares or equivalent ownership interests	134,322	134,322	-	-	-	-	310,610	134,322
Share-linked instruments or equivalent non-cash instruments	-			-	-	-	-	-
Other instruments	-			-	-	-	-	-
Other forms	-			-	-	-	-	-
Other senior management	187,521	161,022	26,499	-	-	-	182,471	47,252
Cash-based	140,269	113,770	26,499	-	-	-	113,770	-
Shares or equivalent ownership interests	47,252	47,252	-	-	-	-	68,701	47,252
Share-linked instruments or equivalent non-cash instruments	-			-	-	-	-	-
Other instruments	-			-	-	-	-	-
Other forms	-			-	-	-	-	-
Other key personnel	-			-	-	-	-	-
Cash-based	-			-	-	-	-	-
Shares or equivalent ownership interests	-			-	-	-	-	-
Share-linked instruments or equivalent non-cash instruments	-			-	-	-	-	-
Other instruments	-			-	-	-	-	-
Other forms	-			-	-	-	-	-
Total Amount	735,697	593,317	142,380	-	-	-	-	-

TEMPLATE EU REM4 - REMUNERATION OF 1 MILLION EUR OR MORE PER YEAR

EUR	Key personnel that are high earners as set out in Article 450(i) CRR
1,000,000 to below 1,500,000	1
1,500,000 to below 2,000,000	-
2,000,000 to below 2,500,000	-
2,500,000 to below 3,000,000	-
3,000,000 to below 3,500,000	-
3,500,000 to below 4,000,000	-
4,000,000 to below 4,500,000	-
4,500,000 to below 5,000,000	-
5,000,000 to below 6,000,000	-
6,000,000 to below 7,000,000	-
7,000,000 to below 8,000,000	-

TEMPLATE EU REM5 - INFORMATION ON REMUNERATION OF STAFF WHOSE PROFESSIONAL ACTIVITIES HAVE A MATERIAL IMPACT ON INSTITUTIONS' RISK PROFILE (KEY PERSONNEL)

	Management body remuneration				Business areas						
	MB Supervisory function	Management Body - management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total	
Total number of key personnel members	14	1	15				9	8	14	46	
- of which: members of the MB	14		14							14	
- of which: other senior management		1	1				9	-	-	10	
- of which: other key personnel	-	-	-					8	14	22	
Total remuneration of key personnel	851,870	1,495,296	2,347,166				2,094,624	1,167,312	1,966,001	7,575,103	
- of which: variable remuneration	258,570	432,296	690,866				161,023	-	-	851,889	
- of which: fixed remuneration	593,300	1,063,000	1,656,300				1,933,601	1,167,312	1,966,001	6,723,214	

QUALITATIVE DISCLOSURE

Starting from 1 January 2015, the Leverage Ratio was introduced with the objective of containing the degree of Banks' debt entering a minimum level to hedge overall exposures by means of own funds.

Regulation (EU) No. 876/2019 ("CRR 2"), which amends Regulation (EU) No. 575/2013 ("CRR"), introduces an additional prudential requirement, the 3% leverage ratio, with effect from 28 June 2021. The leverage ratio makes it possible to link the expansion of aggregate exposures to the availability of an adequate capital base and to limit banks' leverage during expansionary phases of the economic cycle, thereby helping to reduce the risk of deleveraging in crisis situations. The indicator is the ratio of Own funds, as reflected by the component representing the elements and instruments of Tier 1 capital, to the Banking Group's total assets at risk, both on and off the balance sheet, appropriately calibrated by the application of specific conversion factors. For regulatory purposes, the leverage ratio is measured using specialised computer procedures to generate periodic statistical and prudential supervision reports. The leverage ratio is calculated quarterly.

The indicator, calculated quarterly on a consolidated basis, is subject to monitoring and is one of the key metrics within the Risk Appetite Framework for risk management and the capital adequacy of the Group.

At 31 December 2025, the leverage ratio stands at 7.16%, which is higher than the regulatory minimum level of 3%.

The following tables show the leverage ratio at 31 December 2025, and the breakdown of total exposure into the main categories, as required by the relevant articles of the CRR.

QUANTITATIVE DISCLOSURE

TEMPLATE EU LR1 - LRSUM: SUMMARY RECONCILIATION OF ACCOUNTING ASSETS AND LEVERAGE RATIO EXPOSURES

(Amounts in thousands of Euro)

	Applicable amount	
	31.12.2025	30.06.2025
Total assets as per published financial statements		4,704,209
Adjustment for entities which are consolidated for accounting purposes but are outside the scope of prudential consolidation	4,339,644	
(Adjustment for securitised exposures that meet the operational requirements for the recognition of risk transference)	-	-
(Adjustment for temporary exemption of exposures to central banks (if applicable))	-	-
(Adjustment for fiduciary assets recognised in the statement of financial position pursuant to the applicable accounting framework but excluded from the total exposure measure in accordance with point (i) of Article 429a(1) CRR)	-	-
Adjustment for regular-way purchases and sales of financial assets subject to trade date accounting	-	-
Adjustment for eligible cash pooling transactions	-	-
Adjustments for derivative financial instruments	14,515	28,354
Adjustment for securities financing transactions (SFTs)	10,836	32,789
Adjustment for off-statement of financial position items (ie conversion to credit equivalent amounts of off-statement of financial position exposures)	39,811	130,135
(Adjustment for prudent valuation adjustments and specific and general provisions which have reduced Tier 1 capital)	-	-
(Adjustment for exposures excluded from the total exposure measure in accordance with point (c) of Article 429a(1) CRR)	-	-
(Adjustment for exposures excluded from the total exposure measure in accordance with point (j) of Article 429a(1) CRR)	-	-
Other adjustments	(169,595)	(414,456)
Total exposure measure	4,235,211	4,481,031

TEMPLATE EU LR2 - LRCOM: LEVERAGE RATIO COMMON DISCLOSURE*(Amounts in thousands of Euro)*

	Applicable amount	
	31.12.2025	30.06.2025
On-statement of financial position exposures (excluding derivatives and SFTs)		
On-statement of financial position items (excluding derivatives, SFTs, but including collateral)	4,216,158	4,341,099
Gross-up for derivatives collateral provided where deducted from the statement of financial position assets pursuant to the applicable accounting framework	-	-
(Deductions of receivables assets for cash variation margin provided in derivatives transactions)	-	-
Adjustment for securities received under securities financing transactions that are recognised as an asset	-	-
(General credit risk adjustments to on-statement of financial position items)	-	-
(Asset amounts deducted in determining Tier 1 capital)	(46,309)	(51,345)
Total on-statement of financial position exposures (excluding derivatives and SFTs)	4,169,849	4,289,754
Derivative exposures		
Replacement cost associated with SA-CCR derivatives transactions (ie net of eligible cash variation margin)	-	-
Derogation for derivatives: replacement costs contribution under the simplified standardised approach	-	-
Add-on amounts for potential future exposure associated with SA-CCR derivatives transactions	14,515	28,354
Derogation for derivatives: potential future exposure contribution under the simplified standardised approach	-	-
Exposure determined under Original Exposure Method	-	-
(Exempted CCP leg of customer-cleared trade exposures) (SA-CCR)	-	-
(Exempted CCP leg of customer-cleared trade exposures) (simplified standardised approach)	-	-
(Exempted CCP leg of customer-cleared trade exposures) (Original Exposure Method)	-	-
Adjusted effective notional amount of written credit derivatives	-	-
(Adjusted effective notional offsets and add-on deductions for written credit derivatives)	-	-
Total derivatives exposures	14,514	28,354
Securities financing transaction (SFT) exposures		
Gross SFT assets (with no recognition of netting), after adjustment for sales accounting transactions	-	-
(Netted amounts of cash payables and cash receivables of gross SFT assets)	-	-
Counterparty credit risk exposure for SFT assets	10,836	32,788
Derogation for SFTs: Counterparty credit risk exposure in accordance with Articles 429e(5) and 222 CRR	-	-
Agent transaction exposures	-	-
(Exempted CCP leg of customer-cleared SFT exposure)	-	-
Total securities financing transaction exposures	10,836	32,788

(Amounts in thousands of Euro)

	Applicable amount	
	31.12.2025	30.06.2025
Other off-statement of financial position exposures		
Off-statement of financial position exposures at gross notional amount	371,529	830,869
(Adjustments for conversion to credit equivalent amounts)	(331,518)	(700,734)
(General provisions deducted in determining Tier 1 capital and specific provisions associated with off-statement of financial position exposures)	-	-
Off-statement of financial position exposures	40,011	130,135
Excluded exposures		
(Exposures excluded from the total exposure measure in accordance with point (c) of Article 429a(1) CRR)	-	-
(Exposures exempted in accordance with point (j) of Article 429a (1) CRR (on and off statement of financial position))	-	-
(Excluded exposures of public development banks (or units) - Public sector investments)	-	-
(Excluded exposures of public development banks (or units) - Promotional loans)	-	-
(Excluded passing-through promotional loan exposures by non-public development banks (or units))	-	-
(Excluded guaranteed parts of exposures arising from export credits)	-	-
(Excluded excess collateral deposited at triparty agents)	-	-
(Excluded CSD related services of CSD/institutions in accordance with point (o) of Article 429a(1) CRR)	-	-
(Excluded CSD related services of designated institutions in accordance with point (p) of Article 429a(1) CRR)	-	-
(Reduction of the exposure value of pre-financing or intermediate loans)	-	-
(Total exempted exposures)	-	-
Capital and total exposure measure		
Tier 1 Capital	298,998	261,960
Total exposure measure	4,235,211	4,481,031
Leverage ratio		
Leverage ratio (%)	7.162%	5.808%
Leverage ratio (excluding the impact of the exemption of public sector investments and promotional loans) (%)	7.162%	5.808%
Leverage ratio (excluding the impact of any applicable temporary exemption of central bank reserves) (%)	7.162%	5.808%
Regulatory minimum leverage ratio requirement (%)	3.0000%	3.0000%
Additional own funds requirements to address the risk of excessive leverage (%)	-	-
of which: to be made up of CET1 capital	-	-
Leverage ratio buffer requirement (%)	-	-
Overall leverage ratio requirement (%)	3.0000%	3.0000%
Choice on transitional arrangements and relevant exposures		
Choice on transitional arrangements for the definition of the capital measure	SI Disp.Transitorie (Transitional Arrangements) art.499(2)-I.b	SI Disp.Transitorie (Transitional Arrangements) art.499(2)-I.b

(Amounts in thousands of Euro)

	Applicable amount	
	31.12.2025	30.06.2025
Disclosure of mean values		
Mean of daily values of gross SFT assets, after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivable	-	-
Quarter-end value of gross SFT assets, after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables	-	-
Total exposures (including the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)	4,235,211	4,481,031
Total exposures (excluding the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)	4,235,211	4,481,031
Leverage ratio (including the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)	7.162%	5.808%
Leverage ratio (excluding the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)	7.162%	5.808%

**TEMPLATE EU LR3 - LRSPL: SPLIT-UP OF ON-STATEMENT OF FINANCIAL POSITION EXPOSURES
(EXCLUDING DERIVATIVES, SFTS AND EXEMPTED EXPOSURES)**

(Amounts in thousands of Euro)

	CRR leverage ratio exposures	
	31.12.2025	30.06.2025
Total on-statement of financial position exposures (excluding derivatives, SFTs, and exempted exposures), of which:	4,210,267	4,341,099
Trading book exposures	295,869	-
Banking book exposures, of which:	3,914,397	4,341,099
Covered bonds	-	-
Exposures treated as sovereigns	1,523,647	1,615,113
Exposures to regional governments, MDB, international organisations and PSE not treated as sovereigns	214,788	464,633
Institutions	42,183	120,057
Secured by mortgages of immovable properties	1,856	2,016
Retail exposures	259,819	840,328
Corporates	835,373	846,775
Exposures in default	358,873	277,596
Other exposures (eg equity, securitisations, and other non-credit obligation assets)	677,856	174,580

QUALITATIVE DISCLOSURE

The strategies pursued by the Banking Group require that credit lines be preferably backed by appropriate guarantees and instruments to mitigate risk. Given their capacity to spread credit risk, when managed in conjunction with customer knowledge, guarantees become the primary and most effective instrument for effectively mitigating risk.

The Banca Sistema Group has implemented the requirements set forth in Regulation (EU) 575/2013 for the purposes of recognising the effects of mitigating credit risk due to collateral and personal guarantees in place for credit protection.

As a result of government measures to support the economy during the Covid-19 emergency, guarantees issued by public entities such as SACE have become increasingly important over the last financial year.

QUANTITATIVE DISCLOSURE

TEMPLATE EU CR3 – CRM TECHNIQUES OVERVIEW: DISCLOSURE OF THE USE OF CREDIT RISK MITIGATION TECHNIQUES

(Amounts in thousands of Euro)

	Unsecured exposures – carrying amount	Secured carrying amount			
			Of which secured by collateral	Of which secured by financial guarantees	
					Of which secured by credit derivatives
Loans and advances	1,529,790	941,328	690,005	251,322	-
Debt securities	1,410,591	-	-	-	-
Total	2,940,381	941,328	690,005	251,322	-
Of which non-performing exposures	386,658	41,105	21,335	19,769	-
Of which: defaulted	440,489	41,105			-

QUALITATIVE DISCLOSURE

For the purposes of supervisory regulations, the Group applies the calculation methods and frequencies specified in the regulations (Circular no. 285) to calculate the indicators relating to short-term liquidity (LCR - Liquidity Coverage Ratio), structural liquidity (NSFR - Net Stable Funding Ratio) and the Additional Liquidity Monitoring Metrics (ALMM).

QUANTITATIVE DISCLOSURE

Both the LCR and NSFR regulatory indicators are well above the minimum regulatory requirements.

In accordance with Commission Delegated Regulation (EU) 2015/61, which requires banks to adopt rules to comply with the "liquidity coverage requirement", the Bank has established the ratio of the High Quality Liquid Asset (HQLA) buffer to "net liquidity outflows" over a 30 calendar day stress period as the indicator.

The liquidity buffer which contributes to the LCR indicator, since 69% of it is made up of government bonds, is highly liquid on the main financial trading markets, even in periods of stress.

TEMPLATE EU LIQ1 - QUANTITATIVE INFORMATION OF LCR

(Amounts in thousands of Euro)

Quarter ending on (DD Month YYYY)	Total unweighted value (average)			Total weighted value (average)		
	31.12.2025	30.09.2025	30.06.2025	31.12.2025	30.09.2025	30.06.2025
Number of data points used in the calculation of averages	12	12	12	12	12	12
High-quality liquid assets						
Total high-quality liquid assets (HQLA)				507,021	484,700	499,758
Cash - outflows						
Retail deposits and deposits from small business customers, of which:	2,832,317	2,797,915	2,782,855	18,330	17,514	16,714
Stable deposits	245,656	242,013	228,888	12,283	12,101	11,444
Less stable deposits	48,772	43,920	43,385	6,047	5,413	5,269
Unsecured wholesale funding	153,812	160,446	166,545	89,514	97,010	99,834
Operational deposits (all counterparties) and deposits in networks of cooperative banks	0	0	0	0	0	0
Non-operational deposits (all counterparties)	153,472	160,110	166,209	89,174	96,674	99,498
Unsecured debt	340	336	336	340	336	336
Secured wholesale funding				-	-	-
Additional requirements	143,859	162,192	137,090	14,261	16,104	13,612
Outflows related to derivative exposures and other collateral requirements	0	0	0	0	0	0
Outflows related to loss of funding on debt products	0	0	0	0	0	0
Credit and liquidity facilities	143,859	162,192	137,090	14,261	16,104	13,612
Other contractual funding obligations	22,182	22,458	21,623	22,182	22,458	21,623
Other contingent funding obligations	0	0	0	0	0	0
Total cash outflows				144,287	153,086	151,782
Cash - inflows						
Secured lending (e.g. reverse repos)	87	87	-	-	-	-
Inflows from fully performing exposures	402,014	428,949	429,141	206,902	220,614	221,633
Other cash inflows	15,966	20,453	24,622	3,635	4,671	5,600
						5,951
						145,774

(Amounts in thousands of Euro)

	Total unweighted value (average)				Total weighted value (average)			
	31.12.2025	30.09.2025	30.06.2025	31.03.2025	31.12.2025	30.09.2025	30.06.2025	31.03.2025
Quarter ending on (DD Month YYYY)								
(Difference between total weighted inflows and total weighted outflows arising from transactions in third countries where there are transfer restrictions or which are denominated in non-convertible currencies)								
(Excess inflows from a related specialised credit institution)								
Total cash inflows	418,067	449,489	453,763	445,593	210,537	225,284	227,234	221,662
Fully exempt inflows	0	0	0	0	0	0	0	0
Inflows subject to 90% cap	0	0	0	0	0	0	0	0
Inflows subject to 75% cap	418,067	449,489	453,763	445,593	210,537	225,284	227,234	221,662
	Total adjusted value							
Liquidity buffer					507,021	484,700	499,758	482,963
Total net cash outflows					40,027	38,272	37,945	36,444
Liquidity coverage ratio (%)					1346.6721%	1280.0741%	1320.0133%	1362.7008%

TEMPLATE EU LIQ2: NET STABLE FUNDING RATIO

(Amounts in thousands of Euro)

(In currency amount)	31.12.2025				Weighted value
	Unweighted value by residual maturity				
	No maturity	< 6 months	6 months to < 1yr	≥ 1yr	
	Available stable funding (ASF) Items				
Capital items and instruments	298,998	-	-	596	299,594
Own funds	298,998	-	-	596	299,594
Other capital instruments	-	-	-	-	-
Retail deposits	859,102	583,726	830,559	2,183,369	
Stable deposits	630,992	454,295	632,646	1,663,669	
Less stable deposits	228,111	129,431	197,913	519,700	
Wholesale funding:	1,235,995	8,246	108,954	187,200	
Operational deposits	-	-	-	-	
Other wholesale funding	1,235,995	8,246	108,954	187,200	
Interdependent liabilities	-	-	-	-	
Other liabilities:	106,580	1,755	206,994	207,871	
NSFR derivative liabilities	-	-	-	-	
All other liabilities and capital instruments not included in the above categories	106,580	1,755	206,994	207,871	
Total available stable funding (ASF)					2,878,034
	Required stable funding (RSF) Items				
Total high-quality liquid assets (HQLA)					2,563
Assets encumbered for a residual maturity of one year or more in a cover pool	-	-	-	-	-
Deposits held at other financial institutions for operational purposes	-	-	-	-	-
Performing loans and securities:	1,024,482	461,207	929,930	1,264,755	

(Amounts in thousands of Euro)

(In currency amount)	31.12.2025				Weighted value
	Unweighted value by residual maturity			≥ 1yr	
	No maturity	< 6 months	6 months to < 1yr		
Performing securities financing transactions with financial customers collateralised by Level 1 HQLA subject to 0% haircut	-	-	-	-	-
Performing securities financing transactions with financial customer collateralised by other assets and loans and advances to financial institutions	31,215	17	794	3,924	3,924
Performing loans to non- financial corporate customers, loans to retail and small business customers, and loans to sovereigns, and PSEs, of which:	287,478	276,902	604,136	765,750	765,750
With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk	152,595	266,227	490,297	588,372	588,372
Performing residential mortgages, of which:	30	36	1,036	732	732
With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk	28	33	910	622	622
Other loans and securities that are not in default and do not qualify as HQLA, including exchange-traded equities and trade finance on-statement of financial position products	705,759	184,252	323,964	494,349	494,349
Interdependent assets	-	-	-	-	-
Other assets:	1,245,895	0	853,114	888,290	888,290
Physical traded commodities	-	-	-	-	-
Assets posted as initial margin for derivative contracts and contributions to default funds of CCPs	18,879	0	0	16,047	16,047
NSFR derivative assets	-	-	-	-	-
NSFR derivative liabilities before deduction of variation margin posted	-	-	-	-	-
All other assets not included in the above categories	1,227,016	0	853,114	872,243	872,243
Off-statement of financial position items	123	148	1,625	104	104
Total RSF				2,155,713	2,155,713
Net stable funding ratio (%)				133.5073%	133.5073%

TEMPLATE EU LIQ2: NET STABLE FUNDING RATIO

(Amounts in thousands of Euro)

(In currency amount)	30.09.2025				Weighted value
	Unweighted value by residual maturity			≥ 1yr	
	No maturity	< 6 months	6 months to < 1yr		
Available stable funding (ASF) Items					
Capital items and instruments	275,537	-	-	730	276,268
Own funds	275,537	-	-	730	276,268
Other capital instruments	-	-	-	-	-
Retail deposits	985,808	549,454	549,454	919,713	2,360,956
Stable deposits	770,613	419,549	419,549	750,699	1,881,353
Less stable deposits	215,196	129,905	129,905	169,013	479,603
Wholesale funding:	906,998	232,102	232,102	32,195	198,798
Operational deposits	-	-	-	-	-
Other wholesale funding	906,998	232,102	232,102	32,195	198,798
Interdependent liabilities	-	-	-	-	-
Other liabilities:	108,180	1,469	1,469	194,898	195,632
NSFR derivative liabilities	-	-	-	-	-
All other liabilities and capital instruments not included in the above categories	108,180	1,469	1,469	194,898	195,632
Total available stable funding (ASF)					3,031,654
Required stable funding (RSF) Items					
Total high-quality liquid assets (HQLA)					2,578
Assets encumbered for a residual maturity of one year or more in a cover pool	-	-	-	-	-
Deposits held at other financial institutions for operational purposes	-	-	-	-	-
Performing loans and securities:	1,077,508	278,020	278,020	1,107,282	1,206,785

(Amounts in thousands of Euro)

(In currency amount)	30.09.2025				Weighted value
	Unweighted value by residual maturity			≥ 1yr	
	No maturity	< 6 months	6 months to < 1yr		
Performing securities financing transactions with financial customers collateralised by Level 1 HQLA subject to 0% haircut	-	-	-	-	-
Performing securities financing transactions with financial customer collateralised by other assets and loans and advances to financial institutions	32,278	17	802	4,039	
Performing loans to non-financial corporate customers, loans to retail and small business customers, and loans to sovereigns, and PSEs, of which:	264,231	151,450	852,500	844,781	
With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk	76,216	137,591	719,918	624,823	
Performing residential mortgages, of which:	32	39	1,174	827	
With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk	30	36	1,034	705	
Other loans and securities that are not in default and do not qualify as HQLA, including exchange-traded equities and trade finance on-statement of financial position products	780,966	126,514	252,805	357,138	
Interdependent assets	-	-	-	-	
Other assets:	1,072,242	0	621,271	661,702	
Physical traded commodities					
Assets posted as initial margin for derivative contracts and contributions to default funds of CCPs	23,879	-	-	20,297	
NSFR derivative assets	-			-	
NSFR derivative liabilities before deduction of variation margin posted	-			-	
All other assets not included in the above categories	1,048,363	-	621,271	641,404	
Off-statement of financial position items	147	116	1,805	110	
Total RSF				1,871,175	
Net stable funding ratio (%)				162.0188%	

(Amounts in thousands of Euro)

(In currency amount)	30.06.2025					Weighted value
	Unweighted value by residual maturity					
	No maturity	< 6 months	6 months to < 1yr	≥ 1yr		
	Available stable funding (ASF) Items					
Capital items and instruments	270,832	-	-	721		271,553
Own funds	270,832	-	-	721		271,553
Other capital instruments	-	-	-	-		-
Retail deposits		741,420	692,979	1,007,217		2,357,628
Stable deposits		699,817	489,222	881,346		2,010,933
Less stable deposits		41,603	203,757	125,871		346,695
Wholesale funding:		847,780	215,915	219,429		388,520
Operational deposits		-	-	-		-
Other wholesale funding		847,780	215,915	219,429		388,520
Interdependent liabilities		-	-	-		-
Other liabilities:		97,626	168,796	188,096		188,214
NSFR derivative liabilities		-	-	-		-
All other liabilities and capital instruments not included in the above categories		97,626	168,796	188,096		188,214
Total available stable funding (ASF)						3,205,915
	Required stable funding (RSF) Items					
Total high-quality liquid assets (HQLA)						73,774
Assets encumbered for a residual maturity of one year or more in a cover pool		-	-	-		-
Deposits held at other financial institutions for operational purposes		-	-	-		-
Performing loans and securities:		1,124,387	287,372	1,348,945		1,219,958
Performing securities financing transactions with financial customers collateralised by Level 1 HQLA subject to 0% haircut		-	-	-		-

(Amounts in thousands of Euro)

(In currency amount)	30.06.2025				Weighted value
	Unweighted value by residual maturity				
	No maturity	< 6 months	6 months to < 1yr	≥ 1yr	
Performing securities financing transactions with financial customer collateralised by other assets and loans and advances to financial institutions		39,743	17	811	4,794
Performing loans to non- financial corporate customers, loans to retail and small business customers, and loans to sovereigns, and PSEs, of which:		269,462	170,248	878,846	862,904
With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk		112,825	165,449	850,837	758,379
Performing residential mortgages, of which:		31	38	1,132	787
With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk		29	35	1,045	711
Other loans and securities that are not in default and do not qualify as HQLA, including exchange-traded equities and trade finance on-statement of financial position products		815,151	117,070	468,157	351,473
Interdependent assets		-	-	-	-
Other assets:		1,203,204	0	614,958	662,156
Physical traded commodities					
Assets posted as initial margin for derivative contracts and contributions to default funds of CCPs		24,656	-	-	20,958
NSFR derivative assets		-			-
NSFR derivative liabilities before deduction of variation margin posted		-			-
All other assets not included in the above categories		1,178,548	-	614,958	641,198
Off-statement of financial position items		85	102	1,735	106
Total RSF					1,955,993
Net stable funding ratio (%)					163.9022%

(Amounts in thousands of Euro)

(In currency amount)	30.03.2025					Weighted value
	Unweighted value by residual maturity					
	No maturity	< 6 months	6 months to < 1yr	≥ 1yr		
	Available stable funding (ASF) Items					
Capital items and instruments	271,828	-	-	749		272,577
Own funds	271,828	-	-	749		272,577
Other capital instruments	-	-	-	-		-
Retail deposits	748,529	810,192	1,083,913			2,553,155
Stable deposits	708,246	619,619	964,393			2,225,865
Less stable deposits	40,283	190,573	119,520			327,290
Wholesale funding:	746,706	174,749	265,780			407,331
Operational deposits	-	-	-			-
Other wholesale funding	746,706	174,749	265,780			407,331
Interdependent liabilities	-	-	-			-
Other liabilities:	121,994	166,011	199,188			199,312
NSFR derivative liabilities	-	-	-			-
All other liabilities and capital instruments not included in the above categories	121,994	166,011	199,188			199,312
Total available stable funding (ASF)						3,432,374
	Required stable funding (RSF) Items					
Total high-quality liquid assets (HQLA)						73,080
Assets encumbered for a residual maturity of one year or more in a cover pool	-	-	-			-
Deposits held at other financial institutions for operational purposes	-	-	-			-
Performing loans and securities:	1,082,979	196,719	1,477,466			1,249,914
Performing securities financing transactions with financial customers collateralised by Level 1 HQLA subject to 0% haircut	-	-	-			-

(Amounts in thousands of Euro)

(In currency amount)	30.03.2025				Weighted value
	Unweighted value by residual maturity			≥ 1yr	
	No maturity	< 6 months	6 months to < 1yr		
Performing securities financing transactions with financial customer collateralised by other assets and loans and advances to financial institutions		42,020	16	821	5,031
Performing loans to non- financial corporate customers, loans to retail and small business customers, and loans to sovereigns, and PSEs, of which:		282,799	162,802	970,523	934,034
With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk		122,321	143,858	932,876	812,323
Performing residential mortgages, of which:		30	36	1,152	-
With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk		30	36	1,152	-
Other loans and securities that are not in default and do not qualify as HQLA, including exchange-traded equities and trade finance on-statement of financial position products		758,130	33,865	504,969	310,849
Interdependent assets		-	-	-	-
Other assets:		985,014	-	690,996	745,048
Physical traded commodities				-	-
Assets posted as initial margin for derivative contracts and contributions to default funds of CCPs		33,693	-	-	28,639
NSFR derivative assets		-			-
NSFR derivative liabilities before deduction of variation margin posted		-			-
All other assets not included in the above categories		951,321	0	690,996	716,409
Off-statement of financial position items		1,638	199	223,293	22,365
Total RSF					2,090,408
Net stable funding ratio (%)					164.1964%

The 4th update of Bank of Italy Circular no. 285/2013, under Title III, Chapter 2, transposes the rules on country-by-country reporting, introduced by Article 89 of Directive 2013/36/EU ("CRD IV"), into Italian law. In line with this provision, the Bank is required to disclose annually qualitative and quantitative information, as an annex to the financial statements or on its website. For this reason, the information indicated in letters a), b) and c) of Annex A to Part One, Title III, Chapter 2, with reference to the situation at 31 December 2025, needs to be disclosed.

In detail:

- a. Name of the company and nature of its activities;
- b. Turnover
- c. Number of employees on a full-time equivalent basis;
- d. Profit or loss before tax;
- e. Tax on profit or loss;
- f. Public subsidies received.

Banca Sistema operates almost exclusively in Italy. Therefore, the information required by the regulations set out in the table below only applies to Italy.

a. Name of the company and nature of its activities

The Banca Sistema Group is composed of the following companies:

- Banca Sistema S.p.A. - Parent of the Banca Sistema Group - Banking
- Pignus - Credito Economico Popolare SA, a subsidiary of Kruso Kapital S.p.A. - a financial company
- Largo Augusto Servizi e Sviluppo S.r.l. - Ancillary services undertaking
- Kruso Kapital S.p.A - financial company
- EBNSistema Finance S.l.u. - financial company
- Ready Pawn Single Member S.A. For Pawn ("Pronto Pegno Greece"), a subsidiary of Kruso Kapital S.p.A. - a financial company

b. Turnover

The turnover of a bank is the "total income" reported in "item 120" of the income statement. Therefore, the turnover reported by the Banca Sistema Group at 31 December 2025 was € 170,840 thousand.

c. Number of employees on a full-time equivalent basis

This section illustrates the ratio between the total number of hours worked in 2025 by all employees of the Banca Sistema Group, excluding overtime, and the total number of hours per year under the national collective bargaining agreement (CCNL) for a full-time employee. In 2025, the number of employees calculated on this basis was 364.

d. Profit or loss before tax

"Profit or loss before tax" refers to item 290 of the income statement under Circular no. 262. Pre-tax profit from continuing operations: € 61,108 thousand.

e. Tax on profit or loss

"Tax on profit or loss" refers to item 300 of the income statement under Circular no. 262 Income taxes: € 24,186 thousand.

f. Public subsidies received

"Public subsidies received" includes subsidies received directly from public administrations. This item does not include transactions executed by central banks for financial stability purposes or transactions aimed at facilitating the transmission mechanism of monetary policy. Similarly, transactions that fall under the state aid schemes approved by the European Commission have not been considered. Public subsidies received: the Group did not receive any public subsidies during 2025.

STATEMENT OF THE MANAGER IN CHARGE OF FINANCIAL REPORTING

The Manager in charge of financial reporting, Alexander Muz, hereby declares that, pursuant to Art. 154-bis, paragraph 2, of the Consolidated Law on Finance, the accounting information contained in this "Disclosure by Institutions pursuant to Regulation (EU) no. 575/2013 – 31 December 2025" corresponds to the company's documents, books and accounting records.

Alexander Muz

Manager in charge of financial reporting

A handwritten signature in black ink, appearing to read "Alexander Muz", written in a cursive style.

GLOSSARY

The definitions of the main technical terms used in the document are provided below.

Categories of financial instruments provided for by IAS 39

Trading assets, which include the assets acquired to be sold in the short term, or also belonging to instrument portfolios managed on a single basis in order to realise profits in the short term; assets measured at fair value, for which the IAS allow the assets which the entity nevertheless decides to recognise at fair value to be classified in that category with the change in value recognised in the income statement in compliance with certain case studies provided for by IAS 39; held-to-maturity investments, non-derivative financial assets with established maturity date and fixed or determinable payment schedule for which the actual intention and ability to hold them to maturity exists; loans and receivables, non-derivative assets with fixed or determinable payments, not quoted in an active market; available-for-sale financial assets.

CET1

Common Equity Tier 1 capital.

Common equity tier 1 ratio (CET1 Ratio)

This is the ratio between Common equity tier 1 (CET1) capital and total risk-weighted assets.

CRM

Credit Risk Mitigation.

Default

The declared inability to honour one's own debts and/or payment of interest thereon.

IAS/IFRS

The IAS (International Accounting Standards) are issued by the International Accounting Standards Board (IASB). The standards issued after July 2002 are named IFRS (International Financial Reporting Standards).

IASB (International Accounting Standard Board)

The IASB (in the past, named IASC) is responsible for issuing the IAS/IFRS.

ICAAP

The regulation of "Pillar 2" requires that banks implement the processes and instruments of the Internal Capital Adequacy Assessment Process (ICAAP) to determine the internal capital levels sufficient to cope with any type of risk, even those not covered by the overall minimum capital requirement ("Pillar 1"), within the scope of an assessment of the current and foreseeable exposure which takes into account the strategies and the developments in the economic and business environment.

Impairment

With reference to a financial asset, a situation of impairment occurs when the carrying amount of said asset is greater than the estimate of its recoverable amount.

Leverage Ratio

In the banking sector, leverage is generally defined as the ratio between the net equity of the bank and its total assets.

Non performing

A term generally referring to irregular loans.

Probability of Default (PD)

This represents the probability that the debtor will default over a one-year time horizon.

Rating

An evaluation of a company's quality or of its debt-security issues based on the financial soundness and outlook of the company.

Said evaluation is performed by specialised agencies or by the bank based on internal models.

Credit risk

This represents the risk that an unexpected change of the creditworthiness of a counterparty, of the guarantees thereby provided, or even the margins thereby used in case of insolvency, may generate an unexpected change in the bank's credit quality.

Market risk

Risks deriving from fluctuations in the value of the financial instruments traded on the market (shares, bonds, derivatives, securities denominated in foreign currency) and of financial instruments whose value is connected with market variables (loans to customers as regards the interest rate component, deposits in euro and in foreign currency, etc.).

Liquidity risk

The possibility that the entity is unable to meet its own payment obligations due to its inability to liquidate assets or obtain adequate funding from the market (funding liquidity risk) or due to the difficulty/impossibility of easily converting financial assets into cash without significantly and negatively affecting their price due to insufficient depth of the financial market or temporary market disruptions (market liquidity risk).

GLOSSARY

The definitions of the main technical terms used in the document are provided below.

Operational risk

Operational risk is the risk of loss arising from inadequate or non-functioning processes, human resources or systems, or from external events. Operational risk includes legal risk, i.e. the risk of losses deriving from statutory or regulatory violations, from contractual or non-contractual liability, or from other disputes, ICT risk (Information and Communication Technology), and model risk. Strategic and reputational risks are not included.

Risk Management

Activity of acquiring, measuring, assessing, and globally managing the various types of risk and their hedging.

The definitions of the main technical terms used in the document are provided below.

RWA (Risk Weighted Assets)

On- and off-statement of financial position assets (derivatives and guarantees) that are classified and weighted according to different ratios tied to the risks, pursuant to the banking regulations issued by regulatory bodies to calculate the solvency ratios.

Tier 1

Tier 1 capital includes the Common Equity Tier 1 capital (CET1) and the Additional Tier 1 capital (AT1).

Tier 1 ratio

This is the ratio between Tier 1 Capital, which includes the Common Equity Tier 1 Capital (CET1) and the Additional Tier 1 Capital (AT1), and the total of risk-weighted assets.

Tier 2

Tier 2 Capital is largely composed of eligible subordinated liabilities.

Total capital ratio

Capital ratio referring to the sum of constituent components of Own Funds (Tier 1 and Tier 2).

