

HYPO VORARLBERG BANK AG

MINDFUL BUSINESS

SUSTAINABILITY REPORT 2023



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FOREWORD

Dear readers,

2023 was marked by an extremely challenging environment economically, socially and geopolitically. The topics which concerned our society were wide-ranging, from the impact of the high inflation and much higher interest rates, climate protests and greater awareness raising of greenwashing, to the escalation of the Israel-Gaza conflict and the continuing war in Ukraine.

The dynamic of events also led to the topic of sustainability becoming increasingly important. This centred around the EU Directive on Corporate Sustainability Reporting, which is in force from 2024. This comprises the three areas of Environment, Social and Governance, or ESG for short. From a corporate perspective, the Directive means more regulations and stricter compliance requirements. At the same time, sustainability will play a crucial role in future in the strategic focus of many companies.

Yet disagreement prevails as to the forthcoming path for the world: while the anti-ESG movements are increasingly gaining popularity in the USA, sustainability has already penetrated the centre of society in Austria and the EU, where the topic also finds

wide acceptance at the economic level. For Hypo Vorarlberg, the year 2023 was entirely dominated by preparation and implementation of the EU Directive. For us as a Group, it is not only our own sustainable orientation that is important, but also that of our corporate customers. Successfully implementing the Directives will require legal certainty, competences and sufficient resources, but also the involvement of our customers if we are to be able to fulfil the data requirements of the heightened regulations.

In addition, a wide-ranging materiality analysis was performed in the bank with internal and external stakeholders. With this we identified the focuses for 2024, and offered both our customers and suppliers, and also our employees, the opportunity of directly influencing Hypo Vorarlberg's sustainability strategy. Despite the regulatory challenges of the coming year, we are optimistic that we will continue to harmonise social aspects and ecological compatibility with our economic success, and drive the necessary change further forward.

Bregenz, 22 March 2024

Hypo Vorarlberg Bank AG The Managing Board

GRI: 2-1, 2-3, 2-22 Foreword 3■

ABOUT THIS REPORT

SUSTAINABILITY REPORT OF HYPO VORARLBERG BANK AG 2023 (CORRESPONDING TO THE NON-FINANCIAL REPORT PURSUANT TO SECTION 243B AND SECTION 267A OF THE AUSTRIAN CORPORATE CODE (UGB))

Hypo Vorarlberg is an Austrian regional bank with its head quarter in Bregenz. The Hypo Vorarlberg Group also includes companies both in Austria and abroad which are authorised to conduct business by the responsible supervisory authorities in their respective country of registration. With this Sustainability Report, Hypo Vorarlberg is making use of the option of submitting a separate consolidated non-financial report, thus fulfilling its obligations pursuant to Section 243b and Section 267a UGB.

Hypo Vorarlberg has been reporting on its sustainability-related activities since 2011, and since 2016 in the form of an independent Sustainability Report. With this 2023 Report, the company offers a comprehensive overview of material sustainability topics and performance figures in the Group and in the bank (the parent company). This Report was prepared in accordance with the GRI Standards 2021¹.

Since the financial year 2017, the Austrian Sustainability and Diversity Improvement Act (NaDiVeG) — which transposes Directive 2014/95/EU into Austrian law — has obliged major enterprises of public interest to publish non-financial information relating to the environment, social and employee matters, respect for human rights, and combating corruption and bribery. In so doing, they must also state the respective concepts and their results, the due diligence processes applied², the material risks and the key performance indicators. An overview of the fulfilment of the NaDiVeG requirements can be found in the Annex.

As well as the content, NaDiVeG also regulates the duties of the Managing Board and Supervisory Board in reporting on sustainability. The final auditing body is the Supervisory Board. Despite not being obliged to do so, Hypo Vorarlberg has had its report audited since 2018. The decision on which auditor to commission with this task is also incumbent upon the Supervisory Board. The corresponding audit certificate can be found in the Annex.

Since 2021, pursuant to Art. 8 of Regulation (EU) 2020/852 banks must disclose how and to what extent the undertaking's activities are associated with economic activities that qualify as environmentally sustainable. This disclosure can be found in this Report in accordance with the statutory requirements.

Hypo Vorarlberg launched an extensive sustainability process in 2016, and is developing continuously in respect of ESG topics. To ensure a high-quality report, we make sure that the information and data are balanced, comparable, precise, up to date, clear and reliable. Within the framework of this further development, in 2023 a third materiality analysis was performed in accordance with the stipulations of the ESRS (European Sustainability Reporting Standards), which will serve as the basis for the new reporting

obligation pursuant to CSRD (Corporate Sustainability Reporting Directive). The material topics for Hypo Vorarlberg were identified on the basis of a workshop with experts from the internal specialist departments, a survey of employees and external stakeholders. The bank will report pursuant to the new requirements for the first time in 2025, for the financial year 2024.

The Sustainability Report essentially includes those companies which were fully consolidated in the consolidated financial statements. As well as the parent company, as at 31 December 2023 the following fully consolidated subsidiaries represent a material bearing and influence on sustainability aspects and risks:

- Hypo Immobilien & Leasing GmbH
- Hypo Vorarlberg Leasing AG
- Hypo Vorarlberg Immo Italia GmbH

All the entities included in the consolidated financial statements are shown in Hypo Vorarlberg's Annual Report³.

The information provided in this Sustainability Report covers the financial year 2023 (1 January to 31 December). Unless indicated otherwise, the key figures presented comprise the years 2021 to 2023 (from 1 January to 31 December in each case). Where possible key figures are shown separately for the Group and the bank. The tables presented might contain rounding differences. The textual descriptions mostly refer to the bank, particularly as the parent company and the Group are largely congruent. This is reflected in both the key employee figures (as at the reference date 31 December 2023, 797 of the 897 employees in total worked at the bank (by headcount)).

The Sustainability Report 2023 contains no material restatements of information. In 2022, individual adjustments were undertaken in the table "Direct economic value generated and distributed" in the chapter "Stability and growth in the region". For greater transparency and ease of understanding, apprentices were included in the key employee figures, and the information about training and development was adjusted to average values. In the table "Intensity of greenhouse gas emissions" in the chapter "Operational environmental management", a transfer error was corrected, and in the table "Energy consumption" a correction and simplification to kWh took place. Comments on these adjustments have been entered in the individual sections.

The Sustainability Report is published annually. The last report appeared in 2023 (for the reporting year 2022). For reasons of environmental protection, the Sustainability Report and the Annual Report are no longer printed. Both of these documents are available for perusal online on the Hypo Vorarlberg website, where they can also be downloaded.

¹ https://www.globalreporting.org/how-to-use-the-gri-standards/gri-standards-german-translations/ (accessed January 2024)

² The processes introduced by the management and governance bodies to identify, prevent and mitigate any negative impacts.

³ https://www.hypovbg.at/investor-relations/jahresabschluesse-geschaeftsberichte-finanzberichte-und-quartalsberichte (accessed January 2024)

BUSINESS MODEL

AND VALUES

Hypo Vorarlberg is an advisory bank with a down-to-earth business model. It has been a reliable, constant and mindful partner for the regional economy and population ever since it was founded in 1897. For decades, Hypo Vorarlberg has operated sustainably and successfully on the basis of the three pillars of "corporate bank", "housing bank" and "investment bank". Whereas in its home market of Vorarlberg it acts as a universal bank, offering its customers the full range of products and services, in its other market areas outside Vorarlberg, Hypo Vorarlberg focuses on selected niches.

Its clear corporate goal is to remain the number 1 in its home market of Vorarlberg, and to achieve profitable growth in the market areas outside Vorarlberg. The Managing Board attaches great importance to a risk-conscious lending and business policy. Hypo Vorarlberg puts profitability and stability ahead of growth. The company takes care to ensure that value creation mostly remains in the regions in which it operates. Hypo Vorarlberg offers its employees secure jobs, thereby making an important contribution to the stability and performance of the economic system in its market areas. In addition, Hypo Vorarlberg fulfils its social responsibility, among other things by supporting regional culture and sports with sponsorship and long-term partnerships. With the Hypo Vorarlberg charitable fund, the bank helps people who have experienced personal misfortunes to escape the worst financial hardship, and supports various social institutions and regional cultural projects.

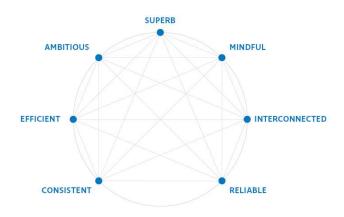
POSITIONING OF HYPO VORARLBERG

As the entrepreneurial bank from Vorarlberg, with our proximity to people, our outstanding advice in a private setting and our excellent financial products, Hypo Vorarlberg offers corporate and private customers a forward-looking financial solution for those with purpose who are focused on achieving their objectives and aspirations.

VALUES

Hypo Vorarlberg's seven core brand values provide guidance for employees, managers and members of the Managing Board.

Hypo Vorarlberg's core brand values⁴



SUPERB

We offer excellent services every day and are delighted that they are recognised and recommended.

MINDFUL

We are attentive, have a genuine interest and ensure a stable environment thanks to our forward-looking approach. We only do business that we can represent to the outside world.

INTERCONNECTED

We are a key part of the region and make a tangible contribution to the well-being of the people and companies in our markets. Internally, we are interconnected and operate as one bank.

RELIABLE

We have been a trustworthy partner for our customers, our employees and the state for over 125 years.

CONSISTENT

From the beginning we have remained true to ourselves, focused on our core business and pursued continuous, sustainable growth.

EFFICIEN.

We seek intelligent solutions so we can achieve the best possible results as efficiently as possible.

AMBITIOUS

We are continuously developing further while pursuing demanding goals and striving for top performance.

⁴ https://www.hypovbg.at/hypo-vorarlberg (accessed January 2024)

BUSINESS AREAS

Corporate Customers

One focus of Hypo Vorarlberg's business activities is corporate customer business. Vorarlberg and the surrounding regions are characterised by a strong mid-market economic structure with a high export ratio. Hypo Vorarlberg supports these companies with all the financial matters that are relevant to them. The bank has particular expertise in the areas of investment and project financing, subsidies, foreign services and working capital financing, as a provider of alternative forms of financing and in investment.

Private Customers

In the Private Customers area, Hypo Vorarlberg offers extensive services with a focus on financing residential construction and providing advice on pensions and investment. Customers benefit from individual, flexible solutions and fair and transparent conditions. Regular customer recommendations motivate the bank to continue on the path it has taken in the future too.

Private Banking

The Private Banking area supports wealthy individuals, their families and selected institutional customers. The varied product range is aligned with customers' needs in all areas, and offers contemporary solutions: in asset management through the use of flexible optimisation concepts that are adapted to the market situation; in the investment business through the use of sensible alternatives to the money market; and last but not least through tailored financing.

Treasury/Financial Markets

The Financial Markets business area is responsible for asset/liability management, refinancing of Hypo Vorarlberg, and various services for customers and other groups within the bank. These include money, foreign exchange and interest rate derivatives and securities trading. Hypo Vorarlberg does not engage in any significant proprietary trading that is not connected with customer business.

Corporate Center

The Corporate Center mainly brings together those subsidiaries and holdings which expand the bank's service portfolio with banking-related products. In particular these include the real estate and leasing subsidiaries in Austria and Italy, comit Versicherungsmakler GmbH and Masterinvest Kapitalanlage GmbH.

MARKET AREAS

Hypo Vorarlberg is active in four countries: as well as Austria, these are Switzerland (German-speaking Switzerland), Germany (Bavaria, Baden-Württemberg) and Italy (selected regions of Northern Italy). As well as the head office in Bregenz and 14 further branches in Vorarlberg, the company maintains further locations in Vienna, Graz, Wels, Salzburg and St. Gallen (CH). One location is attributable to the subsidiary Hypo Immobilien & Leasing GmbH (Dornbirn), and two further locations to the subsidiary Hypo Vorarlberg Leasing AG (Bolzano, Como). The Austrian branches look after the market in Southern Germany.

Outside Vorarlberg the bank concentrates on niches in the corporate customer business, in real estate financing and in investment advice. Hypo Immobilien & Leasing GmbH and Hypo Vorarlberg Leasing AG additionally offer bank-related products and services in the real estate and leasing area.

HYPO VORARLBERG LOCATIONS



OWNERS

Hypo Vorarlberg is structured as a stock company. The majority shareholder is Vorarlberger Landesbank-Holding, which is a special fund of the State of Vorarlberg. A further owner is a German bank consortium (Austria Beteiligungsgesellschaft mbH) consisting of Landesbank Baden-Württemberg (LBBW) and Landeskreditbank

Baden-Württemberg Förderbank (L-Bank). Hypo Vorarlberg's subscribed capital consists of share capital in the amount of TEUR 162,152 (as at 31 December 2023). Further details can be found in the Annual Report. As at the accounting reference date, the percentage distribution of Hypo Vorarlberg's share capital was as follows:

Owners Shareholders	Total shares
Vorarlberger Landesbank-Holding	76.8732%
Austria Beteiligungsgesellschaft mbH	23.1268%
- of which Landesbank Baden-Württemberg	15.4179%
- of which Landeskreditbank Baden-Württemberg Förderbank	7.7089%
Share capital	100.0000%

ORGANISATIONAL STRUCTURE

A detailed organisational chart of Hypo Vorarlberg and information about its management structure, including the committees of the highest governance body which are responsible for decision-making and for monitoring the management and the organisation's impacts on the economy, the environment and the people, can be found in the Annual Report and on the website.

Chairman of the Managing Board Michel Haller	Member of the Managing Board Wilfried Amann	Member of the Managing Board Philipp Hämmerle
Credit Management – Corporate and Private Customers	Corporate and Private Customer Sales	Finance
Group Risk Controlling	Sales Vienna	Controlling
Law	Sales Support	Sustainability
Human Resources	Treasury	Asset Management
Communication and Marketing	Participation Administration	Mid and Back Office Funds, Securities an Derivatives
Compliance and Outsourcing	St. Gallen Branch Office (Sales)	IT (IT Core Banking, IT Digital Banking, IT Operations)
Strategic Bank Management	Hypo Vorarlberg Leasing, Italy (Sales)	Data Protection
Corporate and Internal Audit	Hypo Immobilien & Leasing	Logistics (Operations Technology, Mater Administration)
St. Gallen Branch Office (Risk Management)		
Hypo Vorarlberg Leasing, Italy (Back Office/Risk Management)		
Immo Italia, Italy		

RATINGS

Since May 2018, the rating agency Standard & Poor's (S&P) has assessed Hypo Vorarlberg's creditworthiness for long-term liabilities as "A+", and since October 2017 as "A-1" for short-term liabilities⁵. The rating agency rated the solid business in the core region, the good insurance situation, the strong capitalisation, the stable ownership structure and the majority shareholder's clear commitment to the bank as positive. Hypo Vorarlberg is classified as a quasi-governmental entity, thus the very good credit rating of the State of Vorarlberg, rated AA+ by S&P, also has a positive effect.

On 12 December 2023, S&P gave Hypo Vorarlberg a negative outlook in respect of the issuer credit rating. The reason for this rating was the increased risks of European commercial real estate and the associated risk of higher credit losses. S&P mentioned substantial exposures in the construction industry and the real estate development sector. Nonetheless, in the Research Update it is emphasised that the institution continues to have a strong capital basis and sound asset quality.

On 15 July 2002, the rating agency Moody's confirmed its "A3" rating (outlook: stable) for the bank. The satisfactory quality of the assets, the solid capital ratios, which are underpinned by the very strong leverage figures, and the above-average profitability in comparison to domestic bank competitors were all emphasised positively.

With both ratings, Hypo Vorarlberg is among the best-rated financial institutions in Austria.

Bank ratings

Rating	Standard & Poor's	Moody's
Long-Term Bank Deposits/ Long-Term Senior Debt	A+	А3
Short-Term	A-1	P-2
Outlook	Negative	Stable

AWARDS

Best asset manager 2023

Within the framework of the "Best Asset Manager 2023" rankings, the analysis company MMD rated a total of 1,264 asset management funds from around 512 providers on behalf of WirtschaftsWoche. The funds "Hypo Vorarlberg Multi Asset Global" and "Hypo Vorarlberg Ausgewogen Global T" from Masterinvest Kapitalanlage GmbH, for which Hypo Vorarlberg provides the fund advisory, received an award in the asset category "Dynamic or Defensive" (3rd place). A risk/return comparison over three years showed not only the greatest increase in value, but also the ability to limit losses and fluctuations.

Elite Report

A number of independent audit bodies also regard Hypo Vorarlberg as one of the leading asset managers in 2023. In November 2023, the Elite Report (Munich) awarded the bank the highest score "summa cum laude" for excellent advisory service for the twelfth time in succession.

Österreichischer Dachfonds Award

In 2023, the Österreichischer Dachfonds Award from GELD magazine was awarded to the best Austrian umbrella fund managers for the 23rd time. In the category "Mixed umbrella funds balanced-conservative" the "Hypo Vorarlberg Dynamik Wertsicherung" won over the judges with the best three-year and five-year performance. The "Hypo Vorarlberg Ausgewogen Global" demonstrated a particular high achievement with the best three-year performance. For these funds, Hypo Vorarlberg acts as fund advisor and Masterinvest KAG as fund manager.

Excellent Apprenticeship Company

Since 2009, Hypo Vorarlberg has held the title "Excellent Apprenticeship Company", which is awarded by the Federal State of Vorarlberg, the Chamber of Trade and Industry and the Chamber of Labour. This award not only recognises a successful apprentice training programme, but also confirms Hypo Vorarlberg's high quality and engagement in the training of young employees. In 2021, Hypo Vorarlberg was awarded the title "Excellent Apprenticeship Company" for the fifth time, which applies until 2024.

Family-friendly business

For many employees, the ability to reconcile work and family is a major element in both their quality of work and quality of life. In return, Hypo Vorarlberg also benefits from a family-conscious corporate culture. Current family-friendly measures include working from home, job-sharing models, flexitime, the equality of all employees in terms of training and development measures, and extensive support when starting parental leave and returning to work again. The fact that this matters greatly to the bank is confirmed by the "Family-friendly business 2022–2023" award from the State of Vorarlberg, which the bank has added to its awards from previous years.

Business model and values 8 ■

⁵ As at 4 January 2024

SUSTAINABILITY AT HYPO VORARLBERG

UNDERSTANDING OF SUSTAINABILITY

The corporate motto "Achieving great things together" not only subsumes all the Group's key brand values, but is also intended to symbolise Hypo Vorarlberg's sustainability strategy, which is centred around the reconcilability of economic success, social aspects and ecological compatibility. Hypo Vorarlberg creates the best possible balance between these three dimensions of sustainability.

There are complex interactions between the economy, society and the environment. Companies influence their environment through the manner in which they do business. On the other hand, social and ecological changes have repercussions on companies and assets. The graphic below clarifies the relationship between the socalled sustainability concerns on the one side – the environment, social and employee matters, respect for human rights, and combating corruption and bribery – and the economy on the other side. Hypo Vorarlberg endeavours to present a report for each of the aforementioned non-financial information to the same extent in accordance with the NaDiVeG requirements.

The aim of Hypo Vorarlberg's sustainability strategy is to effectively control the risks arising for the company from the sustainability concerns and reduce the negative impacts on the company. The individual elements of Hypo Vorarlberg's sustainability strategy are explained briefly below.

In 2022, Hypo Vorarlberg commenced the revision of its sustainability strategy with the assistance of an external consultancy company. During the course of the project "Neuaufstellung der Nachhaltigkeit" ("Realignment with sustainability"), among other things the strategy has been updated, measurable Key Performance Indicators (KPI) identified, and sustainability is being incorporated into the existing governance structures. The correct implementation of the regulatory requirements also forms part of the project, which was continued in 2023.

SUSTAINABILITY FACTORS AND THEIR INTERRELATIONSHIP WITH THE ECONOMY



KEY AREAS

Hypo Vorarlberg regards climate change as one of the greatest challenges of our time, so as a company we are committed to the goals of the Paris Agreement of 2015⁶, and are conscious of our role in achieving these goals. If we are to leave behind a world that is worth living in for future generations, it is absolutely essential to limit the rise in global temperatures to well below 2 degrees Celsius – ideally to 1.5 degrees Celsius – in comparison to the pre-industrial values.

Hypo Vorarlberg's sustainability strategy is based on a comprehensive understanding of sustainability comprising the economic, social and environmental dimensions. These three areas carry equal weight, and we must achieve the optimum balance between them in our daily activities.

ECONOMY

First of all, sustainability means economic sustainability: Hypo Vorarlberg pays particular attention to the security and conservation of the value of customer funds — instead of speculation and maximising profits. Hypo Vorarlberg is a strong and reliable partner for the population and economy in its market areas. Negative effects on the climate and society need to be reduced, so in its lending business the company is increasingly committed to sustainable investment solutions and measures. Our aim is to continuously expand our range of sustainable products and services.

SOCIETY

As a major employer in the region, Hypo Vorarlberg promotes an open, respectful way of dealing with one another, and provides positive framework conditions with gender equality in terms of employment and salary, flexible working time models and workplace health promotion. In the interests of sustainable staff development, it sets store by ongoing training and development and trains its own junior staff. Hypo Vorarlberg shares its economic success with its surrounding area by maintaining long-term partnerships and sponsorship schemes in culture and sports, and supporting individuals and non-profit projects with its own charitable fund.

ENVIRONMENT

Hypo Vorarlberg continuously raises awareness among its employees concerning resource consumption, waste separation and conscious mobility. As a founding member of "turn to zero", one of the company's goals is to reduce its energy and resource consumption and thus CO₂ emissions. Hypo Vorarlberg also concentrates on keeping the value creation chain in the region. Together with service providers, suppliers and partners, the intention is to increase the environmental sustainability.

Further information on the various dimensions of sustainability can be found in this Report.

SUSTAINABILITY INITIATIVES

Hypo Vorarlberg welcomes initiatives aimed at reducing CO₂ emissions, or cooperation arrangements for the promotion of sustainability, including the National Energy and Climate Plan⁸.

"turn to zero"

"turn to zero" is a community run by companies for companies, and offers extensive solutions in terms of climate protection for the participating companies.

As part of the "turn to zero" community

- Hypo Vorarlberg aims to reduce greenhouse gas emissions to zero or to the minimum that is possible technically by 2040.
- The data required for calculating the greenhouse gas balance are provided in good time and checked for their plausibility.
 The greenhouse gas balance sheet is calculated in accordance with the Greenhouse Gas Protocol⁹.
- The participating companies are obliged to define (interim) goals and a reduction pathway.
- An additional contribution can be made by supporting climate protection projects from the "turn to zero" project portfolio.

The community also organises various events, workshops and webinars on current topics. Thus in 2023 representatives of Hypo Vorarlberg participated in a webinar on climate communication and in the event "TEAM UP", and drew further inspiration from interesting presentations.

The following areas are shown in Hypo Vorarlberg's CO₂ footprint:

Buildings and energy

- Heat and cold (fuels used, heat purchased district heating)
- Electricity (electricity purchased direct and indirect, selfgenerated electricity)
- Water/waste water
- Waste (residual waste, waste paper, electronic scrap)

Mobility

- Own vehicle fleet (fuels used, production-related vehicle emissions)
- Business travel (flights, rail and bus journeys, taxi/car journeys, hotel accommodation)
- Commuting (distance to the company, means of transport)
- Other external service providers: cleaning personnel (travel to and from the company according to the commuting evaluation)

Materials purchased

- Paper and printing (paper consumption, external forms, toner)
- Workplace equipment (office equipment)
- Miscellaneous (coffee consumption, etc.)

Hypo Vorarlberg voluntarily supports national and international climate protection projects in the amount of its annual CO₂ emissions. Further information on the projects supported in this way can be found on the "turn to zero" website¹⁰ and in the chapter "Environment, energy and climate protection".

⁶ https://unfccc.int/process-and-meetings/the-paris-agreement (accessed January 2024)

⁷ https://www.turntozero.com (accessed January 2024)

⁸ https://www.bmk.gv.at/themen/klima_umwelt/klimaschutz/nat_klimapolitik/energie_klimaplan.html (accessed January 2024)

⁹ https://ghgprotocol.org/corporate-standard (accessed January 2024)

¹⁰ https://www.turntozero.com/projects.htm (accessed January 2024)

ENERGIEAUTONOMIE+

In spring 2021, the parties in the Vorarlberg Landtag signed off the strategy "Energieautonomie+"11. The State of Vorarlberg has set itself the following specific interim goals by 2030:

- 100% of electricity consumption in Vorarlberg from renewable energy sources
- 50% reduction in greenhouse gas emissions compared to the
- Proportion of renewable energies to be expanded to at least

For Hypo Vorarlberg it matters greatly to support the State of Vorarlberg with this ambitious project. The company contributes by continuously measuring and reducing its operational CO₂ emissions. Furthermore, when developing products the bank also pursues the goal of keeping the company's detrimental effects on the environment and climate as low as possible, or even excluding them. This is happening among other things by the use in the financing and investment business of exclusion or selection criteria for economic activities which are especially damaging to the environment and climate.

MISSIONZEROV+

With the initiative "MissionZeroV" in 2018 the Vorarlberg Landtag decided to make the Vorarlberg state administration climateneutral from 2019. The annual CO₂ emissions and the residual emissions which are virtually unavoidable according to the current state of science are to be neutralised by means of investments in climate protection projects. Based on the stipulations of the State of Vorarlberg and the extension of "MissionZeroV" approved by the Landtag in 2021, companies which are more than 50%-owned by the State are called upon to make their contribution to energy efficiency and obtaining energy from renewable sources as part of the initiative "MissionZeroV+". Via Vorarlberger Landesbank-Holding, the State of Vorarlberg owns 76.87% of Hypo Vorarlberg, which means that Hypo Vorarlberg is also implementing the following points stated in the decision:

- Replacement of oil-fired boilers by renewable energy sources
- Implementation of energy-efficiency upgrades by 2030
- New buildings to be designed as nearly zero-energy buildings
- Roof areas to be used for PV installations
- Electricity consumption 100% from renewable sources
- 90% of energy consumption from renewable sources by 2030
- Vehicle fleet focussed on electric vehicles

The full decision is available to read on the website of Energieautonomie Vorarlberg¹².

RESPACT

In 2022, Hypo Vorarlberg was the first financial institution in Vorarlberg to become a member of respACT – austrian business council for sustainable development. This is Austria's leading company platform for Corporate Social Responsibility (CSR) and sustainable development. For over 20 years, the association and its predecessor organisations have brought together companies interested in sustainability-related topics, and offered expert knowledge as well as a place for exchanging experiences. This has enabled Hypo Vorarlberg to forge ahead with social innovation and sustainable development with what are now more than 300 Austrian companies.

respACT also announces the Sustainable Development Goals (SDGs) in Austria and supports companies in implementing them; the entrepreneurial activities are centred around solving ecological, social and economic challenges. Further information can be found on the website of this initiative¹³.

SUSTAINABLE DEVELOPMENT GOALS (SDG)

Hypo Vorarlberg supports and is guided by the United Nations Sustainable Development Goals (SDGs) introduced in January 2016¹⁴. These form a framework for actively facing the greatest global challenges, and are not only relevant for states and regions: these guidelines are also intended to provide support and guidance for companies. Hypo Vorarlberg uses the sustainability goals to identify the major topics and their impacts for its business activity. The following sustainability goals are particularly relevant for the company's business activity:



















SDG 1: No poverty



Hypo Vorarlberg is primarily addressing the goal of eradicating poverty at regional level. Thus the "basic account" guarantees access to fundamental bank services for everyone who is legally resident in an EU country, while the "young account" is intended to take the strain off young people in particular by offering more favourable terms. The bank's own charitable fund also helps people who have suffered personal blows of fate to escape from the most severe financial need.

SDG 4: Quality education



The charitable fund also supports projects which aim to support high-quality education. Children and young people are encouraged to handle money properly from an early age via the "financial driving licence". Internally, continuous training and development programmes ensure that employees are highly qualified.

SDG 5: Gender equality



Hypo Vorarlberg has formulated gender-specific target quotas for the bank's most senior governance bodies, and set itself the goal of achieving these. For the Supervisory Board this was successful in 2023 – see chapter "Information about the highest governance body". A ban on discrimination at Hypo Vorarlberg forms the sound basis for smoothrunning working relationships.

¹¹ https://www.energieautonomie-vorarlberg.at (accessed January 2024)

¹² https://www.energieautonomie-vorarlberg.at/der-weg/schwerpunkte/missionzerov (accessed January 2024)

¹³ https://www.respact.at/ (accessed January 2024)

¹⁴ https://sdgs.un.org/goals (accessed January 2024)

SDG 7: Affordable and clean energy



With its exclusion and selection criteria, Hypo Vorarlberg excludes certain fossil fuels or materials-handling technologies, some of them up to a particular turnover threshold. The Green Bond Framework pertains mainly to energy-efficient buildings, with the choice of the energy source playing a decisive role.

SDG 8: Decent work and economic growth

For Hypo Vorarlberg, growth in the region or in its market areas is a particular focus. To achieve this goal innovative products in terms of sustainability are offered, such as climate credits or green bonds.



Decent work can only be guaranteed in an industry which is active in the worldwide capital market by having clear principles. However, the ethics and sustainability criteria not only apply to investment transactions and in proprietary investment, but also – at regional level – to financing. The employees are regarded as the most important resource. As a secure employer, Hypo Vorarlberg pays attention to diversity and equal opportunity, the health of its employees, and extensive training and development opportunities.

SDG 9: Industry, innovation and infrastructure



In SDG 8 mention has already been made of regional growth and the ethics and sustainability criteria which comprise not only exclusion or selection criteria, but also positive criteria.

In its core markets the company strives to provide the best possible wide-ranging support for innovations and innovative enterprises.

SDG 11: Sustainable cities and communities



The positive criteria also offer cities and communities the best possible basis for a successful business relationship. The bank is committed to being a partner for cities and communities for particularly worthwhile projects, such as expanding the infrastructure or constructing nearly zero-energy buildings. Hypo Vorarlberg promotes the use of public transport by its employees in the form of a travel cost subsidy which covers the cost of travel between the place of residence and workplace, and enables them to purchase a "company bike" on attractive terms. The high use of sustainable means of transport was shown in the employee survey carried out in 2022.

SDG 12: Responsible consumption and production



Hypo Vorarlberg is convinced that it should also make a useful contribution to achieving this development goal. This starts with small actions such as providing vouchers for activities on World Savings Day rather than gifts from lowwage countries. It also includes operational environmental management in the company and the value creation chain. In the core business, this SDG is found in the ethics and sustainability criteria.

SDG 13: Climate action

Implementing climate protection measures successfully and effectively first requires an analysis of the risks resulting from this. The approach is described in detail in the chapter "Dealing with opportunities and risks due to climate change".



Climate protection measures are put in place in the core business by exclusions or setting turnover thresholds in the ethics and sustainability criteria.

Sustainable bonds such as Green Bonds offer both the issuers and the investors the possibility of counteracting climate change and promoting climate protection. The key figures that are relevant due to the Taxonomy, e.g. the Green Asset Ratio, are also intended to support climate protection.

Internally, climate protection measures are implemented through operational environmental management, and verified by means of an energy audit.

The corresponding allocation to the SDGs can be found in the footers of the respective pages.

SUSTAINABILITY MANAGEMENT

Hypo Vorarlberg devoted itself to the topic of sustainability early on. Since the financial year 2016, the company has been collecting and evaluating the most important indicators, and publishing these in a separate sustainability report. A major prerequisite for the credibility of the bank's sustainability endeavours is an effective sustainability management system with clear responsibilities, goals and evaluation processes. A well-functioning sustainability management system can, for example, reduce the ecological footprint, promote renewable energies or increase the stakeholders' trust by means of transparent reporting.

To fulfil these tasks, at the start of its sustainability efforts the company created a dedicated unit which is responsible for coordinating all the topics connected with sustainability and Corporate Social Responsibility (CSR). Since 2021, the Group has been successively expanded in order to take account of the regulatory requirements arising from the measures of the EU Action Plan "Financing sustainable growth". Group Sustainability works on the basis of Hypo Vorarlberg's sustainability strategy and the annual sustainability programme, which can be found in the Annex to this Report.

RISKS AND IMPACTS

In accordance with the Sustainable Finance Disclosure Regulation, we understand sustainability risks to be events or conditions in the areas of the environment, social matters or corporate governance whose occurrence might actually or potentially have major negative impacts on the value of an investment. Consequently, there is a material risk of inadequately tackling the risks and impacts of sustainability. In the medium to long term, negative impacts on the environment and society are foreseeable, which might for example give rise to a reputational risk for the Group. In certain areas of the core business there is also a legal risk (e.g. inadequate implementation of regulatory requirements). One possibility for minimising the risk of adverse impacts on the environment and society and repercussions for the company is defining clear responsibilities.

CONTROL OF RISKS AND IMPACTS

Through the Austrian Act for the Improvement of Sustainability and Diversity (NaDiVeG), the Managing Board and Supervisory Board have clear tasks with regard to reporting on sustainability. The Managing Board approves the non-financial statement and the sustainability report, and presents them to the Supervisory Board for verification. To create greater transparency, and despite the absence of any statutory duty to do so, as long ago as 2018 the Supervisory Board arranged for the annual external audit of the sustainability report (audit with limited assurance).

Due to the importance of the topic, Group Sustainability functions as a staff unit reporting directly to the Managing Board, which is informed about current topics at regular meetings and via reports, and in turn reports to the Supervisory Board on material topics and progress in this area.

The materiality of the identification and effective control of sustainability risks that has already been established is one of the most important sustainability management tasks. For this reason, the responsibility lies with the entire Managing Board, Group Risk Controlling and the respective specialist departments. Group Sustainability provides advice and support. The table below sets the sustainability opportunities, risks and impacts in the context of the 14 material topics, and specifies the respective responsibilities. Further details can be found in the respective subsections.

In 2022, a major project was launched in cooperation with an external partner, in which the individual subaspects of the topic of sustainability in the company were analysed and the current status was compared with the target status. The gaps identified turned out to be limited, and could be dealt with immediately. This evaluation served as the basis for the further development of the governance structure and sustainability strategy, and the further implementation of the ESG topics at Hypo Vorarlberg. The project is currently in its second phase. In 2023, the preparations for the ESRS (European Sustainability Reporting Standards) were further expedited. In summer 2023, the implementation of the materiality analysis began in accordance with the ESRS requirements; this will serve to identify material topics, and represents a basis for the strategic further development. Additionally, a GAP analysis was drawn up in preparation for the ESRS, and this provides further clarity on the data points to be reported on.

With the EU action plan "Financing sustainable growth" and the EU Green Deal, the European Union has brought together initiatives for reducing greenhouse gas emissions. Supplemented by the "Fit For 55" package, which obliges member states to achieve CO₂ neutrality by 2050 and reduce emissions by 55% by 2030, this should secure the path towards compliance with the obligations from the Paris Agreement.

Driven by this regulatory dynamic, the measurement and control of financed and invested emissions are becoming a major topic for financial institutions. For this reason, Hypo Vorarlberg has started to bring the decarbonisation strategy project into being. In addition to the operational emissions, which are described in the chapter "Operational environmental management", the focus of this project is on the emissions referred to as Scope 3, which arise through a company's activities in its value creation chain. Or to put it more precisely, through the emissions arising through the finance awarded or investments made by Hypo Vorarlberg – Greenhouse Gas Protocol, 15 Scope 3 categories and here Scope 3.15.

In drafting its climate transition plan, Hypo Vorarlberg is supported by an external partner. The project participants from the individual departments are assisted in processing the data accordingly for measurement, and subsequently calculating targets (SBTs — science based targets) which enable science-based control of the portfolio. With this project, Hypo Vorarlberg would like to create even greater emission-related transparency in the future. In line with the disclosure requirements, the first results are expected in spring 2025 (for the financial year 2024).

RI: 2-5, 2-9, 2-12, 2-13, 2-14, 3-3 Sustainability management 14■

SUSTAINABILITY TEAM

The topic of sustainability is an interdisciplinary matter. While the company-wide coordination and responsibility lies with Group Sustainability, it is the individual specialist departments which implement the agreed goals during their day-to-day business. For this purpose, every specialist department concerned has appointed an officer responsible for sustainability. These officers form the Hypo Vorarlberg sustainability team together with the Managing Board and Group Sustainability. The team coordinates its work regularly, in the form of topic-related project meetings, workgroup discussions or as a large group at the regular sustainability team meetings. At these meetings, team members report on developments and progress, among other things. All the significant decisions are taken by the Managing Board.

The sustainability team's tasks include monitoring current trends and developments in the area of sustainability, reviewing procedures and processes in the company with regard to sustainability aspects, and implementing sustainability measures in all areas of the company. The sustainability team also has the task of heightening the employees' awareness of sustainability topics – for instance by organising presentations or campaigns and training.

SUSTAINABILITY PROGRAMME

The sustainability programme is used to record the measures and goals planned in the various areas including the implementation periods and the respective progress (see Annex). Part of the due diligence process entails checking whether the goals set in the sustainability programme are achieved. Group Sustainability regularly reports progress to the Managing Board.

SUSTAINABILITY RATINGS

ISS ESG

ISS ESG collects and evaluates information about companies' social and ecological performance within the context of the rating process. In May 2017, Hypo Vorarlberg improved, and achieved the rating "C", with ISS ESG finding no contentious issues in any relevant business activity. Since then, the underlying score has continuously improved, so that Hypo Vorarlberg is now in the Prime range and is one of the best 10% in the sector "public and regional banks". The very good rating represents Hypo Vorarlberg's sustainability achievements in quantified form, and can assist investors in making a decision about where to invest. Regular updates ensure that the rating is up to date.

Sustainalytics

Morningstar Sustainalytics is a leading independent ESG and corporate governance research, rating and analysis company. In 2023, Hypo Vorarlberg took up the option of receiving feedback, and was able to greatly improve its rating. The current rating is: Medium Risk, ESG Risk Rating 26.1 (last update 30 August 2023).

WWF Bank Study 2022

In 2022, specialists from WWF and PwC evaluated the 14 largest Austrian universal banks (on the basis of their total assets) in respect of how they are dealing with relevant climate protection and biodiversity topics. 13 institutions actively participated in the study. The key areas for the study were governance, saving and investment, as well as loans and financing, based on questionnaires, interviews and research. On the five-step evaluation scale (visionaries, pioneers, ambitious, average, latecomers) none of the institutes studied achieved the top category "visionary".

In the Climate category Hypo Vorarlberg was classed as "ambitious" and in the Biodiversity category as "average". On a comparison basis, Hypo Vorarlberg is in the middle of all the banks assessed. The study underlined strengths, but also revealed future challenges which need to be continuously followed up.

Responsibilities for controlling risks and impacts

Material topic / responsibility	NaDiVeG issues	Economic, ecological and social impacts	Opportunities	Risks	Page
Sustainability management <u>Responsibility:</u> Sustainability	 Environmental issues Social and employee issues, human rights Corruption and bribery 	 Protection of the environment and climate Respect of fundamental human rights, improved working conditions, social integration Combating corruption and bribery 	 Positive environmental impacts: Reduction of ecological footprint, promotion of renewable energies Social responsibility: Companies contribute to improving the quality of life through fair working conditions, employee engagement and community projects Governance: Transparent reporting and ethical governance promote stakeholder trust 	 Legal risks: Through inadequate implementation of regulatory requirements Reputational risks: Negative perception in the event of lack of transparency or unethical conduct Social risks: Lack of social responsibility can lead to conflicts, dissatisfied employees and social tensions 	14
Stability and growth in the region Responsibility: Managing Board	 Social and employee issues 	 Regional value creation Labour market stability Participation by society in economic success 	 Positive social impacts: Promotion of regional value creation, engagement in society, secure employer Resilience: Promotion of long-term resilience Risk prevention: Careful consideration of risks and implementation of effective measures 	 Reputational risk: If insufficient account taken of ESG factors, lack of value creation in the community Conflicts of interest: Conflicts with the interests of the community Financial risks: Taking insufficient account of environment and social risks can lead to financial losses 	25
Sustainable proprietary investment <u>Responsibility:</u> Treasury	 Environmental issues Social and employee issues Human rights	 Protection of the environment and climate Respect of fundamental labour and human rights 	 Positive environmental impacts: Through financing for environment-friendly projects Positive social impacts: Through investments in companies with strong social practices Strengthening of governance standards: Through transparent governance and ethical business practices 	 Reputational risk: If sustainable investments do not correspond to the prescribed ESG standards Returns risks: Sustainable investments might exhibit lower returns Lack of standardisation: Absence of uniform standards for sustainable investments can make comparisons more difficult 	28
Sustainable engagement Responsibility: Charitable fund officer, Marketing	 Environmental issues Social and employee issues Human rights	 Participation by society in economic success Protection of the environment and climate Respect of fundamental labour and human rights 	 Social development: Promotion of education, combating poverty Strengthening of society: Better relationships with the people in the region, positive impact on social capital Employee engagement: Employees like working for companies that practise social responsibility 	 Reputational risks: Lack of sustainable engagement can lead to losses of reputation Inadequate implementation: Intended social impacts do not happen Conflicts of interest: If social engagement goals are not consistent with the community's expectations 	30

GRI: 2-9 Sustainability management 16 ■

Material topic / responsibility	NaDiVeG issues	Economic, ecological and social impacts	Opportunities	Risks	Page
Dealing with opportunities and	Environmental issues	 Protection of the environment and climate 	• Sustainable financial products: Development of green financial instruments and sustainable	Need to adapt the business model: New regulatory requirements pose a challenge	34
risks of climate change Responsibility:	investments Innovation: Promotion of technologies for adapting to climate change	• Innovation: Promotion of technologies for	 Financial instability: Social unrest due to climate-related changes can lead to financial instability 		
Managing Board			 Consultancy services: Providing advice to companies on adapting to climate change 	 Credit risks: Credit-worthiness problems or loss of asset value for companies in climate- sensitive sectors 	
Compliance	Social and employee issuesCorruption and bribery	 Legally compliant conduct 	 Transparency: Training on ESG guidelines promotes sustainable conduct in the company 	 Legal risks: Compliance challenges due to changes to ESG regulations 	40
Responsibility: Compliance	contaption and bilbery		 Reputation and trust: ESG compliance can strengthen customer trust 	Reputational risks: Infringements of statutory requirements or standards can damage reputation	
			 Market access: Access to ESG-oriented investors and growing markets for sustainable financial products 	5 1	
Data protection Responsibility: Data protection officer, entire workforce	Social and employee issuesHuman rights	Protection of customer and employee dataRight to privacy	 Trust and reputation: Effective data protection strengthens the trust of customers, investors and employees, and creates a market advantage Innovation: Promotion of secure, data protection -compliant technologies 	 Legal risks: Non-compliance with data protection requirements damages reputation Financial risks: Costs through data protection breaches, penalties and compensation claims 	44
Customer focus and customer satisfaction Responsibility: Sales	 Social and employee issues 	Commercial successCustomer satisfaction	Brand value: Positive corporate image through satisfied customers, recommendations by customers Customer retention: Loyalty created through good customer service	Reputational risks: Negative public perception leads to loss of trust and loss of customers Competitive disadvantages: Weakening of market position through poor customer evaluations	46
Sustainable financial products Responsibility: Asset Management Sales Product Management Treasury Finance	Environmental issuesSocial and employee issuesHuman rightsCorruption and bribery	 Protection of the environment and climate Respect of fundamental labour and human rights 	 Positive environmental influence: Through investments in renewable energies and environment-friendly projects Social responsibility: Through investing in/financing social projects and supporting fair labour practices Promotion of governance: Sustainable financial products promote good governance and transparency 	 Market risks: Procurement of capital more difficult or asset values reduced in the event of investments in especially CO₂-intensive industries or companies Greenwashing: A financial product is advertised as environment-friendly, green or sustainable despite not actually meeting these standards Lack of standardisation: There is no total comparability of sustainable financial products 	47

GRI: 2-9

Material topic / responsibility	NaDiVeG issues	Economic, ecological and social impacts	Opportunities	Risks	Page
Digitalisation and innovation Responsibility: IT	Social and employee issues	 Commercial success Customer satisfaction Employee satisfaction 	 Positive environmental impacts: Saving of resources, resulting in better CO₂ footprint Social innovation: Easier access to training, and bank services Governance and transparency: Improved governance through more transparent reporting, more efficient data analysis Sustainable products: Development of digital solutions that take particular account of environment protection and social issues 	 Electronic waste: Increase in electronic scrap and thus negative environmental impacts Digital divide: Not everyone has the same access to technology and the ability to use what is offered Cyberattacks: Digitalisation enlarges the target area for internet crime Job losses: Due to increased automation Market development: Connection to a very dynamically developing market is lost 	51
Diversity and equal opportunity Responsibility: HR Nomination Committee Employee health Responsibility: HR	 Social and employee issues Human rights Social and employee issues 	 Employee satisfaction Respect of fundamental labour and human rights Employee health Employee satisfaction Respect of fundamental labour and human rights 	 Positive corporate culture: Inclusive culture strengthens employee loyalty and supports attractiveness as an employer Promotion of innovation: Diverse teams promote different perspectives Better decision-making: Sounder decisions through more diverse teams Positive impacts: Company retains employees and attracts talents Preventive healthcare: Physical and mental illnesses are prevented and days off sick reduced Productivity: Satisfied and healthy employees 	 Loss of talent: Through lack of equal opportunities Legal risks: Through breaches of equal treatment laws Governance: Neglect of diversity can indicate an inadequate strategic focus Reputational risks: Poor health management can adversely affect image Work losses: Downtimes due to sickness adversely affect productivity Health costs: Financial risks through neglecting employee well-being 	56
Training and development Responsibility: HR Compliance Operational environmental management Responsibility:	Social and employee issuesCorruption and briberyEnvironmental issues	 Employee satisfaction Customer satisfaction Protection of the environment and climate 	CO ₂ emissions and resource management through energy-efficient systems • Reputation: Can improve image and	non-compliance with environmental regulations Operations: Interruptions through natural	60
Logistics/ Operating Technology			 strengthen trust of customers or stakeholders Cost savings: Through energy savings and optimal use of resources 	disasters and environmental impacts Supply chain: Challenges due to unsustainable suppliers	

GRI: 2-9 Sustainability management 18

HUMAN RIGHTS

The Group's sites are located in countries in which the essential human rights are not only prescribed by law but also put into practice in daily life and business operations. In addition, Hypo Vorarlberg (including its subsidiaries) ensures by means of internal policies that it only concludes transactions in which at least the most fundamental human rights are complied with. As with the majority of the sustainability topics, human rights is also an interdisciplinary topic which can be found in various chapters of this Report, so in accordance with the scope of the Report cross-references to other chapters have been inserted.

RISKS AND IMPACTS

For Hypo Vorarlberg it is extremely important to specify both present and future risks in this area, reduce the adverse impacts as applicable, and decline cooperation arrangements where it is highly likely that human rights are currently being breached or already have been.

Risks for the sustainability factors, and in particular social and employee matters and human rights, arise for example when certain groups of employees are systematically disadvantaged, such as on the basis of their gender, age or ethnicity. Such discrimination is conceivable in terms of appointment, remuneration, promotion opportunities, or training and development, among other areas. Repercussions on the company could be possible, for instance in the form of reputational damage. The same risk might also arise in the event of non-adherence to voluntary self-commitments. Financial damage could result from violations or errors in implementing the GDPR.

Conversely, by means of voluntary self-commitments it is possible to increase not only a company's reputation, but also its employees' awareness and perception of the internal sustainability efforts. New customers can be acquired through new products that have been expanded to include sustainability aspects, such as Green Bonds.

VOLUNTARY SELF-COMMITMENTS

Hypo Vorarlberg would like to make an important contribution to improving the human rights situation, and has committed itself to the Universal Declaration of Human Rights¹⁵, the ILO core labour standards¹⁶ and the OECD Guidelines for Multinational Enterprises¹⁷, and to continuously developing these further in the company's operational processes.

Ethics and sustainability criteria

As well as the ecological dimension, the ethics and sustainability criteria already include many social aspects. Thus in all areas where the ethics and sustainability criteria apply, the company excludes business relationships which involve breaches of human rights as defined in the UN Universal Declaration of Human Rights, or labour rights as defined in the ILO core labour standards.

The exclusion of banned weapons is also listed not only in the selection criteria, but also in the final Social Taxonomy Report¹⁸. Hypo Vorarlberg's endeavours go even further, by also excluding projects and companies in warring states in accordance with OeKB Coverage Guidelines.

The ethics and sustainability criteria serve to control the sustainability risks and adverse impacts, and are therefore an essential element of Hypo Vorarlberg's sustainability strategy. They apply in both the bank and its subsidiaries¹⁹. Further information including the implementation process can be found in the chapters "Sustainable proprietary investment" and "Sustainable financial products".

Sustainable procurement guidelines

For Hypo Vorarlberg, sustainable procurement means not only procuring environment-friendly products and services, in line with the precepts of economy, efficiency and expediency, but also compliance with high social standards during their manufacture or provision. The Code of Conduct on the website informs our suppliers, business partners and customers of this.

"turn to zero"

"turn to zero" offers high-quality and transparent climate protection projects both in Austria and abroad. These reduce, prevent or bind CO₂, for example through protecting forests or increasing energy efficiency. The climate protection projects cover both ecological and social components, entirely in line with the UN Sustainable Development Goals (SDGs). The climate protection projects are certified in accordance with international standards, and reviewed by independent third parties.

EMPLOYEES

The most important resource for a successful company is its human capital, which is why Hypo Vorarlberg goes beyond the legal framework to pay particular attention to human rights matters affecting its employees.

To prevent negative impacts and thus enable employees to contribute to the company and develop optimally, there is no discrimination on the basis of gender, age, nationality, ethnic and social origin, religion or ideology, family status, personal limitations, sexual orientation or identity, either when they are appointed or in (the) everyday working life.

Remuneration is determined on the basis of the principle of equal treatment of all genders: the same work is remunerated with the same basic salary. Furthermore, extra payments above the basic remuneration can only be made in a gender-neutral manner for clearly defined aspects. As an employer Hypo Vorarlberg supports flexible working time models, and through open access to training grants all employees the same training and development opportunities. The option of attending courses online which is often available offers part-time employees in particular the possibility of participating in training. Employees on parental leave continue to have the possibility of using the online courses available via the Hypo Bildung portal. The company also ensures a balanced composition when selecting managers.

Hypo Vorarlberg is aware that a high performance level is only possible when all the framework conditions are consistent. The company assists its employees in this with a variety of measures which are summarised in the chapter "Employees".

¹⁵ https://www.un.org/depts/german/menschenrechte/aemr.pdf (accessed January 2024)

¹⁶ https://www.ilo.org/berlin/arbeits-und-standards/kernarbeitsnormen/lang--de/index.htm (accessed January 2024)

¹⁷ https://www.oecd-ilibrary.org/governance/oecd-leitsatze-fur-multinationale-unternehmen_9789264122352-de (accessed January 2024)

¹⁸ https://finance.ec.europa.eu/system/files/2022-08/220228-sustainable-finance-platform-finance-report-social-taxonomy_en.pdf (accessed January 2024)

¹⁹ This applies to all major areas of the Group, i.e. all bank locations in Austria, and to the subsidiaries Hypo Immobilien & Leasing GmbH and Hypo Vorarlberg Leasing

All of this makes a substantial contribution to employee satisfaction. In addition, all managers are obliged to hold an appraisal discussion at least once a year with the employees who report to them. This ensures not only that the employees are able to contribute their skills and potential to the best of their ability. but also that interactions between managers and employees are attentive and respectful. The Works Council represents the employees in the event of all manners of problems, and acts as their contact. Further information can be found in the corresponding chapters.

PRODUCTS AND SERVICES

The company's products and services reflect the social components via the SDG 1 (No poverty) in particular. To provide everyone in the EU with access to financial services. Hypo Vorarlberg offers its basic bank account. Information about this can be found on the website²⁰.

Flexibility irrespective of time and place is becoming ever more important for many customers, but there are still transactions which require personal contact. To live up to its claim to provide optimal advice and support, Hypo Vorarlberg is continuously improving its branch network. For this purpose, a number of smaller branches have been integrated into larger ones, and competence centres are increasingly being created. These centres amalgamate Hypo Vorarlberg's strengths, and offer customers the major benefit that the right contact is always on the spot – no matter what the customer currently wishes to discuss.

ACCESSIBILITY

Branches and bank locations

The rights of persons with disabilities are important to Hypo Vorarlberg, so it provides or improves access for them to the bank's locations and services. The company pays particular attention to the accessibility aspect when constructing new buildings or undertaking renovations. The measures range from wheelchair-accessible entrances and lifts and accessible WCs to tactile guidance systems on ATMs for visually impaired and blind persons.

Hypo Vorarlberg's 25 sites are already largely barrier-free:

- 23 of the 25 sites have step-free access²¹
- 42 of the 43 ATMs and cash recyclers are equipped with a headphone socket
- Glass doors are fitted with contrasting stickers so that they are more visible
- Account statement printers and ATMs are wheelchairaccessible

Digital accessibility

Hypo Vorarlberg's website has been developed technically in such a way as to support the use of the current tools for barrier-free access. So for example the use of screen readers is guaranteed.

The website is constantly kept at the state-of-the-art technically, so that the highest possible quality standards of accessibility can be guaranteed in future too.

Hypo Vorarlberg also addresses the needs of people with disabilities with its online banking, which has been technically upgraded on the basis of the Web Content Accessibility Guidelines (WCAG) 2.0 Level AA criteria. There is a second, particularly highcontrast colour option, which makes it easier for people with visual impairments in particular to read the screen. The screen reader software has been enhanced with additional information to make the structure and content of online banking easier to understand when customers are using only voice output.

The online banking has been fine-tuned together with accessibility experts. During this optimisation process, feedback was also obtained from blind and visually impaired users and taken into account for the implementation.

SUSTAINABLE ENGAGEMENT

Since the Hypo Vorarlberg charitable fund was set up in 2014, the bank has already been able to help many people who have experienced personal misfortunes to escape the worst financial hardship. The charitable fund also benefits voluntary projects such as the support group against poverty and exclusion of children and young people. Further information can be found in the chapter "Sustainable engagement".

DATA PROTECTION

Section 1 GDPR (fundamental right to data protection) already indicates the high importance of data protection. The potential risks that might result from infringements show how relevant this is for a company's economic success. In order not to jeopardise its trust-based business relationships and to guarantee data protection, Hypo Vorarlberg has a corresponding strategy and policy. There are also a data protection officer and a deputy.

However, data protection does not just affect Hypo Vorarlberg's business relations. This basic right is also incorporated into the works agreement on whistleblowing. Thus the whistleblower has the choice of providing their information either openly or in a protected form, and irrespective of this they are protected against inappropriate negative consequences. Further information can be found in the chapter "Compliance".

LOOKING AHEAD

In order to make employees even more aware of the subject of human rights, and thus to ensure the subject is firmly rooted in the company, we aim to develop corresponding training courses or supplement existing training with relevant aspects.

²⁰ https://www.hypovbg.at/konten-karten/girokonten (accessed January 2024)

²¹ One branch is accessible without steps via the rear entrance, and one subsidiary is only accessible by means of steps at the entrance.

MATERIAL TOPICS

Hypo Vorarlberg regularly performs a materiality analysis to ascertain which sustainability topics are of particular relevance. A third analysis in accordance with the requirements of the GRI (Global Reporting Initiative) was planned for 2023. Due to the switch in reporting from the GRI to the ESRS from the financial year 2024, and in the interests of preparing well for the new reporting requirements, Hypo Vorarlberg reviewed whether the existing materiality analysis continued to correspond to all the requirements and whether the topics continued to be relevant. The review found that the materiality analysis from 2020 was still current. Almost simultaneously a start was made on the materiality analysis in accordance with the ESRS, which serves as the basis for the new reporting obligations. A reconciliation of the interim results with the existing materiality analysis performed in 2020 showed that there were some overlaps. This confirms the decision to focus on the materiality analysis in accordance with the ESRS and to prepare robustly for the new reporting obligations.

MATERIALITY ANALYSIS 2020

The basis for the materiality analysis is a sustainability survey which in 2020 was undertaken for the second time. The materiality analysis comprises two elements: the first is a survey of stakeholders. This establishes how a particular topic affects the stakeholders' attitudes to Hypo Vorarlberg, in other words the relevance of a topic for the stakeholders. The second element is an assessment of whether the particular topic is associated with significant impacts on people and the environment resulting from Hypo Vorarlberg's business activity. This is undertaken by an internal group of experts.

Taken together, these two dimensions provide information on how material a topic is for the Group; it should then be taken into account accordingly in the company's strategy and business activity. In addition, the material topics identified pursuant to NaDiVeG are taken into account in the company's reports on sustainability.

SUSTAINABILITY SURVEY

The stakeholders were asked to provide their assessment of the most important sustainability topics, and thus directly influence the company's strategy and future direction.

A preselection of the topics worth considering was undertaken by Group Sustainability and the Communication Unit together with an external consultancy company. The basis for this was the list of topics from the first survey in 2017 (at that time still referred to as the stakeholder survey), international standards such as the GRI, the UN SDGs and peer-group observations. The list of relevant stakeholders also underwent critical scrutiny (cf. also the section "Stakeholder dialogue" in this chapter). The survey, in which over 1,000 people participated, was undertaken online in autumn 2020 and then evaluated anonymously.

IMPACT ANALYSIS

During the same period, with the support of a consultancy company Hypo Vorarlberg organised a workshop with internal

experts. Their task was to evaluate the same list of topics as those examined in the sustainability survey in respect of their impacts. There had already been a similar workshop on this topic in 2019, the findings of which were used as a basis in 2020.

In the analysis of topics, the GRI definition of the term "impacts" was applied. The participants were to consider both the positive and potentially negative impacts on the economy, environment and society that might result from Hypo Vorarlberg's business activity. Inversely, they were also to include the actual or possible repercussions on the company in their considerations. The workshop participants assessed the impacts using a numerical value.

MATERIALITY MATRIX

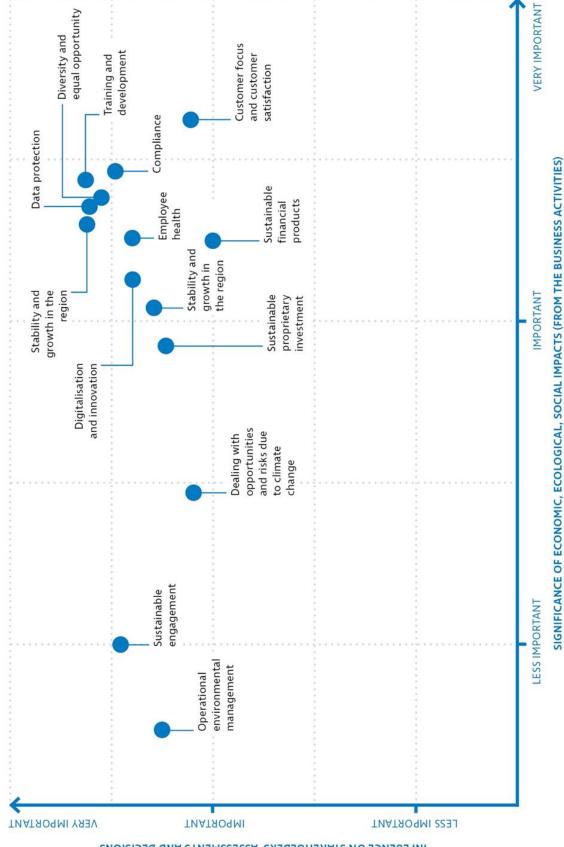
The sustainability survey and the impact analysis are combined in the materiality matrix on the next page. The value on the axis "Significance of economic, ecological, social impacts" represents the evaluation by the internal experts (impact analysis), and the axis "Influence on stakeholders' assessments and decisions" shows the stakeholders' evaluation. The material topics were summarised and are presented in detail in the chapters of the Sustainability Report.

The fields in the materiality matrix are arranged so that the importance increases from bottom to top and from left to right. Generally speaking, all the specific topics included in the matrix are relevant to different degrees (less important to very important). In terms of the positioning of the individual topics, there was a shift compared to the 2017 survey: the topics in the area of activity "Employees" increased in importance. The topic "Digitalisation and innovation", which was first surveyed in 2020, was also rated very high. The remaining results are essentially comparable to the 2017 survey. No further striking changes were identified.

The employees and customers of Hypo Vorarlberg exhibited by far the highest level of participation in the survey, therefore we should pay particular attention to their results. Customers attributed the greatest significance to the topics "Data protection" and "Stability and growth in the region". Among others, the topics "Compliance", "Diversity and equal opportunity" and "Training and development" achieved high levels of agreement. For Hypo Vorarlberg's employees, "Stability and growth in the region" and "Training and development" were the most important topics, followed by "Diversity and equal opportunity", "Employee health", "Digitalisation and innovation" and "Data protection".

Those topics which the respondents classed as especially important are also particular focuses of the sustainability process. They are also drawn on in corporate strategic matters and are used by the Supervisory Board as "signposts". The sustainability survey will be implemented at regular intervals (approximately every three years).

GRI: 2-12, 2-29, 3-1, 3-2 Material topics 21 ■



Material topics 22 ■ GRI: 2-29, 3-1, 3-2

STAKEHOLDER DIALOGUE

Alongside the regular sustainability surveys, Hypo Vorarlberg also contacts its stakeholders in other ways. Other opportunities of involving the groups of stakeholders arise for example when advising customers or during customer events.

The stakeholders were identified during the course of the sustainability project in 2016, when a screening of Hypo

Vorarlberg's internal and external touchpoints was carried out. During the 2020 sustainability survey the stakeholder groups again underwent critical scrutiny with an external consultancy company.

Here and in all other options for involving the stakeholder groups, Hypo Vorarlberg pays particular attention to the protection of personal data.

Various associations and initiatives in which representatives of Hypo Vorarlberg are involved or hold office also serve as platforms for the dialogue with stakeholders:²²

aranogae menosaaran	
Organisation	Website
Hypo-Verband	https://www.hypoverband.at
"turn to zero" (formerly "Klimaneutralitätsbündnis 2025")	https://www.turntozero.com
Business Engineering Institute St. Gallen	https://bei-sg.ch
Wirtschafts-Standort Vorarlberg GmbH (WISTO)	https://www.wisto.at
Einlagensicherung AUSTRIA Ges.m.b.H.	https://www.einlagensicherung.at

Stakeholder dialogue

Stakeholder group	Members	Meetings
Owners	■ Supervisory Board	5x a year
	 Annual General Meeting 	annually
Supervisory Board	■ Supervisory Board meetings	5x a year
Employees	 Internal communication (regular information by email, employee newspaper, Intranet, result presentation) 	regularly
	Employee events (Christmas party, winter active day, etc.)	regularly
	■ Works Council	regularly
	Appraisals	annually
	Whistleblowing	as needed
Customers	Personal contact with advisors	regularly
	Customer communication	regularly
	Customer service centre	regularly
	Customer events (customer concert, entrepreneurs breakfast)	regularly
	Complaint management	as needed
	Investor magazine Am Puls, magazine VORHABEN	regularly
	Social media channels, website, newsletter	regularly
	Customer surveys	regularly
Media and PR	Extensive press and public relations	regularly
	Press conferences, interviews	regularly
Suppliers/external service	Business contacts	regularly
	Code of Conduct	regularly
Politics and administration	Supervisory Board	5x a year
Investors	Investor relations (e.g. roadshows)	at product issuances
	Extensive press and public relations	regularly

GRI: 2-28, 2-29, 3-1 Material topics 23 ■

²² All websites accessed January 2023

ECONOMY

STABILITY AND GROWTH

IN THE REGION

Hypo Vorarlberg regards itself as a strong and reliable partner for the companies and people in its market areas, and pursues the clear goal of remaining the Number 1 in its domestic market, Vorarlberg. As a regional bank and the largest individual institution in Vorarlberg, Hypo Vorarlberg is connected with its domestic market in a special way. In Vorarlberg it counts around 80 of the 100 largest companies among its customers. Accordingly, the bank's economic success is closely interlinked with the success of the regional companies. It therefore matters greatly to Hypo Vorarlberg to contribute to stability and growth in the region and avoid negative impacts. This can only succeed if the bank remains a strong economic actor in the long term.

The basis for Hypo Vorarlberg's economic activity is the business strategy and the various divisional and functional strategies. Responsibility lies with the whole of the Managing Board. Stable business figures and good external ratings (in both the economic and sustainability areas) demonstrate the company's success.

RISKS AND IMPACTS

Material sustainability risks arise in the areas of social matters and employees: Hypo Vorarlberg could also be affected by any levelling-off of the economy or an economic crisis in its market areas, and might then no longer fulfil its role as a secure employer, sponsorship partner and charitable donor. Negative impacts on customers and employees are conceivable if the company were to pursue a business policy with a high affinity for risk and focused on short-term success, and were thus to jeopardise the stability of the company. There could also be conflicts of interest with the community.

Hypo Vorarlberg is aware of these risks and the possible impacts, and therefore pursues a business policy in which sustainable business development comes first. Maintaining the value of the customers' money comes before short-term profit. In this way the bank makes a positive contribution by preserving jobs which keep value creation in the region, enters into long-term sponsorship partnerships, and shares its economic success with its surrounding area. This is evident, for example, in the volume of the economic value distributed.

INCOME DEVELOPMENT

During the reporting year, Hypo Vorarlberg's operating result continued to be affected by the continuous key interest rate increases by the ECB. Net interest income was much higher than in the previous year, but the commission surplus also increased in the past financial year compared to the previous year.

The greatest change in comparison to the previous year was the result from financial instruments at fair value. The cause of the major change was mainly valuation effects for hedging instruments against interest rate change risks. In 2022, the higher interest rate level resulted in valuation gains for these hedging instruments in the amount of TEUR 92,436. At the end of 2023 the long-term interest rates fell, which in turn led to valuation losses for these instruments in the amount of TEUR -15,778.

The Group's result before taxes in 2023 was TEUR 53,057

(2022: TEUR 160,659). The annual result after taxes in 2023 was TEUR 40,099 (2022: TEUR 120,096). The decline is ascribable to the inverse valuation effects of the result from financial instruments at fair value, as well as from the risk provisions and reductions in the value of financial assets in 2022 und 2023.

After the low and negative interest rate environment for many years, the year 2023 was marked in particular by several increases in the key interest rates by the ECB as a consequence of combating high inflation. Both interest income and interest expenses increased at Hypo Vorarlberg. Net interest income was therefore much higher than in the previous year and increased by 39.2% to TEUR 233,661 (2022: TEUR 167,803). The commission surplus of Hypo Vorarlberg grew by 3.7% compared to the previous year, to TEUR 35,403 in 2023 (2022: TEUR 34,128).

Hypo Vorarlberg's total consolidated assets increased slightly in the financial year 2023 to TEUR 15,726,535 as at 31 December 2023 (2022: TEUR 15,305,475), representing an increase of 2.8% compared to the previous year's reporting date. Above all the increased demand for credit and increased advances to customers resulted in an increase in the amount of consolidated assets.

The stability and strength of a bank are assessed using the core capital ratio (T1), which for Hypo Vorarlberg was 16.65% in 2023 (2022: 16.75%). In total the core capital (T1) as at 31 December 2023 increased to TEUR 1,484,205 (2022: TEUR 1,461,568). Hypo Vorarlberg's total own funds as at 31 December 2023 showed an increase compared to the previous year of 0.3% to TEUR 1,707,937 (2022: TEUR 1,702,876). They were thus well in excess of the minimum required by law (CRR). The Managing Board's plans for sustainable growth and the expectation of new regulatory requirements mean that Hypo Vorarlberg also intends to increase its capitalisation further in the future.

For detailed information on the course of the Group's business, please refer to Hypo Vorarlberg's Annual Report. The comparative figures for the bank can be found in the Annual Financial Statements (www.hypovbg.at/investor-relations).

ECONOMIC VALUE

Viewed from the perspective of the direct economic value generated, as required by the GRI Standards, the performance of the Hypo Vorarlberg Group comes in at TEUR 286,749 (2022: TEUR 318,157). At bank level the direct economic value generated as at 31 December 2023 was TEUR 264,525 (2022: TEUR 193,909).

The company shares its economic success with its surrounding area. This is evident from the economic value distributed, which in 2023 was TEUR 131,939 (2022: TEUR 150,067) at Group level and TEUR 128,107 (2022: TEUR 81,510) at bank level. This key performance indicator quantifies all the payments made by Hypo Vorarlberg to its surroundings, such as wages and salaries to employees, dividends, taxes and social security contributions. It also includes sponsorship for cultural and sporting facilities, and voluntary donations. The economic value distributed thus indicates the importance of Hypo Vorarlberg in the regional economic fabric and in society.

Direct economic value generated and distributed

in TEUR	2023		2022		2021	
	Group	Bank	Group	Bank	Group	Bank
	(IFRS)	(UGB)	(IFRS)	(UGB)	(IFRS)	(UGB)
Direct economic value generated	286,749	264,525	318,157	193,909	256,802	215,207
Net interest income	233,661	220,219	167,803	157,973	196,061	174,152
Net fee and commission income	35,403	35,349	34,128	33,813	38,023	37,580
Net result from financial instruments	-35,797	5,542	80,430	825	-5,424	1,992
of which net result from trading	5,787	0	6,243	0	4,844	0
Other income	53,482	3,415	35,796	1,298	28,142	1,483
Economic value distributed	-131,939	-128,107	-150,067	-81,510	-131,265	-124,303
Material expenses	-41,121	-42,937	-36,976	-38,510	-32,957	-34,433
of which donations and sponsorship	-1,256	-1,239	-1,280	-1,263	-1,046	-1,035
Wages and salaries	-56,641	-50,446	-52,106	-45,513	-49,672	-43,804
Dividends*	-4,434	-4,434	-4,434	-4,434	-6,335	-6,335
Public sector	-29,743	-30,290	-56,551	6,947	-42,301	-39,731
of which taxes on income	-12,958	-15,177	-40,563	21,334	-26,868	-25,842
of which stability levy	-2,895	-2,895	-2,749	-2,749	-2,676	-2,676
of which statutory social security contributions	-13,890	-12,218	-13,239	-11,638	-12,757	-11,213
Economic value retained	154,810	136,418	168,090	112,399	125,537	90,904

Explanation:
The direct economic value generated and distributed is shown at Group and bank level. For reasons of materiality, the figures are not shown separately broken down to regional level. In 2022, individual adjustments were made.

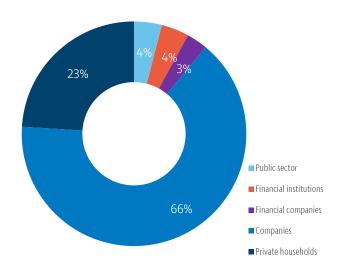
* Subject to the approval of the Annual General Meeting and taking account of the further developments up to the time of this resolution.

STRONG FINANCIAL PARTNER

As at 31 December 2023, loans and advances to customers across all valuation categories totalled TEUR 11,089,798

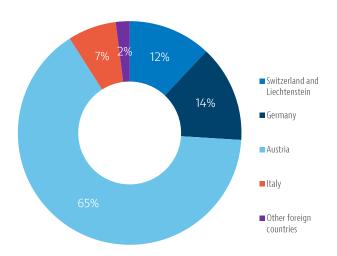
(2022: TEUR 10,644,719), of which the largest share were posted in the category at Amortized Cost. In the reporting year, loans and advances to banks reduced by 10.0% to TEUR 418,305 (2022: TEUR 464,585).

Loans and advances to customers and banks – by sector (as at: 31 December 2023)



Loans and advances totalling TEUR 11,508,103 across all valuation categories consist primarily of loans and advances to companies and private households, and were 3.6% higher than in the previous year (2022: TEUR 11,109,304). While finance for companies increased, loans and advances to households exhibited a fall.

Loans and advances to customers and banks – by region (as at: 31 December 2023)



The largest part of the lending business of Hypo Vorarlberg is in Austria with a share of 65%, followed by Germany with 14%. The remaining loans and advances to customers are primarily targeted at customers from Switzerland and Italy (particularly leasing).

REGIONAL VALUE CREATION

The importance of Hypo Vorarlberg for the stability and prosperity of the region can also be measured by its direct contribution to regional value creation, i.e. the proportion of regional producers in Hypo Vorarlberg's procurement budget. When awarding contracts, the company ensures that the value creation primarily remains in the regions in which it is active, i.e. Austria, Switzerland, Germany and Italy.

By reason of the materiality for Hypo Vorarlberg, the regional value creation shown in the table below relates only to procurement by the bank's Austrian sites. Trust-based business relationships have been in place with most suppliers for many years. The range of products comprises: workplace equipment (hardware/software), office equipment, advertising and customer gifts, mobility and logistics, external advisors, auditors or service providers, and the construction, maintenance and operation of buildings, technology and security installations.

Regional value creation by country (all bank locations in Austria)

(an barners are a construe)				
Share of turnover (EUR)	2023	2022	2021	
Austria	90.82%	90.76%	89.50%	
Germany	6.26%	6.00%	6.48%	
Switzerland	0.69%	1.03%	1.20%	
Other	2.24%	2.21%	2.83%	
Total	100.00%	100.00%	100.00%	

SUSTAINABLE

PROPRIETARY INVESTMENT

By means of its proprietary investments, Hypo Vorarlberg can exert a major influence over other economic actors and contribute to moving towards a socially, ecologically and economically responsible economy. In line with its superordinate goal, the company makes every effort to prevent negative impacts on the environment and society as far as possible, and to foster positive impacts. This also takes effect in the bank itself in terms of proprietary investment, where ethics and sustainability criteria have been defined for this purpose. The proportion of bonds geared towards sustainability (Green Bonds, Social Bonds, Sustainability Bonds and Sustainability Linked Bonds) is of significance here.

RISKS AND IMPACTS

Material risks will arise if the bank invests directly in companies which are particularly subject to physical or transitory risks due to climate change (see "Dealing with opportunities and risks due to climate change"), which do business in a way which is especially harmful to the environment or CO_2 -intensive, or flout fundamental labour and human rights. As well as the risk of a possible decline in assets (stranded assets) there would be reputational risks if the bank were to enter into questionable business relations as described. A further consequence would be negative impacts on the environment and society. Sustainable investments bring with them the risk of lower returns, and there are also no consistent standards, which makes it difficult to compare and evaluate sustainable investments.

In terms of proprietary investment Hypo Vorarlberg pursues a two-part approach. On the one hand, the defined ethics and sustainability criteria are used to control sustainability risks and reduce adverse impacts. On the other hand, the bank makes a positive contribution to protecting the environment and climate and to respecting human rights by systematically acquiring bonds which are clearly geared towards sustainability. Both approaches are described in more detail below.

ETHICS AND SUSTAINABILITY CRITERIA

The ethics and sustainability criteria describe economic activities or business practices which in the bank's view are associated with clearly positive impacts on the environment and society (positive criteria) or have a particularly negative impact on the environment, climate or people (selection criteria). Before the bank enters into any transactions, the employees of Group APM & Investments review the criteria using the four-eyes principle. If a positive criterion is identified, the transaction is then concluded, provided it also makes sense from an economic perspective. If a selection criterion is found, the transaction must not be completed. Internal Audit takes account of the instructions of the Managing Board in its ongoing reviews. This represents part of the due diligence process. The following positive and selection criteria are currently applied when investing the bank's assets.

POSITIVE CRITERIA

In accordance with internal approval guidelines (Kompetenzordnung), Group APM & Investments maintains a dedicated ESG book for proprietary investments in bonds or similar instruments. Fulfilment of the ESG book criteria represents a positive criterion.

SELECTION CRITERIA

Minimum requirements and norm-based screening

- Gross violation of human rights in accordance with the United Nations Universal Declaration of Human Rights and adverse impacts on human rights²³
- Violation of labour rights in accordance with the ILO core labour standards²⁴
- Projects and companies in warring states in accordance with the OeKB Coverage Guidelines²⁵

No investments are made in companies which breach international standards and norms in the areas of human rights, labour standards, the environment and the prevention of corruption. The basis for screening are the United Nations Global Compact, the OECD Guidelines for Multinational Enterprises, and the United Nations Guiding Principles on Business and Human Rights. Companies are divided into three categories: "compliant", "watchlist" and "noncompliant". Companies classified as "noncompliant" are excluded from the investable universe. The review is undertaken on the basis of data from an external ESG research partner.

Exclusion criteria

Topic	Turnover threshold	Exclusion criteria
Armaments	0%	Banned weapons
Aimaments	5%	Manufacture/trade in arms
Genetic technology	5%	Genetically modified organisms (GMO)
Fossil	0%	Oil and gas extraction by means of fracking
fuels	5%	Oil extraction from tar sands
	5%	Extraction of coal/coal mining
	5%	Nuclear energy
Controversial	5%	Manufacture of tobacco products
business areas	5%	Production in the adult entertainment industry
	5%	

²³ Further information e.g. at https://www.menschenrechtserklaerung.de (accessed January 2024)

²⁴ This applies in the event of a substantial violation of at least one of the four fundamental principles in the ILO Declaration on Fundamental Principles and Rights at Work (freedom of association and collective bargaining, forced labour, child labour, discrimination), compare https://www.ilo.org/berlin/arbeits-und-standards/kernarbeitsnormen/lang--de/index.html (accessed January 2024)

²⁵ Further information e.g. at https://www.oekb.at/export-services/laenderinformationen.html (accessed January 2024). This concerns export transactions or foreign investments (excluding projects for humanitarian purposes or primary care for the population).

SUSTAINABLE INVESTMENT STRATEGY

Hypo Vorarlberg systematically invests in bonds that are clearly geared to sustainability. This includes bonds that conform to the Green Bond Principles and have been classed as ESG investments by a recognised sustainability rating agency on the basis of a positive second party opinion. The bank also acquires bonds which make a positive contribution towards solving urgent social problems (Social Impact Bonds) and bonds which serve to finance the sustainability goals set out by the UN (Sustainability Bonds). Investments are also made in Sustainability Linked Bonds. The total volume of all sustainability-related bonds was TEUR 210,400 as at 31 December 2023, corresponding to approximately 7.36 % of Hypo Vorarlberg's total portfolio. The actual benefit for the environment and society is significantly greater due to the application of ethics and sustainability criteria.

Overview of sustainable investment book

Overview or sustainable investment book					
TEUR	2023	2022	2021		
Green Bonds	129,300	113,695	68,876		
Social Bonds	30,100	18,500	16,900		
Sustainability Bonds	51,000	24,000	16,000		
Sustainable investment book	210,400	156,195	101,776		
%age of total portfolio	7.36	5.78	3.94		

The investment volume is highly dependent on the availability of investments which make economic sense, so no dedicated planning takes place for purchasing sustainable bonds, but nonetheless the volume was increased by over 30% in 2023. The market is continuously monitored and opportunities for suitable investment are utilised. Group APM & Investments aims to structure the total portfolio as sustainably as possible, depending on the availability of suitable emissions and the credit risk strategy.

SUSTAINABLE

ENGAGEMENT

Hypo Vorarlberg also demonstrates its closeness to the people in its key markets through its social and ecological engagement. Sustainable engagement can strengthen the community and drive social development forward.

RISKS AND IMPACTS

The company does not attract any recognisable material risks from this engagement, especially as only ethically sound projects are sponsored as a matter of principle. There is only a risk for society if Hypo Vorarlberg were no longer able to fulfil its responsibility. It might then withdraw as a donor and long-term sponsorship partner, but this is unlikely given the company's economic stability. Conflicts of interest might also arise if social engagement goals are not consistent with the community's expectations.

In terms of impacts, above all the company's positive contribution to the prosperity of the people and the environment in its key markets and beyond should be highlighted. Thus in total the donations and sponsorship by the Group in 2023 amounted to approximately TEUR 1,256.

SOCIAL ENGAGEMENT

There are two mainstays of Hypo Vorarlberg's social engagement, donations and sponsorship. In all its engagements, attention is paid to regionality and diversity, and a long-term relationship is generally sought. Further requirements are the personal engagement of the project operators and the professionalism of the projects to be supported.

An internal employee is responsible for the area of donations and that of sponsorship for Group Sponsorship and Events, which is located in the Communication and Marketing Department. The Internal Audit department is responsible for the auditing, and makes use here in particular of Hypo Vorarlberg's sponsorship policy in order to guarantee an objective and independent evaluation.

CHARITABLE FUND

In 2014, Hypo Vorarlberg founded a dedicated charitable fund for supporting charitable projects. Every year, part of the profit generated is transferred into this fund. Since the fund was started, donations to the value of TEUR 2,265 have been pledged, and in 2023 the donations paid out totalled TEUR 276. In this way people who have experienced personal misfortunes have been helped to escape the worst financial hardship, and various social institutions and regional cultural projects have also been helped. An honorary Board of Trustees made up of representatives of different social institutions administers the charitable fund and autonomously decides quarterly how the money should be allocated. In 2023, the charitable fund supported numerous social projects, cultural initiatives, and scientific and educational projects, for example the initiative "Sindbad" – a mentoring programme in which people from different living environments form relationships and learn from one another.

"Sindbad" initiative - mentoring for young people

Sindbad provides students and young professionals aged between 20 and 35 as mentors for 12 months for pupils aged 13 to 19 attending class 9 of middle school, a polytechnic school or a specialised middle school. Every pupil (mentee) is given a personal mentor with whom they can think together about planning their future and take concrete steps in planning their education. The mentoring team tackle admission to a higher secondary school or an apprenticeship together.

Support group against poverty and exclusion of children and young people run by the Institut für Sozialdienste (ifs)

Hypo Vorarlberg has been supporting this initiative by the Institut für Sozialdienste for five years. The aim of the project is to provide unbureaucratic financial help to children and young people from families threatened with poverty, so as to enable them to participate in social and societal life. This donation is re-evaluated and a decision taken every year on the basis of an activity report.

Charitable fund: Donations paid out

Chartensie ranai z chiationis pana cat					
In TEUR	2023	2022	2021		
Social matters	258	229	157		
Knowledge/education	2	56	49		
Culture	16	21	11		
Other	0	5	0		
Total	276	311	217		

The criteria in accordance with which donations are made are just as varied as the requests. Only the cases which fulfil the awarding criteria in accordance with the Rules of Procedure are sifted by the Board of Trustees in one of their quarterly meetings. Every application is critically scrutinised, checked and continuously evaluated by an employee of Hypo Vorarlberg. The outcome of the meeting is minuted. Internal Audit also scrutinises the administration of the fund annually to ensure it is being administered properly.

SPONSORSHIP

Art and culture

Hypo Vorarlberg supports the regional art and culture scene with sponsorship and partnerships. The company also regularly awards prizes in the areas of art and architecture.

Bregenzer Festspiele

Every summer the Bregenzer Festspiele presents high-quality openair operas with its "opera on the lake", as well as indoor opera performances, outstanding concerts and theatre performances in the Festspielhaus and on the workshop stage. In total around 80 performances delight over 200,000 visitors every summer. Hypo Vorarlberg is a longstanding partner and since 2013 has been the main sponsor of the Bregenzer Festspiele.

Vorarlberg arts centres

As well as the Bregenzer Festspiele, Vorarlberg's arts centres (vorarlberg museum, Kunsthaus Bregenz, Vorarlberger Landestheater) also enrich the cultural landscape around Lake Constance, and attract every year numerous guests to Vorarlberg from all over the world. Hypo Vorarlberg supports this engagement as a longstanding partner, and since 2017 has been the main sponsor of all three institutions.

Stella Vorarlberg Privathochschule für Musik

Hypo Vorarlberg has supported the Vorarlberger Landeskonservatorium and Stella Vorarlberg Privathochschule für Musik since 2009. Here young people and students are trained as professional musicians specialising in instrumental and vocal teaching. The highlight of the partnership is the two concerts held every year for around 2,000 of the bank's customers.

Hypo Vorarlberg Art Prize

Every five years since 1984 the bank has awarded an art prize endowed with EUR 10,000. Artists born or resident in Vorarlberg are invited to submit their work. Within the framework of the art prize, the bank acquires selected artworks for its own art collection. The prize winners are decided by an international jury. In 2019, Hypo Vorarlberg offered its art prize for the tenth time. 120 artists submitted a total of 192 works, and the prize finally went to Christine Lederer for her digital print "Am liebsten trage ich ein Bügelbrett" ("I most prefer to wear an ironing board").

Hypo Vorarlberg real estate developer prize

Hypo Vorarlberg has awarded the real estate developer prize for innovative contemporary architecture since 1987. Every five years the prize offers an overview of the architectural development of half a decade. The cooperation partner is the vai Vorarlberger Architektur Institut. Real estate developers and planners can apply jointly for the prize.

In the eight edition in 2020 six projects received awards, and a further six were honoured with recognition. For the first time, the jury – consisting of Anna Popelka, Klaudia Ruck, Sandra Hofmeister and Markus Zilker – did not award the prize in fixed categories. The buildings were assessed in terms of their quality, irrespective of their typology. According to the experts, this free consideration permits an undistorted view of the trends and key areas of construction in Vorarlberg.

The interest in the prestigious award was also once again unwavering in 2020: the vai Vorarlberger Architektur Institut counted 146 submissions by the closing date. Entrants were permitted to submit constructions erected in Vorarlberg including renovations, infrastructure projects and open space designs, which were of a high architectural and ecological quality in terms of urban or local planning, and had been built during the previous five years. The total prize money in 2020 was EUR 30,000.

Sport and leisure

Within the framework of its social engagement, Hypo Vorarlberg supports numerous sports events and clubs in its key markets.

Hypomeeting

Hypo Vorarlberg has been supporting the athletics Hypomeeting in Götzis as the main sponsor, and lent the event its name, since 1985. The decathlon and heptathlon, which is regarded as one of the best-attended all-around meetings of the season, has been held every year since 1975 at the end of May or beginning of June, and is the most important annual sports event in Vorarlberg.

Support for clubs and associations

Vorarlberg football clubs such as SCR Altach and SC Austria Lustenau also receive financial support. To enable regional talent to keep pace with the high standards of football, since autumn 2003 the Vorarlberg Football Association (VFV) has run a football academy (AKA Vorarlberg) together with the Collegium Bernardi in Bregenz. Hypo Vorarlberg has been AKA Vorarlberg's main sponsor since 2007 and in this way supports its work with young players. The bank also supports numerous sports clubs and associations, such as the handball clubs Bregenz Handball and Alpla HC Hard.

PARTNERSHIPS

Financial driving licence for young people

Under the Vorariberg financial driving licence scheme, children and young people learn how to handle money responsibly. The participants are made aware of the complexity of the subject of money and finance, and receive valuable tips and information on how to handle money. Hypo Vorarlberg supports the initiative by the Institut für Sozialdienste (ifs) with numerous other partners.

ENGAGEMENT FOR THE ENVIRONMENT

As part of the European Green Deal, the protection of the environment and the restoration of biodiversity are of great European significance, and the bank also wishes to take account of this at regional level with its environmental engagement.

VN Climate Protection Prize

Since 2008, Hypo Vorarlberg has supported the Climate Protection Prize offered by the regional newspaper "Vorarlberger Nachrichten" (VN). Every two years this prize honours innovative climate protection projects in the categories "Living consciously in private households", "Active schools and young people", "Municipalities and the public", "Innovative companies" and "Agricultural diversity". As well as the awards, above all it is the role model effect created by large and small climate protection measures which is important. The next prize will be awarded in 2024.

PROJECTS

On the occasion of the bank's 125th anniversary in 2022, EUR 125,000 was invested in selected regional environment projects with the aim of achieving long-term support and cooperation with the project partners. The projects were selected in close cooperation with the Managing Board, and Group Sponsoring and Events is responsible for assisting the project partners.

Initiative "Garta tuat quat"

By bringing together all the fruit-growing and garden associations in Vorarlberg, the Verband für Obst- und Gartenkultur Vorarlberg aims to promote regional fruit-growing and horticulture, domestic use of the produce grown, caring for the countryside and towns, and the conservation of nature and the landscape. Hypo Vorarlberg supports the project "Garta tuat guat: the Vorarlberg children's and school garden initiative", which enables young people to have fundamental experiences of nature and connect these experiences with a sustainable lifestyle in terms of the climate and resources.

Renaturalization measures - Langsee moor complex

The Verwall – Klostertaler Bergwälder nature conservation association seeks to conserve the valuable and threatened habitats in the Natura 2000 areas. The area around Lake Langsee on the border with Tyrol comprises one of the largest moor complexes in the European protected area "Verwall", which consists of high and low moors, high mountain lakes and smaller marshy pools. The aim of the project is to improve the existing pathways in order to prevent further trampling damage within the moor complex, and to enable the regeneration of the areas which have already been damaged.

Construction of shallow ponds in the Rhine delta

The task of the Rhine delta nature conservation association is to maintain the area in such a way as to conserve the natural habitat. This includes the implementation and coordination of care and rehabilitation measures, as well as scientific observation and monitoring the condition of the area. Shallow ponds are being constructed to promote the positive development of the stocks of tree frogs, crested newts and yellow-bellied toads as well as other aquatic and semiaquatic species.

Reforestation, maintenance and modification measures in selected regions of Vorarlberg

A unique project which is expediently and sustainably distributed throughout Vorarlberg is being supported. This involves reforestation with tree species which can cope with climate change, caring for these species and modification measures to move towards forests which can tolerate climate change. For this purpose, after a careful review several forest locations were selected which face differing challenges from the dominant climate change, for example forests at lower altitudes which are used for mental and physical recuperation, or protected forests at higher altitudes and in marginal locations with a greater biodiversity.

In spring 2023, 50 oak trees were planted in the Dornbirner Achauen together with the Vorarlberg forest association – the management team at Hypo Vorarlberg in Dornbirn took the branch's 50th anniversary as a reason to provide practical support.

Stocktaking and protective measures for the scops owl in the Bad Gleichenberg area

To support an initiative in one of the bank's market areas outside Vorarlberg, Hypo Vorarlberg decided on a project in Styria. BirdLife Österreich campaigns for the conservation of the Austrian bird sanctuary areas and runs countless species protection projects. As well as a stocktaking, additional nesting boxes are being fitted in the region to protect the threatened scops owl.

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GOVERNANCE

DEALING WITH OPPORTUNITIES AND RISKS

DUE TO CLIMATE CHANGE

Global climate change involves substantial risks which could negatively impact the economy and society. At Hypo Vorarlberg these risks are systematically analysed and controlled. Climate change has the potential to fundamentally alter the economy and society. Many companies are now obliged to rethink their business model in view of the physical risks, new regulatory requirements or changes in customer behaviour. Society's values and lifestyles are being put to the test and people are wondering whether there can be "business as usual" without jeopardising the basis of life for future generations. Banks are also unable to escape these developments.

Hypo Vorarlberg is determined to reduce the physical risks and transition risks of climate change and strengthen the resilience of its business model. The company is putting appropriate measures in place to identify climate risks and control them effectively. At the same time the company is utilising the opportunities arising due to climate change, especially in the area of products and services. Statutory requirements (e.g. EU Sustainable Finance Disclosure Regulation, EBA Guidelines on Loan Origination and Monitoring) provide the framework for this, and responsibility lies with the entire Managing Board.

CLIMATE RISKS

Climate risks are a subgroup of sustainability risks. They are generally divided into physical climate risks and transition risks, although there are reciprocal effects between these two categories.

Physical climate risks

The physical risks of climate change are those risks which arise directly from changes to the climate – for example temperature changes, the more frequent occurrence of extreme weather (e.g. cold spells or droughts) or natural disasters (e.g. forest fires, floods). The different economic sectors are affected by these risks to differing extents. According to the Austrian Financial Market Authority (FMA), the most vulnerable sectors include, but are not limited to, agriculture and forestry, food production, the transport sector, and the tourism and energy sectors.

Transition risks of climate change

In contrast to the physical risks of climate change, transition risks describe the possible consequences arising from the development towards a more ecological economic system. These include both political and regulatory measures against climate change (e.g. the introduction of a carbon tax) and also changes in consumer behaviour (e.g. the trend towards environment-friendly mobility solutions) and in technology (e.g. the development of a more climate-friendly alternative to the products or services offered by a company). The industries most affected by the transition risks are those which are heavily dependent on fossil fuels (e.g. energy generation, iron and steel industry) and whose products cause high emissions (e.g. car manufacturers).

Whilst the direct physical climate risks for the bank infrastructure need to be taken seriously, but tend to be minor, it is above all the indirect physical climate risks in the core business that are significant for the company (e.g. financing for companies which are exposed to physical risks).

Transition risks due to climate change also mainly affect Hypo Vorarlberg in terms of its core business (e.g. financing for companies whose business models are coming under scrutiny because of climate changes).

Dealing with direct climate risks

The direct physical risks for Hypo Vorarlberg – such as massive cases of damage in the Group caused by extreme weather events (destruction of the bank infrastructure or IT systems) – are absorbed within the framework of the bank's Business Continuity Management (BCM). This is intended at least to limit the damage caused by exceptional situations if it cannot be prevented. It also covers exceptional situations in connection with physical climate risks. What is crucial is the ability to respond rapidly and correctly to emergencies and the capability to continue important business processes. In the security and crisis manual, known scenarios are sketched out and the parameters for restarting are defined along with the procedures and resources required for this. An executive body (crisis team) is responsible for the Business Continuity Management area of Hypo Vorarlberg. This is supported by nominated security officers in all branches who have clearly defined tasks and receive regular training.

IDENTIFICATION AND MEASUREMENT OF RISKS IN THE CORE BUSINESS

A workshop on the topic of risks and impacts in autumn 2019 formed the basis for tackling sustainability risks. The workshop participants included members of the sustainability team and representatives of all the relevant specialist departments at Hypo Vorarlberg. For the 2022 risk strategy, Group Risk Controlling analysed the report by the European Banking Authority (EBA) on the management and oversight of sustainability risks as well as the Climate Risk Stress Test by the ECB. At the end of 2022, the ECB published the Good Practices for dealing with climate risks, and on the basis of this the risk inventory was substantially expanded for 2023. Sustainability risks are now treated in the same manner as ICAAP or ILAAP risks, i.e. the Managing Board establishes the strategic guidelines on the basis of an annual risk inventory.

GROUP RISK CONTROLLING

Group Risk Controlling is responsible for the risk control, which comprises the annual revision of the risk strategy, including implementing the risk inventory and the development of risk models. One aspect of this is the identification of sustainability risks. In addition, steps must be taken to improve the data basis and measurement, and suitable stress tests must be developed.

In 2022, possibilities for the quantitative measurement of both physical and transition risks were created. A sustainability risk report is prepared and presented to the Managing Board annually (cutoff date at the end of June) on the basis of the strategic quidelines.

Measuring the flood risk in Austria

Vorarlberg was last affected by massive flooding in 2005 and according to media reports the state-wide damage amounted to approximately EUR 180 million²⁶, so the risk of flooding is central to the initial analyses of physical risks. The analysis of the risk reports at that time indicates only a slight need for valuation adjustments in real estate financing, and the Annual Report for 2005 contains no references to increased value adjustments. Thus even a massive flood in the domestic market did not have any significant impacts on Hypo Vorarlberg's business operations and result. Subsequently, extensive measures for flood protection were put in place in Vorarlberg up to 2015 and EUR 300 million of public investment took place.

The first step was to quantify the financed volume in red and yellow zones (HQ100 = flood events with an average likeliness of occurrence once every 100 years when viewed statistically) in Vorarlberg. This analysis has since been extended to cover the whole of Austria.

The total customer volume in the HQ100 zone in Austria is approximately EUR 546 million, with EUR 413 million distributed in Vorarlberg (all figures as at 30.6.2023). The real estate securities offset against these amount to EUR 306 million in the whole of Austria, of which EUR 218 million (end of 2022: EUR 208 million) are in Vorarlberg. 7 of the 10 most significant flood areas in terms of volume are located in Vorarlberg. The rating situation of those customers threatened by flooding is good, with only EUR 6 million of the volume of these customers in rating class 4. In Vorarlberg concentrations of customers threatened by floods can be identified in Lech and Dornbirn in particular. The latter derive mainly from possible flooding of Rohrbach and Steinebach, although according to the water management department of the State of Vorarlberg the existing hazard situation in Dornbirn has already been reduced by means of construction measures and will be further reduced in the near future.

Apart from this, the remaining liability at risk is evenly distributed over numerous municipalities of the state, so the existing geographic diversification within the customer portfolio can be regarded as adequate. Even a massive flood event in a valley community would not affect the bank materially. The HQ100 liability and the value of securities jeopardised by floods in Austria excluding Vorarlberg is primarily concentrated on a small number of municipalities, which with the exception of Kitzbühel are all located in Styria. Other federal states are of virtually no significance.

At the subsidiary Hypo Vorarlberg Leasing AG in Bolzano, the flood risks for major loans were analysed individually and no cluster risk was evident.

Measuring the avalanche risk in Austria The same infrastructure as was used for flood risks was also used to examine avalanche risks and whether cluster risks exist in the form of financing in areas with a risk of avalanches. No such risk

was identified.

Measuring greenhouse gas intensity

The pricing of greenhouse gas emissions results, for example, in increases in the costs of energy or fuel, as a consequence of which the financial burden for customers increases. To be able to control this risk we need to identify which industries and customers have a higher greenhouse gas intensity and lower credit rating.

To measure the transition risk, the greenhouse gas intensities per industry and country²⁷ on the bank's corporate portfolio (excluding real estate financing and securities) were mapped.

The heat maps below show the greenhouse gas intensities for the Austrian and German corporate portfolio as at June 2023. The x-axis shows the NACE industry codes (Statistical Classification of Economic Activities in the European Community), and the y-axis shows the customer ratings. The legend for the NACE sectors can be found in the Annex. The size of the bubbles indicates the volume at the respective interface.

In general terms, a large part of the portfolio shows a low greenhouse gas intensity. The highest intensities are evident in Germany in the energy supply sector, although an analysis of the individual customers indicates that for some customers the Eurostat data overestimate the intensities. In Austria the manufacturing industry exhibits comparatively high values with significant volumes in what are generally good rating classes. In the transporting and storage, and agriculture and forestry, areas there are further portfolios with a high greenhouse gas intensity and mostly good ratings.

The average greenhouse gas intensity of the bank's entire company financing portfolio is approximately 36 t CO₂e/EUR million customer revenue.

The leasing subsidiary in Bolzano has also started to analyse greenhouse gas intensity, and according to this the portfolio exhibits an average greenhouse gas intensity of 75.7 t CO_2e /EUR million customer revenue. The last available Eurostat data per NACE (as at 2021) and the portfolio exposure as per 31.07.2023 were used for this.

ENERGY CERTIFICATES

For a number of years, Hypo Vorarlberg has been obtaining energy certificates for real estate financing. The energy certificate contains key figures that are converted into scores from A++ to G. The information from the energy certificates is required to enable assessments of the extent to which, for example, customers are exposed to risk from higher energy costs.

Customers who have a lower credit rating and occupy a property with a poor energy certificate are affected more greatly by rising energy costs than other people. Increased energy costs also affect the value of properties with a high energy consumption to a greater extent compared to properties with lower energy consumption. The risk of rising energy costs is currently mitigated by extensive public support programmes which attenuate possible impacts.

An evaluation of loans in the bank's private customer area, in which the customer's energy rating was compared with the energy certificate score, showed that the energy certificates largely scored a B or better. Only a slight correlation can be identified between the customer rating and the energy certificate score.

In 2023, Hypo Vorarlberg Leasing AG in Bolzano started to obtain energy certificates.

IMPROVING THE DATA QUALITY

Hypo Vorarlberg has already worked intensively on improving the quality of its data in the past, and since mid-2023 sustainability-related customer information has been requested from corporate customers in the form of the OeKB ESG questionnaire. The Hypo Vorarlberg subsidiary in Italy is considering acquiring a similar tool. Good data availability and quality form the basis for meaningful measurements, and this is the only way in which topics can be managed and goals derived successfully in the long term.

²⁶ https://www.vol.at/jahrhundert-hr-imochwasse-jahr-2005-naturkatastrophe-in-vorarlberg/4428701 (accessed January 2024)

²⁷ Tons of CO₂e per EUR million turnover, source: Eurostat

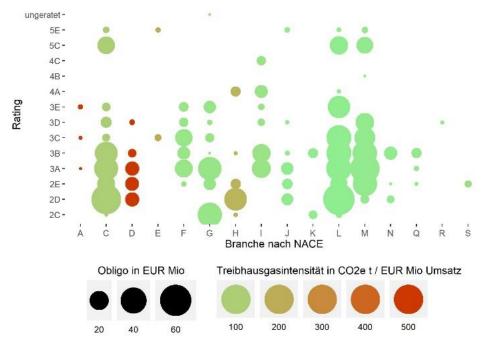


Figure 1: Heatmap of Austria (as at 30.06.2023)

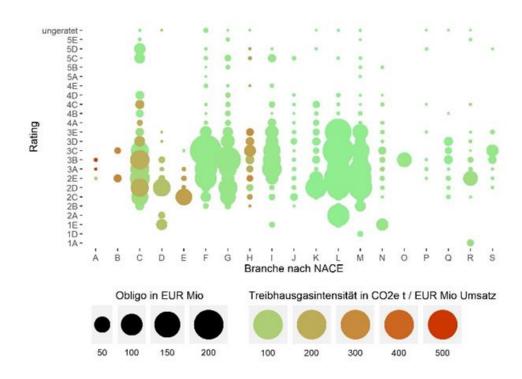


Figure 2: Heatmap of Germany (as at 30.06.2023)

INVESTMENT BUSINESS

For Hypo Vorarlberg customer portfolios (asset management strategies and fund advisory) the Asset Management department is responsible for identifying and controlling the sustainability risks.

Since November 2021, all actively advertised Hypo Vorarlberg asset management strategies and funds have corresponded to the requirements of Art. 8 of the SFDR and taken account of ecological and social characteristics (see "Sustainable financial products").

At product level the Hypo ESG investment approach defines the essential requirements for portfolio management, including the demarcation of "investments" and "other investments", and is split into two areas, "selection of individual securities" and "selection of target funds". Individual securities are selected by means of the Hypo ESG rating. No direct investment takes place in companies and states with a Hypo ESG rating of "D" or "E". When selecting target funds, the minimum quotas for third-party products pursuant to Art. 8 or Art. 9 SFDR apply, as well as a minimum Hypo ESG rating at portfolio level. Compliance with the defined requirements is regularly monitored by Asset Management. For this purpose, the Hypo ESG rating tool has been used since the end of 2022 to record the quotas of those companies at portfolio level of the financial product which have an internal rating of "D" or "E". The SFDR classification of target funds held is also monitored. Further details can be found at: ESG Investmentansatz - Hypo Vorarlberg (hypovbg.at).

For better comparability, since 2021 all Hypo Vorarlberg investment funds and alternative investment funds have undergone an independent ESG screening (formerly yourSRI transparency seal). The data were also collected as at the end of September 2023 within the context of the regular disclosure.

In addition to the evaluations at product level, every quarter the Asset Management department also analyses the entire assets under management. Within the scope of this, in 2023 an evaluation of different CO₂ ratios was also undertaken. This is based on the available company and carbon data from our ESG research partner (the basis of which is the measurable portion of the assets under management) and among other things it highlights the CO₂ intensity²⁸. As at the end of 2023 the CO₂ intensity was 69.77 t CO₂e/EUR million²⁹ (2022: 104.01 t CO₂e/EUR million²⁹). The striking difference from the previous year's value can be explained by numerous updates to the data basis of our ESG research partner during the course of the reporting year. Comparability of these key figures will therefore be possible at the earliest when a new calculation takes place based on the available carbon data available at the start of 2024 relating to the reference date 31.12.2022. The resultant CO₂ intensity figure is 74.63 t CO₂e/EUR million²⁹. In the reporting year, practice convincingly proved that due to the severely fluctuating data basis no concrete portfolio management measures could be derived. The suitability for control use must therefore be scrutinised critically in phases of multilayer changes and where there is a short data history.

It is generally evident that in practice the meaningfulness and comparability of individual data surveys are limited. This limitation can also be explained through possible changes to the asset class weighting and allocation design. In addition, a significant proportion of the investments made by Hypo Vorarlberg are in index-tracking products

(pursuant to Art. 8 or 9 SFDR), whose composition is determined by the respective provider.

DEALING WITH CLIMATE RISKS IN THE CORE BUSINESS

In the core business, the risk for Hypo Vorarlberg arises mainly in the financing and investment business. This is the case in the financing business, for example, if natural disasters reduce the value of collateral or customers' debt sustainability. Risks also arise for the bank through the acquisition of securities if the issuers are particularly affected by the physical risks of climate change. In future both physical and transition risks will be explicitly assessed in new business. For finance in risk zones (floods, avalanches) requirements that reduce the corresponding risk must be borne in mind. These requirements relate both to the individual case (official approvals must be presented) and to general requirements (for example: no financing in risk zones in Austria outside the core markets). From a defined limit of greenhouse gas intensity, an explicit statement must be issued.

The central control tool is the bank's exclusion and selection criteria; these relate to economic activities and conduct which the bank does not class as sustainable. If one of the exclusion criteria is breached, the transaction in question must not be concluded (see "Sustainable financial products"). The Hypo ESG investment approach used by Asset Management applies to portfolio management.

The managers in the core business have to ensure that the exclusion and selection criteria effectively prevent transactions that are associated with an increased sustainability risk for the bank, and must take appropriate measures to quarantee compliance with the criteria. Internal Audit takes account of the criteria during its ongoing reviews. There is also great diversity among the bank's business partners, which cushions the risk To prevent cluster risks, which arise through a too great concentration on individual areas of business, Hypo Vorarlberg sets industry limits in its corporate customer business. The stipulations on strategy, governance and risk management are to be progressively implemented as well as possible over the next few years. The aim of these efforts is to be able to make a robust statement on the business model's resilience to climate risks.

OPPORTUNITIES DUE TO CLIMATE CHANGE

Climate change is associated with not only risks, but also opportunities. In the banking business these exist above all in the development of further sustainable finance products. The legal framework for this is defined by the legislator. Thus, for example, the Disclosure Regulation (part of the EU Action Plan for financing sustainable growth) sets clear minimum requirements for the advertising of sustainable financial products (e.g. funds). The EBA "Guidelines on Loan Origination and Monitoring" do the same for sustainable loans.

²⁸ CO₂ intensity takes account of Total Scope 1 + 2 (tCO₂eq/EURm)

²⁹ Copyright ©2024 Sustainalytics, a Morningstar company. All rights reserved. The information, data, analyses and opinions contained herein: (1) includes the proprietary information of Sustainalytics and/or its content providers; (2) may not be copied or redistributed except as specifically authorized; (3) do not constitute investment advice nor an endorsement of any product, project, investment strategy or consideration of any particular environmental, social or governance related issues as part of any investment strategy; (4) are provided solely for informational purposes; and (5) are not warranted to be complete, accurate or timely. The ESGrelated information, methodologies, tool, ratings, data and opinions contained or reflected herein are not directed to or intended for use or distribution to India based clients or users and their distribution to Indian resident individuals or entities is not permitted. Neither Morningstar Inc., Sustainalytics nor their content providers accept any liability for the use of the information, for actions of third parties in respect to the information, nor are responsible for any trading decisions, damages or other losses related to the information or its use. The use of the data is subject to conditions available at https://www.sustainalytics.com/legal-

Publication of the proportions of invested Art. 8 or Art. 9 SFDR financial products in the assets under management or in all invested funds no longer seems to be expedient, for the following reasons: a static examination relating to a reference date cannot represent a sound picture of the ongoing changes in the various portfolio allocations. In addition, the survey methodology for the assets under management can change as a result of adjustments caused by the regulations. The minimum quotas for third-party products pursuant to Art. 8 or Art. 9 SFDR are defined in the ESG investment approach.

Ecological and/or social aspects are promoted by applying the Hypo ESG investment approach in portfolio management, since direct or indirect investments in companies are made which do better in this area compared to their competitors. Furthermore, the company has numerous products and services which serve a social or ecological purpose, including for example the Green Bonds which have been issued by Hypo Vorarlberg since 2017. Other products serve among other things to open up access for disadvantaged groups to fundamental bank services. The range of sustainable products is continuously being expanded.

INFORMATION

ABOUT THE HIGHEST GOVERNANCE BODY

The interests of the stakeholders are a high priority for Hypo Vorarlberg. In order to provide sufficient information about sustainability, the governance aspect is also disclosed. This comprises the collective knowledge, appointment and selection, and evaluation of the performance of the highest governance body, as well as the remuneration policy.

ASSESSMENT OF COLLECTIVE SUITABILITY

The Nomination Committee bears responsibility for the assessment of the collective suitability of the Supervisory Board and the management. This assessment process is set out in the internal Fit & Proper Policy. The Fit & Proper Office, which at Hypo Vorarlberg is formed by the HR Department, is responsible for ensuring that the policy and the central documentation of the suitability assessments are updated.

The assessment of the collective suitability of the management and the Supervisory Board must take place before any changes to personnel, and during any re-evaluation. In this assessment, the actual collective knowledge, skills and experience are compared with those necessary for the collective suitability of the respective managing body.

NOMINATION AND SELECTION

It is necessary to ensure that overall the composition of the governance body reflects a sufficiently wide range of knowledge, skills and experience to understand the institution's activities and the main risks (including money laundering and terrorist financing). Particular attention is paid to this when appointing members of the management and the Supervisory Board (taking account of the respective committees set up). The purpose of this is to achieve a variety of views and experience, and facilitate the independent formation of opinion and efficient and balanced decision making by the management and Supervisory Board. Thus during the appointment process, the individual members of the management and the Supervisory Board are assessed in respect of their educational background and professional background, industry knowledge, gender and age, in order to ensure an appropriate degree of diversity.

The quantitative goal for the representation of the underrepresented gender in the governance body that has been set by Hypo Vorarlberg pursuant to Section 29 BWG (Austrian Banking Act) is 30% until 2030 for both the management and the Supervisory Board. Within the framework of the annual reevaluation of the management and Supervisory Board by the Nomination Committee, the adherence to diversity targets is documented, and if these have not been achieved, sufficient reasons are provided and measures put in place. Detailed information on this can be found in the chapter "Employees".

PERFORMANCE ASSESSMENT

At least once a year the Nomination Committee undertakes an assessment of the knowledge, skills and experience of the management and the members of the Supervisory Board, both individually and collectively, and makes suggestions for changes as required.

Among other things, these suggested changes can include training, changes to processes, measures to reduce conflicts of interest, and the appointment of members with particular competences.

Regular training and development measures are organised to ensure the suitability of the members of the Supervisory Board and management. Training measures must also be implemented in particular if there are changes to external circumstances (e.g. a change in the business activity or the organisation structure, new regulatory requirements), which under certain circumstances might influence the suitability of one or more members of the management or the Supervisory Board.

The Supervisory Board of Hypo Vorarlberg must include a sufficient number of independent members. Section 28a (5b) BWG regulates cases in which members are not independent, for example if a person was a manager of the credit institution concerned in the last five years. Section 39 BWG clarifies the independence of heads of committees. The review of such independence is recorded in writing in the Fit & Proper Policy. In turn, members of the Supervisory Board occupy functions on the bank's various specialist committees, and this also guarantees the independence of the individual managing bodies. When specialist committees are being set up (nomination, risk, loan, audit and remuneration committees) care is taken to ensure that the members have sufficiently sound (special) knowledge and experience, so that in its totality the committee properly covers the expertise required for its tasks, and the (individual) member can carefully fulfil the resultant duties.

REMUNERATION POLICY

A Remuneration Committee has been set up for Hypo Vorarlberg by the Supervisory Board. Pursuant to the legal regulations, the Supervisory Board of Hypo Vorarlberg must approve the general principles of the remuneration policy, and regularly review them. It is also responsible for implementing them. The Supervisory Board also instructs the Internal Audit department to independently verify the principles of the remuneration policy, and the latter must report to the Supervisory Board and the Remuneration Committee at least once a year. These provisions are regulated in the policy "Principles of the remuneration policy" and apply to all employees of Hypo Vorarlberg (Austria); there are special provisions for risk takers.

The Supervisory Board members strictly receive fixed expense allowances and attendance fees. The representatives of the State of Vorarlberg on the Supervisory Board, who are in an active employment relationship with the State of Vorarlberg, and the employees delegated by the Works Council receive no compensation from Hypo Vorarlberg. The members of the Managing Board receive a fixed remuneration in line with the market. No bonus system or other variable remuneration is provided for Board members.

COMPLIANCE

Hypo Vorarlberg uses a variety of measures to ensure compliance with the legal requirements at all times. In this way it protects itself and its customers against criminal activities. The term "compliance" generally describes a company's compliance with regulations and standards in its business activity. In the banking sector, this area takes on particular significance: the sector is regulated by strict legal framework conditions to reduce the risk of corruption and bribery, market manipulation and insider dealing, money laundering, terrorist financing, etc.

As a mainly publicly-owned company, Hypo Vorarlberg has a particular responsibility and exemplary function. Compliance with the laws and the standards that are usual in the industry is of the utmost importance.

Hypo Vorarlberg complies with the guidelines of the European Banking Authority (EBA). Here in particular the guidelines on internal governance, on assessing the suitability of members of managing bodies and occupants of key functions, and on a sound remuneration policy should be mentioned. The bank also complies with the circulars sent out by the Austrian Financial Market Authority (FMA) and aligns itself with the regulations of the Austrian Corporate Governance Code³⁰, which represents a benchmark for good corporate management and corporate control, and is based on the OECD Principles of Corporate Governance. Internally the most important rules of conduct for employees are summarised in the compliance guidelines. Since 2021, the Code of Conduct has ensured additional security. The primary responsibility lies with the Compliance Department.

RISKS AND IMPACTS

Unlawful conduct by employees of Hypo Vorarlberg would involve major risks for the company and society. In terms of the company, not only might this engender high legal costs and fines, but there is also a significant risk of sustaining reputational damage through such misdemeanours. Customers might also sustain financial damage as a result of conduct that is not in compliance with the law, and anti-competitive practices could also lead to unequal conditions between market participants. Hypo Vorarlberg takes a large number of measures to protect itself and its customers from criminal activities to the best of its abilities. The relevant legal provisions are set out in a number of internal work instructions and manuals for everyday practice. Employees continuously attend training courses and must pass regular knowledge checks.

The mandatory internal supervisory bodies and mechanisms which have been set up at Hypo Vorarlberg also include the possibility for employees to report anything they have observed via an internal whistleblowing system, and a complaint management system for customers. The variety of measures prevents negative impacts for the company, customers and the financial market. The effectiveness of these is shown by the fact that in the reporting period there were no incidents relating to corruption and bribery, and no legal proceedings as a result of suspected corruption. There were also no proceedings on the grounds of anti-competitive conduct or the formation of cartels or monopolies.

GENERAL REQUIREMENTS

The Compliance Department ensures that the Standard Compliance Code of the Austrian banking sector is constantly observed, and takes measures to prevent conflicts of interest between customers, the bank and employees. The Compliance Code regulates the areas of insider trading and market manipulation, employee transactions in credit institutions, conflicts of interest, advantages and the execution of orders. It specifies minimum standards which are intended to guarantee fair treatment of all participants in the capital market, and thus strengthen market participants' trust in the market mechanisms (especially pricing). The basis for this is the Stock Exchange Act (Börsengesetz 2018), the Securities Supervision Act (Wertpapieraufsichtsgesetz 2018, WAG), the MiFID II Delegated Regulation (Markets in Financial Instruments Directive) and MiFIR (European Markets in Financial Instruments Regulation), the Austrian Banking Act (Bankwesengesetz), the Securities Deposit Act (Depotgesetz), the Investment Fund Act (Investmentfondsgesetz 2011) and all the directives enacted in the execution of these laws.

The tasks of the Compliance Department are the ongoing monitoring and supervision of the relevant transactions, reporting suspicious transactions to the authorities, preparing an annual risk analysis and implementing the legal requirements.

PROVISION OF KNOWLEDGE

The Compliance Department ensures that all employees of Hypo Vorarlberg are informed about the relevant legal requirements and the company's expectations. For this purpose, during their onboarding (basic days) new entrants are issued with an overview of the general compliance regulations as well as the compliance policy and other relevant documents. They are also provided with basic knowledge of important topics such as corruption, data protection, money laundering and combating terrorism.

The basic training "Hypo 1", which all the bank's employees complete if they are unable to prove that they have already completed equivalent training, also includes topics relating to the law and compliance. In addition, all employees must also regularly refresh their knowledge of compliance. In 2023, 400 people attended a compliance course, 33 employees completed a learning programme including a test, and 668 people undertook the annual knowledge check. At the St. Gallen branch, 7 people participated in a compliance training course.³¹

In 2023, Fit & Proper courses were also held on various topics, and were attended by 15 members of the bank's Supervisory Board and the members of the Managing Board. The training covered the following key areas among others: anti-money laundering, governance, internal control system and IT security, regulatory updates including an update on sustainable finance.

A further instrument for concisely informing employees of their responsibility in the area of compliance is the already mentioned Code of Conduct of Hypo Vorarlberg. The subsidiaries in Bolzano have their own Code of Ethics³². The documents serve as reference works supplementing the Compliance Policy. Their publication on the website means that business partners are also informed of the approach adopted by Hypo Vorarlberg, and they are also expected to comply with the Code of Conduct. Work is underway on another solution to create a better awareness of the Code of Conduct.

³⁰ https://www.corporate-governance.at/code/ (accessed January 2024)

³¹ Overlaps possible, e.g. employee completes more than one unit (training courses, learning programme, knowledge check)

³² www.hypoleasing.it, www.hypoimmobili.it (accessed February 2024)

COMBATING CORRUPTION

The prevention and combating of corruption are regulated by means of a separate work instruction. This states as a matter of principle that in all the activities for the Group, employees are not permitted to grant or offer customers, suppliers, holders of public office or third parties money, material or other advantages, or conversely to accept these. This applies irrespective of whether or not it takes place with the intention of the generation of profits or the acceptance of undue advantage. This work instruction also states how employees should handle gifts and invitations from customers or business partners. The manual of the Austrian Ministry of Justice, which was prepared in 2012 during the course of introducing the Anti-Bribery Act amending the Criminal Act (Korruptionsstrafrechtsänderungsgesetz 2012), serves as the basis

An analysis of all of Hypo Vorarlberg's branches and sites showed that there are no material risks of corruption, and that particularly Austria, Switzerland and North Italy exhibit only a low risk of corruption. In the reporting period there were no indications of incidents of corruption in the bank or the Group, and therefore a corresponding audit was not necessary.

Within the framework of the general compliance training (basic days, basic training "Hypo 1") all Hypo Vorarlberg employees are familiarised among other things with the company's anticorruption measures and with their own obligations. There is also a corruption prevention learning programme, which in 2023 was completed by 42 employees in management positions and 247 employees not in management positions. In the St. Gallen branch and the subsidiaries, compliance courses are held which are adapted to the special circumstances of the respective unit. Thus no training is provided on the subject of securities in the subsidiaries, as no securities transactions are undertaken here. In 2023, 39 employees at Hypo Immobilien & Leasing participated in training measures on the prevention of corruption. No training on the topic of corruption took place at Hypo Leasing AG in Bolzano in 2023.

PREVENTION OF MONEY LAUNDERING AND TERRORIST FINANCING

The Compliance Department is also responsible for compliance with the duty of care to prevent money laundering and terrorist financing. There are supporting IT audit systems available for this: on the one hand for monitoring and risk assessment of customers with regard to money laundering, and on the other hand for transaction control and to establish whether customers figure on sanctions lists or are regarded as politically exposed persons.

If there are suspicions of possible money laundering or terrorist financing, Hypo Vorarlberg immediately informs the Financial Intelligence Unit (FIU) at the State Criminal Investigation Department. The Compliance Department's undertaking of its tasks is audited for the correct adherence to the laws, both internally by the Internal Audit department and also by an external auditing company.

All customers are checked by means of a special transaction control software created for this purpose to see whether they are named on a sanctions list held by the EU, the UN or the Office of Foreign Assets Control (OFAC) of the US Department of the Treasury. On the one hand this is intended to prevent these persons or entities becoming customers of Hypo Vorarlberg, and on the other hand to identify as rapidly as possible if an existing customer is included on one of the sanctions lists. In such a case, their accounts must be blocked and the corresponding authority informed.

To prevent money laundering and terrorist financing, Hypo Vorarlberg attaches great value to regular training for all employees. Therefore, in 2023 a total of 401 bank employees participated in money laundering training, 121 people completed the money laundering learning programme including test, and 383 people took the annual money laundering knowledge check. In St. Gallen 41 people participated in a course on money laundering and 25 people completed an eLearning money laundering course. At the subsidiary in Italy, 51 people participated in a course on money laundering and at Hypo Immobilien & Leasing 22 people completed a learning programme on money laundering.³³

MONITORING BODIES

In order to be able to guarantee compliance with the laws and appropriate handling of the risks of the banking business, the supervisory authority requires various monitoring bodies and mechanisms, which have been set up at Hypo Vorarlberg.

Risk management

Hypo Vorarlberg has an integrated risk management framework, which enables well-founded, expert decisions to be taken about entering into risks. The risk management assessment incorporates balance sheet and non-balance sheet risks, as well as current and future risks, and includes all the relevant risk categories such as credit risks, market risks, liquidity risks, concentration risks, operational risks, IT risks, reputational risks, legal risks, conduct risks, compliance risks, strategic risks and miscellaneous risks. To an increasing extent it also includes sustainability risks and non-financial risks.

Hypo Vorarlberg pursues a risk policy in which there is an appropriate balance between profit and risk. Hypo Vorarlberg takes account of the particular risks of the banking business by means of conservative lending, strict valuations of receivables and collateral, and the appropriate recognition of general and specific valuation allowances. To prevent cluster risks, industry limits are set in the corporate area. The entire Managing Board bears the responsibility for the bank's risk management. In a separate manual, the common types of risk in the banking business are defined and the risk management processes for the individual risk types are explained. The entire lending process is regulated in detail.

The Compliance Department also has the task of preventing conflicts of interest at personal level and at organisation-unit level. The guidelines on entering into risks are recorded in writing, among other things to enable review by Internal Audit. Further details of financial risks and risk management at Hypo Vorarlberg can be found in the Annual Report. The comprehensive disclosure of the organisation structure, risk management and the risk capital situation in accordance with the Capital Requirements Regulation (CRR) takes place on the website.

For the Managing Board it is essential to minimise not only the classic risks, but also those risks which might undermine confidence in Hypo Vorarlberg. Thus the reputational risk defines the risk of potential damage to the Hypo Vorarlberg brand and the associated risks (e.g. impacts on the earnings situation, equity or liquidity) that might arise through a business connection, activity or omission, or which the stakeholders of the bank might perceive as inappropriate, unethical or in contradiction to the bank's values and its ethics and sustainability criteria. At Hypo Vorarlberg the identification of non-financial risks takes place among other things by monitoring the ethics and sustainability criteria in the financing and investment business (see "Sustainable proprietary investment" and "Sustainable financial products").

³³ Overlaps possible, e.g. employee completes more than one unit (training courses, learning programme, knowledge check)

Internal Control System (ICS)

Hypo Vorarlberg is distinguished by its clear regulation of the organisational, corporate, control and monitoring functions, which comprises in particular the four-eyes principle, IT-assisted checks, and decision-making powers and monitoring instruments which are geared to the respective risk content. At Hypo Vorarlberg the responsibility for setting up, designing and ensuring the lasting efficacy of the Internal Control System (ICS) rests with the whole of the Managing Board.

Within the framework of the ICS, the processes are reviewed regularly, at least annually, for their risk content and for the existence of transparent, effective, efficient and risk-reducing measures and controls, and are supplemented and adapted if necessary. Additionally, a control and effectiveness analysis is performed regularly and any potential for improvement that is identified is implemented. The inclusion of further or new processes in the documented ICS takes place according to the materiality and risk content for Hypo Vorarlberg.

The ICS executive body, to which among others the entire Managing Board and the Compliance Department belong, confers at least once a year to approve decisions, take note of the risk assessments and make continuous ICS core process decisions.

An ICS report is prepared half-yearly for the Managing Board and annually for the Supervisory Board audit committee on the work being undertaken by the ICS. ICS reporting takes a bottom-up approach. The records on the controls that have been implemented are completed by the process owner as they are being carried out operationally. Together with the results of the control and effectiveness analysis, these records are combined in the ICS report, so that in combination with the Internal Audit results they can be used to make a statement on the effectiveness of the ICS. If applicable, the Managing Board instructs that adequate measures be taken to remedy any shortcomings. The Supervisory Board audit committee monitors the effectiveness of the ICS.

Internal Audit

Group Audit and Internal Audit provides independent and objective audit services intended to create added value and improve business processes (in particular with regard to their lawfulness, correctness and expediency). They support the organisation (Group) in achieving its objectives by evaluating the effectiveness of the risk management, the controls, and the management and monitoring processes with a systematic and targeted approach, and help to improve these. As part of the three-lines model, the role of Internal Audit (3rd line) is to perform audits of all areas, processes, procedures and systems both generally and on particular occasions. In addition, it must inform the management and the responsible supervisory body of the extent to which the governance framework, including the riskmanagement framework, is effective, and the extent to which corresponding procedures and principles have been specified and are continuously complied with. Internal Audit undertakes its tasks independently, objectively and impartially. It is not subject to any instructions when planning or performing its audits, reporting and evaluating the audit findings, or when deciding on the initiation of special audits.

All of the Managing Board members jointly share the responsibility for setting up the Internal Audit department and its functional capacity. The entire Managing Board permanently ensures that there is a suitable organisation in place with regard to the duties to be undertaken by Internal Audit, and that Internal Audit has adequate quantitative and qualitative personnel and equipment.

Whistleblowing

Since 2014, banks must have an informant or whistleblower system. Violations in the bank can be reported to an independent body such as the Compliance function, Internal Audit or by means of an independent internal whistleblowing procedure. The alert procedure ensures the protection of personal data. Information reported by means of the whistleblowing procedure is input into a database into which only the Head of Compliance, the Head of Audit and the Chair of the Works Council have (limited) insight. The whistleblower has the choice of reporting openly or via a protected system which enables information to be submitted anonymously. The possibilities of reporting in this way are regulated in a separate policy, which is accessible to all employees, and in a works agreement. In 2023 as in previous years, no violations were reported by employees. Violations in our Italian subsidiaries can be reported via a dedicated email address. This is published in the Code of Ethics on the website, and is regulated in a separate internal policy.

Hypo Vorarlberg ensures that those persons who report a violation are appropriately protected against negative consequences. In addition, persons about whom a report has been made are protected against any negative consequences if during the investigation no proof is found to justify the initiation of measures against them. External reports can be submitted directly to the Compliance function or Internal Audit. Anonymous reports can be submitted by post.

Complaint management

Hypo Vorarlberg attaches value to good, respectful communication, therefore since 2004 there has been a central complaint management office, which is run as a dedicated staff office reporting to the Managing Board. This form of stakeholder dialogue and the systematic recording of complaints are regarded as a major opportunity for continuously identifying and implementing possible improvements. This takes the same priority as offering unbureaucratic and rapid solutions. Hypo Vorarlberg takes every customer issue seriously and handles it with care. An internal guideline which is accessible to all employees regulates how complaints are essentially dealt with. The rules of the complaint procedure are published on the website and are thus also accessible to every customer.

Customers can approach Hypo Vorarlberg with reports via various channels (in writing, by telephone, in person). It is the task of the complaint management office to record, analyse or review, and resolve the complaint or claim, but also to listen to customers' wishes, ideas, suggestions and needs. In order to be able to cover the variety of topics effectively, the ombudsman's office works closely with customer advisors and/or as applicable with internal specialist departments.

In accordance with the Joint Committee harmonised guidelines for handling consumer complaints related to securities trading (ESMA) and banking (EBA), a customer complaint is any expression of dissatisfaction directed towards a credit institution by a natural or legal person in connection with a transaction. Therefore, the ombudsman's office deals almost exclusively with complaints which are directly related to a financial market service (e.g. a complaint about advice, processing, products, fees and charges, customer complaints about employees, etc.). A list of the justified complaints on the subject of data protection can be found in the "Data protection" chapter. All cases of complaints which can be cleared up directly in the branch are recorded, assigned to the categories (financing, payment transactions, savings and provision, securities, online banking) and reviewed by the ombudsman's office. The ombudsman's office should also be regarded as the point of contact for submitting complaints to other ombudsman and conciliation offices, as well as special interest groups (e.g. Institut für Sozialdienste, chambers of labour, etc.).

To ensure the possibility of quality improvement, complaints must be fully recorded in the internal system by the corresponding employee. An analysis or review of the complaint and the problem resolution will then be undertaken by Private Customer Sales and Corporate Customer Sales management and the ombudsman's office.

A report is prepared half-yearly on the complaint management, the complaints dealt with and the number of customer complaints at the branches. This is sent to the entire Managing Board, the Heads of Internal Audit, Communication, Compliance and Law, the Organisation/ICS and the Directors of Private Customer Sales, Corporate Customer Sales and Vienna, and is discussed at the Managing Board meeting.

The number of complaints, subdivided by categories and reasons for complaints, is reported to the OeNB annually.

As complaints are very individual and not easy to compare, it is not meaningful to state the number of complaints or compare this with other banks. For these reasons Hypo Vorarlberg does not report the number of customer complaints.

If complaints cannot be resolved amicably, pursuant to Section 19 Para. 3 of the Alternative Dispute Resolution Act (Alternative-Streitbeilegung-Gesetz, AStG) the customers (only consumers) are made aware that they can approach the responsible body for alternative dispute resolution.

CONFLICTS OF INTEREST

At Hypo Vorarlberg all the topics associated with conflicts of interest are regulated in a separate policy which applies to the entire Group. The contents of this policy are prevention and damage minimisation in the event of conflicts of interest occurring or being discovered, so that these do not result in any negative impacts on the interests of other stakeholders.

The Managing Board is responsible for specifying, approving and monitoring the implementation of policies on handling conflicts of interest. It is the Supervisory Board's task to supervise the implementation and maintenance of a Code of Conduct or comparable and effective guidelines on identifying, controlling and reducing actual and potential conflicts of interest. The point of contact for questions and reports on conflicts of interest is the Compliance Department, which is also responsible for maintaining this policy and reviewing the measures which have been put in place.

Conflicts of interest are disclosed to certain stakeholders (customers) if they cannot be resolved. The customer is informed of the conflict itself and also its possible impacts. If the conflict cannot be resolved, Hypo Vorarlberg will not execute the transaction.

Conflicts of interest at institutional level

Actions contrary to the interest of customers or other stakeholders, for example through the exercise of different activities or functions, are regarded as a conflict of interest at institutional level. The policy offers measures for preventing adverse impacts on customer interests.

Conflicts of interest at employee/management body level

In the event of compromised objectivity in carrying out duties, there is a conflict of interest at employee or management body level. This also includes interests of close family members and other close personal connections. The policy specifies different aspects of ascertaining possible conflicts, but the topmost priority is the avoidance of such conflicts by means of preventive measures. If a conflict of interest is unavoidable, a solution will be sought so that this does not have any negative impacts on the corresponding activity.

Conflicts of interest of governance bodies

If there are conflicts of interest of governance bodies, the focus is on the risk. Conflicts of interest that are disclosed are evaluated and regulated properly with the corresponding documentation of the decision.

To ensure objective and impartial decisions, members of the governance body may not occupy management or supervisory functions in competitive institutions. Persons who are related directly, related by marriage or married to a member of the Managing Board or Supervisory Board cannot be appointed to governance bodies.

A member of the Managing Board is excluded from discussions and voting if this affects them themselves, if the person concerned is related to the member of the Managing Board (to the 3rd degree), related by marriage, or married to them, or if there is sufficient reason to doubt their impartiality. Membership of the Managing Board is irreconcilable with the status of member of the State Government or the Supervisory Board.

For Supervisory Board members there is a relevant conflict of interest if from the perspective of an informed, advised and impartial third party there is a risk that in a Supervisory Board activity a Supervisory Board member might allow themselves to be guided by extrinsic considerations due to special interests. If there is a conflict of interest at this level, measures to be applied are the disclosure of a conflict of interest, approvals of contracts and transactions, a voting ban, and documentation. In the event of a permanent and unresolvable conflict of interest of a Supervisory Board member, they must resign from office.

GRI: 2-9, 2-11, 2-15 Compliance 43 ■

DATA PROTECTION

AND DATA SECURITY

Hypo Vorarlberg's business model is based on its customers' trust. This means that discretion and the protection of the data entrusted to it are crucially important for the company's economic success, so the utmost importance is allocated to data protection and data security. Additionally, the legislator has emphasised the significance of effective data protection with the General Data Protection Regulation (GDPR). Hypo Vorarlberg complies fastidiously with these regulations and puts measures in place to be able to ensure the best possible protection of customer data.

For this purpose, the company has adopted its own data protection strategy, and the employees are supported in their daily work by means of a data protection policy. Hypo Vorarlberg has also appointed a business data protection officer and a deputy. The data protection organisation chart is rooted in the GDPR, and a data protection management system has been established.

The subsidiaries have their own data protection officers and their own data protection policies. The IT Department of Hypo Vorarlberg is responsible for the technical data security at the bank and in the Austrian real estate and leasing subsidiary in cooperation with Accenture Österreich (formerly ARZ – Allgemeines Rechenzentrum GmbH). The St. Gallen branch and the subsidiary in Italy are supported in this area by reputable external partners.

RISKS AND IMPACTS

Inadequate data protection and security measures would entail major risks for the company and the bank. Customers could sustain substantial financial damage through a data leak or data theft – for example, due to insufficient measures to avert IT risks.

There is also the possibility of third parties invading the customers' privacy and thus causing intangible damages. The company would be threatened with high legal costs and penalty payments. The risk of sustaining reputational damage as a result of corresponding failings is also of significance.

The bank takes numerous measures to protect its customers' data, thus reducing the likelihood of negative impacts. Compliance with the statutory provisions is the topmost priority. The low number of customer complaints confirms the effectiveness of the preventive measures.

LEGAL REQUIREMENTS

The European Union General Data Protection Regulation (GDPR) standardises the regulations for the processing of personal data by private companies and public bodies. This Regulation is intended on the one hand to ensure the protection of personal data within the EU, and on the other hand to guarantee free data traffic within the European Internal Market. The GDPR has been applicable since 25 May 2018. Among other things the requirements concern the accountability for providing verification of compliance with the obligations set out in the GDPR, and the reporting obligation in the event of data breaches.

IMPLEMENTATION

During the implementation of the GDPR, the expediency and the legal bases of the processing activities at Hypo Vorarlberg were scrutinised.

The employees at Hypo Vorarlberg are continuously made aware and trained to ensure that they are familiar with the internal work instructions and the processes these contain. When new employees join, they are trained in this respect during the Basic Days, and they also have to complete regular web-based training on data protection and information security. In the branches regular exchanges of experience take place with the data protection officers. Furthermore, the data protection management system also includes the performance of data protection impact assessments before procedures are introduced or modified if particular risks for the rights and freedoms of data subjects can be expected. This also includes aligning contractual relationships with service providers with the GDPR and establishing the processes for administering the rights of data subjects as well as handling and reporting breaches of privacy.

The implementation of data protection concepts and procedures is regularly reviewed by Internal Audit. Alongside data protection, bank secrecy also provides for further protection from disclosure or exploitation of the customers' confidential data and information.

In 2023, there were no justified data protection complaints to the supervisory authorities at the bank and its subsidiaries. The number of justified complaints by third parties was 15 at the bank, and none in the St. Gallen branch and the real estate and leasing subsidiary in Dornbirn, and at our subsidiaries Hypo Vorarlberg Leasing AG and Hypo Vorarlberg Immo Italia GmbH in Italy. No cases of data loss or theft were recorded at the bank or the subsidiaries. With regard to the GDPR, in 2023 at the bank there were 5 claims relating to the right of data subjects, of which 1 was a request for information (Art. 15 GDPR), 3 were requests for data erasure (Art. 17 GDPR) and one was an exercise of the right to object to data processing (Art. 21 GDPR). There was one request for information at the Hypo Immobilien und Leasing GmbH subsidiary in Dornbirn. There have been no breaches of the GDPR by Hypo Vorarlberg.

DATA SECURITY

Extensive technical and organisational measures are taken for the effective implementation of data protection and information security, and as a result a high level of data security can be guaranteed. In order to maintain this, the situation regarding threats and hazards is continuously monitored and re-evaluated. Technical and organisational measures comprise a combination of passive protection, proactive monitoring and prevention, which are continuously adjusted. This further reduces IT risks relating to data security.

GRI: 2-16, 3-3, 418-1 Data protection 44■

CUSTOMERS AND PRODUCTS

CUSTOMER FOCUS

AND CUSTOMER SATISFACTION

At Hypo Vorarlberg our customers' satisfaction is our topmost priority, and therefore the company continuously invests in its sites and in training its employees. This enables it to do justice to its aspiration to provide the best advice to those with purpose. As an advisory bank, Hypo Vorarlberg's customers are central to all of its efforts. It does not offer any standardised solutions, but instead concentrates on conscientious advice and careful selection in order to satisfy its customers' needs. The employees undergo continuous training to guarantee the high quality of the advice they provide.

Hypo Vorarlberg's business strategy forms the basis of the way it works, and work instructions provide support in day-to-day business. Regular awards confirm the high customer focus and customer satisfaction. Private Customers Sales and Corporate Customers Sales are responsible for this area.

RISKS AND IMPACTS

In the sustainability context, risks would arise if Hypo Vorarlberg had to accept substantial economic damage due to a lack of customer focus. It might then withdraw as a secure employer, and as a donor and sponsorship partner, which would have corresponding consequences for the regional economy and society. Positive impacts can be seen in the high level of customer satisfaction and the strong key economic figures – which are due among other things to excellent advice, constant improvements to the branch network and supplementary digital offerings.

PERSONAL ADVICE

For Hypo Vorarlberg, having a customer focus means: being mindful, listening attentively to its partners in conversation, and being interested in their stories and dreams. The highly qualified advisors have business relationships going back many years or even decades with many customers. For winning new customers, the bank firmly believes that satisfied customers make recommendations. Consequently, it is extremely important to recognise the customers' needs and expectations, fulfil them, and in the best case even exceed them. When advisors visit customers, they are accompanied on their appointments by in-house experts, thus ensuring even greater proximity to their customers.

BRANCH LOCATIONS

The human touch and the best advice: Hypo Vorarlberg is continuously improving its branch locations in order to do justice to this claim. For this purpose, a number of smaller branches have been integrated into larger ones, and competence centres are increasingly being created. These centres amalgamate Hypo Vorarlberg's strengths, and offer customers the major benefit that the right contact is always on the spot – no matter what the customer currently wishes to discuss. These enhancements ensure that Hypo Vorarlberg can be contacted by its customers irrespective of their place of residence. There are three different types of branch, tailored to the different customer needs:

- Competence centres offer comprehensive advice in all areas, and specialists for more complex consultations (e.g. Feldkirch branch)
- Classic branches ensure regional care and customer proximity (e.g. Höchst branch)

 Special branches are special satellite branches which focus on customer servicing and basic advice (e.g. Messepark branch in Dornbirn)

As well as the more flexible times available for advice, the geographical flexibility is also being increased. The advisors are equipped with technical devices so that they can provide a full range of customer advice in accordance with their requirements, irrespective of their location.

To be able to address the changing customer behaviour, many branches have self-service terminals where customers can obtain services and take out cash 24 hours a day, seven days a week.

To safeguard the bank's earning power in the long term, it is going to increase its presence particularly in the growth markets outside its domestic market of Vorarlberg. Advice for corporate customers will be offered in selected locations in Vorarlberg as well as at the branches in Vienna, Wels, Graz and Salzburg. A new site was opened in Salzburg in 2021 for this purpose. As an entrepreneurial bank with cross-border expertise, the focus there will be on the corporate customer and real estate project business in and around Salzburg.

DIGITAL OFFERINGS

Many classic banking transactions are now processed primarily online. Hypo Vorarlberg is responding to this by continuously further expanding its digital services – not as an alternative to its sites, but as a contemporary addition. This includes, for example, Hypo Office Banking (HOB), a web-based, cross-border payment solution for corporate customers, or a variety of different contactless payment options. Alongside Apple Pay, Garmin Pay and other payment solutions, the market is continuously monitored in order to be able to expand the digital product portfolio more and more in the future.

CUSTOMER EVENTS

The bank organises over 50 events a year for its advisory customers in the corporate and private areas. The aim is to offer the customers unique experiences and networks that they cannot buy, and only receive as customers of Hypo Vorarlberg. Delighted customers actively recommend the bank, buy more frequently and are loyal to their brand. The "bring your friends" option also gives the advisors the opportunity of making new contacts via their customers and partners. In the context of the bank's sustainability efforts, events are increasingly being run in accordance with the criteria of the ecolabel for Green Meetings and Green Events.

COMPLAINT MANAGEMENT

Hypo Vorarlberg's central complaint management system is an important instrument for ensuring the satisfaction of our customers. Customers can submit their complaints and valuable feedback in writing, by telephone, in person or via the bank's social media channels. They can contact their customer advisor or approach the ombudsman's office directly. The bank regards customer concerns as an opportunity to improve further, and address customer wishes and needs even better in the future. Further information can be found in the chapter "Compliance".

SUSTAINABLE

FINANCIAL PRODUCTS

There is a trend towards sustainable financial products. While it used to be primarily institutional investors which wanted to invest their money sustainably, now private customers are also increasingly asking which companies and projects their money is being invested in. Transparency is also called for by the regulators: since the EU Sustainable Finance Disclosure Regulation (SFDR) came into force, participants in the financial market are obliged to report how they handle sustainability risks and adverse impacts on sustainability issues in their portfolio management and investment advice.

For Hypo Vorarlberg this development is simultaneously both an opportunity and a challenge. On the one hand, there is the possibility of addressing new customer groups with sustainable products and services, and thus remaining economically competitive. On the other hand, it is essential to keep pace with the regulatory development. Hypo Vorarlberg masters this balancing act by fulfilling its responsibility on the product side, in other words reducing adverse impacts on the sustainability factors and controlling sustainability risks effectively.

RISKS AND IMPACTS

Sustainability risks are conceivable in all areas. In the investment business for customers, specifically there is the risk of a reduction in asset values if investments are made in particularly CO_2 -intensive sectors or industries. In the financing business, physical climate risks can erode the values of collateral, and transition risks can lead to the loss of financing customers. Adverse effects on the sustainability factors (environmental, labour, social and human rights matters, as well as combating corruption and bribery) are possible in terms of investment products and financing if investments are made or financing is provided for companies which give no consideration to sustainability matters.

The central control instrument in the investment and financing business is the ethics and sustainability criteria. At the same time, the bank achieves positive impacts on the environment by systematically financing projects for sustainable energy production or energy-efficient buildings. The latter are (re-)financed by means of the in-house green bonds.

INVESTMENT BUSINESS

Portfolio management

When making investment decisions, Hypo Vorarlberg's Asset Management department takes account of sustainability risks and of adverse impacts on sustainability factors. The asset management strategies are administered by Asset Management. In the case of Hypo Vorarlberg funds, the Asset Management department of Hypo Vorarlberg Bank acts as the investment advisor and undertakes the design of investment strategies and proposals, as well as the definition and monitoring of the ESG criteria. In its function as fund manager, Masterinvest Kapitalanlage GmbH implements the proposals effectively, assumes responsibility for the cooperation policy, and in its function as risk manager controls the adherence to the ESG criteria.

When it comes to selecting both individual securities and target funds/ETFs, an ESG investment approach has been defined for each and is identical for all financial products. Since November 2021, all the Hypo Vorarlberg funds in the active offering and the asset investment strategies have been classified as financial products within the meaning of Art. 8 of Regulation (EU) 2019/2088 (Disclosure Regulation) and take account of ecological or social characteristics.

When selecting individual securities (shares, bonds) the Hypo ESG rating is used. Every company is evaluated on a scale from A (best) to E (worst), with no investments being made in companies rated "D" and "E". The Hypo ESG rating is based on the following criteria and indicators in respect of the environment, social matters and governance (ESG factors):

Selection criteria ("preventing"): the defined selection criteria list economic activities which are associated with adverse impacts on the climate and environment (e.g. oil and gas extraction by means of fracking) or which the bank rejects for ethical reasons (e.g. banned weapons). If a turnover threshold (0 to a maximum of 10% of turnover) is breached, Hypo Vorarlberg funds or asset management strategies must not invest in these individual securities.

Turnover threshold	Selection criteria
0%	Banned weapons
5%	Manufacture/trade in arms
5%	Genetically modified organisms (GMO)
0%	Oil and gas extraction by means of fracking
5%	Oil extraction from tar sands
5%	Extraction of coal/coal mining
10%	Extraction of oil/gas
5%	Nuclear energy
5%	Manufacture of tobacco products
5%	Manufacture of alcohol
5%	Production in the adult entertainment industry
	0% 5% 5% 0% 5% 5% 10% 5% 5% 5%

- Norm-based screening: individual securities are screened for breaches of international standards and norms in respect of human rights, labour rights, environment and anti-corruption (e.g. UN Global Compact). No investments are made in companies which breach such standards.
- "Best in Class" approach ("promoting"): quality criteria ensure that companies which make a positive contribution to sustainability are classed as better than other companies. The evaluation includes factors such as a CO₂ risk rating, a measurable effect on the United Nations Sustainable Development Goals, controversial business practices and good governance. All the factors are available via different modules of the external ESG research partner.

³⁴ Information about the ESG investment approach and about sustainability-related disclosure can be accessed at Vermögensverwaltung (Asset Management) | Hypo Vorarlberg (hypovbg.at) (accessed January 2024)

Government bonds: the risk to a country's long-term prosperity and economic development is measured by evaluating the national prosperity and the country's capacity to use and manage this prosperity effectively and sustainably. Sustainability factors are also taken into account in the prosperity factor. Every country and its emissions are evaluated on a scale from A (best) to E (worst). Government bonds must achieve at least a Hypo ESG rating of C-. No investments are made in countries classified as "D" and "E". Issues from those countries which according to the Freedom House Index are classified as "not free" are also excluded.

Within the framework of the selection process for target funds/ETFs these undergo a suitability check by means of their qualitative and quantitative characteristics, and use is made of the classification pursuant to the Disclosure Regulation (EU) 2019/2088. When investment funds or ETFs form a component of the investment strategy, all financial products invest exclusively in target funds classified as Art. 8 and/or Art. 9 of the Disclosure Regulation (EU) 2019/2088, which themselves exhibit ecological or social characteristics or strive for sustainable investment. At portfolio level (excluding "other investments") all financial products must comply with a Hypo ESG rating of at least C-. In addition, for index-based ETFs the aim is to ensure an SRI- or ESG-optimised index as the underlying instruments and a high level of conformity to Hypo ESG criteria.

In this way, the use of the products described above supports the reduction of sustainability risks at portfolio level. Strict attention is paid to keeping sustainability risks and adverse impacts on sustainability factors as low as possible.

Identification and control of sustainability risks

When making investment decisions, along with other factors Hypo Vorarlberg's Asset Management department also takes account of sustainability risks which might impact the yield of a financial product. Relevant sustainability risks are identified and measured, with a regular (quarterly) analysis of all of the assets under management, taking account of several indicators. The ESG data of an external research partner serve as the basis. The aim is to keep the sustainability risks low across the whole of the portfolio management.

For the regular survey, the CO_2 intensity is used among others. Other relevant sustainability risks concern the social matters and governance areas in connection with the compliance with internationally recognised standards, the labour and safety conditions, and observance of human rights, as well as risks associated with the duty of care of corporate governance, the measures to combat bribery and corruption, and compliance with the relevant laws and regulations. To assess existing risks in these areas, the proportion of companies under portfolio management which exhibit an internal rating of "D" or "E" at portfolio level is surveyed, for example.

Independent ESG screening

All Hypo Vorarlberg funds and asset management AIFs (Alternative Investment Funds) annually undergo an ESG screening performed by FE FundInfo in Liechtenstein, a leading fund data and technology company. As at 30 September 2023, all Hypo Vorarlberg funds underwent the same independent verification:

- Hypo Vorarlberg Weltportfolio Aktien (AA rating)
- Hypo Vorarlberg Ausgewogen Global (AA rating)
- Hypo Vorarlberg Multi Asset Global (AA rating)
- Hypo Vorarlberg Dynamik Wertsicherung (AA rating)
- Hypo Vorarlberg Einzelaktien Global (AA rating)
- Hypo Vorarlberg Euro Anleihen Kurzläufer (AA rating)
- Hypo Vorarlberg Zinsertrag Global (A rating)
- Hypo Vorarlberg Selektion Defensiv (A rating)

- Hypo Vorarlberg Selektion Balanced (AA rating)
- Hypo Vorarlberg Selektion Offensiv (AA rating)
- Hypo Vorarlberg Aktien Global Dachfonds (AA rating)

The rating details of each fund (details in brackets) refer to the portfolio rating according to the screening ESG report. The rating evaluates different ESG criteria of a portfolio and compares these with those of a suitable refence portfolio.

Investment advice

Hypo Vorarlberg also offers its customers further products which pay particular attention to sustainability aspects. Funds which in accordance with the EU Disclosure Regulation (SFDR) are classed as Art. 8 financial products ("light green") and Art. 9 financial products ("dark green") play an important role in the investment advice. Funds are also offered which have been awarded an external seal (e.g. Austrian Ecolabel, FNG seal, etc.), and at regular intervals structured products from third-party issuers (e.g. guarantee/express certificates) which relate to a sustainability index. When selecting individual securities (bonds and shares) for advising customers on investment, the same ESG processes are applied as those used by the Asset Management department for the Hypo Vorarlberg funds and asset management strategies.

GREEN BONDS

In autumn 2017, Hypo Vorarlberg was the first Austrian bank to issue a green bond with a total volume of EUR 300 million. The proceeds were used to (re-)finance energy-efficient residential buildings and commercial real estate in Vorarlberg. Together with the Energy Institute Vorarlberg, suitable projects were selected and a method for calculating CO₂ savings was developed. The sustainability rating agency ISS ESG evaluated the sustainability effect of the bond positively (second party opinion), which was also confirmed by an auditor (third party assurance). As the EUR 300 million green bond expired in September 2022, a new EUR 500 million green bond was successfully issued in February 2023. On closure of the order book, the new bond was oversubscribed nearly twice, indicating a continued high demand for such issues. It was also noted that over 60% of the investors could be classed as "green". The funds from the green bond revenues are used for financing or refinancing energy-efficient residential buildings in Austria. The Green Bond Framework received a positive assessment (second party opinion) from the sustainability rating agency ISS ESG. The impact report on the green bonds, showing the CO₂ emissions prevented in the financed projects compared to the same type of building in Austria, was prepared by Drees & Sommer (Projektmanagement und bautechnische Beratung GmbH).

In spring 2020, Hypo Vorarlberg successfully placed its first green bond in Swiss francs on the market. The issue volume is CHF 125 million. The proceeds are being used to (re-)finance energy-efficient residential and non-residential buildings in Switzerland, which are administered by the bank's St. Gallen branch. In the runup to the placement, the sustainability rating agency ISS ESG issued a positive second party opinion on the transaction. The Swiss company IAZI AG (Informations- und Ausbildungszentrum für Immobilien AG) was instructed to prepare the first impact report in 2020.

As well as the CHF green bond, in March 2020 Hypo Vorarlberg issued a green private placement in CZK. In 2022, Hypo Vorarlberg issued a retail green bond for the first time: this has a term of 5 years and was originally planned with an issue volume of EUR 7 million. Due to the strong demand, the issue volume was topped up to EUR 20 million. This was followed in 2023 by two further retail green bonds and the EUR 500 million green bond. The funds from the currently outstanding Hypo Vorarlberg green bonds are being used to finance or refinance energy-efficient buildings.

The Green Bond Framework and the annual reports on the green bonds are published on the Hypo Vorarlberg website³⁵.

Green Bond Framework

The Green Bond Framework is based on the most up-to-date version of the "Green Bond Principles" (Version 2021) and was constructed to support the transparency, disclosure and integrity of Hypo Vorarlberg's green financial activities. The Green Bond Framework was adapted in January 2023 to take account of new regulations such as the EU Taxonomy and what at the time was the draft European Green Bond Standard (EUGBS).

In June 2021, the EU Taxonomy Climate Delegated Act covering the climate-related environmental objectives of climate change mitigation and climate change adaptation was published. For the Austrian portfolio, Hypo Vorarlberg intends to align the selection criteria for the green category with the criteria of the EU Taxonomy Climate Delegated Act. Hypo Vorarlberg will also take account of the "Do No Significant Harm" (DNSH) criteria and the minimum protection.

Green Bond Principles

Hypo Vorarlberg has committed itself to the voluntary framework³⁶ of the International Capital Market Association (ICMA). In 2017, the bank became a member of the Green Bond Principles³⁷. This engagement will enable new developments to be recognised in good time, and will also ensure that Hypo Vorarlberg is constantly informed about the latest version of the Green Bond Principles.

FINANCING

The ethics and sustainability criteria listed below are applied in the lending business. If an exclusion criterion applies, then new business concerned cannot be concluded.

Positive criteria

Projects corresponding to the six environmental goals introduced by the EU Taxonomy are expressly desired:

- Climate change mitigation
- Climate change adaptation
- The sustainable use and protection of water and marine resources
- The transition to a circular economy
- Pollution prevention and control
- The protection and restoration of biodiversity and ecosystems

The EU Taxonomy currently comprises only climate-relevant categories, but the positive criteria are fully applied to the ESG area. Therefore, social and cultural projects, as well as facilities for healthcare, childcare, training and development, or cultural projects (e.g. communal housing projects, social housing and carsharing) are also included.

Exclusion criteria

- Gross violation of human rights in accordance with the United Nations Universal Declaration of Human Rights and detrimental impacts on human rights³⁸
- Violation of labour rights pursuant to the ILO core labour standards³⁹
- Projects and companies in warring states in accordance with the OeKB Coverage Guidelines⁴⁰
- Pornography and prostitution⁴¹
- Banned weapons (weapons of mass destruction)⁴²
- Construction and operation of nuclear power plants⁴³
- Coal mining⁴⁴

The purpose associated with the financing is of relevance for assessing the exclusion criteria. It is not mandatory to assess supply chains and ownership structures.

As well as the exclusion criteria, the employees of Hypo Vorarlberg screen whether a new transaction will take place in a sensitive business area in a manner that is controversial, morally objectionable, or harmful to the environment or climate (e.g. armaments, manufacture of military weapon systems or essential components for these weapons, oil and gas extraction by means of fracking, timber production from primary forests, use of genetically altered seed in agriculture, or high-sea fishing which jeopardises fish stocks, etc.). Transactions which touch on a sensitive area are either declined or categorised as worth monitoring, depending on the respective transaction and the purpose or the ownership structure.

The bank's core system is also designed to be able to allocate sustainable financing to the following criteria: energy efficiency, renewable energy, sustainable mobility, other ecological aspects, social aspects, building certifications, environmental certifications, and participation in voluntary sustainability initiatives/certifications/management systems. Defined characteristics are used to analyse whether financing can be classed as sustainable.

PRODUCTS WITH SUSTAINABILITY ASPECTS

Hypo-Klima-Kredit (climate loans)

- Hypo-Klima-Schnell-Kredit Individual terms of up to 10 years
- Hypo-Klima-Kredit
 Individual terms of up to 35 years

It is often the most effective energy-saving measures or acquisitions which involve high costs. For this reason, with the new Hypo-Klima-Schnell-Kredit and the revised Hypo-Klima-Kredit, Hypo Vorarlberg supports sustainable investments on attractive terms.

With the Hypo-Klima-Kredit, Hypo Vorarlberg funds energy-saving investments in residential construction. These measures include, for example, the acquisition of renewable energy supply technologies such as heat pumps or solar installations, or thermal building renovation.

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³⁵ www.hypovbg.at/investor-relations (accessed January 2024)

³⁶ https://www.icmagroup.org/sustainable-finance/the-principles-guidelines-and-handbooks/green-bond-principles-gbp/ (accessed January 2024)

³⁷ https://www.icmagroup.org/sustainable-finance/membership-governance-and-working-groups/membership/ (accessed January 2024)

³⁸ Further information e.g. at https://www.menschenrechtserklaerung.de (accessed January 2024)

³⁹ This applies in the event of a substantial violation of at least one of the four fundamental principles in the ILO Declaration on Fundamental Principles and Rights at Work (freedom of association and collective bargaining, forced labour, child labour, discrimination), https://www.ilo.org/berlin/arbeits-und-standards/kernarbeitsnormen/lanq--de/index.html (accessed January 2024)

⁴⁰ Further information e.g. at https://www.oekb.at/export-services/laenderinformationen.html (accessed January 2024). This concerns export transactions or foreign investments (excluding projects for humanitarian purposes or primary care for the population).

⁴¹ No project financing when main purpose

⁴²Anti-personnel mines, biological weapons, chemical weapons, cluster bombs, uranium munitions, nuclear weapons, phosphorus weapons

⁴³ No direct project financing of nuclear power projects, except for investments for dismantling, safety or maintenance purposes

⁴⁴ No direct project financing of coal-mining projects

Hypo-Lebenswert-Kredit

By means of the Hypo-Lebenswert-Kredit, customers aged over 60 with their main residence in Austria, who are already retired and own a residential property, can obtain liquid funds to fulfil their individual wishes, such as a trip round the world, the purchase of a motorhome, support for their children, improving their pension, etc. A mortgage against the unencumbered property serves as collateral for the bank, at a maximum of 50% of the calculated lending value to a limit of EUR 200,000. The customers pay only the interest on the loan, and on request interest and repayment instalments are possible. For other purposes, for example, apartment or house purchases, housebuilding, conversions or extensions to residential property, restructuring and renovation of residential property, debt restructuring, etc. if the customer is able to make the repayments and the loan is secured against the property, instalment loans with terms up to 35 years are offered. Customers aged up to 75 thus have the possibility of applying for a long-term loan.

"Young account"

With the "young account" Hypo Vorarlberg takes the strain off young people aged under 26 in the form of free account management, a start-off credit balance of EUR 30, a free custody account, free debit card, discounted prices for events and season tickets, and free cinema tickets.

Basic account

In accordance with the Customer Payment Account Act (Verbraucherzahlungskontogesetz, VZKG) Hypo Vorarlberg offers a basic account with essential functions as an "account for everyone". The charges are capped by law. Vulnerable persons (recipients of the minimum level of benefits or the minimum pension, asylum seekers, etc.) receive particularly favourable terms. In this way all citizens who are lawfully resident in an EU country have access to basic bank services. The terms are available on the website⁴⁵. Hypo Vorarlberg also offers appointments for personal advice on this product.

⁴⁵ https://www.hypovbg.at/konten-karten/girokonten (accessed January 2024)

DIGITALISATION

AND INNOVATION

Digitalisation is indispensable in the banking sector too, where it supports financial institutions in further developing their products and processes. On the one hand, banks are challenged by their competitors – including companies which were previously outside the sector, as well as FinTech start-ups – to offer innovative finance products and services to a much greater extent, or even exclusively digitally. On the other hand, changed customer behaviour is also evident, with many customers now mainly carrying out their banking transactions online. Unlike a face-to-face appointment, and thus a connection to a branch or an advisor, purely online bank products are more anonymous and more easily exchangeable, which can reduce customer loyalty to the bank. The consequence of this is that banks have to take new approaches to identify and address their customers' needs.

Hypo Vorarlberg regards these trends as an opportunity, even though this has to be actively sought and shaped. As well as actively observing the technical developments, this also requires the permanent and relevant expansion of specialist knowledge, and above all an agile culture. Here the bank started a transformation process in its IT, which has been extended to the bank as a whole.

The overhaul of the IT strategy in 2021 underlines the ever-increasing importance of IT for the bank business. The strategic policy is focused on providing the optimal support to the work of the bank and the Group. The top priority here is the functionality and security of the bank's IT, which in view of digitalisation also includes safeguarding the bank's future viability. The challenge lies in offensively accompanying the developments in the market, and developing new, innovative ideas and concepts in conjunction with the specialist departments.

RISKS AND IMPACTS

Digitalisation involves risks. One material risk consists of losing touch with the market development. This would be associated with corresponding losses of market share and revenue, so in the long run Hypo Vorarlberg's position in its markets might be weakened. As Hypo Vorarlberg has assumed an important function in Vorarlberg as a financial intermediary, this in turn would be associated with corresponding consequences for the regional economy and society. Until December 2022, the bank obtained substantial parts of its IT services from a computing centre which was operated and financed together with other banks. In recent years, this ownership structure, in which Hypo had only a negligible share, became increasingly unsuitable for providing the necessary investments and the relevant specialist expertise for a modern IT infrastructure. Therefore, at the end of 2022, the computing centre was sold to Accenture, an internationally positioned, topperforming IT service provider. This substantially strengthens the bank's innovative power, especially with regard to digitalisation and responsiveness to IT security risks, but compared to the previous ownership structure it also results in new risks from outsourcing to a profit-oriented supplier. A supplier of this kind has to be controlled and monitored, which means a new constellation in this dimension for the bank. Hypo Vorarlberg is facing this challenge with an appropriate focus and strong governance.

LEGAL REQUIREMENTS

Digitalisation is intensively regulated by the legislator at both national and European level. The focus is increasingly on the IT itself, above all its capacity to defend itself against the wide variety of threats to the digital infrastructure. The coming DORA Regulation, as the lex specialis of the NIS2 Directive, contains a series of further regulations for banks in terms of implementing their internal governance, and a control framework for the effective and prudent management of IT risks and a high level of digital operational resilience.

The banking side faces further planned regulatory requirements both for payment transactions (PSD3/PSR) and in the securities and lending business, the aim being that financial service providers will structure their processes more digitally, but above all more transparently and openly. One major aim is that bank customers should be able to use account details and bank services online both more flexibly and more securely. For customers this offers the possibility of making even better use of third-party services in connection with their bank accounts; e.g. making a payment transfer directly at an online shop without having to switch to the bank's online banking.

In the aim of ensuring more secure use of online banking, the Regulatory Technical Standards (RTS) regulate access to account information and instructions for online payment orders by means of Strong Customer Authentication (SCA), for example through two-factor authentication, so as to guarantee the greatest possible security for the customer. SCA has been obligatory for accessing payment account information and for approving payments since 14 September 2019. It can be assumed that the legislator and the supervisory authorities will regulate the digitalisation of the financial world in future too, and that IT will continue to be an essential means of fulfilling the ever more extensive regulations and reporting obligations. Thus with its strategy for the digitalisation area, Hypo Vorarlberg is addressing not only its customers' wishes, but also the constantly increasing requirements of the supervisory authorities.

DIGITAL PRODUCT RANGE

Hypo Vorarlberg continuously adapts its range of products and services to customer needs and the state of the art. Thus digitalisation is creating new possibilities for contacting customers, for example by linking bank access directly to retailers' offerings, and thus making shopping easier for the customer.

In 2016, the online banking for private customers underwent a comprehensive relaunch, and in 2017 Hypo Office Banking (HOB) was introduced, an innovative online payment tool for companies. In 2018, Hypo Vorarlberg played a part when for the first time throughout Europe a fully digital-based capital market issue was processed via blockchain technology. Since spring 2020, with the "Geldbörse" app, Hypo Vorarlberg has offered the peer-2-peer payment solution ZOIN and contactless payment options for both Apple (Apple Pay) and Android smartphones. In 2021, the classic cashpoint card was replaced by a debit card which also supports online payment, similarly to a credit card. In 2022, this was supplemented by the introduction of Garmin Pay, which enables customers to make contactless payments by digital debit card via their NFC-capable Garmin sports watch. The developments in the market are being further monitored in order to be able to identify innovation potential for Hypo Vorarlberg.

DIGITALISATION AND SUSTAINABILITY

Opportunities from digitalisation that focus on sustainability can also be found in terms of saving resources. Hypo Vorarlberg is pursing the goal of continuously reducing its annual paper consumption (e.g. implementation of digital salary slips in 2019, digital account and custodian account statements in 2018).

IT SECURITY

The advancing digitalisation in the financial area is also generating a variety of threats and vulnerabilities. Hacker attacks on banks and other financial service providers can rapidly cause billions' worth of damage. Hypo Vorarlberg is intensively getting to grips with the subject of cybersecurity. As well as using technical security systems, Hypo Vorarlberg keeps its employees aware of the issue by providing regular information about IT security.

INNOVATIVE BRANCHES

Innovation applies not only to the internet, but also to the manner in which the bank presents itself and its branches to the customers. Therefore, the existing branches are continuously being equipped with new technology, with the bank being committed to precisely these branches. Personal advice will be essential in the future too – particularly in the case of major financing transactions or extensive investments. With the formation of competence centres, Hypo Vorarlberg is amalgamating expertise at larger locations in order to be able to optimally address customers' wishes, needs and requirements.

EMPLOYEES

SECURE EMPLOYER

Hypo Vorarlberg owes its economic success above all to the expertise, engagement and motivation of its employees. So the company makes every effort to safeguard their health and promote diversity. A good working atmosphere based on fairness and mutual respect, and a good balance between work and private life, are the most important aspirations here for Hypo Vorarlberg.

As one of the largest employers in its domestic market, Vorarlberg, the company regards maintaining jobs both in the region and beyond as a core task. With its clear commitment to its locations, Hypo Vorarlberg is contributing to stability and growth.

As at the reporting date, Hypo Vorarlberg employed 897 people in total in the Group (bank: 797 people). From their seventh month with the company all employees are strictly employed on unlimited contracts, and are covered by the conditions of a collective agreement. The first month counts as a trial month in accordance with the Salaried Employees Act (Angestelltengesetz). The average length of service as at 31 December 2023 was 12.1 years, a figure which proves the high job security and employee satisfaction. The company has not outsourced any essential activities to persons who are not salaried employees of the company.

STRATEGIC FOCUS

The staffing level in the company corresponds to the bank's strategic tasks and objectives. Employee numbers are increased in selected areas and with regard to the company's respective strategic focuses. The HR Department is responsible for implementing the respective requirements.

The HR policy is based on the corporate values, Hypo Vorarlberg's management principles, the functional strategy "Employees and staffing", and the collective agreement for employees of the Austrian Provincial Mortgage Banks.

To verify the effectiveness of the measures it takes, Hypo Vorarlberg regularly participates in external evaluation processes, and also values the involvement of the relevant stakeholders, for example the Works Council and the Supervisory Board. The regular employee appraisals and feedback from managers play an important role (see "Training and development").

Employee figures (headcount as at reporting date)

	2023	3	202	22	20:	21
	Group	Bank	Group	Bank	Group	Bank
Managing Board members	3	3	3	3	3	3
Women	0	0	0	0	0	0
Men	3	3	3	3	3	3
Employees total (including parental leave)	897	797	896	796	876	778
Women	510	454	507	452	497	443
Men	387	343	389	344	379	335
Employees total (excluding parental leave)	860	762	846	747	825	733
Women	473	419	462	408	447	398
Men	387	343	384	339	378	335
Full-time	584	520	581	515	585	525
Women	238	215	237	213	235	215
Men	346	305	344	302	350	310
Part-time	266	232	255	222	230	198
Women	231	200	221	191	208	179
Men	35	32	34	31	22	19
Indefinite contract	897	797	895	795	876	778
Women	510	454	507	452	497	443
Men	387	343	388	343	379	335
Apprentices	7	7	7	7	7	7
Women	4	4	4	4	4	4
Men	3	3	3	3	3	3

Explanation:

The employee indicators are shown at Group and bank level. The employee indicators have not been stated separately broken down to regional level as this is not of sufficient materiality for Hypo Vorarlberg. Apprentices were added to the table in 2023.

Employee figures (headcount as at reporting date)

		20:	23			202	2			20	21	
		Group		Bank		Group		Bank		Group		Bank
	Number	%										
New entrants	98		88		110		100		75		72	
Women	58	59.2%	49	55.7%	60	55.0%	55	55.0%	51	68.0%	50	69.4%
Men	40	40.8%	39	44.3%	50	45.0%	45	45.0%	24	32.0%	22	30.6%
0-29 years	50	51.0%	48	54.5%	49	45.0%	47	47.0%	37	49.3%	37	51.4%
30-49 years	39	39.8%	32	36.4%	42	38.0%	34	34.0%	27	36.0%	24	33.3%
50+ years	9	9.2%	8	9.1%	19	17.0%	19	19.0%	11	14.7%	11	15.3%
Leavers	92		82		98		89		75		71	
Women	48	52.2%	42	51.2%	53	54.0%	49	55.0%	47	62.7%	43	60.6%
Men	44	47.8%	40	48.8%	45	46.0%	40	45.0%	28	37.3%	28	39.4%
0-29 years	42	45.7%	41	50.0%	30	30.6%	30	33.7%	26	34.7%	23	32.4%
30-49 years	27	29.3%	22	26.8%	42	42.9%	35	39.3%	23	30.6%	22	31.0%
50+ years	23	25.0%	19	23.2%	26	26.5%	24	27.0%	26	34.7%	26	36.6%
Average length of service (in years)	12.1		12.1		12.0		11.9		12.2		12.2	

Fluctuation rate

	2023 Group %	Bank %	2022 Group %	Bank %	2021 Group %	Bank %
Fluctuation	9.3%	9.3%	9.9%	10.1%	7.9%	8.3%
Women	8.5%	8.4%	9.5%	9.8%	8.6%	8.8%
Men	10.3%	10.4%	10.5%	10.5%	6.9%	7.7%
0-29 years	18.8%	19.2%	14.3%	14.4%	12.7%	11.7%
30-49 years	5.4%	5.0%	8.2%	8.0%	4.6%	5.0%
50+ years	8.5%	8.3%	9.8%	10.4%	10.5%	12.0%

Explanation:
The fluctuation rate has not been stated separately broken down to regional level as this is not of sufficient materiality for Hypo Vorarlberg.

Parental leave

	202	2023		2022		21
	Group	Bank	Group	Bank	Group	Bank
Parental leave taken	58	54	67	59	68	61
Women	52	50	63	57	63	58
Men	6	4	4	2	5	3
Returned after parental leave	30	28	25	18	19	17
Women	24	24	22	17	16	15
Men	6	4	3	1	3	2
Still employed 12 months after return						
Women	100.0%	100.0%	94.4%	93.0%	94.4%	94.1%
Men	66.7%	100.0%	100.0%	100.0%	100.0%	100.0%
Return rate (in %)						
Women	100.0%	100.0%	81.0%	81.0%	84.2%	83.3%
Men	100.0%	100.0%	100.0%	100.0%	75.0%	66.7%

DIVERSITY

AND EQUAL OPPORTUNITY

Hypo Vorarlberg offers all of its employees the same opportunities, and pays heed to diversity in its workforce. In this way it creates a working environment in which everyone feels comfortable and can perform well. Diversity and equal opportunity in the company are important components of its strategic focus, and increase employee satisfaction. The Austrian legislator has anchored equal rights and a ban on discrimination in various laws (including the Labour Constitution Act (Arbeitsverfassungsgesetz) and the Equal Treatment Act (Gleichbehandlungsgesetz)). Hypo Vorarlberg strictly complies with the laws in force, and creates working conditions which enable everyone to contribute and develop to the best of their ability - irrespective of gender, age, nationality, ethnic and social origin, religion or belief, marital status, personal constraints, sexual orientation, identity or other factors. No one is disadvantaged, discriminated against or excluded. There is a general ban on harassment and abusive behaviour.

On the basis of the sustainability strategy and the functional strategy "Employees and staffing" the HR Department puts corresponding measures in place in consultation with the Nomination Committee to promote diversity and equal opportunity in the Group. External evaluations prove the company's success in this. Diverse teams make sounder decisions with a variety of perspectives.

RISKS AND IMPACTS

Risks for the sustainability factors, particularly with regard to social matters and employee matters as well as human rights, arise if for example certain groups of employees feel that they are being systematically disadvantaged on the basis of their gender, age or ethnicity. Unequal treatment of this kind is conceivable in connection with their appointment, remuneration, promotion opportunities, or in training and development, among other things. There might be repercussions on the company in the form of reputational damage or legal risks.

To prevent negative impacts, Hypo Vorarlberg attaches great value to gender equality when appointing employees and in terms of their salary, is committed to flexible working hours models, and grants all employees the same training and development opportunities (see "Training and development"). Attention is also paid to achieving a balanced makeup when selecting managers. As at the reporting date, Hypo Vorarlberg employed persons from 19 different countries (bank: 18 countries), and the proportion of women in the workforce was 56.9% (bank: 57%).

APPOINTMENT AND SALARY

Equal opportunity starts on appointment. When selecting applicants, attention is paid to balance. If more than one person has the same qualifications, the person from an under-represented group is offered the position. Experience has shown that intermixed teams achieve greater success, so the objective is to create or maintain diversified teams, especially in terms of age and gender.

Hypo Vorarlberg applies a variety of remuneration schemes. The remuneration components and their amount, and the payment process, are specified on the basis of the principle of equal treatment of all genders: the same work is rewarded with the same

basic salary. To review progress in this area and ascertain whether there is a gender pay gap⁴⁶, every two years the company prepares a (confidential) income report in accordance with the Equal Treatment Act. For this purpose, job descriptions are defined for all employees. These are then classified within the framework of the collectively agreed schema (basic remuneration) plus where applicable an overpayment which is usual in the market, of the same intrinsic value and aligned with the defined career stages. The report is made available to the Works Council, and joint discussions take place about the necessary measures. In 2023, a gender pay gap of 20.04% was identified (only Austria)⁴⁷. Hypo Vorarlberg has set itself the goal of continuously reducing the gender pay gap. The existing pay gap in 2022 of 21.16%⁴⁸ is to be reduced by 10% in the five years from 2022 (corresponding to 2.12% in total) to give a target value of 19.04% for 2027.

In addition, overpayments above the basic remuneration may only be made for clearly defined aspects in a gender-neutral manner and must be allocated to these, e.g. training and development for specialist knowledge, skills, hierarchy level of the activity and management responsibility, etc. There are no recruitment or joining bonuses. The ratio between the annual total compensation of the highest-paid person in the organisation and the median annual total compensation of all employees is 6.08:1. The ratio between the percentage increase in the annual total compensation of the highest-paid person in the organisation and the median percentage increase in the annual total compensation of all employees is 0.81:1.⁴⁹

PROMOTION OPPORTUNITIES

Hypo Vorarlberg grants the same promotion opportunities to all employees with the same prerequisites and qualifications. Pursuant to Section 29 (4) of the Austrian Banking Act (BWG), gender equality strategies and quotas have been specified for the Managing Board and Supervisory Board. Thus during replacement appointments and appointments of new members of the Managing Board and Supervisory Board, account must be taken of the personal and professional qualifications of the members, a balanced composition in terms of specialist knowledge, and aspects of diversity.

In order to increase the proportion of women in management positions at all management levels, the Managing Board instructed the HR Department to develop a strategy and specific actions. These are being implemented within the framework of talent management. The company also offers part-time employees the possibility of taking on management functions, and as a result a number of part-time employees have been recruited to management positions.

The bank intended to achieve a quota of 25% women on both the Managing Board and the Supervisory Board by 2020, with this being increased to 30% by 2030. Despite intensive efforts, while making replacement appointments to the Managing Board to date no female Board member has been found who fulfilled the requirements. The bank continues to work on meeting its quota targets. With a further woman being appointed to replace a member of the Supervisory Board in 2023, the quota of 30% women was achieved in the Supervisory Board.

⁴⁶ Percentage difference in the gross hourly pay between male and female employees or members of the management bodies of Hypo Vorarlberg

⁴⁷ Calculation does not include employees with a management function, selection in accordance with FMA circular on Sections 39 Para. 2, 39b and 39c BWG, principles of remuneration policy and practices

⁴⁸ When calculating the gender pay gap in 2022 an error occurred – this was corrected and the new figure was shown.

⁴⁹ For all employees and for part-time workers, the salary was calculated on an annual basis and for 100% working hours.

RECONCILING PRIVATE LIFE AND WORK

Reconciling private life and work is a major element of a corporate culture which actively supports diversity and equal opportunity. For women in particular, this forms the basis for advancement in the company, enabling well qualified employees with many years' service to be retained in the company. Current family-friendly measures in use include various parental leave and part-time working models, job sharing models, flexible working hours, working from home, mobile working and extensive support when employees commence their parental leave and on their return to work.

So that employees on parental leave know about current developments at the bank, and even during their absence have the possibility of maintaining their social contacts within the company, they are invited to the annual result presentations and have the possibility of using the courses offered online via the Hypo Bildung portal. For some time, employees on leave have also been invited to other events such as the Hypo winter active day, the Christmas party, and much more. The fact that family-friendliness matters greatly to the bank is confirmed by the current award as "Familyfriendly business 2022–2023" conferred by the State of Vorarlberg.

Diversity at management levels (by age)

Proportion	2023	2023 2022			
	Group	Bank	Group	Bank	
Managing Board	3	3	3	3	
Women	0.0%	0.0%	0.0%	0.0%	
Men	100.0%	100.0%	100.0%	100.0%	
0-29 years	0.0%	0.0%	0.0%	0.0%	
30-49 years	33.3%	33.3%	33.3%	33.3%	
50+ years	66.7%	66.7%	66.7%	66.7%	
Supervisory Board/Board of	33	15	33	15	
Women	18.2%	26.7%	9.1%	20.0%	
Men	81.8%	73.3%	90.9%	80.0%	
0-29 years	0.0%	0.0%	0.0%	0.0%	
30-49 years	6.1%	6.7%	3.0%	6.7%	
50+ years	93.9%	93.3%	97.0%	93.3%	
Salaried employees with mgmt.	113	100	112	100	
Women	19.5%	20.0%	15.2%	17.0%	
Men	80.5%	80.0%	84.8%	83.0%	
0-29 years	0.9%	1.0%	1.8%	2.0%	
30-49 years	45.1%	47.0%	43.7%	47.0%	
50+ years	54.0%	52.0%	54.5%	51.0%	
Salaried employees without mgmt. position	784	697	784	696	
Women	62.2%	62.3%	62.5%	62.5%	
Men	37.8%	37.7%	37.5%	37.5%	
0-29 years	21.3%	21.9%	21.8%	23.5%	
30-49 years	50.4%	52.1%	52.7%	51.9%	
50+ years	28.3%	26.0%	25.5%	24.6%	

Explanation:

According to the definition in the GRI Standards, governance bodies are supervisory boards, boards of directors, and also boards of management and directors. Directors have been integrated into the table in the list of salaried employees with a management position.

Diversity among the workforce (by age and gender)

Proportion of the workforce	20:	2023		22	2021		
	Group	Bank	Group	Bank	Group	Bank	
Women	56.9%	57.0%	56.6%	56.8%	56.7%	56.9%	
Men	43.2%	43.1%	43.4%	43.2%	43.3%	43.1%	
0-29 years	17.7%	19.3%	19.3%	20.8%	18.4%	20.7%	
30-49 years	52.1%	51.4%	51.6%	51.3%	53.5%	52.2%	
50+ years	30.2%	29.2%	29.1%	27.9%	28.1%	27.1%	

EMPLOYEE HEALTH

Hypo Vorarlberg cares greatly about its employees' health and well-being. Healthy, contented employees are more engaged and perform better. The company's health management system supports the employees in the prevention of physical and mental illness. In Austria the protection of employee health is regulated by law, for example by the Worker Protection Act (ArbeitnehmerInnenschutzgesetz) or the Working Time and Rest Periods Act (Arbeitszeit- und Arbeitsruhegesetz). In the past the employee health agendas were handled by two committees (workplace health committee and mental stresses evaluation committee). In 2023, a new Health Committee was installed at the company, which combines these two topics under the motto #gesundmiteinanderarbeiten.

As well as compliance with the legal and collectively agreed regulations, the Health Committee also aims to maintain and strengthen the employees' well-being, promote physical and mental fitness, and create transparency, in the aim of keeping the number of days lost to sickness at a low level. Safety at work topics continue to be handled by a separate health and safety committee. As a whole these employee health measures apply to all the bank's employees, while the subsidiaries have their own regulations. Supplementary measures relating to employee health are organised by the Hypo Vorarlberg Works Council (see chapter "Representation of interests").

RISKS AND IMPACTS

In the banking sector there are rarely exceptional situations, such as bank robberies, which might jeopardise the employees' physical health; stress-related negative impacts on employees' mental health are more likely. A high number of days lost to sickness represents a risk for the company, and poor health management can even damage the bank's reputation. Further risks arise from the strict labour law provisions in Austria; if these were violated, the company would be threatened with financial penalties. However, the risk of such violations is classed as low, as Hypo Vorarlberg pays strict attention to complying with the legal requirements.

HEALTH COMMITTEE #GESUNDMITEINANDERARBEITEN

Occupational health promotion measures serve above all to prevent workplace-related illness or disorders and to increase the employees' well-being. For this purpose, Hypo Vorarlberg has set up a Health Committee comprising a member of the Managing Board, a member of the Works Council, employees from the HR Department, managers and the company physician. This committee meets regularly.

The Health Committee specifies annual key topics, for example diet or exercise. Additionally various activities or campaigns are offered such as cookery courses, running training, back training, health days including health checks (during working hours) or presentations. For a more back-friendly working day, at the head office are several standing meeting rooms available for employees. Standing meetings have a positive impact on health as a change from the mainly sitting activities, reduce the risk of a slipped disc, and take up less time compared to meetings sitting down — with equivalent results. New offices are already largely equipped with height-adjustable desks, and at the request of the individual employees existing desks can be replaced with height-adjustable ones to reduce back strain.

JOB EVALUATION

As the starting signal for the new activation of the topic on the Health Committee #gesundmiteinanderarbeiten an internal anonymous survey was undertaken. Under the Worker Protection Act, companies are obliged to regularly evaluate the physical and mental stresses in the workplace.

The survey therefore also covered the legal requirements and points that are important for the company were added. This will enable stress factors to be identified and assessed, and measures to be specified together with an external occupational psychologist and the Health Committee.

LIFE DOMAIN BALANCE

A good balance between the different areas of life - working life and private life – is a major requirement for employees' health and well-being. Hypo Vorarlberg takes a number of measures in terms of employee health to enable this balance, and attempts to address the employees' individual needs. As well as implementing the corresponding legal regulations, especially those relating to holiday and working hours, the company offers its employees flexible working hours models, flexitime and job-sharing models. There is also a works agreement on working from home and mobile working. Thus employees are able to choose between fixed and flexible home working days, and they also have the option of doing their work from home or a non-company workplace before or after external appointments. The necessary IT equipment is provided by the bank. Limited periods away from work are also possible, such as in the form of educational leave or paternal leave. Employees can also make use of special leave in certain cases, e.g. moving house or a death in the family.

COMPANY PHYSICIAN

The employees have the option of visiting the company physician during working hours. She primarily assumes an advisory function and can be contacted about all health topics and their impact on the workplace situation. The company physician also assists in reintegrating employees following a lengthy illness-related absence.

OCCUPATIONAL SAFETY

Even though the health risk in a bank is much lower compared to companies in other sectors, corresponding preventive measures and prepared contingency plans are still required. This is the only way to ensure, for example, that employees will respond correctly if there were to be a bank robbery, and that the employees' safety will be guaranteed as well as possible. The COVID-19 pandemic also showed that even banks must be prepared for threats to their employees' physical integrity.

All matters relating to occupational safety and accident prevention are discussed at meetings of the bank's Health and Safety Committee at least twice a year, and more often if required, in accordance with the legal requirement (Section 88 of the Worker Protection Act). The responsibility for implementing the agreed measures and goals lies with one member of the Committee for each. The Committee regularly checks whether the measures have been implemented and the goals achieved.

In order to minimise the risk for employees and customers in the event of a bank robbery, service employees must complete the bank robbery learning programme annually and intermittently participate in bank robbery training which involves a simulated robbery. In the event of fire, all employees are required to act appropriately, so all employees must participate in fire prevention training when they take up their position at Hypo Vorarlberg.

Fire safety officers, around 100 evacuation assistants and around 50 first responders ensure even greater safety for the workforce. Hypo Vorarlberg also appoints

safety officers at the head office and in the branches, who receive regular training. If necessary, psychological support can be accessed immediately.

Days lost

	2023		2022		2021	
	Group	Bank	Group	Bank	Group	Bank
Accidents at work or on the way to and from work	7	7	3	3	1	1
Sick leave days total	6,596	5,851	7,195	6,344	3,982	3,565
Sick leave days per employee	8.9	9.0	11.2	8.7	5.5	5.6

TRAINING AND DEVELOPMENT

In order to keep its promise – the best advice for those with purpose – Hypo Vorarlberg pays particular attention to providing its employees with specialist training and development. Training and development also takes on substantial importance from the perspective of equal opportunities, which is addressed in the chapter "Diversity and equal opportunity". Well-trained employees are better able to adapt to new challenges and to drive innovations forward. In the spirit of sustainable personnel development, the company therefore advocates continuous development for its employees and develops its own young talent. This enables the company's need for specialist staff to be covered at least in part.

The starting point for the corresponding strategy and the training and development measures is the Collective Agreement for employees of the Austrian Provincial Mortgage Banks, and responsibility lies with the HR Department.

RISKS AND IMPACTS

The company does not accrue any material and identifiable risks from its training and development efforts, but a lack of training and development could lead to legal and/or reputational risks as a result of incorrect or deficient advice, and in the worst case to a loss of customers and thus of the business basis. Negative impacts are prevented because Hypo Vorarlberg grants all employees the same training and development opportunities.

BASIC TRAINING

The training is organised by Hypo-Bildung GmbH (Hypo Bildung for short) and executed jointly with the bank. For example, Hypo-Bildung runs the courses "Hypo 1" (basics of the banking business) and "Hypo 2" (banking knowledge in compact form). All new employees must take the basic training "Hypo 1" as well as "Hypo 2" or training required for their area of activity, unless they can prove that they have had sufficient training. ESG topics are also integrated into these courses. The specialist course "Hypo 3" builds on these basic courses. Alongside these, Hypo-Bildung also offers sales training, management and trainer training, and specialist seminars. Employees who additionally want to take external training are supported by the HR Department.

Apprentice training

Every year the bank offers young people the opportunity of joining the banking profession by means of an apprenticeship. Here the youngsters receive early preparation for future tasks. The bank's work with apprentices has received multiple awards: since 2009, Hypo Vorarlberg has held the title "Excellent Apprenticeship Company", which is awarded by the Federal State of Vorarlberg, the Chamber of Trade and Industry and the Chamber of Labour. Furthermore, the Group also trains apprentices in the IT field, or to be real estate merchants.

Trainee programme

The in-house Trainee Programme aims to provide new entrants who have passed a school-leaving examination or completed a university degree with a sound and strongly practice-based banking training in a relatively short time. The focus is on learning from experienced employees. At the same time, it enables existing employees to pass their knowledge on to the younger generation and thus retain this knowledge in the company for longer. During this training programme, the trainees also complete the basic "Hypo 1" and "Hypo 2" courses. The trainee programme has been in existence since 1999.

Fostering young talents

Whenever possible, vacant management positions are filled by talented employees from our own ranks. In particular, the young managers are supported in respect of the new requirements in their responsible and challenging positions.

ACCESS TO TRAINING AND DEVELOPMENT

All employees are granted the same access to training and development measures. These form an essential basis for advancement in the company and are closely associated with equal opportunities for promotion.

Despite this access being the same in principle, there is a difference in the number of average training hours taken by men and women in the company. There are several reasons for this: men often occupy training-intensive positions in the company (management level, advisor functions, etc.). Hypo Vorarlberg has a very high proportion of women, especially among part-time staff, and part-timers mainly hold positions in the administrative areas, which often require less training. And the life situation of these employees also offers fewer development opportunities, for example due to care-giving obligations.

In 2020, suitable measures were tested for removing the gender-specific imbalance in terms of continuing training. Here above all distance learning opens up new options, especially for employees who are less flexible with regard to time and place. Initial experiences of distance learning were positive, and it was further expanded. Not only did this enable increased access to further training, but it was also possible to expand the variety of options on offer.

Hypo Vorarlberg regularly organises training courses in cooperation with Hypo Bildung to convey the huge importance of the topic of sustainability in the financial sector, these courses handle topics related to sustainability in a way that is easy to understand. An extended, certified course to become an EFPA ESG advisor is also offered, and is mandatory for all sales employees in the securities area. Furthermore, employees are continuously trained on the latest innovations relating to the EU Action Plan topics, and receive regular information about regulatory developments at both European and national level.

EMPLOYEE APPRAISALS AND FEEDBACK ON MANAGERS

The open exchange between employees and managers is firmly rooted in the corporate culture at Hypo Vorarlberg. Employee appraisals and agreement on objectives take place annually. At regular intervals the employees also have an opportunity of assessing their managers' decision-making and organisational skills, as well as their management behaviour. The focus here is on respectful interactions, the ability to handle criticism, and clear objectives and development opportunities.

Within the framework of 270° manager feedback, managers' competencies and achievements are assessed from different viewpoints, including the perspectives of their employees, superiors and colleagues. The managers receiving feedback discuss their personal result with a coach, and possible development

measures are derived from this. Employee participation was latterly very high at 91 %

The aim of the appraisal discussion is to promote awareness and understanding of the principle "What do I contribute to the bank's overall result and what do I need for this?" among employees and managers, and thus contribute to the company's success.

Essential elements of the appraisal are looking back including feedback on conduct and performance, and looking forward with objectives and measures. Professional prospects and development opportunities, interests and further training requirements can be planned, documented and notified to the HR Department.

Training and development

	2023		2022		2021	
	Group	Bank	Group	Bank	Group	Bank
Average training hours per employee	32.9	33.5	30.5	30.8	28.6	29.4
Women	27.3	28.3	27.1	28.1	25.3	26.0
Men	39.8	39.9	34.6	34.0	32.5	33.4
Salaried employees with management	39.7	36.3	32.3	35.7	27.7	28.7
Salaried employees without management position	30.4	31.4	28.3	27.9	26.8	27.5
Average training days per employee	4.3	4.3	3.9	4.0	3.7	3.8
Women	3.5	3.7	3.5	3.6	3.3	3.4
Men	5.1	5.2	4.5	4.4	4.2	4.3

Explanation:

In 2023, there was a change from showing total training hours (women, men, salaried employees with/without management position) to showing average training hours per employee (women, men, salaried employees with/without management position) and average training days per employee (women, men).

REPRESENTATION OF INTERESTS

Hypo Vorarlberg has a Works Council, which represents and fosters the economic, social, health-related and cultural interests of the employees. The legal bases of the Works Council activity are regulated in the Labour Constitution Act (Arbeitsverfassungsgesetz). Via the Works Council the employees have rights of participation in the shaping of the operational organisation which directly affects them. As well as its representation function for the employees as a whole, or for individual employees, the Works Council also has an information, control and communication function in the business, acting so to speak as the connecting link between the workforce and the management.

REPRESENTATION ON THE SUPERVISORY BOARD

In Austria, the law prescribes that in stock corporations with a Works Council there must be employee participation on the Supervisory Board. For every two Supervisory Board members appointed in accordance with the Stock Corporation Act (Aktiengesetz) or the Articles of Association, the Works Council at Hypo Vorarlberg delegates one employee representative from the Works Council to the Supervisory Board (Section 110 of the Labour Constitution Act (Arbeitsverfassungsgesetz, ArbVG)). The employees' representatives make up one third of the entire Supervisory Board, and are thus also involved in major decisions taken within the framework of this body and immediately possible operational changes and plans.

SALARY NEGOTIATIONS

The Works Council represents the employees in the collective salary negotiations ("collective bargaining") which take place annually within the framework of the Collective Agreement for employees of the Austrian Provincial Mortgage Banks. Works meetings organised by the Works Council are held at Hypo Vorarlberg as appropriate. All employees are able to participate without restrictions – including during working hours. Account is taken of maintaining the company's business activities.

WORKS AGREEMENTS

The Works Council has an important role in negotiating and concluding works agreements on a wide variety of topics and benefits. Thus, for example, there are regulations in place concerning a travel cost subsidy, with which the bank supports the use of public transport, a meal subsidy from the seventh month of service, a company pension fund solution, working from home and mobile working, and a range of defined working materials outside the standard equipment.

HEALTH PROMOTION

The Works Council supports the employees of Hypo Vorarlberg with the "Hypo Vital" subsidy. This can be used for various activities which support physical and mental fitness and health (e.g. fitness studio, yoga courses, etc.). Since 2017, the Works Council has also supported the purchase of bicycles, electric cycles, electric scooters and electric mopeds.

Participation in a wide variety of activities is also available to the employees via the Works Council, such as "Gesund und vital in der Hypo Vorarlberg – Mittagsbewegung". Once a week in the midday break there are exercises for 45 minutes with a professional instructor as a form of balance for people with sitting activities, with the suggestion that they should also practise these exercises regularly outside the "midday exercise break".

EVENTS

The Hypo Vorarlberg Works Council also organises numerous events to promote solidarity among the employees. These include the Christmas party, which is well attended every year (and is organised together with the Managing Board), the annual winter active day and the company excursion, and a festive evening event

ENVIRONMENT, ENERGY AND CLIMATE PROTECTION

OPERATIONAL

ENVIRONMENTAL MANAGEMENT

Hypo Vorarlberg makes every effort to reduce the negative impacts of its business activity on the climate and environment. It constantly endeavours to reduce its $\mathrm{CO_2}$ emissions as much as possible, and heightens employees' awareness of protecting the environment and the climate. As a company with almost 900 employees and strong roots in its key markets, Hypo Vorarlberg is required to assume responsibility for the climate and environment in order to prevent negative ecological impacts. Since 2016, key figures relating to the environment and energy have been collected for the whole of the Group (since 2013 for the bank). These relate among other things to energy consumption, employee mobility, business travel, workplace equipment, waste, and the consumption of water and paper in the Group.

These figures are collected annually, and together with the sustainability strategy they form the basis for operational environmental management at Hypo Vorarlberg. The responsibility lies with the Logistics/Operating Technology Department. As a founding member of the "turn to zero" community, Hypo Vorarlberg has set itself the target of reducing its energy consumption and doing business in a way that protects resources. In accordance with the Energy Efficiency Act energy audits are performed periodically by certified auditors, and measures are derived from these, as follows:

- Replacing existing oil-powered boilers with renewable fuels
- New buildings executed at least to the "Silver" standard in accordance with the klimaaktiv criteria
- Suitable roof areas to be equipped as well as possible with solar and/or photovoltaic systems
- 100% of electricity from renewable sources
- Proportion of renewable fuels in the total final energy demand for heating, cooling and electricity to 90% by 2030, 100% by 2040
- Successive reduction of the vehicle fleet and implementation of car sharing (internal/external)
- Reducing paper consumption

RISKS AND IMPACTS

A material risk for Hypo Vorarlberg is the fact that it might contribute to global climate change through its own greenhouse gas emissions. Physical and transition risks due to climate change can in turn negatively influence the company's business activity, and non-compliance with environmental regulations could have legal consequences.

EMISSIONS BY HYPO VORARLBERG

Greenhouse gas emissions have become established globally as central sustainability indicators: the lower these emissions, the more eco-friendly and sustainable the company's business activities. Greenhouse gas emissions are stated and controlled in tons of CO₂ equivalents (CO₂e). This value provides the relative contribution of a chemical compound (e.g. methane) to the greenhouse gas effect compared to the same mass of CO₂, and is therefore also referred to as the global warming potential.

The Greenhouse Gas Protocol (GHGP) Initiative has established a standard which is used worldwide for collecting data on greenhouse gas emissions and classifying them by means of so-called "scopes". This classification is also stipulated for the obligatory disclosure of the GRI Standards. During the brand relaunch of "turn to zero" the calculation of the $\rm CO_2$ footprint was improved and adjusted to the GHGP. Thus in 2022, the new calculation was applied to Hypo Vorarlberg for the first time. The 2021 and 2020 figures were recalculated to ensure that they are comparable with 2022. The new calculation method has changed insofar as upstream emissions are now shown in Scope 3. 2020 has been set as the base year.

Scope 1

Scope 1 includes all the direct emissions caused by combustion in our own facilities. At Hypo Vorarlberg this includes natural gas, heating oil and the fuel consumption by our own vehicle fleet. In 2023, this amounted to 393 tons of CO_2 equivalents Group-wide (2022: 439 tons of CO_2 equivalents).

Scope 2

Scope 2 comprises the emissions caused by purchased energy. At Hypo Vorarlberg this includes district heating and electricity. Due to the further increase in the proportion of electricity from renewable sources, our Scope 2 emissions are falling. In 2023, these amounted to 56 tons of CO_2 equivalents Group-wide (2022: 58 tons of CO_2 equivalents).

The upstream emissions from Scope 1 and 2 are shown in Scope 3 in the energy-related emissions.

Scope 3

This area includes emissions ascribable to services rendered by third parties or purchased services, such as employees' travel to their workplace, energy-related emissions, capital goods, business travel, travel to our sites by external cleaning services, workplace equipment, and waste accrued or material consumed. In 2023, this amounted to 1,118 tons of CO_2 equivalents Group-wide (2022: 1,366 tons of CO_2 equivalents).

To ascertain commuting emissions, a Group-wide survey is undertaken at two-year intervals. The last survey took place in 2022, and compared to the 2020 employee survey there was again a redistribution: travel to work by car has significantly decreased, and in turn the use of public transport has significantly increased. Another pleasing result from the 2022 survey is the currently shorter annual travel to work of 5,724.37 kilometres per employee (2020: 6,206.78 kilometres). In 2023, days working from home are included in the calculation for the first time, and reduce the average travel to and from work by around 548 kilometres per employee. This results in an 8% reduction in commuting traffic, which corresponds to 40 tons of CO₂ equivalents. See also the table in the Mobility section of this chapter.

In 2023, the bank continued to invest in laptops and monitors. The majority (approximately 83%) of the technical IT equipment at Hypo Vorarlberg has an internationally recognised standard.

Development of greenhouse gas emissions in tons of CO₂ equivalents

	2023		202	2022		21
	Group	Bank	Group	Bank	Group	Bank
Total greenhouse gas emissions in t (Scope 1-3)	1,567	1,337	1,863	1,628	1,522	1,324
Change compared to previous year in %	-16	-18	22	23	-5	-4
Change in relation to base year 2020 in %	-2	-3	16	18	-5	-4

Greenhouse gas emissions in tons of CO2 equivalents

	2023		2022		2021	
	Group	Bank	Group	Bank	Group	Bank
Direct grh (GHG) gas emissions Scope 1 total	393	308	439	368	444	375
Natural gas	176	175	235	234	269	268
Heating oil	30	25	32	27	16	12
Vehicle fuels	187	108	172	107	159	95
Indirect energy-related grh gas emissions Scope 2 total	56	55	58	57	60	58
Electricity (market-based calculation)	1	1	1 -		2	-
District heat (location-based calculation)	55	55	57	57	58	58
Other indirect grh gas emissions Scope 3 total	1,118	974	1,366	1,203	1,018	891
Energy-related emissions (GHGP 3.3)	171	148	191	172	198	177
Capital goods (GHGP 3.2)	86	51	78	46	63	38
Commuter traffic (GHGP 3.7)	454	402	494	436	537	477
Business travel (GHGP 3.6)	117	104	88	78	38	32
Goods acquired (workplace equipment) (GHGP 3.1)	157	149	391	359	60	57
Waste (GHGP 3.5)	23	20	22	20	21	19
Materials (GHGP 3.1)	48	47	46	44	41	39
Water (GHGP 3.1)	6	5	6	5	6	5
Catering (GHGP 3.1)	30	27	30	26	29	26
Travel by external service providers (GHGP 3.4)	27	21	20	17	25	21
Total Scope 1-3	1,567	1,337	1,863	1,628	1,522	1,324

Intensity of greenhouse gas emissions in tons using employees as the parameter

	2023		2022		2021	
	Group	Bank	Group	Bank	Group	Bank
Direct emissions (Scope 1)	0.46	0.40	0.52	0.49	0.54	0.51
Indirect emissions (Scope 2)	0.06	0.07	0.07	0.08	0.07	0.08
Other indirect emissions (Scope 3)	1.30	1.28	1.61	1.61	1.23	1.22
Grh gas emissions total (Scope 1-3)	1.82	1.75	2.20	2.18	1.84	1.81

Explanation: In 2022, there was a transfer error in direct emissions (Scope 1), which was corrected.

Development of greenhouse gas emissions in tons of CO₂ equivalents

	2023		2022		2021	
	Group	Bank	Group	Bank	Group	Bank
Direct grh gas emissions (Scope 1)	-46	-60	-5	-7	16	14
Indirect energy-related grh gas emissions (Scope 2)	-2	-2	-1	0	-14	-12
Other indirect grh gas emissions (Scope 3)	-248	-230	348	311	-80	-55
Total	-296	-292	341	305	-78	-53

Explanation: The values above relate to the operational greenhouse gas emissions of Hypo Vorarlberg Bank within the Group (Hypo Vorarlberg Bank AG, Hypo Immobilien & Leasing GmbH, Hypo Vorarlberg Leasing AG, Hypo Vorarlberg Immo Italia GmbH). The emissions are calculated using the "turn to zero" method. "turn to zero" provides support in calculating the factors – these are based on various sources such as the Environment Agency Austria. Biogenic CO₂ emissions are not calculated. Electricity consumption figures are calculated on a market basis. No other disclosure is planned. The energy consumption figures were collected by means of the last available supplier invoices, and are not always calculated corresponding to fixed periods. This is because in rented locations, due to the settlement periods for operating costs the previous year's values have to be used to some extent. Consumption at these locations is also very often calculated by shares in square metres, which then does not reflect the consumption due to user behaviour. For locations at which there is no information on energy or water consumption, an estimate is used. The total energy consumption for buildings and the vehicle fleet in 2023 was 4,652 MWh (2022: 5,118 MWh) of which 88% consists of measured data, 10% is calculated data and 2% is estimated value of 6.5 kg ager employee per year is used. For coffee an estimated value of one cup of 10% is calculated data and 2% is estimates. For residual waste an estimated value of 45 kg per employee per year is used. For coffee an estimated value of one cup of coffee per employee per day is calculated (220 days in the year). There are 15 Scope 3 categories in accordance with the GHGP = Greenhouse Gas Protocol.

ENERGY

Hypo Vorarlberg is increasingly committed to renewable energy sources in order to further reduce the CO_2 emissions in the Group. In total Hypo Vorarlberg now covers 99.07% of its power consumption with electricity from renewable sources. In 2017, photovoltaic equipment was installed and put into use on the roofs of Hypo Vorarlberg in Bregenz (head office and Hypo Office Bregenz) and Hypo Immobilien & Leasing GmbH in Dornbirn (Hypo Office Dornbirn). In 2023, these generated approximately 156,369 kWh of clean electricity from solar power (2022: 161,782 kWh).

In addition, Hypo Vorarlberg Immo Italia GmbH owns two photovoltaic systems in Veneto and Tuscany with an annual production of just under 229,696 kWh in 2023 (228,426 kWh in 2022). The electricity generated there is entirely fed into the local power grid.

Energy-efficiency optimisation of buildings also plays an important role. Thus, when constructing or renovating Hypo Vorarlberg's sites attention is paid in particular to energy and resource efficiency. For all premises, great value is attached generally to high standards of energy efficiency and spatial quality.

The energy savings have been systematically recorded since 2016. In 2023, the Group's entire energy consumption fell to 16,747,480 MJ (2022: 18,424,360 MJ). Due to the geopolitically tense energy situation since summer 2022, Hypo Vorarlberg also decided on additional measures for savings in terms of electricity and water. Thus in autumn 2022, measures included adjusting the room temperatures, optimising the operating times of ventilation and air-conditioning systems, and encouraging the employees to take responsibility themselves for implementing energy-saving quidelines.

Withdrawal from fossil fuels – especially natural gas – is currently being reviewed at the sites and will be implemented successively.

The Feldkirch site has been connected to the local district heat supplier. Commissioning took place in autumn 2023. At the Riezlern site the connection to the local district heat supplier is near completion, with commissioning anticipated for 2024. At the Hypo Office in Bregenz two new high-performance and energy-efficient heat pumps were installed at the end of 2022. Through the transfer of heat and cold to the Bregenz head office, a clear drop in natural gas consumption was identified immediately. Therefore, several options for further reducing the natural gas consumption are currently under review at the Bregenz head office.

Further sites are being evaluated in cooperation with local providers, competent authorities and external energy and specialist advisors, who will then point out alternatives to natural gas heating systems. The expansion of photovoltaic systems, and thus an increase in the company's own electricity production, is also undergoing detailed analysis.

A complication for the installation of PV systems and the switch to environment-friendly heating systems is the fact that at rented locations (including buildings with multiple parties) the consent of the owners is always necessary, and therefore Hypo Vorarlberg does not have the authority to make decisions.

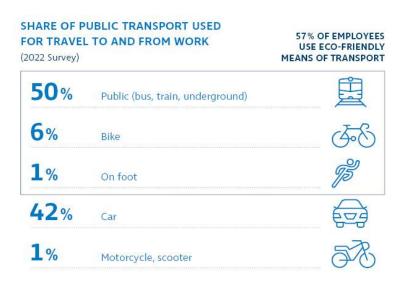
At Group level, the proportion of the entire energy consumption for buildings obtained from renewable sources in 2023 was 64% (2022: 61%). In the analysis for 2023, district heat from refuse incineration was no longer taken into account, which results in a change in the information for 2022. If the energy consumption of the vehicle fleet is also taken into consideration, the proportion is 54% in 2023 (2022: 53%).

Energy consumption in kWh within the organisation

	2023		2022		2021	
	Group	Bank	Group	Bank	Group	Bank
Heating energy (kWh)	990,012	965,710	1,293,144	1,268,752	1,403,437	1,382,032
of which natural gas (kWh)	879,226	873,020	1,176,659	1,170,724	1,344,934	1,338,351
of which heating oil (kWh)	110,786	92,690	116,485	98,028	58,503	43,682
Vehicle fleet (kWh)	727,285	421,901	602,436	375,785	555,696	333,036
Total consumption of non-renewable fuels (kWh)	1,717,297	1,387,611	1,895,580	1,644,537	1,959,133	1,715,068
Purchased electricity, heating energy or cooling energy (kWh)	2,869,417	2,699,403	3,149,990	2,982,462	3,202,072	3,034,860
Own electricity generation (PV systems) (kWh)	386,065	66,356	390,208	72,307	384,835	68,977
Sold electricity (fed into local power grid) (kWh)	320,702	993	317,900	-	315,858	-
Energy consumption within the organisation (kWh)	4,652,078	4,152,377	5,117,878	4,699,306	5,230,182	4,818,905
Energy consumption within the organisation (MJ)	16,747,480	14,948,559	18,424,360	16,917,500	18,828,656	17,348,057

Explanation:

A correction was made in 2021 with regard to heating oil: litre values were stated instead of kWh, so they were adjusted to kWh.



MOBILITY

By means of conscious mobility management, Hypo Vorarlberg is contributing to creating greater awareness among its employees. As an incentive a travel costs subsidy is paid for travel to and from the workplace. Business travel and training must be organised with the lowest possible emissions — for example by making greater use of rail travel or video conferencing. As car trips cannot always be avoided, a certain number of more environment-friendly vehicles are available:

- 11 hybrid cars
- 7 electric cars
- Electric scooters at individual locations

The aim is to switch over the Group vehicle fleet step by step. For new purchases the maximum CO_2 emissions threshold is being continuously reduced, and in 2023 was 132 g/km, and it is also mandatory to review the use of an alternative drive type.

Mobility management also includes motivating the employees to cycle, so for some years Hypo Vorarlberg has been participating in the Vorarlberg cycle contest "RADIUS". Furthermore, in 2022 an employee survey on the subject of travel to work took place for the fifth time, and collected data on which means of transport are chiefly used on the way to the workplace. In total more than 57% of employees use environment-friendly ways of getting to work, i.e. not by private car.

Head office employees are able to make environment-friendly business trips in Vorarlberg with an electric bike and with a transferrable annual season ticket for all public transport, which employees can also use privately outside working hours.

Mobility

	2023		2022		2021	
	Group	Bank	Group	Bank	Group	Bank
Vehicle fleet						
Petrol (litres)	16,538	6,568	15,219	9,136	9,439	7,129
Diesel (litres)	59,755	37,305	54,958	34,629	55,168	31,631
Business travel						
Hotel accommodation (nights)	985	851	643	553	241	219
Public transport (pkm)	365,190	329,264	202,919	167,652	55,210	49,208
Air (pkm)	202,237	198,172	164,559	164,559	48,549	47,437
Taxi/car (pkm)	69,665	40,598	73,992	38,195	71,349	44,504

Explanation: pkm = passenger kilometres

WASTE

Hypo Vorarlberg's employees are generally encouraged to minimise waste as much as possible. There are waste collection points in the recreation rooms and kitchens, where waste is already sorted into paper and plastic waste, as well as organic and residual waste, which is subsequently taken by the cleaning companies for proper disposal. Paper which has been written or printed on is collected centrally and destroyed professionally by a licensed company in accordance with a set plan. Among other things, special waste is also collected and disposed of by regional waste handlers and recycling companies, including:

- Problem waste (e.g. old batteries)
- Waste from the facility service area (e.g. from reconstructions, filters from air-conditioning and ventilation systems, furniture)
- Electronic scrap

Pursuant to the legal requirements, a waste officer and deputy have been appointed at Hypo Vorarlberg. Waste is systematically measured and recorded using waste code numbers. The employees are continuously made aware of topics such as paper and water consumption and the careful use of resources. Despite this, paper consumption in the Group increased in 2023 by around 3% (2022: increase of around 12%). The reasons for this include in particular changes to various customer products and the associated legally prescribed written information to customers.

Second Chance

Items of furniture and electronics that are no longer required are offered for sale to the employees of Hypo Vorarlberg at low prices. In this way too, Hypo Vorarlberg makes a meaningful contribution to preventing waste and protecting resources.

Consumption of resources and waste

	Unit	2023		2022		2021	
		Group	Bank	Group	Bank	Group	Bank
Paper consumption	kg	25,048	24,108	24,222	23,340	21,537	20,537
Water consumption total	m³	7,037	6,050	7,171	5,964	7,400	5,949
Sanitary	m³	6,442	5,455	6,148	4,941	6,690	5,239
Cooling	m³	595	595	1,023	1,023	710	710
Residual waste	kg	38,700	34,290	38,115	33,615	37,125	32,985
Used paper	kg	72,452	72,452	60,498	60,498	60,185	60,185
Electronic scrap	kg	2,201	2,146	1,380	1,380	2,725	2,395

CONTRIBUTION TO GLOBAL CLIMATE PROTECTION

Hypo Vorarlberg makes a further contribution to global climate protection, by supporting national and international climate protection projects for unavoidable emissions every year. For this

purpose, "turn to zero" compiles a portfolio of projects with the highest standards and takes on the handling of these for all members. In this way a contribution is made to greater climate justice and the living situations of the local people are improved.

Climate protection projects 2023

emmate protection projects 2025	Country	Technology
Communal reforesting	Nicaragua	Reforesting
UV treatment to obtain clean drinking water	Uganda	Water treatment
Circular economy through plastic recycling	Romania	Waste management, education
Total package for households	Ethiopia	Efficient cookers, nutrition, solar, forests, water (purification and saving)

CREATING AWARENESS

In spring 2023, the employees were offered a presentation entitled "How to shop plastic-free at the supermarket". It has already been known for some time that too many foods are unnecessarily packaged in plastic. It has also become known that some plastic packaging can give off harmful substances into the food. Speaker Christine Balko presented how shopping can function in the stresses of daily life.

Organised knowledge management makes a major contribution to a company's sustainable development. Hypo Vorarlberg too attaches value to employees sharing their expertise among one another, and passing it on within the company: the knowledge platform Hypopedia was created for this. This is where all the bank's information streams converge. Since 2017, there has been a separate section containing reports on innovations and important developments related to sustainability. The digital message board contains general tips and links, as well as information and regional campaigns on this topic.

RESPONSIBILITY IN SUPPLY CHAINS AND PROCUREMENT

Within the framework of its policy which came into force in 2019, Hypo Vorarlberg focuses on the main points of relevance for procuring sustainable and environment-friendly products. Concrete sustainability criteria have been developed for specific procurement processes or tenders in different categories, and the bank has started to implement these. These criteria are also based on the precepts of economy, economic viability and expediency. By aligning itself with sustainability criteria, Hypo Vorarlberg subscribes to the "best, not cheapest, bidder" principle.

Examining the economic viability means that it is not just the acquisition costs of a product that are taken into account, but also the costs of use and disposal (Life Cycle Cost – LCC). For example, consequential costs through energy consumption are an important economic criterion. Wherever possible in the banking business, preference is given to products and services from partners with which

sound customer relationships are in place and/or from the respective region, taking account of the procurement terms. The bank has business relationships based on trust which go back many years with the majority of its suppliers.

ENERGY AUDIT

Pursuant to Section 9 of the Federal Energy Efficiency Act (Bundes-Energieeffizienzgesetz, EEffG), Hypo Vorarlberg is obliged to have its energy consumption audited regularly. Within the scope of such an audit, there is a systematic inspection and analysis of the energy use and energy consumption of the buildings, and of the mobility aspect. The aim is to identify energy flows and the potential for improving energy efficiency, report on these and implement them.

The energy audit was first performed in 2016, and in 2020 it was repeated and reported to the national energy efficiency monitoring office. A large part of the measures suggested in the 2016 audit were implemented between 2016 and 2019. Between 2016 and 2020, the implementation of measures such as optimising the control units for the heating/ventilation/cooling, retrofitting LED lighting and optimising office equipment brought about a marked reduction in the energy requirement, and thus in the CO_2 footprint.

The suggested improvements set out in the 2020 audit were reviewed, and it was established that important measures from the audit had already been implemented. The remaining measures and recommendations had to be examined in the overall context. The implementations were largely to be taken into account during the next major reconstruction or renovation measures. It should also be noted that as Hypo Vorarlberg is a purely service company, compared to a manufacturing enterprise improvements in terms of the energy efficiency of sequences and processes are only possible to a much more limited extent.

In addition, Hypo Vorarlberg is frequently not the sole owner of the building units used, or is only a tenant of the premises, and is thus dependent on other joint owners or lessors. Through a continuous exchange with owners' representatives or lessors, the bank aims to inform them about the cost-benefit effect and thus obtain improvements.

In 2024, the third energy audit will be performed. Hypo Vorarlberg is currently evaluating the expansion of its environmental management system through the introduction of certification in accordance with ISO 14001.

EU TAXONOMY

ENVIRONMENTALLY SUSTAINABLE ASSETS

REPORTING ON THE EU TAXONOMY

The EU Taxonomy lies at the heart of the EU Action Plan for financing sustainable growth and is a major instrument for achieving climate neutrality in Europe by 2050. It creates a standardised classification system for environmentally sustainable economic activities, and thus a shared understanding of sustainability in the EU. The aim is to create greater transparency in the market and drive forward the realignment of capital streams with sustainable investments.

Economic activities are deemed taxonomy-eligible when they make a substantial contribution (SC for short) to one of the six environmental goals, and do not adversely affect any of the stated environmental goals ("Do No Significant Harm", or DNSH). The six environmental goals are:

- Climate change mitigation
- Climate change adaptation
- The sustainable use and protection of water and marine resources
- The transition to a circular economy
- Pollution prevention and control
- The protection and restoration of biodiversity and ecosystems

Taxonomy-eligible economic activities must also be exercised in compliance with the minimum safeguards, in other words the minimum protection in terms of fundamental labour and human rights standards. Companies that are already obliged to disclose non-financial information have been reporting on the proportion of their taxonomy-eligible activities since 2022. For financial undertakings, relief provisions still applied for the last two financial years, so that up to now they have only disclosed the proportion of taxonomy-eligible assets in the assets covered. This applied to assets in relation to economic activities that are described in the EU Taxonomy. From the financial year 2023 financial undertakings must for the first time disclose to what extent they finance economic activities that are environmentally sustainable within the meaning of the EU Taxonomy. The most significant performance indicator for credit institutions is the Green Asset Ratio (GAR), which represents the ratio of taxonomy-eligible assets to total assets. For conformity with the Taxonomy, financial undertakings must check whether the underlying economic activity corresponds to the technical screening criteria defined in the EU Taxonomy.

LEGAL BASIS

Regulation (EU) 2020/852 (hereinafter referred to as the Taxonomy Regulation) contains, among other things, material definitions of terms and the obligations of the reporting companies. Art. 8 of the Taxonomy Regulation is of particular importance, as it specifies the reporting obligations for financial and non-financial undertakings. The Delegated Regulation (Del. Reg. for short) (EU) 2021/2178 specifies further details of the content and presentation of the information to be published.

On 13 June 2023, the EU Commission presented Del. Reg. (EU) 2023/2485 and Del. Reg. (EU) 2023/2486 to supplement the Taxonomy Regulation. These included among other things modifications and expansions of the existing economic activities, definitions of the technical screening criteria for the four non-climate related environmental goals, and adjustments to the reporting templates to be used.

The requirements of the package of measures had to be taken into account for the disclosure relating to the financial year 2023. For financial undertakings, relief provisions apply for the financial years 2023 and 2024 with regard to the four new environmental goals, as well as the new economic activities which limit the disclosure to details of taxonomy eligibility.

On 21 December 2023, the EU Commission published a draft FAQ document, which contains questions on the application and interpretation of particular legal provisions on taxonomy reporting by financial undertakings. The FAQ documents serve to explain the applicable legal provisions. They do not signify any expansion on the basis of these legal provisions of the rights and duties for the undertakings concerned, and are intended solely to assist them in implementing the applicable legal provisions. Account was taken as well as possible of the requirements of the FAQ document in the disclosure relating to the financial year 2023.

IMPLEMENTATION AND METHODOLOGY

Pursuant to Point 1.1.2. of Annex V of Del. Reg. (EU) 2021/2178, the disclosure covers the following accounting categories of financial assets, including loans and advances, debt securities, equity holdings and repossessed collaterals:

- financial assets at amortised cost;
- financial assets at fair value through other comprehensive income;
- investments in subsidiaries;
- joint ventures and associates;
- financial assets designated at fair value through profit or loss and non-trading financial assets mandatorily at fair value through profit or loss;
- real estate collaterals obtained by Hypo Vorarlberg by taking possession in exchange for the cancellation of debts

Disclosure does not include:

- exposures to states, central banks and supranational issuers (excluding multilateral development banks)
- exposures to undertakings that are not obliged to publish non-financial information pursuant to Art. 19a or 29a of Directive 2013/34/EU
- short-term interbank loans
- financial assets held for trading
- derivatives

The counterparts to be taken into account in the disclosure are limited to private households, cities, municipalities and (non-) financial undertakings which themselves are subject to the obligation of non-financial reporting (Non-Financial Reporting Directive, in brief: NFRD).

To determine the counterparts subject to the NFRD, both internal and publicly available information relating to the following criteria was used:

- the undertaking can be assigned to the banking/insurance sector or issues tradable securities on a regulated market in the EU (criterion "Enterprises of public interest") and
- the undertaking employs more than 500 people on a yearly average (criterion "Number of employees").

For financial undertakings, the determination of the taxonomyeligible KPIs is based strictly on the information from the counterpart, as it is not the activities of the bank's own operation, but those of the financed economic activities which are being examined. For lending where the use of proceeds is unknown (general loans), the KPIs reported by the counterpart are used to determine taxonomy eligibility. Even though the availability of such information has further increased compared to previous years, it was not possible via manual research to ascertain information on all counterparts. In these cases, the counterpart's asset value was classed as not taxonomy-eligible or not taxonomyaligned. There are still differences between the reporting companies in respect of the methods applied and the type of disclosure. Thus when disclosing their KPIs, not all non-financial undertakings used the obligatory reporting templates which enable apportionment by contribution to the environmental goal. The quotas of undertakings which did not disclose any apportionment by environmental goal were allocated to the first environmental goal, climate change mitigation. In those cases where no apportionment by turnover- and CapEx-based quotas was undertaken, the KPIs were allocated equally to turnover- and CapEx-based disclosure.

No estimates are permitted in the obligatory reporting within the framework of the Taxonomy Regulation, therefore no data based on estimates or published in the voluntary taxonomy reporting were used.

The analysis also covered fully consolidated subsidiaries of a Group. Where a subsidiary obliged to submit an NFRD report has ceded its reporting duties to its parent company, the parent company's KPIs were used. For counterparts which themselves are not subject to the NFRD, but whose parent company is obliged to submit a non-financial report, the parent company's KPIs were used in accordance with the interpretation of the FAQs published by the EU Commission in December 2023.

When the use of proceeds is known, pursuant to the legal provisions financial undertakings should rely on the information submitted by the counterpart about the financed project or activities. The implementation of the Taxonomy Regulation therefore requires new data collection processes to be set up, as well as a comprehensive adaptation of the IT infrastructure.

Although suitable software solutions which correspond to the regulatory, information security and data protection requirements were not available until the beginning of 2023, and the implementation of the software took up a large part of 2023, Hypo Vorarlberg was able to classify all new business in 2023 and audit this for compliance with the taxonomy criteria. In 2024, it is intended to carry out a complete overhaul of the remaining stock.

COMPLETING THE REPORTING TEMPLATES

Pursuant to Art. 4 Del. Reg. 2021/2178, the reporting templates in annex VI of the regulation should be used by credit institutions to state how and to what extent the undertaking's activities are associated with economic activities that can be classed as environmentally sustainable. The template must be completed in amounts in EUR millions.

For reporting template 2 "GAR sector information" there are still different legal interpretations as to what value should be entered as the gross book value requested in the first column of each environmental goal. Hypo Vorarlberg used the sum of all taxonomy-eligible gross carrying amounts per environmental goal in respect of non-financial corporations (which themselves or their parent company are subject to the NFRD) in a sector.

Pursuant to the KPIs requested in Annex V of Del. Reg. (EU) 2021/2178, a division takes place at row level in the reporting templates 3 "GAR KPI stock" and "4 GAR KPI flow". Thus, for example, the GAR for lending to non-financial undertakings is calculated from the proportion of loans and credits to non-financial undertakings by means of which taxonomy-aligned economic activities are financed in respect of the individual environmental goals, compared to the total loans and credits to non-financial undertakings.

The proportion of the total covered assets is derived from the covered assets in the numerator and denominator compared to the total assets. This applies accordingly to the proportion of all new covered assets in reporting template 4.

To complete the "GAR KPI flow" reporting template 4, gross carrying amount of the newly entered receivables which arose in the year before the disclosure date were used, without deducting the amounts of loan repayments or sales of debt instruments/equity instruments which took place during the year before the disclosure date. The definition of flows is in accordance with stipulations under question 65 of the FAQ document of December 2023.

All of the assets under management (AuM) must be disclosed in template 5 "KPI off-balance sheet exposures" with regard to their taxonomy alignment both in relation to the reporting date and on the basis of the annual flow. Due to the lack of available data, an evaluation of the AuM flows, i.e. the annual positive net flows, for the past financial year has not yet been possible. In 2024, processes will be implemented for evaluation from the various management systems and sources.

Disclosure pursuant to Art. 8 of the EU Taxonomy Regulation (see Template 0 Summary of KPIs to be disclosed by credit institutions in accordance with Art. 8 of the Taxonomy Regulation)

as % of total covered assets		Turnover-based	CapEx-based
Main KPI	Green Asset Ratio (GAR)	0.14%	0.25%
Additional KPI	GAR (flow)	0.04%	0.04%

RESULTS

The group of consolidated companies used corresponds to the supervisory consolidation group pursuant to Title II Chapter 2 Section 2 of Regulation (EU) 575/2013.

As at the reporting date 31 December 2023, the proportion of taxonomy-aligned total assets recorded (Green Asset Ratio) was 0.14% (turnover-based) and 0.25% (CapEx-based), which corresponds to a financial volume of EUR 20.22 million (turnover-based) and EUR 35.41 million (CapEx-based). The taxonomy-aligned assets mainly comprise risk exposures to financial and non-financial companies subject to NFRD, based on the taxonomy-aligned CapEx and turnover KPIs of the counterparts. Taxonomy-aligned loans to private households that are secured by residential property are also included.

The turnover-based proportion of taxonomy-eligible assets as at the reporting date was 17.45% and the CapEx-based proportion was 17.59%. This comprises loans secured by residential properties, building renovation loans and vehicle loans to private households, taxonomy-eligible risk exposures to cities and municipalities, and financial and non-financial companies subject to NFRD. The vast majority of all exposures to be evaluated which had a known purpose could be assigned to the construction industry and real estate of the first environmental goal, climate change mitigation. A small number of loans to public bodies previously assessed as non-taxonomy eligible corresponded to the activities of the four new environmental goals or the new activities of the two climate-related environmental goals.

Due to the customer structure of Hypo Vorarlberg focusing on medium-sized corporate customers, 59.62% of the assets were excluded from the numerator of the Green Asset Ration. A further 10.53% of the total assets relate to states, central banks and supranational issuers, which are also excluded from the EU Taxonomy.

The detailed requirements for documentary evidence of meeting the DNSH criteria for private customers frequently still pose a challenge. Pursuant to the FAQ of December 2023, in the case of private customers credit institutions can prove compliance with the SC and DNSH criteria by means of evidence directly from the customer or in the form of independent and reliable reviews by third parties. Thus the climate risk assessment required for the environmental goal climate change adaptation can be performed with the help of an external provider and should be combined with an internal, property-specific vulnerability analysis.

As at the reference date 31 December 2023 Hypo Vorarlberg had no stock of repossessed real estate collateral.

DETAILS OF ACTIVITIES IN THE NUCLEAR AND GAS SECTOR

In 2022, the EU Commission included economic activities in the nuclear energy and fossil gas areas in the EU Taxonomy as transitional activities. Dedicated evaluation criteria and separate reporting requirements were defined for these activities. To calculate the KPIs, the turnover and CapEx KPIs of the relevant counterparts were used. For this, exclusively the information disclosed in the reporting templates from Annex XII of Del. Reg. (EU) 2021/2178 was used.

The disclosure took place taking account of the EU Commission FAQs of 21.12.2023, so the templates were provided based on both

turnover and CapEx. For economic activities in the areas of nuclear energy and fossil gas there were no flows in 2023, and for this reason no disclosure was made in the templates for flow. Hypo Vorarlberg financed no taxonomy-aligned or taxonomy-eligible activities in the areas of nuclear energy and fossil gas. Detailed KPIs can be found in the reporting templates at the end of this chapter. These were completed in amounts of euros.

Since no sufficient data set for the financial year 2023 was available for the calculation of the KPIs for off-balance sheet risk exposures in the areas of nuclear energy and fossil gas, a calculation for the financial year 2024 is aimed at.

DETAILS OF THE TRADING BOOK

Hypo Vorarlberg maintains only a small trading book pursuant to the CRR (Capital Requirements Regulation – Regulation (EU) No 575/2013). As at 31 December 2023 the trading book contains assets in the amount of EUR 11.89 million. This item is an investment fund undergoing liquidation. The fund assets are credits with Hypo Vorarlberg as the custodian of the fund, and as such these holdings are not affected by Regulation (EU) 2020/852. There are also no plans to resume trading activities in the future.

SUSTAINABILITY STRATEGY

The EU Taxonomy plays an important role in the realignment of capital flows around sustainable investments, and thus contributes in particular to realising the superordinate goal of a climate-neutral EU by 2050. Hypo Vorarlberg will therefore continue to align its activities as far as possible with the criteria of the EU Taxonomy and also takes account of these in the group-wide sustainability strategy. This is currently being revised and will be expanded to include goals and measures in respect of the EU Taxonomy.

With the Hypo-Klima-Kredit and the Hypo-Klima-Schnellkredit funding can already be supported for energy-related renovations, photovoltaic installations, solar installations, new heating systems and heat insulation, as well as investments in eMobility. One of the prerequisites for granting this finance is a taxonomy-eligible funding purpose. As the demand for relevant project finance is constantly growing in the real estate sector too, the expansion of the product range is currently being planned (for example green loans). Analogously to the previous

Green Asset Portfolio, in particular the focus is on financing or refinancing buildings which exhibit excellent energy efficiency. Hypo Vorarlberg aims to align its lending criteria with the criteria of the taxonomy, and thus contribute to a step-by-step increase in taxonomy-eligible and taxonomy-aligned asset values. The topic of the EU Taxonomy is also highly relevant for using the funds from the Hypo Vorarlberg Green Bonds. In the next few years, Hypo Vorarlberg will successively adapt its Green Asset Portfolio to the criteria of the EU Taxonomy in the aim of being in conformity with this. With its Austrian Green Asset Portfolio, Hypo Vorarlberg intends to align itself with the criteria described in the EU Taxonomy for the EU environmental goal 1, climate change mitigation. The aim is to contribute to climate protection by funding energy-efficient buildings, and at the same time not to conflict with any of the other five EU environmental goals of the Taxonomy.

0. Summary of KPIs to be disclosed by credit institutions under Article 8 Taxonomy Regulation

	•	/ Regulation						
		Total environmental	ly sustainable assets	KPI (based on revenue)		% coverage (over total assets)***	% of assets excluded from the numerator of the GAR (Article 7(2) and (3) and Section 1.1.2. of Annex V)	% of assets excluded from the denominator of the GAR (Article 7(1) and Section 1.2.4 of Annex V)
Main KPI	Green asset ratio (GAR) stock	20,22	35,41	0,14%	0,25%	89,47%	59,62%	10,53%
		Total environmentally sustainable activities (based on turnover)	on CapEx)		IKPI (based on Capex)	% coverage (over total assets)	% of assets excluded from the numerator of the GAR (Article 7(2) and (3) and Section 1.1.2. of Annex V)	% of assets excluded from the denominator of the GAR (Article 7(1) and Section 1.2.4 of Annex V)
Additional KPIs	GAR (flow)	0,66				100,00%	82,06%	0,00%
	Trading book* Financial guarantees	N/A 0,95	0,69	N/A 0,26%	0,19%			
	Assets under management	3,44						
	Fees and commissions income**	N/A	N/A	N/A	N/A			

^{*} For credit institutions that do not meet the conditions of Article 94(1) of the CRR or the conditions set out in Article 325a(1) of the CRR

** Fees and commissions income from services other than lending and AuM

*** % of assets covered by the KPI over banks' total assets

Note: Fees and Commissions (sheet 6) and Trading Book (sheet 7) KPIs shall only apply starting 2026

1.Assets for the calculation of	f GAR (based on revenue)		4 2 2	4 5	4 2	2	4 2 2			4 2 2	4 4 2 2	4 4 2	2 4	E									
		a b	c d	e f	g h	i j	k I m	n o	p q r s	t u v	w x z aa	ab ac	ad ae	af ag	ah ai aj	ak al am	an ao ap	aq ar as at	au av aw ax	ay az ba	bb bc	od be bf b	bh bi bj bk
			Climate Change Mitigation	on (CCM)	Climate Change Ada	ptation (CCA)	Water and marine resources (W	/TR) Disclosure refe	ence date I cular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)	TOTAL (CCM + CC	A + WTR + CE + PPC + BIO)		Climate Change Mitigat	ation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Disclosure reference date 1-1 Circular economy (CE)	Pollution (PPC)	Biodiver	sity and Ecosystems (BIO)	TOTAL (CCM + CCA + WTR + CE + PPC + BIO)
		Of wh	hich towards taxonomy relevant sector	ors (Taxonomy-eligible)	Of which towards taxonomy rele eligible)	which towards taxonomy relevant sector eligible)	rs (Taxonomy- Of which towards to	axonomy relevant sectors (Taxonomy- eligible)	th towards taxonomy relevant sectors (Taxonom eligible)	y- Of which towards taxonomy relevant sectors (Taxonomy- eligible)	Of which towards taxonomy	relevant sectors (Taxonomy-eligi	ble)	Of which towards taxonomy relevant se	Of which	towards taxonomy relevant sectors (Taxonomy-eligible)	Of which towards taxonomy relevant sectors (Taxonomy-eligible)	Of which towards taxonomy relevant sectors (Taxonom eligible)	Of which towards taxonomy relevant see eligible)	ctors (Taxonomy- Of which towards to	xonomy relevant sectors (Taxonomy- eligible)	which towards taxonomy relevant sectors (Taxonomy-eligible)
	Million EUR	Total [gross] carrying amount	Of which environmentally susta	ainable (Taxonomy-aligned)	Of which environ	onmentally sustainable nomy-aligned)	Of which environmentally (Taxonomy-align	ned)	which environmentally sustainable (Taxonomy-aligned)	Of which environmentally sustainable (Taxonomy-aligned)	Of which environmentally sustainable (Taxonomy-aligned)	Of which enviror	mentally sustainable (Taxonomy	carrying amount	Of which environmentally su	, , , ,	Of which environmentally sustainable (Taxonomy-aligned)	Of which environmentally sustainable (Taxonomy-aligned)	Of which environmentally sustainable (Taxonomy-aligned)	(Taxonomy-a	, i	which environmentally sustainable (Taxonomy-aligned)	Of which environmentally sustainable (Taxonomy-aligned)
			Of which Use Of of Proceeds tra	Of which	Of ·	which Use Of which Proceeds enabling	Of which Use of Proceeds	Of which	Of which Use Of which of Proceeds enabling	Of which Use Of which of Proceeds enabling	Of which Use Of which of Proceeds enabling	O	which Use Of which Of which Proceeds transitional enab	hich	Of which Use		Of which Use Of which of Proceeds enabling	Of which Use Of which of Proceeds enabling	Of which Use Of which of Proceeds enabling	Of which U	se Of which s enabling	Of which Use Of which of Proceeds enabling	Of which Use Of which Of which of Proceeds transitional enabling
GAR -	- Cov ered assets in both numerator and denominator																						
	ins and advances, debt securities and equity instruments not HfT eligible for GAR	4.696,25 2.456	6,16 20,22 1,30	0,00 6,51	0,29 0,00	0,00 0,00	0,34 0,00 0,00	0,00 0,39	0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 2.457,19 20,22	1,30 0,00	6,51 N/A	N/A N/A N/A	A N/A N/A I	N/A N/A N/A N/	A N/A N/A N/A N/	A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A
2 F	Financial undertakings	2.253,53 384	4,47 2,50 0,00	0,00 0,92	0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 384,47 2,50	0,00 0,00	0,92 N/A	N/A N/A N/A	A N/A N/A I	N/A N/A N/A N/	N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A
3	Credit institutions	1.916,72 372	2,21 0,40 0,00	0,00 0,00	0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0	0,00 0,00 0,00 0,00 0,00	0,00 372,21 0,40	0,00 0,00	0,00 N/A	N/A N/A N/A N/A	A N/A N/A I	N/A	A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/	A N/A N/A N/A	N/A	N/A	N/A N/A N/A	N/A
5	Loans and advances Debt securities, including UoP	1.586,00 335	5,41 0,40 0,00 5,41 0,40 0,00	0,00 0,00	0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00 0,00 0,00	0,00 36,80 0,00 0,00 0,00 0,00	0,00 0,00	0,00 N/A	N/A N/A N/A	A N/A N/A I	N/A	A N/A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A	N/A	N/A N/A N/A	N/A
6	Equity instruments	20,08 0	0,00	0,00 0,00	0,00 0,00	0,00	0,00 0,00	0,00 0,00	0,00	0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00	0,00 N/A	N/A N/A	N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A	N/A N/A N/A	N/A N/A	N/A N/A	N/A N/A N/A N/A
7	Other financial corporations of which investment firms	336,81 12 0.00 0	2,26 2,10 0,00 0.00 0.00 0.00	0,00 0,92	0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0	0.00 0.00 0.00 0.00 0.00 0.00 0.00	0,00 12,26 2,10 0.00 0.00 0.00	0,00 0,00	0,92 N/A 0.00 N/A	N/A N/A N/A N/A	A N/A N/A I	N/A	A N/A N/A N/A N/A N/A N/A	A N/A N/A N/A N/A	N/A	N/A	N/A N/A N/A N/A	N/A
9	Loans and advances	0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00 N/A	N/A N/A N/A	A N/A N/A I	N/A	A N/A N/A N/A N/	A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A N/
10	Debt securities, including UoP Equity instruments	0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00	0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00	0,00	0,00 0,00 0,00	0,00 0,00	0,00 N/A	N/A N/A N/A N/A	A	N/A	A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A
12	of which management companies	333,37 12	2,26 2,10 0,00	0,00 0,92	0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00 0,00	0,00 12,26 2,10	0,00 0,00	0,92 N/A	N/A N/A N/A	A N/A N/A	N/A	N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A N/A
13	Loans and advances	261,47 0	0,01 0,00 0,00	0,00 0,00	0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0	0,00 0,00 0,00 0,00 0,00	0,00 0,01 0,00	0,00 0,00	0,00 N/A	N/A N/A N/A	A N/A N/A I	N/A	A N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A N/A
15	Debt securities, including UoP Equity instruments	2,14	2,25 2,10 0,00 0,00 0,00	0,00 0,92	0,00 0,00	0,00	0,00 0,00 0,00	0,00 0,00	0,00	0,00 0,00 0,00	0,00 $0,00$ $0,00$ $0,00$ $0,00$ $0,00$	0,00 12,25 2,10 0,00 0,00	0,00	0,92 N/A 0,00 N/A	N/A N/A N/A	N/A N/A I	N/A	A N/A N/A N/A N/A N/A	A N/A N/A N/A	N/A	N/A	N/A N/A N/A	N/A
16	of which insurance undertakings	3,44 0	0,00 0,00 0,00	0,00 0,00	0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00 0,0	0,00 0,00 0,00	0,00 0,00	0,00 N/A	N/A N/A N/A	A N/A N/A I	N/A	A N/A N/A N/A N/	A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A
17 18	Loans and advances Debt securities, including UoP	3,44 0	0,00 0,00 0,00	0,00 0,00	0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0	0,00 $0,00$ $0,00$ $0,00$ $0,00$ $0,00$	0,00 0,00 0,00	0,00 0,00	0,00 N/A	N/A N/A N/A N/A N/A	A N/A N/A I	N/A N/A N/A N/A N/A N/A	A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/	A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A	N/A N/A N/A N/A	N/A
19	Equity instruments	0,00	0,00 0,00	0,00 0,00	0,00 0,00	0,00	0,00 0,00	0,00 0,00	0,00	0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00	0,00 N/A	N/A N/A	N/A N/A I	N/A N/A N/A	A N/A N/A N/A	N/A N/A N/A	N/A	N/A N/A	N/A N/A	N/A N/A N/A N/A
20	Non-financial undertakings	323,85 108	8,66 16,42 0,00	0,00 5,56	0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0	0,00 0,00 0,00 0,00 0,00	0,00 108,66 16,42	0,00 0,00	5,56 N/A	N/A N/A N/A	A N/A N/A I	N/A	A N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A N/A
22	Loans and advances Debt securities, including UoP	68,82 30	8,14 2,44 0,00 0,52 13,98 0,00	0,00 1,83	0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0	0.00 0.00 0.00 0.00 0.00 0.00 0.00	0,00 78,14 2,44 0,00 30,52 13,98	0,00 0,00	3,74 N/A	N/A	A N/A N/A I	N/A	A N/A N/A N/A N/A N/A N/A	A N/A N/A N/A N/A	N/A	N/A	N/A	N/A
23	Equity instruments	0,00 0	0,00 0,00	0,00 0,00	0,00 0,00	0,00	0,00	0,00 0,00	0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00	0,00	0,00 N/A	N/A N/A	N/A N/A I	N/A N/A N/	A N/A N/A N/A	A N/A N/A	N/A N/A N/A	N/A N/A	N/A N/A	N/A N/A N/A
	Households* of which loans collateralised by residential immovable property	1.847,35 1.832	2,70 1,30 1,30 5 30 1 16 1 16	0,00 0,02	0,02 0,00	0,00 0,00		0,00	0,00 0,00 0,00			1.832,72 1,30 1.625.41 1.16	1,30 0,00	0,02 N/A	N/A N/A N/A N/A N/Δ	A N/A N/A I	N/A N/A N/A N/A N/A N/A	<u>A</u>	N/A N/A N/A N/A	N/A			N/A
	of which loans collateralised by residential immovable property of which building renovation loans	1.627,22 1.625 133,41 132	2,77 0,02 0,02	0,00 0,02	0,00 0,00	0,00 0,00		0,00	0,00 0,00 0,00			132,77 0,02	0,02 0,00	0,02 N/A	N/A N/A N/A	A N/A N/A I	N/A	A	N/A N/A N/A N/A	N/A			N/A
	of which motor vehicle loans	0,12 0	0,12 0,00 0,00	0,00 0,00	0.07	0.00	0.04	0.00	0.00			0,12 0,00	0,00 0,00	0,00 N/A	N/A N/A N/A	A N/A N/A	N/A N/A N/A N/A	NA NA NA NA	N/A N/A N/A	NI/A I NI/A I	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A N/A N/A
	Local governments financing** Housing financing	8,11 0	0,33 0,00 0,00	0,00 0,00	0,00 0,00	0,00 0,00	0,34 0,00 0,00	0,00 0,39	0,00 0,00 0,00	0,00 0,00 0,00 0	0.00 0.00 0.00 0.00 0.00 0.00 0.00	0,00 131,34 0,00 0,00 0,36 0,00	0,00 0,00	0,00 N/A	N/A	A N/A N/A I	N/A	A N/A N/A N/A N/A N/A N/A	A N/A N/A N/A	N/A	N/A	N/A	N/A
30	Other local government financing	263,40 129	9,97 0,00 0,00	0,00 0,00	0,27 0,00	0,00 0,00	0,34 0,00 0,00	0,00 0,39	0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00 0,0	0,00 130,97 0,00	0,00 0,00	0,00 N/A	N/A N/A N/A	A N/A N/A I	N/A	A N/A N/A N/A N/	A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A
1 31 1	Collateral obtained by taking possession: residential and commercial immovable properties	0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00 N/A	N/A N/A N/A	A N/A N/A I	N/A	A N/A N/A N/A N/	A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A
32 Assets	ts excluded from the numerator for GAR calculation (covered in the denominator)	9.382,83	0,00 0,00	0,00	0,00 0,00	0,00	0,00 0,00	0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00	0,00	0,00 N/A	N/A N/A N/A	A N/A N/A I	N/A	N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A
	Financial and Non-financial undertakings	8.159,71																					
34 35	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations Loans and advances	6.400,85 6.362,78																					
36	of which loans collateralised by commercial immovable property	0,00																					
37	of which building renovation loans Debt securities	53,42																					
39	Equity instruments	0,40																					
40	Non-EU country counterparties not subject to NFRD disclosure obligations	1.758,86																					
	Loans and advances Debt securities	1.406,72 349,98																					
43	Equity instruments	2,15																					
	Derivatives On demand interbank loans	495,46																					
46	Cash and cash-related assets	24,18																					
	Other categories of assets (e.g. Goodwill, commodities etc.)	678,73	0.40	0.00	0.00	0.00	0.04	0.00	0.00	0.00	0.00	0.00	4.20	0.54	N/A N/A	A N/A N/A	AVA AVA AVA	N/A N/A N/A	N/A N/A	N/A N/A	AI/A AI/A AI/A	N/A N/A N/A	N/A N/A N/A N/A
	GAR assets ts not covered for GAR calculation	14.079,08 2.456 1.657,53	0,10	0,00 6,51	0,29 0,00	0,00	0,00	0,00 0,39	0,00 0,00 0,00 	0,00 0,00 (,,vo 0,00 0,00 0,00 0,0	U,UU 2.457,19 20,22	1,30 0,00	0,51 N/A	N/A N/A N/A	A N/A N/A	N/A N/A N/	AI N/AI N/AI N/A	AI N/AI N/AI N/AI	N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A
50	Central gov ernments and Supranational issuers	718,52																					
	Central banks exposure Trading book	927,12																					
53 Total a	assets assets	15.736,61 2.456	6,16 20,22 1,30	0,00 6,51	0,29 0,00	0,00 0,00	0,34 0,00 0,00	0,00 0,39	0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 2.457,19 20,22	1,30 0,00	6,51 N/A	N/A N/A N/A	A N/A N/A	N/A N/A N/A N/	N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A
	- Undertakings subject to NFRD disclosure obligations	266.54	0.76	0.00	0.05	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.76	NI/A NI/A NI/A	A N/A N/A	N/A N/A N/A N/A	NI/A NI/A NI/A NI/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A N
	icial guarantees ts under management	366,54 8 175,94 16	0,10 0,95 0,00 6,84 3,40 0.00	0,00 0,76 0,10 1,44	0,95 0,00 16,74 0,04	0,00 0,00	0,00 0,00 0,00 0,00 0,00 0,00 N/A	N/A 0,00 0,00	N/A N/A N/A	0,00	0,00	0,00 9,71 0,95 N/A 33,58 3,44	0,00 0,00 0,00 0,10	1,45 N/A	N/A N/A N/A N/A N/A	A N/A N/A I	N/A	A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/	A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A	N/A N/A N/A N/A	N/A
56	Of which debt securities	s 79,22 4	4,71 0,99 0,00	0,07 0,17	4,72 0,02	0,00 0,00	0,00 N/A N/A	N/A 0,00	N/A N/A N/A	0,00 N/A N/A	N/A 0,00 N/A N/A N	N/A 9,43 1,01	0,00 0,07	0,17 N/A	N/A N/A N/A	A N/A N/A I	N/A	N/A N/A N/A N/A N/A	N/A N/A N/A	N/A	N/A	N/A N/A N/A	N/A
5/	Of which equity instruments	s 96,72 12	2,14 2,41 0,00	0,03 1,27	12,02 0,02	0,00 0,01	U,UU N/A N/A	N/A 0,00	N/A N/A N/A	U,UU N/A N/A N/A	N/A U,UU N/A N/A N	N/A 24,15 2,43	0,00 0,03	1,28 N/A	I N/AI N/AI N/A	AI N/AI N/AI I	nya nya nya ny	aj n/aj n/aj N/aj N/.	AJ N/AJ N/A	N/A N/A N/A	n/a N/a N/a	in/A N/A N/A	N/A
* Total loans to households co	ollaterised by residential real estate or granted for building renovations or for the purchas	se of a motor vehicle.																					

* Total loans to households collaterised by residential real estate or granted for building renovations or for the purchase of a motor vehicle.

The remaining assets granted to private households can be found in row 47 Other categories of assets (see FAQ document from December 2023, question 64).

** Total financing of public housing and other activities and assets for which the use of proceeds is known granted to local authorities.

Assets for which the use of proceeds is unknown can be found in row 50 (see FAQ document from December 2023, question 64).

1.Assets for the calculation of GAR (based on CapEx)																
	a b	1 2 3 4 5 c d e f	1 2 3 g h i j	4 1 2 3 k l m n	4 1 2 3 4 0 p q r s	1 2 3 4 t u v	1 2 3 w x z aa	4 1 2 3 4 ab ac ad ae af	5 ag ah	ai aj ak al	am an ao ap	aq ar as at	au av aw ax	ay az ba bb	bc bd be bf	bg bh bi bj bk
		Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Disclosure reference date T Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)	TOTAL (CCM + CCA + WTR + CE + PPC + BIO)		Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Disclosure reference date T-1 Circular economy (CE)	Pollution (PPC)	Biodiv ersity and Ecosystems (BIO)	TOTAL (CCM+ CCA + WTR + CE + PPC + BIO)
	Of v				<u> </u>	ich towards taxonomy relevant sectors (Taxonomy- eligible)		·	Of which toward	ds taxonomy relevant sectors (Taxonomy-eligible)	Of which towards taxonomy relevant sectors (Taxonomy-eligible)	· · · · · · · · · · · · · · · · · · ·		Of which towards taxonomy relevant sectors (Taxonomy- eligible)	which towards taxonomy relevant sectors (Taxonomy	Of which towards taxonomy relevant sectors (Taxonomy-eligible)
Million EUR	Total [gross] carrying amount	Of which environmentally sustainable (Taxonomy-aligned)	Of which environmentally sustainal	ole Of which environmentally sustainable	Of which environmentally sustainable	Of which environmentally sustainable	Of which environmentally sustainable			hich environmentally sustainable (Taxonomy-aligned	Of which environmentally sustainable	Of which environmentally sustainable (Taxonomy-aligned)	Of which environmentally sustainable (Taxonomy-aligned)	Of which environmentally sustainable (Taxonomy-aligned)	Of which environmentally sustainable (Taxonomy-aligned)	Of which environmentally sustainable (Taxonomy-aligned)
		Of which Use Of which	(Taxonomy-aligned) Of which Use Of which	of which Use Of which	Of which Use Of which	(Taxonomy-aligned) Of which Use Of which	(Taxonomy-aligned) Of which Use Of which	Of which Use Of which Of which	amount	Of which Use Of which	(Taxonomy-aligned) Of which Use Of which	Of which Use Of which	Of which Use Of which	Of which Use Of which	Of which Use Of which	Of which Use Of which Of which
OAD Covered assets in both surrounded and the surricator		of Proceeds transitional enabling	of Proceeds enabling	g of Proceeds enabling	of Proceeds enabling	of Proceeds enabling	of Proceeds enabling	of Proceeds transitional enabling		of Proceeds transitional enabling	of Proceeds enabling	of Proceeds enabling	of Proceeds enabling	of Proceeds enabling	of Proceeds enabling	of Proceeds transitional enabling
GAR - Cov ered assets in both numerator and denominator Loans and advances, debt securities and equity instruments not	HfT eligible for GAR 4.696.25 2.4	70.44 25.44 4.20 0.00 0.20	0.20	0.00	0.00	0.00	0.00	2 477 40 25 44 4 20 0 62	O N/A N/A	N/A N/A N/A	I/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A
calculation	4.090,25 2.4	70,14 35,41 1,30 0,03 6,36	0,29 0,00 0,00	0,00 0,34 0,00 0,00	0,00 0,39 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00	7,00 2.477,16 35,41 1,30 0,63 8,3	8 IV/A IV/A	N/A N/A N/A N/A	WA N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A
2 Financial undertakings 3 Credit institutions	2.253,53 3i 1.916,72 3i	76,94 2,20 0,00 0,00 2,99 76,94 2,20 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00 0,00 0	0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00	9 N/A N/A 0 N/A	N/A	1/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A
4 Loans and advances	310,65	36,32 0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 36,32 0,00 0,00 0,00 0,0	0 N/A N/A	N/A N/A N/A N	I/A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A
5 Debt securities, including UoP 6 Equity instruments	1.586,00 3-	40,62 2,20 0,00 0,00 0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00 0	0,00 0,00 0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00	0 N/A N/A N/A	N/A	I/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A
7 Other financial corporations	336,81	11,79 3,03 0,00 0,00 2,99	0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 11,79 3,03 0,00 0,00 2,5	9 N/A N/A	N/A N/A N/A N/A	1/A N/A N/A N/A N/A	N/A	N/A N/A N/A N/A	A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A
8 of which investment firms	0,00	0,00 0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00 0	0,00 0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00 0,00	0 N/A N/A	N/A N/A N/A N	1/A	N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A
9 Loans and advances 10 Debt securities, including UoP	0,00	0,00 0,00 0,00 0,00 0,00	0,00 0,00 0,00	$ \begin{array}{c cccccccccc} 0,00 & 0,00 & 0,00 & 0,00 & 0 & 0 & 0 & $	0,00 0,00 0,00 0,00 0,00	$ \begin{array}{c cccc} 0,00 & 0,00 & 0,00 & 0,00 \\ 0.00 & 0.00 & 0.00 & 0.00 \\ \end{array} $	0,00 0,00 0,00	0.00 0.00 0.00 0.00 0.00 0.00	0 N/A N/A 0 N/A N/A	N/A	1/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	A N/A N/A N/A N/A N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A
11 Equity instruments	0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00 0,00 0,00	0 N/A N/A	N/A N/A N	1/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A
12 of which management companies	333,37	11,79 3,03 0,00 0,00 2,99	0,00 0,00 0,00	0,00 0,00 0,00 0,00 0	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00	0,00 11,79 3,03 0,00 0,00 2,9	9 N/A N/A	N/A N/A N/A N/A	1/A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	A N/A N/A N/A N/A	N/A	N/A N/A N/A N/A N/A
13 Loans and advances 14 Debt securities, including UoP	69.76	0,01 0,00 0,00 0,00 0,00 11,79 3.03 0.00 0.00 2.99	0.00 0.00 0.00	0.00 0.00 0.00 0.00 0	0.00 0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.01 0.00 0.00 0.00 0.00 0.00 0.00	9 N/A N/A	N/A	VA N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	A N/A N/A N/A N/A N/A	N/A	N/A
15 Equity instruments	2,14	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00 0,00	0 N/A N/A	N/A N/A N	I/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A
16 of which insurance undertakings	3,44	0,00 0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00 0	0,00 0,00 0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00 0,00 0,00	0 N/A N/A	N/A N/A N/A N	I/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A	A N/A N/A N/A N/A N/A	N/A	N/A N/A N/A N/A N/A N/A
17 Loans and advances 18 Debt securities, including UoP	0,00	0,00 0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00 0	0,00 0,00 0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00 0,00 0,00 0,00 0,0	0 N/A N/A	N/A	1/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	A N/A N/A N/A N/A	N/A	N/A
19 Equity instruments	0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00	0,00 0,00 0,00 0,00	0 N/A N/A	N/A N/A N/	I/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A
20 Non-financial undertakings 21 Loans and advances	323,85 12 255,04	24,38	0,00 0,00 0,00	0,00 0,00 0,00 0,00 0	0,00 0,00 0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00	7 N/A N/A N/A	N/A	I/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N	N/A	N/A	Λ N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/Δ
22 Debt securities, including UoP	68,82	43,72 23,84 0,00 0,63 0,91	0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 43,72 23,84 0,00 0,63 0,9	1 N/A N/A	N/A	VA N/A N/A N/A N/A	N/A	N/A N/A N/A N/A	A N/A N/A N/A N/A	N/A	N/A
23 Equity instruments	0,00	0,00 0,00 0,00	0,00 0,00	0,00 0,00	0,00 0,00 0,00	0,00 0,00	0,00	0,00 0,00 0,00 0,00	0 N/A N/A	N/A N/A N	I/A N/A N/A N/A	N/A N/A N/A	N/A N/A	N/A N/A N/A	N/A N/A	N/A N/A N/A
24 Households* 25 of which loans collateralised by residential immovable presidential immov	1.847,35 1.8 operty 1.627.22 1.63	32,70	0,02 0,00 0,00	0,00	$\begin{array}{c ccccc} 0,00 & 0,00 & 0,00 & 0,00 \\ 0.00 & 0.00 & 0.00 & 0.00 & 0.00 \\ \end{array}$			1.832,72 1,30 1,30 0,00 0,0 1.625.41 1.16 1.16 0.00 0.0	2 N/A N/A 2 N/A N/A	N/A	1/A		N/A N/A N/A N/A N/A	A A		N/A N/A N/A N/A N/A N/A N/A N/A
26 of which building renovation loans	133 41 1	32,77 0,02 0,02 0,00 0,02	0,00 0,00 0,00	0,00	0,00 0,00 0,00 0,00			132,77 0,02 0,02 0,00 0,0	2 N/A N/A	N/A N/A N/A N	1/A N/A N/A N/A N/A		N/A N/A N/A N/A N/A			N/A N/A N/A N/A N/A
27 of which motor vehicle loans	0,12	0,12 0,00 0,00 0,00 0,00	0.07					0,12 0,00 0,00 0,00 0,0	0 N/A N/A	N/A N/A N/A N/A	I/A	N/AL N/AL N/AL N/AL	N/A N/A N/A	AVA AVA AVA	N/al N/al N/al N/al	N/A N/A N/A N/A N/A
28 Local governments financing** 29 Housing financing	2/1,51 1; 8.11	0.36 0.00 0.00 0.00 0.00	0.00 0.00 0.00	0.00 0.34 0.00 0.00 0	0.00 0.00 0.00 0.00 0.00	0,00 0,00 0,00 0,00 0,00	0,00 0,00 0,00	0.00 0.36 0.00 0.00 0.00 0.00 0.00 0.00	0 N/A N/A N/A	N/A	VA N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	A N/A N/A N/A N/A N/A	N/A	N/A N/A N/A N/A N/A N/A N/A
30 Other local government financing	263,40 1:	29,97 0,00 0,00 0,00 0,00	0,27 0,00 0,00	0,00 0,34 0,00 0,00 0	0,00 0,39 0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 130,97 0,00 0,00 0,00 0,0	0 N/A N/A	N/A N/A N/A N	I/A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A
Collateral obtained by taking possession: residential and coproperties	ommercial immov able 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00 0,00	0 N/A N/A	N/A N/A N/A N/	I/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A
32 Assets excluded from the numerator for GAR calculation (covere	ed in the denominator) 9.382,83	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00	0,00 0,00 0,00 0,00 0,00	0 N/A N/A	N/A N/A N/A	I/A N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	A N/A N/A N/A	N/A N/A N/A	N/A
 Financial and Non-financial undertakings SMEs and NFCs (other than SMEs) not subject to NFRD dis 	8.159,71 sclosure obligations 6.400.85															
35 Loans and advances	6.362,78															
36 of which loans collateralised by commercial immovable 37 of which building renovation loans	e property 0,00 53.42															
38 Debt securities	37,68															
39 Equity instruments	0,40															
40 Non-EU country counterparties not subject to NFRD disclos 41 Loans and advances	1.758,86 1.406.72															
42 Debt securities	349,98															
43 Equity instruments	2,15															
44 Deriv ativ es 45 On demand interbank loans	24.76															
46 Cash and cash-related assets	24,18															
47 Other categories of assets (e.g. Goodwill, commodities etc.)	678,73	76,14 35,41 1,30 0,63 8,38	0.20	0.00	0.00	0.00	0.00	0,00 2.477,16 35,41 1,30 0,63 8,3	o N/A N/A	N/A N/A N/A N	I/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A N/A
48 Total GAR assets 49 Assets not covered for GAR calculation	1.657,53	70,14 35,41 1,30 0,05 0,30	0,29 0,00 0,00	0,00 0,34 0,00 0,00 0	0,00 0, 59 0,00 0,00 0,00 	0,00 0,00 0,00 0,00	0,00	,,00 2.477,10 35,41 1,30 0,03 6,3	o IN/A IN/A	N/A N/A N/A N/	I/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A
50 Central gov ernments and Supranational issuers 51 Central banks exposure	718,52 927,12															
52 Trading book 53 Total assets	11,89 15.736,61 2.4	76,14 35,41 1,30 0,63 8,38	0,29 0,00 0,00	0,00 0,34 0,00 0,00 0	0,00 0,00 0,00 0,00	0,00 0,00 0,00 0,00	0,00 0,00 0,00	0,00 2.477,16 35,41 1,30 0,63 8,3	8 N/A N/A	N/A N/A N/A N	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A
Außerbilanzielle Risikopositionen - Unternehmen, die der Offenlegungspflicht der Richtlin	nie über die Angabe nichtfinanzieller Informationen un	terliegen							1							
54 Financial guarantees55 Assets under management	366,54 175,94	5,06	0,95	0,00	0,00	0,00 0,00 0,00 0,00 0,00 0,00 0,00 0,0	0,00 0,00 0,00 0,00 0,00 N/A N/A	0,00 6,01 0,69 0,00 0,00 0,2 N/A 50.46 6.95 0.00 0.64 2.3	9 N/A N/A N/Δ	N/A	1/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	A N/A N/A N/A N/A N/A N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A
	Of which debt securities 79,22	6,60 2,08 0,00 0,11 0,32	25,11 0,03 0,00 6,63 0,01 0,00	0,00 0,00 N/A N/A	N/A 0,00 N/A N/A N/A	0,00 N/A N/A N/A	0,00 N/A N/A	N/A 13,22 2,10 0,00 0,11 0,3	3 N/A N/A	N/A N/A N/A N	1/A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A
	Of which equity instruments 96,72	18,76 4,84 0,00 0,53 1,97	18,48 0,01 0,00	0,01 0,00 N/A N/A	N/A 0,00 N/A N/A N/A	0,00 N/A N/A N/A	0,00 N/A N/A	N/A 37,24 4,85 0,00 0,53 1,9	8 N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A
* Total loans to households collaterised by residential real estate or granted for building rer	novations or for the purchase of a motor															

* Total loans to households collaterised by residential real estate or granted for building renovations or for the purchase of a motor vehicle. The remaining assets granted to private households can be found in row 47 Other categories of assets (see FAQ document from December 2023, question 64).

	la	b	c d	е	f	g h	i j	k	1	m	n	0	p	q	r	S	t	u	v	w x	٧	Z	aa ab
		Climate Change	Mitigation (CCM)		Climate Change A	Adaptation (CCA)	Water and	marine resources (V	VTR)		Circular eco	onomy (CE)			Pollution	n (PPC)			Biodiversity and	Ecosystems (BIO)	T01	AL (CCM + CCA + 1	WTR + CE + PPC + BIO)
		corporates (Subject NFRD)	SMEs and other NFC not subject NFRD		orporates (Subject	SMEs and other NFC not subject to NFRD	Non-Financial corporates (S to NFRD)		her NFC not subject o NFRD		al corporates (Subject to NFRD)		her NFC not subject o NFRD		orporates (Subject NFRD)		er NFC not subject NFRD		corporates (Subject o NFRD)	SMEs and other NFC not sub NFRD		orporates (Subject NFRD)	SMEs and other NFC not
Breakdown by sector - NACE 4 digits level (code and label)	[Gross] ca	rrying amount*	[Gross] carrying amount	[Gross] car	rying amount*	[Gross] carrying amount	[Gross] carrying amou	t* [Gross]	carrying amount	[Gross] c	carrying amount*	[Gross] ca	carrying amount	[Gross] car	rrying amount*	[Gross] ca	rrying amount	[Gross] ca	carrying amount*	[Gross] carrying amoun	[Gross] ca	rrying amount*	[Gross] carrying ame
	Mn EUR	Of which environmentally sustainable (CCM)	Of which Mn EUR environmentally sustainable (CCM	Mn EUR	Of which environmentally sustainable (CCA)	Of which environmentally sustainable (CCA)	Of whi	ch ntally able Mn EUR	Of which environmentally sustainable (WTR)	Mn EUR	Of which	Mn EUR	Of which environmentally sustainable (CE)	Mn EUR	Of which environmentally sustainable (PPC)	Mn EUR	Of which environmentally sustainable (PPC)	Mn EUR	Of which environmentally sustainable (BIO)	Of whice Mn EUR environment	n tally Mn EUR	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)	Of v environr Mn EUR sustaina + CCA -
1072 Manufacture of rusks and biscuits; manufacture of preserved	10,0	0,00		0,00	0,00		0,00	0,00		0,0	,00 0,00			0,00	0,00			0,00	0,00		10,01	0,00	
pastry goods and cakes 2016 Manufacture of plastics in primary forms	4.2	1 0.01		0.00	0.00		0.00	0.00		0.0	0.00			0.00	0.00			0.00	0.00		4 24	0.01	
2120 Manufacture of pharmaceutical preparations	0.1	0.00		0.00	0.00		0.00	0.00		0.0	.00 0.00			0.00	0.00			0.00	0.00		0.10	0.00	
2572 Manufacture of locks and hinges	1.0	0.15		0.00	0.00		0.00	0.00		0.0	.00 0.00		-	0.00	0.00			0.00	0.00		1.05	0.15	
2611 Manufacture of electronic components	2,5	0,00		0,00	0,00		0,00	0,00		0,0	,00 0,00			0,00	0,00			0,00	0,00		2,58	0,00	
2612 Manufacture of loaded electronic boards	0,0	0,00		0,00	0,00		0,00	0,00		0,0	,00 0,00			0,00	0,00			0,00	0,00		0,03	0,00	
2910 Manufacture of motor vehicles	27,5	1 0,82		0,00	0,00		0,00	0,00		0,0	,00 0,00			0,00	0,00			0,00	0,00		27,54	0,82	
3091 Manufacture of motorcycles	12,2	0,00		0,00	0,00		0,00	0,00		0,0	,00 0,00		_	0,00	0,00			0,00	0,00		12,23	0,00	
3513 Distribution of electricity	0,3	0,39		0,00	0,00		0,00	0,00		0,0	,00 0,00			0,00	0,00			0,00	0,00		0,39	0,39	
4910 Passenger rail transport, interurban	4,2	0,00		0,00	0,00		0,00	0,00		0,0	,00 0,00			0,00	0,00			0,00	0,00		4,22	0,00	
5221 Service activities incidental to land transportation	18,5	12,22		0,00	0,00		0,00	0,00		0,0	,00 0,00			0,00	0,00			0,00	0,00		18,54	12,22	
6120 Wireless telecommunications activities	0,0	0,00		0,00	0,00		0,00	0,00		0,0	,00 0,00			0,00	0,00			0,00	0,00		0,00	0,00	
6820 Renting and operating of own or leased real estate	3,6	0,57		0,00	0,00		0,00	0,00		0,0	,00 0,00			0,00	0,00			0,00	0,00		3,69	0,57	
	17,0	2,26		0,00	0,00		0,00	0,00		0,0	,00 0,00			0,00	0,00			0,00	0,00		17,09	2,26	
7010 Activities of head offices 7711 Renting and leasing of cars and light motor vehicles	17,0	2,26		0,00	0,00		0,00	0,00		0,0	,00 0,00			0,00	0,00			0,00	0,00		17,09	2,26	

	a b	c d	е	f	g	h i	i j	k I	m	n	0	р	q		S	t	u v	w x	у	Z	aa a
	Climate Ch	ange Mitigation (CCM)		Climate Change	Adaptation (CCA)		Water and marin	e resources (WTR)		Circular ed	conomy (CE)			Pollution	n (PPC)		Biodiversity and	Ecosystems (BIO)	TC	OTAL (CCM + CCA +)	WTR + CE + PPC + BIO)
	Non-Financial corporates (S to NFRD)	ubject SMEs and other NFC not sub to NFRD		orporates (Subject NFRD)	SMEs and other NFC no to NFRD		n-Financial corporates (Subject to NFRD)	SMEs and other NFC not subject to NFRD		I corporates (Subject o NFRD)		her NFC not subject o NFRD		corporates (Subject NFRD)		r NFC not subject NFRD	Non-Financial corporates (Subject to NFRD)	SMEs and other NFC not subject to NFRD		corporates (Subject to NFRD)	SMEs and other NFC n NFRD
Breakdown by sector - NACE 4 digits level (code and label)	[Gross] carrying amoun	t* [Gross] carrying amount	[Gross] ca	rrying amount*	[Gross] carrying am	ount [Gro	oss] carrying amount*	[Gross] carrying amount	[Gross] c	carrying amount*	[Gross] c	carrying amount	[Gross] car	rrying amount*	[Gross] car	rrying amount	[Gross] carrying amount*	[Gross] carrying amount	[Gross] c	carrying amount*	[Gross] carrying a
	Mn EUR Of whice environment sustainant (CCM)	ntally Mn EUR environmentally ble sustainable	ally le Mn EUR	Of which environmentally sustainable (CCA)	Mn EUR environ	which mentally ainable CA)	Of which environmentally sustainable (WTR)	Of which environmentally sustainable (WTR)	Mn EUR	Of which environmentally sustainable (CE)	Mn EUR	Of which environmentally sustainable (CE)		Of which environmentally sustainable (PPC)	Mn EUR	Of which environmentally sustainable (PPC)	Of which environmentally sustainable (BIO)	Of which environmentally sustainable (BIO)	Mn EUR	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)	
1105 Manufacture of beer	3,38	1,66	0,00	0,00			0,00 0,00		0,0	0,00)		0,00	0,00			0,00 0,00		3,38	8 1,66	
1072 Manufacture of rusks and biscuits; manufacture of preserved pastry goods and cakes	10,44	0,00	0,00	0,00			0,00 0,00		0,0	0,00			0,00	0,00			0,00		10,4	4 0,00	
2016 Manufacture of plastics in primary forms	3,79	0,50	0,00	0,00			0,00 0,00		0,0	0,00)		0,00	0,00			0,00 0,00		3,79	9 0,50	
2120 Manufacture of pharmaceutical preparations	5,66	0,00	0,00	0,00			0,00 0,00		0,0	0,00)		0,00	0,00			0,00 0,00		5,60	6 0,00	
2229 Manufacture of other plastic products	0,24	0,00	0,00	0,00			0,00 0,00		0,0	0,00)		0,00	0,00			0,00		0,24	4 0,00	
2444 Copper production	0,29	0,00	0,00	0,00			0,00 0,00		0,0	0,00			0,00	0,00			0,00 0,00		0,29	9 0,00	
2572 Manufacture of locks and hinges	0,60	0,10	0,00	0,00			0,00 0,00		0,0	0,00			0,00	0,00			0,00		0,60	0,10	
611 Manufacture of electronic components	5,85	0,00	0,00	0,00			0,00 0,00		0,0	0,00)		0,00	0,00			0,00		5,8	5 0,00	
312 Manufacture of loaded electronic boards	2,51	0,00	0,00	0,00			0,00 0,00		0,0	0,00			0,00	0,00			0,00 0,00		2,5	0,00	
210 Manufacture of motor vehicles	15,33	3,57	0,00	0,00			0,00 0,00		0,0	0,00			0,00	0,00			0,00 0,00		15,33	3,57	
991 Manufacture of motorcycles	13,73	0,00	0,00	0,00			0,00 0,00		0,0	0,00)		0,00	0,00			0,00 0,00		13,73	0,00	
513 Distribution of electricity	2,45	2,39	0,00	0,00			0,00 0,00		0,0	0,00			0,00	0,00			0,00 0,00		2,4	5 2,39	
211 Construction of roads and motorways	0,13	0,02	0,00	0,00			0,00 0,00		0,0	0,00			0,00	0,00			0,00 0,00		0,13	3 0,02	
616 Agents involved in the sale of textiles, clothing, fur, footwear and leather goods	3,30	0,00	0,00	0,00			0,00 0,00		0,0	0,00			0,00	0,00			0,00 0,00		3,30	0,00	
010 Passenger rail transport, interurban	4,55	0,00	0,00	0,00			0,00 0,00		0,0	0,00			0,00	0,00			0,00 0,00		4,5	5 0,00	
21 Service activities incidental to land transportation	24,37	17,79	0,00	0,00			0,00 0,00		0,0	0,00			0,00	0,00			0,00		24,3	7 17,79	
120 Wireless telecommunications activities	0,09	0,00	0,00	0,00			0,00 0,00		0,0	0,00			0,00	0,00			0,00 0,00		0,09	9 0,00	
820 Renting and operating of own or leased real estate	3,64	0,32	0,00	0,00			0,00 0,00		0,0	0,00			0,00	0,00			0,00 0,00		3,64	4 0,32	
7010 Activities of head offices	16,92	2,52	0,00	0,00			0,00 0,00		0,0	0,00			0,00	0,00			0,00		16,9	2 2,52	
7711 Renting and leasing of cars and light motor vehicle	7.11	0.00	0.00	0.00			0.00 0.00		0.0	0.00			0.00	0.00			0.00		7.1	1 0.00	

* in taxonomy-relevant sectors (taxonomy-eligible)

a	b c d e	f g	h i j	k I m	n o	p q r	s t	u v	w x z	aa ab	ac ad ae	af ag	ah ai	aj ak	al am ar	n ao	ap aq ar	as at	au	av aw	ax ay a	z ba	ob bc	bd be	bf bg	bh bi
						losure reference date T													Disclosu	re reference date T-1						
	Climate Change Mitigation (CCM)	Climate Change A	Adaptation (CCA)	Water and marine resources (WTR	Circular	economy (CE)	Pollution (PPC)	Bio	diversity and Ecosystems (BIO)	TOTAL (CCM +	CCA + WTR + CE + PPC + BIO)		Climate Change M		Climate Change Ad	aptation (CCA)	Water and marine re	sources (WTR)	Circular ec	onomy (CE)	Pollution	(PPC)	Biodiversity and	Ecosystems (BIO)	TOTAL (CCM +	M + CCA + WTR + CE +
	Proportion of total covered assets funding taxon	nomy Proportion of total cov	ered assets funding	Proportion of total covered assets fund	ng Proportion of tota	covered assets funding	Proportion of total covered asse	ets funding Propor	tion of total covered assets funding	Proportion of total	covered assets funding taxonon	ny P	Proportion of total covered a	ssets funding taxonomy	Proportion of total cove	red assets funding	Proportion of total cove	ed assets funding	Proportion of total co	vered assets funding	Proportion of total cove	red assets funding	Proportion of total c	overed assets funding	Proportion of total	otal covered assets fur
	relevant sectors (Taxonomy-eligible)	taxonomy relevant sector	ors (Taxonomy-eligible) ta	axonomy relevant sectors (Taxonomy-eli	gible) taxonomy relevant	sectors (Taxonomy-eligible)	axonomy relevant sectors (Taxon	nomy -eligible) taxonom	y relevant sectors (Taxonomy-eligible)	relev ant	ectors (Taxonomy-eligible)		relevant sectors (Ta	xonomy -eligible)	taxonomy relevant sectors	s (Taxonomy-eligible)	taxonomy relevant sectors	(Taxonomy -eligible) ta	xonomy relevant sec	ors (Taxonomy-eligible)	taxonomy relevant sector	ors (Taxonomy-eligible)	taxonomy relevant se	ctors (Taxonomy-eligible)	relev ant	nt sectors (Taxonomy
		Proportion of	of total covered assets	Proportion of total covered as	sets Proport	on of total covered assets	Proportion of total cov	vered assets	Proportion of total covered assets		· · · · · · · · · · · · · · · · · · ·	Proportion	,		Proportion of	total covered assets	Proportion of	otal covered assets	Proportion	of total covered assets	Proportion of	f total covered assets	Proportion	of total covered assets		
% (compared to total covered assets in the denominator)*	Proportion of total covered assets f	inding I '		_ ·			l '		I .	Propo	tion of total covered assets fund		Proportion of tot	al covered assets funding	1 '		I '	I			l '		l '		Propo	portion of total covere
	taxonomy relevant sectors (Taxonomy	-alioneo) i	onomy relevant sectors	funding taxonomy relevant se	runding	taxonomy relevant sectors	funding taxonomy rele	evant sectors	funding taxonomy relevant sectors	taxonom	y relevant sectors (Taxonomy-ali	ligned) assets	taxonomy relevant	sectors (Taxonomy-aligned)) [omy relevant sectors		omy relevant sectors		onomy relevant sectors		nomy relevant sectors	i unuing ta	conomy relevant sectors	taxonon	omy relevant sectors
	Of which I I a	(lax	onomy-aligned) Of which	(Taxonomy -aligned) Of which		(Taxonomy -aligned) Of which	(Taxonomy-ali	ignea)	(Taxonomy -aligned) Of which	-	Of which I I	covered**	[Ott-	h lor lor	(laxor	nomy-aligned) f which	(laxor	omy -aligned) which	(Ia	conomy -aligned)	(laxo	onomy-aligned) Of which	(1)	axonomy-aligned) Of which		Of which
	Of which IO	which	Of which	I OI W	ich	Of which		Of which	I I WINCII		Of which Of w	which Covered	Of which	n Of which Of which	1 1 1	Or which		Of which		Of which		IOI WILICII I		Of which		Of Miles
	Use of Itransitional lea	abling	Use of enabling	Use of enable	na l	Use of enabling	Use of	enabling	Use of enabling		Use of transitional lenab	olina	Use of	transitional enabling	sp	pecialised enabling	l Us	e of enabling		Use of enabling		Jse of enabling		Use of enabling		Use of tra
	Proceeds	lability	Proceeds	Proceeds	''g	Proceeds	Proceeds	chabing	Proceeds		Proceeds	719	Procee	ds Transitional Chabling	le	ndina	Pr	oceeds		Proceeds	l P	roceeds		Proceeds		Proceeds
GAR - Covered assets in both numerator and denominator																			· ·							
Loans and advances, debt securities and equity instruments not HfT eligible for	52,30% 0,43% 0,03% 0,00%	0.14% 0.01% 0.00%	0.00% 0.00%	0.01% N/A N/A	N/A 0.01%	I/A N/A N/A	0.00% N/A N/A	/A N/A 0.00	% N/A N/A N/	A 52.32% 0.43	% 0.03% 0.00%	0.14% 29.84%	N/A N/A	n/al n/al n/ <i>/</i>	al n/al n/al	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A	N/A N/A
GAR calculation	-,	-,	-,								,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,														
Financial undertakings	7,06% 0,11% 0,00% 0,00%	0,04% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00%	I/A N/A N/A	0,00% N/A N/A	A N/A 0,00	% N/A N/A N/A	A 17,06% 0,1	% 0,00% 0,00%	0,04% 14,32%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Credit institutions	9,42% 0,02% 0,00% 0,00%	0,00% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00%	I/A N/A N/A	0,00% N/A N/A	A N/A 0,00	% N/A N/A N/A	A 19,42% 0,02	% 0,00% 0,00%	0,00% 12,18%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Loans and advances	1,85% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00%	I/A N/A N/A	0,00% N/A N/A	(A N/A 0,00	% N/A N/A N/A	A 11,85% 0,00	% 0,00% 0,00%	0,00% 1,97%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Debt securities, including UoP	21,15% 0,03% 0,00% 0,00%	0,00% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00%	I/A N/A N/A	0,00% N/A N/A	A N/A 0,00	% N/A N/A N/A	A 21,15% 0,00	% 0,00% 0,00%	0,00% 10,08%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Equity instruments	0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	0,00%	0,00% N/A	N/A 0,00%	I/A N/A	0,00% N/A	N/A 0,00	% N/A N/A	A 0,00% 0,00	% 0,00%	0,00% 0,13%	N/A N/A	N/A N/A	A N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A N	N/A
Other financial corporations	3,64% 0,62% 0,00% 0,00%	0,27% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00%	I/A N/A N/A	0,00% N/A N/A	A N/A 0,00	% N/A N/A N/A	A 3,64% 0,62	% 0,00% 0,00%	0,27% 2,14%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
of which investment firms	0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00%	I/A N/A N/A	0,00% N/A N/A	A N/A 0,00	% N/A N/A N/A	A 0,00% 0,00	% 0,00% 0,00%	0,00% 0,00%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Loans and advances	0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00%	I/A N/A N/A	0,00% N/A N/A	A N/A 0,00	% N/A N/A N/A	A 0,00% 0,00	% 0,00% 0,00%	0,00% 0,00%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Debt securities, including UoP	0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00%	I/A N/A N/A	0,00% N/A N/A	A N/A 0,00	% N/A N/A N/A	A 0,00% 0,00	% 0,00% 0,00%	0,00% 0,00%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Equity instruments	0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	0,00%	0,00% N/A	N/A 0,00%	I/A N/A	0,00% N/A	N/A 0,00	% N/A N/A	A 0,00% 0,00	% 0,00%	0,00% 0,00%	N/A N/A	N/A N/A	A N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A N	N/A
of which management companies	3,68% 0,63% 0,00% 0,00%	0,28% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00%	I/A N/A N/A	0,00% N/A N/A	A N/A 0,00	% N/A N/A N/A	A 3,68% 0,63	% 0,00% 0,00%	0,28% 2,12%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Loans and advances	0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00%	I/A N/A N/A	0,00% N/A N/A	A N/A 0,00	% N/A N/A N/A	A 0,00% 0,00	% 0,00% 0,00%	0,00% 1,66%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Debt securities, including UoP	7,56% 3,00% 0,00% 0,00%	1,33% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00%	I/A N/A N/A	0,00% N/A N/A	A N/A 0,00	% N/A N/A N/A	A 17,56% 3,00	% 0,00% 0,00%	1,33% 0,44%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Equity instruments	0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	0,00%	0,00% N/A	N/A 0,00%	I/A N/A	0,00% N/A	N/A 0,00	% N/A N/A	A 0,00% 0,00	% 0,00%	0,00% 0,01%	N/A N/A	N/A N/A	A N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A N	N/A
of which insurance undertakings	0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00%	I/A N/A N/A	0,00% N/A N/A	(A N/A 0,00	% N/A N/A N/A	A 0,00% 0,00	% 0,00% 0,00%	0,00% 0,02%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Loans and advances	0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00%	I/A N/A N/A	0,00% N/A N/A	(A N/A 0,00	% N/A N/A N/A	A 0,00% 0,00	% 0,00% 0,00%	0,00% 0,02%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Debt securities, including UoP	0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00%	I/A N/A N/A	0,00% N/A N/A	A N/A 0,00	% N/A N/A N/A	A 0,00% 0,00	% 0,00% 0,00%	0,00% 0,00%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Equity instruments	0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	0,00%	0,00% N/A	N/A 0,00%	I/A N/A	0,00% N/A	N/A 0,00	% N/A N/A	A 0,00% 0,00	% 0,00%	0,00% 0,00%	N/A N/A	N/A N/A	A N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A N	N/A
Non-financial undertakings	33,55% 5,07% 0,00% 0,00%	1,72% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00%	I/A N/A N/A	0,00% N/A N/A	(A N/A 0,00	% N/A N/A N/A	A 33,55% 5,0	% 0,00% 0,00%	1,72% 2,06%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Loans and advances	30,64% 0,96% 0,00% 0,00%	0,72% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00%	I/A N/A N/A	0,00% N/A N/A	A N/A 0,00	% N/A N/A N/A	A 30,64% 0,90	% 0,00% 0,00%	0,72% 1,62%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Debt securities, including UoP	14,35% 20,31% 0,00% 0,00%	5,43% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00% N	I/A N/A N/A	0,00% N/A N/A	A N/A 0,00	% N/A N/A N/A	A 44,35% 20,3°	% 0,00% 0,00%	5,43% 0,44%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Equity instruments	0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	0,00%	0,00% N/A	N/A 0,00%	I/A N/A	0,00% N/A	N/A 0,00	% N/A N/A	A 0,00% 0,00	% 0,00%	0,00% 0,00%	N/A N/A	N/A N/A	A N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A	N/A N	N/A
Households	99,21% 0,07% 0,07% 0,00%	0,00% 0,00% 0,00%	0,00% 0,00%		0,00%	I/A N/A N/A				99,21% 0,0	% 0,07% 0,00%	0,00% 11,74%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A			N/A N/A	N/A N/A					N/A N	N/A N/A
of which loans collateralised by residential immovable property	99,89% 0,07% 0,07% 0,00%	0,00% 0,00% 0,00%	0,00% 0,00%		0,00%	I/A N/A N/A				99,89% 0,0	% 0,07% 0,00%	0,00% 10,34%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A			N/A N/A	N/A N/A					N/A N	N/A N/A
of which building renovation loans	99,52% 0,01% 0,01% 0,00%	0,01% 0,00% 0,00%	0,00% 0,00%		0,00%	I/A N/A N/A				99,52% 0,0	% 0,01% 0,00%	0,01% 0,85%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A			N/A N/A	N/A N/A					N/A N	N/A N/A
of which motor vehicle loans	0,00% 0,00% 0,00%	0,00%	0.000/	0.400/	NI/AL O 440/L	1/4	0.000/	/A	O/ NI/A NI/A NI	A 40.070/ 0.00	0/1 0 000/1 0 000/1	0.000/	NI/A	NI/AL NI/AL NI/AL	AL NI/AL NI/AL	NI/A I NI/A I	NI/A L	N1/A N1/A	N1/A	NI/A	N1/A	NI/A	NI/A I	NI/A	N/A N	N/A N/A
Local governments financing	48,00% 0,00% 0,00% 0,00%	0,00% 0,10% 0,00%	0,00% 0,00%	0,13% N/A N/A	N/A 0,14%	I/A N/A N/A	0,00% N/A N/A	(A N/A 0,00	% N/A N/A N/A	A 48,37% 0,00	% 0,00% 0,00%	0,00% 1,73%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Housing Financing	4,49% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00%	N/A N/A	0,00% N/A N/A	(A) N/A 0,00	% N/A N/A N/A	A 4,49% 0,00	% 0,00% 0,00%	0,00% 0,05%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Other local government financing	19,34% 0,00% 0,00% 0,00%	0,00% 0,10% 0,00%	0,00% 0,00%	0,13% N/A N/A	N/A 0,15% N	N/A N/A	0,00% N/A N/A	A N/A 0,00	% N/A N/A N/A	A 49,72% 0,00	% 0,00% 0,00%	0,00% 1,67%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
Collateral obtained by taking possession: residential and commercial	0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00% N	I/A N/A N/A	0,00% N/A N/A	/A N/A 0.00	% N/A N/A N/	A 0,00% 0,00	% 0,00% 0,00%	0,00% 0,00%	N/A N/A	N/A N/A N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A
immovable properties	7.45% 0.14% 0.01% 0.00%	0.050/	0.000/	0.000/	N/A 0.000/	1/0	0.000/	/A NI/A 2.22	2/ 1/4 1/4	A 47.450(0.1	0/ 0.040/ 0.000/	0.050/ 00.470/	N/A N/A	N/A N/A	A N/A N/A	N1/A	N1/A N1/A	N1/A N1/A	N1/A	N1/A	N1/A	NI/A 21/A	N1/A	N1/A	N1/A	N1/A
Total GAR assets	7,45% 0,14% 0,01% 0,00%	0,05% 0,00% 0,00%	0,00% 0,00%	0,00% N/A N/A	N/A 0,00% N	I/A N/A N/A	0,00% N/A N/A	N/A N/A $0,00$	% N/A N/A N/A	A 17,45% 0,14	% 0,01% 0,00%	0,05% 89,47%	N/A N/A	N/A	A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N	N/A N/A

** Proportion of assets in the numerator and denominator compared to total assets

3. GAR KPI stock (based on CapEx)															
	a b c d e	lf la lh li	li lk lı lm	In Io Ip Ia Ir	s It lu	lv lw lx lz	laa lab lac	lad lae laf	lag lah lai lai lak	al am lan lao	lan lag lar las lat	lau lav law lax	lav laz ba bb	bc bd be	bf ba bh bi bi bk
		i. 18 I I.	- II - III - III	Disclosure reference date T	10 10	1. 1. 1.	Tab Tab	jaa jao ja		jan jan		Disclosure reference date T-1	(4)		
	Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO	O) TOTAL (CCM + CCA + W	TR + CE + PPC + BIO)	Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)	TOTAL (CCM + CCA + WTR + CE + PPC + BIO)
	Proportion of total covered assets funding taxonomy	Proportion of total covered assets funding	Proportion of total covered assets funding	Proportion of total covered assets funding	Proportion of total covered assets funding	Proportion of total covered assets fund	ding Proportion of total covered	assets funding taxonomy	Proportion of total covered assets funding taxonomy	Proportion of total covered assets funding	Proportion of total covered assets funding P	roportion of total covered assets funding	Proportion of total covered assets funding	Proportion of total covered assets funding	Proportion of total covered assets funding taxonomy
	relevant sectors (Taxonomy-eligible)	taxonomy relevant sectors (Taxonomy-eligible) taxonomy relevant sectors (Taxonomy-eligible)	taxonomy relevant sectors (Taxonomy-eligible) tax	conomy relevant sectors (Taxonomy-eligible)	taxonomy relevant sectors (Taxonomy-eli	ligible) relevant sectors (7	xonomy-eligible)	relevant sectors (Taxonomy-eligible)	taxonomy relevant sectors (Taxonomy-eligible	taxonomy relevant sectors (Taxonomy-eligible) taxo	nomy relevant sectors (Taxonomy-eligible) tax	onomy relevant sectors (Taxonomy-eligible) tax	onomy relevant sectors (Taxonomy-eligible)	relevant sectors (Taxonomy-eligible)
						, <u> </u>		Proportion							Proportion
% (compared to total covered assets in the denominator)*	Proportion of total covered assets funding	Proportion of total covered assets	l '	Proportion of total covered assets	Proportion of total covered assets	Proportion of total covered as	I Proportion of to	al covered assets funding	Proportion of total covered assets funding	Proportion of total covered assets	Proportion of total covered assets	Proportion of total covered assets	Proportion of total covered assets	Proportion of total covered assets	Proportion of total covered assets funding of total
	taxonomy relevant sectors (Taxonomy-aligned)	funding taxonomy relevant sector	1 1 -		funding taxonomy relevant sectors	funding taxonomy relevant se	I I taxonomy relevar	sectors (Taxonomy -aligned)	taxonomy relevant sectors (Taxonomy-align	d) funding taxonomy relevant sectors	funding taxonomy relevant sectors	funding taxonomy relevant sectors	funding taxonomy relevant sectors	funding taxonomy relevant sectors	taxonomy relevant sectors (Taxonomy-aligned)
		(Taxonomy -aligned)	(Taxonomy -aligned)	(Taxonomy -aligned)	(Taxonomy-aligned)	(Taxonomy -aligned)		assets		(Taxonomy -aligned)	(Taxonomy -aligned)	(Taxonomy -aligned)	(Taxonomy -aligned)	(Taxonomy-aligned)	assets
	Of which Of which	Of which Of which	Of which	Of which Of which	Of which Of which	Of which Of which	Ot wh	covered**	Ot which Of which Of which		Of which Of which	Of which Of which	Of which Of which	Of which Of which	Of which Of which
	Use of Us	Use of	Use of Use of	Use of Use of	Use of	Use of Use of	l llse o	Of which Of which	Use of Us	specialised of which	Use of	Use of Use of	Use of Use of	Use of	Use of I I I
	Proceeds transitional enabling	Proceeds	Proceeds enabling	Proceeds	Proceeds	Proceeds	Proce	ds transitional lenabling	Proceeds transitional enabling	lending	Proceeds enabling	Proceeds enabling	Proceeds	Proceeds enabling	Proceeds transitional enabling
GAR - Covered assets in both numerator and denominator															
Loans and advances, debt securities and equity instruments not HfT eligible	e for 52.73% 0.75% 0.03% 0.01% 0.18%	0.01% 0.00% 0.00% 0.00	% 0.01% N/A N/A N/A	A 0.01% N/A N/A N/A	0.00% N/A N/A N/A	0.00% N/A N/A	N/A 52.75% 0.75% 0	03% 0.01% 0.18% 29.84%	6 N/A N/A N/A N/A	J/A N/A N/A N/A N/	A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A
GAR calculation	47.0504 0.0004 0.0004 0.4004		2/ 2/2/	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	2 2224	0,000	1/4 47.0704	2004					21/2	N/A N/A N/A	N/A N/A N/A N/A N/A N/A
2 Financial undertakings	17,25% 0,23% 0,00% 0,00% 0,13%	0,00% 0,00% 0,00% 0,00	% 0,00% N/A N/A N/A	A 0,00% N/A N/A N/A	0,00% N/A N/A N/A	0,00% N/A N/A	N/A 17,25% 0,23% 0	00% 0,00% 0,13% 14,32%	6 N/A N/A N/A N/A	I/A N/A N/A N/A N/A N/	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A
3 Credit institutions	19,67% 0,11% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00% 0,00%	% 0,00% N/A N/A N/A N/A	A 0,00% N/A N/A N/A	0,00% N/A N/A N/A	0,00% N/A N/A	N/A 19,67% 0,11% 0	00% 0,00% 0,00% 12,18%	6 N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A
4 Loans and advances 5 Debt securities, including UoP	11,09% 0,00% 0,00% 0,00% 0,00% 0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00% 0,00%	76 0,0076 N/A N/A N/A	A 0,00% N/A N/A N/A	0,00% N/A N/A N/A	0,00% N/A N/A	N/A 11,09% 0,00% 0	00% 0,00% 0,00% 1,97%	6 N/A N/A N/A N/A N/A	I/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N	A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A	N/A N/A N/A N/A	N/A
6 Equity instruments	0.00% 0.00% 0.00% 0.00% 0.00%	0,00% 0,00% 0,00% 0,00	/6 0,00 /6 N/A N/A N/A	Δ 0,00% N/A N/A N/A	0,00% N/A N/A N/A	0,00% N/A N/A	N/A 21,4676 0,1476 0	0.00% 0,00% 10,00%	6 N/A N/A N/A N/A	N/A N/A N/A N/A N/A	Δ N/Δ N/Δ N/Δ N/Δ	N/Δ N/Δ N/Δ	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A
7 Other financial corporations	3 50% 0 90% 0 00% 0 00% 0 89%	0.00% 0.00% 0.00% 0.00%	% 0,00% N/A N/A N/A	A 0,00% N/A N/A N/A	0.00% N/A N/A N/A	0.00% N/A N/A	N/A 3.50% 0.90%	00% 0.00% 0.89% 2.14%	6 N/A N/A N/A N/A	I/A N/A N/A N/A N/A N/	A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A
8 of which investment firms	0.00% 0.00% 0.00% 0.00% 0.00%	0.00% 0.00% 0.00% 0.00	% 0.00% N/A N/A N/A	A 0.00% N/A N/A N/A	0.00% N/A N/A N/A	0.00% N/A N/A	N/A 0.00% 0.00% 0	00% 0.00% 0.00% 0.00%	6 N/A N/A N/A N/A	I/A N/A N/A N/A N/A	A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A
9 Loans and advances	0,00% 0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00% 0,00	% 0,00% N/A N/A N/A	A 0,00% N/A N/A N/A	0,00% N/A N/A N/A	0,00% N/A N/A	N/A 0,00% 0,00% 0	00% 0,00% 0,00% 0,00%	6 N/A N/A N/A N/A	I/A N/A N/A N/A N/	A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A
10 Debt securities, including UoP	0,00% 0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00% 0,00	% 0,00% N/A N/A N/A	A 0,00% N/A N/A N/A	0,00% N/A N/A N/A	0,00% N/A N/A	N/A 0,00% 0,00% 0	00% 0,00% 0,00% 0,00%	6 N/A N/A N/A N/A	I/A N/A N/A N/A N/	A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A
11 Equity instruments	0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	% 0,00% N/A N/A	A 0,00% N/A N/A	0,00% N/A N/A	0,00% N/A	N/A 0,00% 0,00%	0,00% 0,00% 0,00%	% N/A N/A N/A	I/A N/A N/A	N/A N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A N/A N/A
12 of which management companies	3,54% 0,91% 0,00% 0,00% 0,90%	0,00% 0,00% 0,00% 0,00	% 0,00% N/A N/A N/A	A 0,00% N/A N/A N/A	0,00% N/A N/A N/A	0,00% N/A N/A	N/A 3,54% 0,91% 0	00% 0,00% 0,90% 2,12%	6 N/A N/A N/A N/A	I/A N/A N/A N/A N/	A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A
13 Loans and advances	0,00% 0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00% 0,00%	% 0,00% N/A N/A N/A	A 0,00% N/A N/A N/A	0,00% N/A N/A N/A	0,00% N/A N/A	N/A 0,00% 0,00% 0	00% 0,00% 0,00% 1,66%	6 N/A N/A N/A N/A	I/A N/A N/A N/A N/	A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A N/A
14 Debt securities, including UoP	16,89% 4,34% 0,00% 0,00% 4,28%	0,00% 0,00% 0,00% 0,00	% 0,00% N/A N/A N/A	A 0,00% N/A N/A N/A	0,00% N/A N/A N/A	0,00% N/A N/A	N/A 16,89% 4,34% 0	00% 0,00% 4,28% 0,44%	6 N/A N/A N/A N/A	I/A N/A N/A N/A N/A N/A	A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A N/A
15 Equity instruments	0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	% 0,00% N/A N/A N/A	A 0,00% N/A N/A N/A	0,00% N/A N/A N/A	0,00% N/A	N/A 0,00% 0,00%	0,00% 0,00% 0,01%	6 N/A N/A N/A N/A	N/A N/A N/A N/A N/A	A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A N/A
16 of which insurance undertakings	0,00% 0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00% 0,00%	% 0,00% N/A N/A N/A N/A	A 0,00% N/A N/A N/A N/A	0,00% N/A N/A N/A	0,00% N/A N/A	N/A 0,00% 0,00% 0	00% 0,00% 0,00% 0,02%	6 N/A N/A N/A N/A N/A	N/A	A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A
17 Loans and advances 18 Debt securities, including UoP	0,00% 0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00% 0,00	76 0,00% N/A N/A N/A N/A	Δ 0,00% N/A N/A N/A N/A	0,00% N/A N/A N/A	0,00% N/A N/A	N/A 0,00% 0,00% 0	00% 0,00% 0,00% 0,02%	6 N/A N/A N/A N/A N/A Λ/A	N/A N/A N/A N/A N/A N/A	Δ N/Δ N/Δ N/Δ N/Δ	N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A
19 Equity instruments	0.00% 0.00% 0.00% 0.00% 0.00%	0.00% 0.00% 0.00%	% 0,00% N/A N/A N/A	A 0,00% N/A N/A N/A	0,00% N/A N/A N/A	0.00% N/A	N/A 0.00% 0.00%	0.00% 0,00% 0,00%	6 N/A N/A N/A	I/A N/A N/A N/A	A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A	N/A N/A N/A N/A N/A
20 Non-financial undertakings	38.41% 8.92% 0.00% 0.19% 1.66%	0.00% 0.00% 0.00% 0.00%	% 0.00% N/A N/A N/A	A 0.00% N/A N/A N/A	0.00% N/A N/A N/A	0.00% N/A N/A	N/A 38.41% 8.92% 0	00% 0.19% 1.66% 2.06%	6 N/A N/A N/A N/A	J/A N/A N/A N/A N/A	A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A
21 Loans and advances	31,63% 1,97% 0,00% 0,00% 1,75%	0,00% 0,00% 0,00% 0,00	% 0,00% N/A N/A N/A	A 0,00% N/A N/A N/A	0,00% N/A N/A N/A	0,00% N/A N/A	N/A 31,63% 1,97% 0	00% 0,00% 1,75% 1,62%	6 N/A N/A N/A N/A	I/A N/A N/A N/A N/A	A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A
22 Debt securities, including UoP	63,53% 34,65% 0,00% 0,91% 1,32%	0,00% 0,00% 0,00% 0,00%	% 0,00% N/A N/A N/A	A 0,00% N/A N/A N/A	0,00% N/A N/A N/A	0,00% N/A N/A	N/A 63,53% 34,65% 0	00% 0,91% 1,32% 0,44%	6 N/A N/A N/A N/A	I/A N/A N/A N/A N/	A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A
23 Equity instruments	0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00%	% 0,00% N/A N/A	A 0,00% N/A N/A	0,00% N/A N/A	0,00% N/A	N/A 0,00% 0,00% 0	00% 0,00% 0,00% 0,00%	% N/A N/A N/A	I/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A
24 Households	99,21% 0,07% 0,07% 0,00% 0,00%	0,00% 0,00% 0,00% 0,00	%	0,00% N/A N/A N/A			99,21% 0,07% 0	07% 0,00% 0,00% 11,74%	% N/A N/A N/A N/A	I/A N/A N/A N/A N/	A	N/A N/A N/A			N/A N/A N/A N/A N/A
25 of which loans collateralised by residential immovable property	99,89% 0,07% 0,07% 0,00% 0,00%	0,00% 0,00% 0,00% 0,00	%	0,00% N/A N/A N/A			99,89% 0,07% 0	07% 0,00% 0,00% 10,34%	6 N/A N/A N/A N/A	I/A N/A N/A N/A N/	A	N/A N/A N/A			N/A N/A N/A N/A N/A
26 of which building renovation loans	99,52% 0,01% 0,01% 0,00% 0,01%	0,00% 0,00% 0,00% 0,00%	%	0,00% N/A N/A N/A			99,52% 0,01%	01% 0,00% 0,01% 0,85%	6 N/A N/A N/A N/A	I/A N/A N/A N/A N/	A	N/A N/A N/A			N/A N/A N/A N/A N/A
27 of which motor vehicle loans	100,00% 0,00% 0,00% 0,00% 0,00%														N/A N/A N/A N/A N/A
28 Local governments financing	48,00% 0,00% 0,00% 0,00% 0,00%	0,10% 0,00% 0,00% 0,00	% 0,13% N/A N/A N/A	A 0,14% N/A N/A N/A	0,00% N/A N/A N/A	0,00% N/A N/A	N/A 48,37% 0,00% 0	00% 0,00% 0,00% 1,73%	6 N/A N/A N/A N/A	I/A N/A N/A N/A N/A N/	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A N/A N/A
29 Housing financing Other lead government financing	4,49% 0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00% 0,00%	% U,UU% N/A N/A N/A N/A	A 0,459/ N/A N/A N/A N/A	U,UU% N/A N/A N/A N/A	U,UU% N/A N/A	N/A 4,49% 0,00% 0	000/ 0,000/ 0,000/ 0,05%	6 N/A N/A N/A N/A	N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A
30 Other local government financing Collateral obtained by taking possession: residential and comme	49,34% 0,00% 0,00% 0,00% 0,00%	0,10% 0,00% 0,00% 0,00%	70 U,13% N/A N/A N/A	N/A N/A N/A	U,UU76 N/A N/A N/A	U,UU% N/A N/A	N/A 49,72% 0,00% (0,00% 0,00% 1,67%	(o N/A N/A N/A N/A	N/A N/A N/A N/A N/A	A N/A N/A N/A N/A	IN/A IN/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A N/A N/A
	0,00% 0,00% 0,00% 0,00% 0,00%	0,00% 0,00% 0,00% 0,00	% 0,00% N/A N/A N/A	A 0,00% N/A N/A N/A	0,00% N/A N/A N/A	0,00% N/A N/A	N/A 0,00% 0,00% 0	0,00% 0,00% 0,00% 0,00%	6 N/A N/A N/A N/A	I/A N/A N/A N/A N/	A N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A
immovable properties 32 Total GAR assets	17,59% 0,25% 0,01% 0,00% 0,06%	0.00% 0.00% 0.00% 0.00%	% 0.00% N/A N/A N/A	A 0.00% N/A N/A N/A	0,00% N/A N/A N/A	0.00% N/A N/A	N/A 17.59% 0.25% 0	01% 0.00% 0.06% 89.47%	6 N/A N/A N/A		N/A N/A N/A N/A		N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A
יים וויים	0,0070	-,5576 5,5576 5,5576 5,50	2,0070 1071 1071	-1	2,2272	-100/0 11/11	1,,00,0	0,0070 0,0070 00,4170	-1 7077 1077 1077					1973	1971 1971 1971

** Proportion of assets in the numerator and denominator compared to total assets

	(based on revenue)*	а	b	С	d	е	f	g	h	i	j	k l	m	n	0	р	q	r	s t	u	J V	W	Х	Z	aa	ab	ac	ad	ae	af
								1 3 1			,					re referenc											_		-	-
			Climate Cl	hange Mitiga	ation (CCM)		Clim	nate Change A	daptation	(CCA)	Water	and marine resource	ces (WTR)	С	ircular econo	omy (CE)			Pollution (PPC)		В	iodiversity a	and Ecosyste	ems (BIO)	TC	TAL (CCM +	CCA+WTR	+ CE + PPC	+ BIO)	
		Proportio	ion of total o	covered asse	ets funding tax	vonomy	Proporti	ion of total cov	ered assets	funding	Proportio	on of total covered as	sets funding	Proportion	of total cover	red assets	funding	Proportion o	f total covered a	ssets fundi	na Pror	ortion of tota	al covered as	sets funding	Prop	rtion of total	covered ass	ets funding t	axonomy	
		1 Toportio		ectors (Taxon	0	Konomy		relevant sect		ŭ		relevant sectors (Taxo	3	'	elevant sectors		J	•	vant sectors (Tax		ĭ I '		sectors (Tax	ū				nomy-eligible	,	
			relevant se	ectors (Taxoni	iorry -eligible)		taxonomy		`	, , ,	•	`	, ,	′		`	′ ° ′	•	`	, ,	´ ´	•	,	, ,	´	relevant s	ectors (raxo	morny -engible	>)	Proportion of
	% (compared to flow of total eligible assets)**		Proporti	ion of total co	ov ered assets	s funding		Proportion of	of total cove	ered assets		Proportion of total c	overed assets	Ι Γ	Proportion of t	total covere	ed assets	P	roportion of total	covered as	sets	Propor	tion of total c	overed asse	S	Propor	tion of total	cov ered asse	ets funding	total new
					ctors (Taxonom			funding taxo	nomy relev	ant sectors		funding taxonomy re	elevant sectors	f	funding taxono	omy releva	nt sectors	fu	nding taxonomy	relevant se	ctors	funding	g taxonomy re	elevant secto	rs			ectors (Taxon	3	assets
			taxonomy		tors (raxonon	iry aligned)		(Tax	onomy -aliqi	ned)		(Taxonomy -	aligned)		(Ta <u>xon</u>	omy-aligne	ed)		(Taxonomy				(Taxonomy -	aligned)		laxonom		Ctors (Taxon	only aligned)	cov ered***
				Of which	Of which	Of which			Of which	Of which		Of which	Of which				Of which		Of which	of wh	ich		Of which	Of which			Of which	Of which	Of which	0000100
				Use of	transitional	enabling			Use of	enabling		Use of	enabling		I		enabling		Use of	enablii	ng		Use of	enabling			Use of	transitiona	l enabling	
	Tana a di			Proceeds		9			Proceeds	9		Proceed	s		IPro	oceeds	ű		Procee	ds	ő		Proceed	s			Proceeds		ű	
	GAR - Covered assets in both numerator and denominator Loans and advances, debt securities and equity instruments not HfT eligible for																													
1	GAR calculation	81,96%	0,22%	% 0,22%	0,00%	0,01%	6 0,12%	6 0,00%	0,00%	0,00%	0,00%	N/A N	N/A N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A 0,	00%	N/A N	N/A N	/A 82,07	% 0,22	% 0,22	% 0,009	0,01%	17,94%
2	of the deficiency	27.18%	0.00%	6 0.00%	0.00%	0.00%	6 0.00%	6 0.00%	0.00%	0.00%	0.00%	N/A N	N/A N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A 0.	00%	NI/A N	N/A N	/A 27.18	% 0.00	% 0.00	0.000	% 0.00%	3,61%
3	Financial undertakings Credit institutions	32.78%	0.00%	0,0070	5,5575	0.00%	0,007	-,	0.00%	-,	0,00%		N/A N/A	0,0070	N/A	N/A	N/A	0.00%	14//1	N/A	,, ,	0070	,,,	.,,,	/A 32.78	% 0,00 % 0.00	70 0,00	-,	-,	,
4	Loans and advances	32,78%	0.00%	-,	-,	0.00%	-,	-,	0.00%	0,00%	0,00%		N/A N/A	-,	N/A	N/A	N/A	0.00%	,	14//		0070		.,	/A 32,78	-,	-,		-,	
5	Debt securities, including UoP	0.00%	-,	-,	-,	0.00%	-,	-,	-,	,	0.00%		V/A N/A	-,	N/A	N/A	N/A	0.00%	,				,	.,	/A 0.00	-,	-,		,	,
6	Equity instruments	0.00%	0.00%	-,	0.00%	0.00%	-,	-,	0,0070	0.00%	0.00%	N/A	N/A	0,0070	N/A	IN/A	N/A	0.00%	N/A	IN/A	, ,	00%	N/A	.,,,	/A 0,00	-,	-,	0.009	-,	-,
7	Other financial corporations	0.00%	0.00%	_	-,,-	0.00%	,,	,,-	0.00%	-,	0.00%	N/A N	V/A N/A	0,0070	N/A	N/A	N/A	0.00%	N/A	N/A	,		N/A		/A 0.00	70 0,00		-,	-,	, , , , , , , , , , , , , , , , , , , ,
8	of which investment firms	0.00%	0.00%	0,0070	5,5575	0.00%	0,007	0,0070	0.00%	-,,-	0.00%		V/A N/A	0,0070	N/A	N/A	N/A	0.00%	N/A	,		0070	,, .	.,,,	/A 0.00	,,,,,,	70 0,00	,	,,-	0,00%
9	Loans and advances	0.00%	0.00%	6 0.00%	0.00%	0.00%	6 0.00%	6 0.00%	0.00%	- '	0.00%	N/A N	N/A N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A 0.	00%	N/A N	V/A N	/A 0.00	% 0.00	% 0.00	% 0,009	6 0.00%	
10	Debt securities, including UoP	0.00%	0.00%	-,	-,	0.00%	-,	-,	-,		0.00%		V/A N/A	0,0070	N/A	N/A	N/A	0.00%	,				,	.,	/A 0.00	-,	-,			
11	Equity instruments	0,00%	0,00%	6	0,00%	0,00%	6 0,00%	6 0,00%	,	0,00%	0,00%	N/A	N/A	0,00%	N/A		N/A	0,00%	N/A		N/A 0,	00%	N/A	N	/A 0,00	% 0,00	%	0,009	6 0,00%	0,00%
12	of which management companies	0,00%	0,00%	6 0,00%	0,00%	0,00%	6 0,00%	6 0,00%	0,00%	0,00%	0,00%	N/A N	N/A N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A 0,	00%	N/A N	N/A N	/A 0,00	% 0,00	% 0,00	% 0,009	6 0,00%	0,62%
13	Loans and advances	0,00%	0,00%	% 0,00%	0,00%	0,00%	6 0,00%	6 0,00%	0,00%	0,00%	0,00%	N/A N	N/A N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A 0,	00%	N/A N	N/A N	/A 0,00	% 0,00	% 0,00	% 0,009	% 0,00%	0,62%
14	Debt securities, including UoP	0,00%	0,00%	6 0,00%	0,00%	0,00%	6 0,00%	6 0,00%	0,00%	0,00%	0,00%	N/A N	N/A N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A 0,	00%	N/A N	N/A N	/A 0,00	% 0,00	% 0,00	% 0,009	% 0,00%	0,00%
15	Equity instruments	0,00%	0,00%	6	0,00%	0,00%	6 0,00%	6 0,00%		0,00%	0,00%	N/A	N/A	0,00%	N/A		N/A	0,00%	N/A		N/A 0,	00%	N/A	١	/A 0,00	% 0,00	%	0,009	% 0,00%	0,00%
16	of which insurance undertakings	0,00%	0,00%	6 0,00%	0,00%	0,00%	6 0,00%	6 0,00%	0,00%	0,00%	0,00%	14//4	N/A N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A 0,	00%	N/A N	N/A N	/A 0,00	% 0,00	% 0,00	% 0,009	% 0,00%	0,00%
17	Loans and advances	0,00%	0,00%	% 0,00%	0,00%	0,00%	6 0,00%	6 0,00%	0,00%	0,00%	0,00%	1 1 1 1 1	N/A N/A	0,0070	N/A	N/A	N/A	0,00%	14//1	N/A	N/A 0,	00%	N/A N	N/A N	/A 0,00	% 0,00	% 0,00	% 0,009	% 0,00%	0,00%
18	Debt securities, including UoP	0,00%	0,00%	% 0,00%	0,00%	0,00%	6 0,00%	6 0,00%	0,00%	0,00%	0,00%	N/A N	N/A N/A	0,0070	N/A	N/A	N/A	0,00%	N/A	N/A	N/A 0,	00%	N/A	N/A N	/A 0,00	% 0,00	% 0,00	% 0,009	% 0,00%	0,00%
19	Equity instruments	0,00%	0,00%	6	0,00%	0,00%	6 0,00%	6 0,00%		0,00%	0,00%	N/A	N/A	-,,-	N/A		N/A	0,00%	N/A		N/A 0,	00%	N/A	N	/A 0,00	% 0,00	%	0,009	% 0,00%	
20	Non-financial undertakings	73,65%	0,00%	-,		0,00%	-,	-,	-,	-,	0,00%		N/A N/A	0,0070	N/A	N/A	N/A	0,00%	,, , ,					.,,,	/A 73,65	,	,	,	- /	-,
21	Loans and advances	73,65%	0,00%	0,00,0		0,00%	0,007	0,0070	0,00%	0,00,0	0,00%		N/A N/A	0,0070	N/A	N/A	N/A	0,00%	,,, .	,	,		,	.,,,	/A 73,65	,,,,,	-,		-,	0,00,0
22	Debt securities, including UoP	0,00%	0,00%	% 0,00%	0,0070	0,00%	0,007	0,0070	0,00%	0,0070	0,00%	14/73	N/A N/A	0,0070	N/A	N/A	N/A	0,00%	14/74	,	,,, .	0070	N/A N	.,,,	/A 0,00	70 0,00	,,,,,,	70 0,007	0,0070	0,0070
23	Equity instruments	0,00%	0,00%	6	0,00%	0,00%	0,007	0,0070		0,00%	0,00%	N/A	N/A	0,0070	N/A		N/A	0,00%	N/A		N/A 0,	00%	N/A	N	/A 0,00	70 0,00	70	0,009	0,0070	0,00%
24	Households	98,78%	0,30%	0,0070	0,0070	0,01%	0, 107	0,0070	-,,-	0,0070				0,00%	N/A	N/A	N/A								98,93	70 0,00			,,-	.0,,
25	of which loans collateralised by residential immovable property	98,44%	0,31%	0,0170	0,0070	0,01%	0,007	,		,				0,00%	N/A	N/A	N/A								98,44	,,,,,,	,,,,,	,		, , .
26	of which building renovation loans	96,40%	0,09%	0,0070	0,0070	0,09%	-,	6 0,00%	0,00%	0,00%				0,00%	N/A	N/A	N/A								96,40	70 0,00	70 0,00	,,,,,,,	-,	.,0070
27	of which motor vehicle loans	100,00%	0,00%	0,0070	5,5575	0,00%	•	/ 0.000/	0.0001	0.0001	0.0001	NI/A I	1/4	0.000/	51/A I	F1/A	11/A	0.000/	NI/A I	NI/A	NI/A	200/	NI/A	1/4	100,00	,,,,,	70 0,00	,	-,	0,00%
28	Local governments financing	0,00%	0,00%	0,0070	0,0070	0,00%	0,007	0,0070	0,00%	0,0070	0,00%	11/7	N/A N/A	0,0070	N/A	N/A	N/A	0,00%	N/A	N/A	,,,	0070	,, .	.,,,	/A 0,00	,,,,,	70 0,00	,	0,0070	0,28%
29	Housing financing	0,00%	0,00%	-,	-,	0,00%	-,	,,-	0,00%	0,00%	0,00%		N/A N/A	0,0070	N/A	N/A	N/A	0,00%	N/A	N/A	,	0070		.,,,	/A 0,00	-,	-,			0,00%
30	Other local government financing	0,00%	0,00%	% 0,00%	0,00%	0,00%	6 0,00%	6 0,00%	0,00%	-,	0,00%	N/A N	N/A N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A 0,	00%	N/A N	N/A N	/A 0,00	% 0,00	% 0,00	% 0,009	6 0,00%	-,
31	Collateral obtained by taking possession: residential and commercial	0,00%	0,00%	% 0,00%	0,00%	0,00%	6 0,00%	6 0,00%	0,00%	0,00%	0,00%	N/A N	N/A N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A 0,	00%	N/A N	N/A	/A 0,00	% 0,00	% 0,00	% 0,009	% 0,00%	0,00%
22	immovable properties	14.70%	0.040/	/ 0.040/	0.0007	0.000	/ 0.000/	/ 0.000/	0.000/	0.000/	0.000/	NI/A	1/A N/A	0.00%	NI/A	NI/A	NI/A	0.000/	NI/A	NI/A	NI/A	200/	NI/A	1/4	// // // // //	0/ 0.04	0/ 0.04	0/ 0.000	0.000/	400.000/
32	Total GAR assets	14,70%	0,04%	% 0,04%	0,00%	0,00%	0,02%	6 0,00%	0,00%	0,00%	0,00%	N/A	N/A N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A 0,	00%	N/A	N/A	/A 14,72	% 0,04	% 0,04	% 0,009	% 0,00%	100,00%

*New loans granted in the year prior to the disclosure date, without deducting the amounts of loan repayments or sales of debt/equity instruments that took place during the year prior to the disclosure date. The date of disbursement is decisive. Flows of zero were recognized for derivatives, short-term interbank loans and for cash and liquid assets, as the fair value at inception is zero or there is no maturity.

(see FAQ document from December 2023, question 65)

** Per row
*** Share of new assets included in the numerator and denominator compared to total assets in flows

SAR KPI flow (ba	sed on CapEx)*																															
		а	b	С	d	е	f	g	h	i	j	k	1	m	n	ŭ	٢	q	r	S	t	u	V	W	Х	Z	aa	ab	ac	ad	ae	af
																	reference da	te T														
		C	Climate Cha	nge Mitigati	ion (CCM)		Climate	Change Ac	daptation (CCA)	Water a	nd marine reso	ources (WTF	2)	Cir	rcular econo	my (CE)			Pollution	(PPC)		Biodiver	sity and Ec	osystems (E	BIO)	TOTAL (CCM + CCA	+ WTR + CE +	PPC + BIC	0)	
		Proportion	of total cov	ered assets	funding taxo	onomy	Proportion of	of total cove	ered assets	funding	Proportion	of total covere	d assets fun	ding	Proportion o	of total cover	ed assets fur	nding	Proportion	of total cove	ered assets	funding	Proportion of	of total cove	red assets f	unding	Proportion	of total cove	red assets fur	nding taxon	omy	
		re	elevant secto	ors (Taxonon	mv -eliaible)	1	taxonomy rele	evant secto	rs (Taxonon	nv -eligible)	taxonomy re	levant sectors (Taxonomv-e	liaible) ta	axonomy rele	evant sectors	(Taxonomy -	eligible) ta	axonomy re	levant sector	rs (Taxonom	v-eliaible) t	axonomy rele	vant sector	s (Taxonomy	/-eliaible)	re ^t	evant sectors	s (Taxonomy -	eliaible)	·	
		l —		()	,,		· · ·	Proportion of	,		´ –	Proportion of to		<u> </u>	· · ·	Proportion of t	` ,	<u> </u>	´ -	Proportion of	`		· -		total covere	,	, <u> </u>		(Pı	Proportion
	% (compared to flow of total eligible assets)**		Proportion	of total cov	ered assets	funding						•				•		- 1					I .	•				Proportion o	f total covere	d assets fu	ınding (of total
		l ta	axonomy rel	lev ant secto	ors (Taxonom	v -aligned)	Į f t	unding taxor	-	1	1	unding taxonon	,	ectors	fu	unding taxono	,		l'	funding taxor	,		fu	J	omy relevan		ta	xonomy rele	vant sectors (Taxonomy -		ew assets
					()	,		(Taxo	nomy -align	ed)		`	my -aligned)				omy -aligned)			(nomy -aligne	ed)		`	nomy -aligned	d)			,	,	,	ov ered***
			L	Of which	Of which	Of which		[of which	Of which		Of v	vhich Of v	hich		Of	which Of	which		C	of which	Of which		О	f which	f which		Of	which Of v	vhich Of	which	ov ered
			L	ISA Of	transitional e			L	ISE of	enabling		Use	of	oling		Us	e of	abling		U	ISE Of	enabling		U	se of	nabling	, l	Us	e of	sitional ena		
			F	Proceeds	transitional	mabiling		P	roceeds	enabiling		Proc	eeds	ning		Pro	oceeds	ability		P	roceeds	anabiling		P	roceeds	nabiling		Pro	oceeds	Sitional lene	ability	
	GAR - Covered assets in both numerator and denominator																										السمع					
1	Loans and advances, debt securities and equity instruments not HfT eligible for	80.34%	0,22%	0,22%	0.00%	0.01%	0.12%	0.00%	0.00%	0.00%	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	80.46%	0.22%	0,22%	0.00%	0,01%	17.94%
	GAR calculation	,		,	5,5575	-,		-,	0,0070	-,	-,		,,,	,,,	5,5575	. ","		,, ,	0,0070	11//1	14,71	.,,,,	0,0070	.,,,,	. ","	14//	55, 1575	,	,	-,	,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
2	Financial undertakings	27,23%	0,00%	0,00%	, , , , , , , , , , , , , , , , , , , ,	0,00%	0,00%	0,00%	0,00%	,	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	,	0,00%	,	0,00%		3,61%
3	Credit institutions	32,84%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	- ,	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	,,-	0,00%	0,00%	0,00%	0,00%	3,00%
4	Loans and advances	32,84%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	-,,-	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	,,-	0,00%	-,,-	0,00%		3,00%
5	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,0070	0,00%	0,00%	0,00%		0,00%
6	Equity instruments	0,00%	0,00%	0.000/	0,00%	0,00%	0,00%	0,00%	0.000/	0,00%	0,00%	N/A	11/4	N/A	0,00%	N/A	N// 0	N/A	0,00%	N/A	21/4	N/A	0,00%	N/A	21/2	N/A	-,,-	0,00%		0,00%	0,00%	0,00%
7	Other financial corporations	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	-,	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	-,	0,00%	-,	0,00%		0,62%
8	of which investment firms	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	-,,-	0,00%	-,	0,00%	0,00%	0,00%
9	Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	-,,-	0,00%	0,00,0	0,00%		0,00%
10	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,0070	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,0070	0,00%	0,0070	0,00%		0,00%
	Equity instruments	0,00%	0,00%	0.000/	0,00%	0,00%	0,00%	0,00%	0.000/	0,00%	0,00%	N/A	NI/A		0,00%	N/A	NI/A	N/A	0,00%	N/A	NI/A	N/A	0,00%	N/A	NI/A	N/A	0,0070	0,00%		0,00%		0,00%
12 13	of which management companies Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	N/A N/A	N/A N/A	N/A N/A	0,00%	N/A N/A	N/A N/A	N/A N/A	0,00%	N/A N/A	N/A N/A	N/A N/A	0,00%	N/A N/A	N/A N/A	N/A N/A	-,	0,00%	-,	0,00%		0,62% 0,62%
13	Debt securities, including UoP	0,00%	0,00%	0.00%	0,00%	0.00%	0.00%	0,00%	0.00%	-,	0,00%	N/A N/A	N/A	N/A N/A	0.00%	N/A	N/A N/A	N/A	0.00%	N/A N/A	N/A N/A	N/A	0.00%	N/A N/A	N/A N/A	N/A N/A	0,00,0	0.00%	-,	0.00%		0,02%
14	Equity instruments	0,00%	0,00%	0,00%	0,00%	0.00%	0,00%	0,00%	0,00%	0.00%	0,00%	N/A	N/A	N/A	0.00%	N/A	IN/A	N/A	0.00%	N/A	IN/A	N/A N/A	0.00%	N/A N/A	IN/A	N/A N/A	0,0070	0,00%	0,0070	0.00%		0,00%
16	of which insurance undertakings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-,	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	-,,-	0.00%		0.00%		0,00%
17	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-,	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	-,,-	0.00%	-,	0,00%		0,00%
18	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	,	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	-,	0.00%	-,	0.00%		0,00%
19	Equity instruments	0.00%	0.00%	0,0070	0.00%	0.00%	0.00%	0.00%	0,0070	0.00%	0.00%	N/A	IN//A	N/A	0.00%	N/A	11/73	N/A	0.00%	N/A	IN/A	N/A	0.00%	N/A	IN/A	N/A	-,,-	0.00%	0,0070	0.00%		0,00%
20	Non-financial undertakings	25,02%	0.08%	0.00%	0,0070	0.08%	0.00%	0.00%	0.00%	-,	0.00%	N/A	N/A		0,00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0,0070	0,0070		0.00%		0,60%
21	Loans and advances	25,02%	0,08%	0,00%	0.00%	0.08%	0,00%	0.00%	0.00%	-,	0,00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	,	0.08%	-,	0.00%		0,60%
22	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	,	0.00%	0.00%	0.00%	0.00%	0,00%
23	Equity instruments	0.00%	0.00%	0,0070	0.00%	0.00%	0.00%	0.00%	0,0070	0.00%	0.00%	N/A	14/74	N/A	0.00%	N/A	14/74	N/A	0,00%	N/A	14/74	N/A	0.00%	N/A	14/74	N/A	0,00,0	0.00%	0,00,0	0.00%		0,00%
24	Households	98.78%	0.30%	0.30%	0.00%	0.01%	0.16%	0.00%	0.00%	-,	0,0070	14/71		14/74	0.00%	N/A	N/A	N/A	0,0070	14//		14//	0,0070	14/74		14/71	98.93%	0.30%		0.00%		13.44%
25	of which loans collateralised by residential immovable property	98,44%	0,31%	0,31%	0,0070	0,01%	0,00%	0.00%	0,00%	0,0070					0,00%	N/A	N/A	N/A									98,44%	0,31%	0,0070	0,00%		10,54%
26	of which building renovation loans	96.40%	0.09%	0.09%	0.00%	0.09%	0,00%	0.00%	0.00%	,					0.00%	N/A	N/A	N/A									96.40%	0.09%	0.09%	0.00%	0.09%	1,39%
27	of which motor vehicle loans	100.00%	0.00%	0.00%	0.00%	0.00%	0,0070	0,0070	0,0070	0,0070					0,0070	14//	14/74	14/74									100.00%	0.00%	-,	0.00%	0.00%	0.00%
28	Local governments financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	,,	0.00%	-,	0.00%	0,0070	0.28%
29	Housing financing	0,00%	0,00%	0,00%		0.00%	0.00%	0.00%	0.00%	-,	0,00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	-,,-	0,00%	0,0070	0.00%		0,00%
30	Other local government financing	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0.00%	0,00%	0,00%	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	-,,-	0,00%		0.00%		0,28%
31	Collateral obtained by taking possession: residential and commercial	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
32	immovable properties	14.41%	0.04%	0.04%	-,	-,	-,	0.00%	0.00%		0.00%	N/A	N/A	N/A	0.00%	NI/A	N/A	N/A	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	-,	-,	0,0070	-,	0.00%	
32	Total GAR assets	14,4170	0,04%	0,04%	0,00%	0,00%	0,02%	0,00%	0,00%	0,00%	0,00%	IN/A	IN/A	IN/A	0,00%	IN/A	IN/A	IN/A	0,00%	IN/A	IN/A	IN/A	0,00%	IN/A	IN/A	IN/A	14,43%	0,04%	0,04%	0,00%	0,00%	100,00%

*New loans granted in the year prior to the disclosure date, without deducting the amounts of loan repayments or sales of debt/equity instruments that took place during the year prior to the disclosure date. The date of disbursement is decisive. Flows of zero were recognized for derivatives, short-term interbank loans and for cash and liquid assets, as the fair value at inception is zero or there is no maturity.

(see FAQ document from December 2023, question 65)

** Per row

*** Share of new assets included in the numerator and denominator compared to total assets in flows

5. KPI off-balance sheet exposures (stock, based on revenue)

		а	b	С	d	е	f	g	h	i	j	k		m	n	о р	q	r	S	t	u	V	W	X Z	aa	ab ac	ad	ae
															Ī	Disclosure reference date	r T											
			Climate Cl	hange Mitiga	tion (CCM)		Clim	nate Change Adap	tation (CCA)		Water ar	nd marine ı	resources (V	VTR)		Circular economy (CE)		Pollution (PPC)		Biodive	ersity and E	Ecosystems (BIO)	TOT	AL (CCM + CCA + WT	R + CE + PP	C + BIO)
		Proportion		ered assets fun s (Taxonomy-e	nding taxonomy eligible)	relevant		of total covered ass vant sectors (Taxor	•	,	roportion of to relevant		assets fundin axonomy-eligi	,		total covered assets fundant sectors (Taxonomy-e	,		al covered as sectors (Tax		,			assets funding taxonomy axonomy-eligible)	Proportion	of total covered assets sectors (Taxono	•	nomy relevant
Q.	% (compared to total eligible off-balance sheet assets)*				d assets funding Taxonomy-align			Proportion of to funding taxonom (Taxonom)				funding taxe	of total cover conomy releva conomy-aligne	nt sectors		Proportion of total cov funding taxonomy rele (Taxonomy-alig	evant sectors		Proportion of unding taxon (Taxor		sectors		funding tax	n of total covered assets konomy relevant sectors xonomy-aligned)		Proportion of total cov		
				Of which Use of Proceeds	Of which transitional e	Of which enabling		Use	of of enab				llse of	Of which enabling		Of which Use of Proceeds	Of which enabling		Us	se of	of which nabling			Of which Use of Proceeds Of which enabling		Of which Use of Proceeds	Of which transition	Of which enabling
1	Financial guarantees (FinGuar KPI)	2,39%	0,26%	0,00%	0,00%	0,21%	0,26%	0,00%	0,00%	0,00%	0,00%	N/A	N/A	N/A	0,00%	N/A N/	/A N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A N/A	2,65%	0,26% 0,0	0% 0,	00% 0,21%
2	Assets under management (AuM KPI)	9,57%	1,93%	0,00%	0,06%	0,82%	9,51%	0,02%	0,00%	0,01%	0,00%	N/A	N/A	N/A	0,00%	N/A N/	/A N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A N/A	19,09%	1,95% 0,0	0% 0,	06% 0,83%

* Per row

5. KPI off-balance sheet exposures (stock, based on CapEx)

	a b c	d d	f	g	h	i	j	k	I	m	n	0	р	q	r	S	t	u	٧	W	Х	Z	aa	ab	ac	ad	ae
												Disclosure refe	erence date ⁻	Т													
	Climate Change I	Mitigation (CCM)	C	limate Change Ad	laptation (CC/	A)	Water	r and marine	resources (WTR)			Circular eco	nomy (CE)			Pollution	(PPC)		Biod	iversity and Ec	osystems (B	BIO)	TOTA	L (CCM + C	A + WTR + C	E + PPC + B	IO)
	Proportion of total covered assets f			n of total covered a elevant sectors (Ta			•		d assets funding taxor Taxonomy-eligible)	iomy		of total covered vant sectors (T		•	Proportion of tot relevant		ssets funding ta conomy-eligible	,	•	of total covered a vant sectors (Ta	-		Proportion of to		ssets funding conomy-eligible	•	vant sectors
% (compared to total eligible off-balance sheet assets)*	· ·	covered assets funding taxor ctors (Taxonomy-aligned)	omy	Proportion of to taxonomy rele		0		•	total covered assets f elevant sectors (Taxon aligned)	_		Proportion of taxonomy rel		assets funding s (Taxonomy-			tal covered assevant sectors (Ta aligned)	U		Proportion of to taxonomy rele		J			total covered ant sectors (Ta		
		ch Use Of which of which ceeds transitional enabli			of which Use C f Proceeds e				Of which Use Of who of Proceeds enabli					e Of which enabling			f which Use Of Proceeds en			_	f which Use Proceeds				Of which Use of Proceeds		Of which enabling
1 Financial guarantees (FinGuar KPI)	1,38% 0,19%	0,00% 0,00%	0,08% 0,26	% 0,00%	0,00%	0,00%	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	A N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	1,64%	0,19%	0,00%	0,00%	0,08%
Assets under management (AuM KPI)	14,41% 3,94%	0,00% 0,36%	1,30% 14,27	% 0,01%	0,00%	0,01%	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	A N/A	0,00%	N/A	N/A	N/A	0,00%	N/A	N/A	N/A	28,68%	3,95%	0,00%	0,36%	1,31%

* Per row

5. KPI off-balance sheet exposures (flow, based on revenue)

	а	b	С	d	е	f	g	h	i	j	k	I	m	n	0	р	(r p	S	t	u	V	W	Х	Z	aa	ab	ac	ad	ae
		Climate Cha	ınge Mitigati	on (CCM)		Clir	nate Change A	daptation (CC	(A)	Wate	er and marin	e resources	(WTR)			re reference date ar economy (CE)			Pollu	ıtion (PPC)		Bio	diversity and	Ecosystems	(BIO)	Т	OTAL (CCM +	CCA + WTR +	CE + PPC + E	IO)
% (compared to total eligible off-balance sheet assets)*	Proportion o	f total covered as (Taxo	ssets funding onomy-eligible total covered	taxonomy rele le)	g taxonomy	Proportion	of total covered evant sectors (T	assets funding axonomy-eligib total covered as levant sectors (taxonomy le)	Proportion or rele	of total covere vant sectors Proportion o	ed assets func (Taxonomy-eli f total covered relevant sector	ding taxonomy	ļ .	ion of total co relevant sect	overed assets functions (Taxonomy-elion of total covered my relevant secto	ing taxon gible)	unding	on of total cow relevant sector	ered assets fund s (Taxonomy-eli of total covered y relevant sector	gible) assets funding	Proportion rel	of total covere	ed assets fundi (Taxonomy-eliq of total covered relevant sectors	ing taxonomy gible) assets fundir	Proportion	of total covere (d assets fundin Taxonomy-eligi	g taxonomy rele	vant sectors
1 Financial quarantees (FinGuar KDI)	0,00%		of which Use f Proceeds		Of which enabling	0.00%		aligned) Of which Use of Proceeds 0,00%		0,00%	N/A	of Proceeds	se Of which enabling	1	00/	Of which Us of Proceeds		I	00/	Of which Us	enabling	A 0.00%	, N/	aligned) Of which Use of Proceeds	enabling	/A 0.00°			transitional	
1 Financial guarantees (FinGuar KPI)	, , , , , , , , , , , , , , , , , , , ,	-,	-,	-,	-,	0,00%	0,00%	0,00%	0,00%	0,00%	IV/	A IV	/A IV	-,-				N/A 0,0		VA IV	A NV	0,00%	N/A	A IN/	A N			, , , , , , , , , , , , , , , , , , , ,		
2 Assets under management (AuM KPI)	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	IN//	N IN	/A N/	0,0	0%	IVA IV	A	IVA 0,0	U% I	WA IV	A INF	0,00%	D IN/	N/A	4 N	/A 0,00°	% 0,00%	6 0,00%	0,00%	0,00%

* Per row

5. KPI off-balance sheet exposures (flow, based on CapEx)		
	a b c d e f g h i j k l m n o p q r s t u v w x z aa ab ac	ad ae
	Disclosure reference date T	
	Climate Change Mitigation (CCM) Climate Change Adaptation (CCA) Water and marine resources (WTR) Circular economy (CE) Pollution (PPC) Biodiversity and Ecosystems (BIO) TOTAL (CCM + CCA + WTI	(+ CE + PPC + BIO)
	Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible) Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible) Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible) Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible) Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible) Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible) Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible) Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible) Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible) Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible) Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible) Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)	-
% (compared to total eligible off-balance sheet assets)*		ered assets funding taxonomy rs (Taxonomy-aligned)
		Use Of which ds transitional Of which enabling
1 Financial guarantees (FinGuar KPI)	0,00% 0,00%	0,00% 0,00%
2 Assets under management (AuM KPI)	0,00% 0,00%	0,00% 0,00%

* Per row

Template 1 Nuclear and fossil gas related activities

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies	NO
2.	available technologies	INO
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
	Fossil gas related activities	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	YES
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	YES

Template 2 Tax	Template 2 Taxonomy-aligned economic activities (denominator) (based on revenue)								
		Amount and proportion (the information is to be presented in monetary amounts and as percentages)							
Row	Economic activities	ССМ	+ CCA	Climate change	mitigation (CCM)	Climate change a	adaptation (CCA)		
		Amount	%	Amount	%	Amount	%		
	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0		
	Aount and proportion of taxonomy aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0		
	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0		
4.	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0		
	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0		
	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0		
	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	20.220.715,00	0,14%	20.220.715,00	0,14%	0,00	0,00%		
8.	Total applicable KPI	20.220.715,00	0,14%	20.220.715,00	0,14%	0,00	0,00%		

Template 2 Ta	mplate 2 Taxonomy-aligned economic activities (denominator) (based on CapEx)							
	Amount and proportion (the information is to be presented in m				ited in monetary a	y amounts and as percentages)		
Row	Economic activities	CCM +	CCA	Climate change m	itigation (CCM)	Climate change a	daptation (CCA)	
		Amount	%	Amount	%	Amount	%	
1.	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0	
2.	Aount and proportion of taxonomy aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0	
3.	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0	
4.	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	C	
5.	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	C	
6.	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	C	
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	35.406.323,46	0,25%	35.406.323,46	0,25%	0,00	0,00%	
8.	Total applicable KPI	35.406.323,46	0,25%	35.406.323,46	0,25%	0,00	0,00%	

Template 3 Tax	Template 3 Taxonomy-aligned economic activities (numerator) (based on revenue)							
		Amount an	d proportion (the inf	formation is to be pre	esented in monetary	/ amounts and as pe	ercentages)	
Row	Economic activities	ССМ	+ CCA	Climate change ı	mitigation (CCM)	Climate change adaptation (Co		
		Amount	%	Amount	%	Amount	%	
	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0	0	0	0	0	
	Aount and proportion of taxonomy aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0	0	0	0	0	
3.	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0	0	0	0	0	
	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0	0	0	0	0	
	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0	0	0	0	0	
	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0	0	0	0	0	
	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI	20.220.715,00	100,00%	20.220.715,00	100,00%	0,00	0,00%	
8.	Total amount and proportion of taxonomy-aligned economic activities in the numerator of the applicable KPI	20.220.715,00	100,00%	20.220.715,00	100,00%	0,00	0,00%	

Template 3 Tax	onomy-aligned economic activities (numerator) (based on CapEx)								
		Amount and proportion (the information is to be presented in monetary amounts				mounts and as percer	its and as percentages)		
Row	Economic activities	ССМ	CCM + CCA Climate change mitigation (CCM) Climate change add		adaptation (CCA)				
		Amount	%	Amount	%	Amount	%		
1.	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0	0	0	0	(
2.	Aount and proportion of taxonomy aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0	0	0	0	(
3.	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0	0	0	0			
4.	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0	0	0	0			
5.	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0	0	0	0			
6.	Amount and proportion of taxonomy aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the applicable KPI	0	0	0	0	0			
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the applicable KPI	35.406.323,46	100,00%	35.406.323,46	100,00%	0,00	0,00%		
8.	Total amount and proportion of taxonomy-aligned economic activities in the numerator of the applicable KPI	35.406.323,46	100,00%	35.406.323,46	100,00%	0,00	0,00%		

Template 4 Taxonomy-eligible but not taxonomy-aligned economic activities (based on revenue)

		Amount and proportion (the information is to be presented in monetary amounts and as percentage				es)	
Row	Economic activities	CCM + CO	CCM + CCA		nitigation (CCM)	Climate change a	adaptation (CCA)
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0
2.	Amount and proportion of taxonomy eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0
3.	Amount and proportion of taxonomy eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0
4.	Amount and proportion of taxonomy eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0
5.	Amount and proportion of taxonomy eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	145.681,12	0,00%	145.681,12	0,00%	0,00	0,00%
6.	Amount and proportion of taxonomy eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	298.501,76	0,00%	298.501,76	0,00%	0,00	0,00%
7.	Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	2.436.523.989,58	17,31%	2.435.495.726,77	17,30%	291.295,61	0,00%
8.	Total amount and proportion of taxonomy eligible but not taxonomy aligned economic activities in the denominator of the applicable KPI	2.436.968.172,46	17,31%	2.435.939.909,65	17,30%	291.295,61	0,00%

Template 4 Taxonomy-eligible but not taxonomy-aligned economic activities (based on CapEx)

		Amount and proportion (the information is to be presented in monetary amounts and as percentages)								
Row	Economic activities	CCM + CCA		CCM + CCA Climate change n		CCM + CCA Climate change mitigation (CCM)		nitigation (CCM)	Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%			
1.	Amount and proportion of taxonomy eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0			
2.	Amount and proportion of taxonomy eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0			
3.	Amount and proportion of taxonomy eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0			
4.	Amount and proportion of taxonomy eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0			
5.	Amount and proportion of taxonomy eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	96.996,52	0,00%	96.996,52	0,00%	0,00	0,00%			
6.	Amount and proportion of taxonomy eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	0	0	0	0	0			
7.	Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	2.441.660.461,36	17,34%	2.440.632.198,55	17,34%	291.295,61	0,00%			
8.	Total amount and proportion of taxonomy eligible but not taxonomy aligned economic activities in the denominator of the applicable KPI	2.441.757.457,88	17,34%	2.440.729.195,07	17,34%	291.295,61	0,00%			

Template 5 T	axonomy non-eligible economic activities (based on revenue)		
Row	Economic activities	Amount	Percentage
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	(
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	C
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	C
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	C
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	C
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	C
7.	Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	11.621.892.833,84	82,55%
8.	Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the applicable KPI'	11.621.892.833,84	82,55%

	xonomy non-eligible economic activities (based on CapEx)	_	
Row	Economic activities	Amount	Percentag
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0	
7.	Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	11.601.917.939,96	;
8.	Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the applicable KPI'	11.601.917.939,96	8

ANINEX

SUSTAINABILITY PROGRAMME

Chapter/target area	Indicator	Goals 2024	Page
Business model and values			
Ratings	Standard & Poor's, Moody's	Retention of bank rating	8
Awards	Best Asset Manager 2023 Elite Report, Österreichischer Dachfonds Award	Retention of award	8
	Excellent apprenticeship company, family-friendly business	Retention of award	8
Sustainability at Hypo Vorarlberg			
Understanding of sustainability/initiatives	Review joining further initiatives		11
Sustainability management	Creation of sufficient capacities to address and implement sustainability topics in the company	Creation of resources for sustainability-related topics	14
	Further development and integration of the topic of sustainability (governance structures, business strategy, functional strategy, ESG strategies/concepts of the specialist area, etc.)	Project with external partner has been running since 2022	14
	Changeover in sustainability reporting pursuant to CSRD/ESRS	Started in 2023 with the materiality analysis and a GAP analysis, further changeovers in 2024	14, 21
	Exchange with specialist departments on required data points pursuant to ESRS, compilation of ESG strategies and concepts, definition of goals	Disclosure pursuant to ESRS in Management Report for 2024	14
Sustainability ratings	ISS ESG, Sustainalytics, WWF Bank Study 2022	Retention or improvement of the ratings	15

Chapter/target area	Indicator	Goals 2024	Page
Sustainability at Hypo Vorarlberg			
Material topics	Materiality analysis performed in 2023 pursuant to ESRS	Structured analysis of the material topics identified, disclosure of all required data points pursuant to ESRS in Management Report 2024	21
	GAP analysis GRI vs. ESRS 2023 performed	Implementation of all missing qualitative and quantitative data points, processing of gaps and disclosure in Management Report 2024	14
Economy			
Stability and growth in the region	Regional value creation, proportion of turnover (EUR)/region	Continuation of high level of Austrian suppliers	27
Sustainable proprietary investment	Ethics and sustainability criteria – further development in respect of proprietary investments	Meaningful further development of the criteria	28
	Volume and proportion of sustainable investments in the total portfolio	Increase in the proportion of sustainable investments	29
Sustainable engagement	Awarding funds from the Hypo Vorarlberg charitable fund to support projects (social matters, education, culture and science)	Continuation or increase in the amount of donations	30

Chapter/target area	Indicator	Goals 2024	Page
Governance			
Dealing with opportunities and risks due to climate change			34
Group bank risk control	Analysis of flood risk	Further development and improvement of data quality	34
	Measurement of greenhouse gas intensity, tCO ₂ e/EUR million	Further development and improvement of data quality	35
	Improvement of data quality	Collection of energy certificates	35
Investment business / Assets under Management	CO ₂ intensity, tCO ₂ e/EUR million	Further development and improvement of data quality	37
Information about the highest governance body	Proportion of women in management 30%	Achievement of target quota in long term	39
	Proportion of women on Supervisory Board 30% achieved in 2023	Continuation of quota for women	39
Compliance	Fit & Proper training for key workers and Supervisory Board	Annual training courses	40
	Compliance training	Annual training courses	40
	Corruption prevention learning programme	Annual training courses	41
	Money laundering training	Annual training courses	41
Data protection	Complaints regarding data protection	Use measures to reduce or continue to keep low	44

Chapter/target area	Indicator	Goals 2024	Page
Customers and products			
Customer focus/satisfaction	Increase in customer satisfaction	Continuous	46
Awards	Best Asset Manager 2023 Elite Report, Österreichischer Dachfonds Award	Retention of award	8
Sustainable financial products	Further increase proportion of sustainable products	Introduction of Green Loan, savings account in accordance with Austrian Ecolabel UZ49	47
Investment business	ESG investment approach	Meaningful further development	47
	ESG screening of FE FundInfo Liechtenstein	Retention or improvement of rating	48
Green Bond	Issuance of a CZK Green Bond 2020	Reporting ongoing	48
	Issuance of a CHF Green Bond 2020	Reporting ongoing	48
	Issuance of a Retail Green Bond 2022	Reporting ongoing	48
Financing operations	Ethics and sustainability criteria	Meaningful further development	49
Digitalisation and innovation	OeKB data hub introduced in 2023, comparable tool to be introduced in Italy in 2024 Platform for inputting ESG data	Improvement of data quality	35
	Climcycle, tool for taxonomy assessment of loans introduced in 2023	Record all relevant loans	71

Chapter/target area	Indicator	Goals 2024	Page
Employees			
Secure employer	Stable headcount corresponding to strategic goals, pursuit of sustainable business development	Reduction in turnover rate	55
	Staff retention, average length of service	Continuance or increase in length of service	55
Diversity and equal opportunity	Gender pay gap at the bank	Target value of 19.04% in 2027	56
	Proportion of women in management 30%	Achievement of target quota	56
	Proportion of women on Supervisory Board 30% achieved in 2023	Continuation of quota for women	56
	Women in management positions	Increase the quota for women	57
Employee health	"Hypo Vital" subsidies	Continuation of subsidies	62
Days lost	Accidents at work and on the way to/from work	Maintain at low level through prevention measures, occupational safety committee	59
	Sick days per employee	Maintain at low level through prevention measures, health committee	59
Training and development	Days for training and development	Continuation or increase	61
Representation of interests	Organisation of employee events (skiing day, company outing, lunchtime exercise, etc.)	Maintain the number of events	62
Environment, energy and climate protection			
Operational environmental management			64
Emissions by Hypo Vorarlberg	Reduce energy consumptions and do business in a way that saves resources	Ongoing measures	64
Energy	Switch to 100% renewable energy at all major locations	Continuation of high quota	66
Mobility	Campaigns around Vorarlberg cycle path competition "RADIUS"	Continuation or increase in high number of participants	67
	Company cycle for employees on attractive terms	Continuation of the offer	67
Creating awareness	Employee survey on travel to workplace	Improvement in the usage rate of public transport	67
	Presentations for developing awareness	Continuation of presentations	69

GRI INDEX

Hypo Vorarlberg seeks to continuously measure and evaluate its own services in accordance with sustainability criteria. To ensure that the data are comparable and transparent, the company adheres to the stipulations of the Global Reporting Initiative. Hypo Vorarlberg has reported for the period 1 January 2023 to 31 December 2023 in accordance with the GRI Standards 2021. The report was externally audited in 2023 by Ernst & Young Wirtschaftsprüfungsgesellschaft m.b.H. — see "Audit certificate".

Statement of use	Hypo Vorarlberg Bank AG has reported in accordance with the GRI Standards for the period 1 January 2023 to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable® GRI Sector Standard(s)	None available

Foreword

Topic (GRI)	Disclosure (GRI)	Reference/comments
The organisation and its reporting practices	2-1 Organizational details	P. 3
	2-3 Reporting period, frequency and contact points	P. 3
Strategy, policies and practices	2-22 Statement on sustainable development strategy	P. 3

About this report

Topic (GRI)	Disclosure (GRI)	Reference/comments
Material topics	3-1 Process to determine material topics	P. 4
	3-2 List of material topics	P. 4
The organisation and its	2-1 Organizational details	P. 4
reporting practices	2-2 Entities included in the organisation's sustainability reporting	P. 4
	2-3 Reporting period, frequency and contact points	P. 4
	2-4 Restatements of information	P. 4
	2-5 External assurance	P. 4
Activities and workers	2-6 Activities, value chain and other business relationships	P. 4
Governance	2-14 Role of the highest governing body in sustainability reporting	P. 4

Business model and values

Business infouchand values		
Topic (GRI)	Disclosure (GRI)	Reference/comments
The organisation and its reporting practices	2-1 Organizational details	P. 6-7
Activities and workers	2-6 Activities, value chain and other business relationships	P. 5-7
Governance	2-9 Governance structure and composition	P. 7
	2-15 Conflicts of interest	P. 7
Strategy, policies and practices	2-23 Policy commitments	P. 5

Understanding of sustainability

Topic (GRI)	Disclosure (GRI)	Reference/comments
Strategy, policies and practices	2-23 Policy commitments	P. 11-12
Economic performance	201-2 Financial implications and other risks and opportunities due to climate change	P. 10-11

Sustainability management

Disclosure (GRI)	Reference/comments
3-3 Management of material topics	P. 14
2-5 External assurance	P. 14
2-9 Governance structure and composition	P. 14, 16-18
2-12 Role of the highest governance body in overseeing the management of impacts	P. 14
2-13 Delegation of responsibility for managing impacts	P. 14
2-14 Role of the highest governing body in sustainability reporting	P. 14
Own KPI Entire ecologically sustainable assets (turnover-/CapEx-based)	P. 73, 0.14% / 0.25%
Own KPI ISS ESG – Prime Status	P. 15, Prime Status 2023
	(GRI) 3-3 Management of material topics 2-5 External assurance 2-9 Governance structure and composition 2-12 Role of the highest governance body in overseeing the management of impacts 2-13 Delegation of responsibility for managing impacts 2-14 Role of the highest governing body in sustainability reporting Own KPI Entire ecologically sustainable assets (turnover-/CapEx-based)

Human rights

Topic (GRI)	Disclosure (GRI)	Reference/comments
Management approach	3-3 Management of material topics	P. 19
Organizational profile	2-6 Activities, value chain and other business relationships	P. 19-20
Strategy, policies and practices	2-23 Policy commitments	P. 19
	2-24 Embedding policy commitments	P. 19-20
	2-28 Membership associations	P. 19
	FS14 Initiatives to improve access to financial services for disadvantaged people	P. 20

Material topics

Topic (GRI)	Disclosure (GRI)	Reference/comments
Details of material topics	3-1 Process to determine material topics	P. 21-23
	3-2 List of material topics	P. 21-22
Governance structure and composition	2-12 Role of the highest governance body	P. 21
Strategy, policies and practices	2-28 Membership associations	P. 23
Stakeholder engagement	2-29 Approach to stakeholder engagement	P. 21-23

Stability and growth in the region

Topic (GRI)	Disclosure (GRI)	Reference/comments
Management approach	3-3 Management of material topics	P. 25
Organizational profile	2-6 Activities, value chain and other business relationships	P. 27
Economic performance	201-1 Direct economic value generated and distributed	P. 26
Procurement	204-1 Proportion of spending on local suppliers	P. 27

Sustainable proprietary investment

Topic (GRI)	Disclosure (GRI)	Reference/comments
Management approach	3-3 Management of material topics	P. 28
Strategy, policies and practices	2-23 Policy commitments	P. 28
	2-24 Embedding policy commitments	P. 28
	Own KPI Total volume of all sustainability-related bonds	P. 29, TEUR 210,400
	Own KPI Percentage share of sustainability-related bonds in the total portfolio	P. 29, 7.36%

Sustainable engagement

Topic (GRI)	Disclosure (GRI)	Reference/comments
Management approach	3-3 Management of material topics	P. 30
	Own KPI Total amount of donations and sponsorship	P. 30, TEUR 1,256

Dealing with opportunities and risks due to climate change

Topic (GRI)	Disclosure (GRI)	Reference/comments
Management approach	3-3 Management of material topics	P. 34, 37
Strategy, policies and practices	2-23 Policy commitments	P. 34, 37
	2-24 Embedding policy commitments	P. 34-35, 37-38
Economic performance	201-2 Financial implications and other risks and opportunities due to climate change	P. 34
	FS11 Percentage of assets subject to positive and negative environmental or social screening	P. 37
	Own KPI Greenhouse gas intensity financing	P. 35, 36 t CO ₂ e/EUR million
	Own KPI Greenhouse gas intensity assets under management	P. 37, 69.77 t CO₂e/EUR million

Information about the highest governance body

Topic (GRI)	Disclosure (GRI)	Reference/comments
Governance	2-9 Governance structure and composition	P. 39
Governance structure and composition	2-10 Nomination and selection of the highest governance body	P. 39
	2-17 Collective knowledge of the highest governance body	P. 39
	2-18 Evaluation of the performance of the highest governance body	P. 39
	2-19 Remuneration policy	P. 39
	2-20 Process to determine remuneration	P. 39

Compliance

Topic (GRI)	Disclosure (GRI)	Reference/comments
Management approach	3-3 Management of material topics	P. 40
Governance structure and composition	2-9 Governance structure and composition	P. 43
	2-11 Chair of the highest governance body	P. 43
	2-15 Conflicts of interest	P. 43
	2-16 Communication of critical concerns	P. 42
Strategy, policies and practices	2-23 Policy commitments	P. 40
	2-24 Embedding policy commitments	P. 40
	2-25 Processes to remediate negative impacts	P. 42
	2-26 Mechanisms for seeking advice and raising concerns	P. 42, no reporting of number of complaints as incomplete information in form of lack of lega definitions/restrictions
	2-27 Compliance with laws and regulations	No violations
Anti-corruption	205-1 Operations assessed for risks related to corruption	P. 41
	205-3 Confirmed incidents of corruption and actions taken	P. 41
Anti-competitive behaviour	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	P. 40
Labelling of products	417-2 Incidents of non-compliance concerning product and service information and labelling	None known
and services	417-3 Incidents of non-compliance concerning marketing communications	None known

Data protection

Topic (GRI)	Disclosure (GRI)	Reference/comments
Management approach	3-3 Management of material topics	P. 44
Governance structure and composition	2-16 Communication of critical concerns	P. 44
Customer privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	P. 44

Customer focus and customer satisfaction

Topic (GRI)	Disclosure (GRI)	Reference/comments
Management approach	3-3 Management of material topics	P. 46
Organizational profile	2-6 Activities, value chain and other business relationships	P. 46
Governance structure and composition	2-16 Communication of critical concerns	P. 46
Strategy, policies and practices	2-26 Mechanisms for seeking advice and raising concerns	P. 46

Sustainable financial products

Topic (GRI)	Disclosure (GRI)	Reference/comments
Management approach	3-3 Management of material topics	P. 47
Organizational profile	2-6 Activities, value chain and other business relationships	P. 47-50
Strategy, policies and practices	2-23 Policy commitments	P. 47-50
	2-24 Embedding policy commitments	P. 47-50
	2-28 Membership associations	P. 49
Economic performance	201-2 Financial implications and other risks and opportunities due to climate change	P. 47-50
	FS11 Percentage of assets subject to positive and negative environmental or social screening	P. 48-50

Digitalisation and innovation

Topic (GRI)	Disclosure (GRI)	Reference/comments
Management approach	3-3 Management of material topics	P. 51
Organizational profile	2-6 Activities, value chain and other business relationships	P. 51-52
	Own KPI Proportion of IT equipment with internationally recognised standards	P. 64, approx. 83%

Secure employer

Topic (GRI)	Disclosure (GRI)	Reference/comments
Activities and workers	2-6 Activities, value chain and other business relationships	P. 54-55
	2-7 Employees	P. 54-55
	2-8 Workers who are not salaried employees	P. 54, immaterial, low number, no reporting due to data protection
Governance structure and composition	2-20 Process to determine remuneration	P. 54
Stakeholder engagement	2-30 Collective bargaining agreements	P. 54
Employment	401-1 New employee hires and employee turnover	P. 55
	401-3 Parental leave NB: Point a.) The total number of employees entitled to parental leave is not collected by gender due to different legal requirements at the different locations	P. 55

Diversity and equal opportunity

Topic (GRI)	Disclosure (GRI)	Reference/comments
Management approach	3-3 Management of material topics	P. 56
Governance structure and composition	2-9 Governance structure and composition	P. 56-57
	2-19 Remuneration policies	P. 56
	2-20 Process to determine remuneration	P. 56
	2-21 Annual total compensation ratio	P. 56
Strategy, policies and practices	2-24 Embedding policy commitments	P. 56
Diversity and equal opportunity	405-1 Diversity of governance bodies and employees by gender, age group and minorities	P. 57
Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	No instances known

Employee health

Topic (GRI)	Disclosure (GRI)	Reference/comments
Management approach	3-3 Management of material topics	P. 58
Occupational health and safety	403-1 Occupational health and safety management system	P. 58
	403-2 Hazard identification, risk assessment, and incident investigation	P. 58
	403-3 Occupational health services	P. 58
	403-4 Worker participation, consultation, and communication on occupational health and safety	P. 58-59
	403-5 Worker training on occupational health and safety	P. 58-59
	403-6 Promotion of worker health	P. 58-59
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P. 58
	403-8 Workers covered by an occupational health and safety management system	P. 58 Hypo Vorarlberg does not employ any temporary workers; over 99.3% of all employees are salaried employees

Training and education

Topic (GRI)	Disclosure (GRI)	Reference/comments
Management approach	3-3 Management of material topics	P. 60
Training and education	404-1 Average hours of training per year per employee	P. 61
	404-2 Programmes for upgrading employee skills and transition assistance programmes	P. 60

Representation of interests

Topic (GRI)	Disclosure (GRI)	Reference/comments
Governance structure and composition	2-20 Process to determine remuneration	P. 62
Occupational health and safety	403-6 Promotion of worker health	P. 62
Freedom of association and collective bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	P. 62, no corresponding risk

Operational environmental management

Topic (GRI)	Disclosure (GRI)	Reference/comments	
Management approach	3-3 Management of material topics	P. 64	
Activities and workers	2-6 Activities, value chain and other business relationships	2-6 Activities, value chain and other business relationships P. 69	
Energy and emissions	302-1 Energy consumption within the organization (Scope 1 and 2)	P. 64, 66	
	305-1 Direct (Scope 1) GHG emissions	P. 65	
	305-2 Energy indirect (Scope 2) GHG emissions	P. 65	
	305-3 Other indirect (Scope 3) GHG emissions	P. 65, 67	

No allocation to a material topic

Topic (GRI)	Disclosure (GRI)	Reference/comments
Political contributions	415-1 Total monetary value of donations	No donations to parties or politicians and associated institutions

Annex

Topic (GRI)	Disclosure (GRI)	Reference/comments
The organisation and its reporting practices	2-1 Organizational details	P. 104
	2-3 Reporting period, frequency and contact points	P. 95, 104
	2-5 External assurance Name of auditor of non-financial reporting: Ernst & Young Wirtschaftsprüfungsgesellschaft m.b.H. Audit period: 01.01.2023 – 31.12.2023 Level of assurance: limited assurance	P. 95

Annex to chapter "Opportunities and risks due to climate change", legend for NACE sectors

NACE Code	Sector description
Α	Agriculture, forestry and fishing
В	Mining and quarrying
C	Manufacturing
D	Electricity, gas, steam and air conditioning supply
E	Water supply; sewerage; waste management and remediation activities
F	Construction
G	Wholesale and retail trade; repair of motor vehicles and motorcycles
Н	Transporting and storage
1	Accommodation and food service activities
J	Information and communication
K	Financial and insurance activities
L	Real estate activities
М	Professional, scientific and technical activities
N	Administrative and support service activities
0	Public administration and defence; compulsory social security
P	Education
Q	Human health and social work activities
R	Arts, entertainment and recreation
S	Other services activities
U	Activities of extraterritorial organisations and bodies

INFORMATION

ON NADIVEG CONFORMITY

Since the financial year 2017, NaDiVeG (the Austrian Sustainability and Diversity Improvement Act) has extended the reporting obligation in respect of non-financial matters (environment and social matters, employee matters, human rights, corruption, diversity) in the Management Report. Hypo Vorarlberg makes use of the option of submitting a separate non-financial report together with the Sustainability Report (Section 267a and Section 243b UGB).

The following table provides an overview of where the NaDiVeG requirements can be found in the Report.

NaDiVeG requirement	Reference to Sustainability Report (chapter/page)
1 Short description of the company's business model	Business model and values, from P. 5
2/3/4/6 Description of the concepts pursued by the company (2), results of these concepts (3) and due diligence processes applied (4)	Sustainability strategy, from P. 10 Sustainability management, from P. 14 Ethics and sustainability criteria, from P. 28, 47, 49 Sustainability programme, from P. 74
Environmental matters performance indicators (6)	Environment, energy and climate protection, from P. 64
Social and employee matters (including diversity) (6)	Employees, from P. 54 Sustainable engagement, from P. 30
Respect for human rights (6)	Human rights, from P. 19 Ethics and sustainability criteria, from P. 28, 47, 49 Employees, from P. 54
Combating corruption and bribery (6)	Compliance, from P. 40
5 Material risks which are likely to have negative impacts on these matters, and the handling of these risks by the Group, namely a) from its own business activity b) from business relationships, products or services (if relevant)	Dealing with opportunities and risks due to climate change, from P. 34 Ethics and sustainability criteria, from P. 28, 47, 49 Sustainability management, risks and impacts, from P. 16

THE MANAGING BOARD

Bregenz, 22 March 2024 Hypo Vorarlberg Bank AG, Hypo-Passage 1 6900 Bregenz, Austria

Michel Haller Chairman of the Managing Board Wilfried Amann Member of the Managing Board Philipp Hämmerle Member of the Managing Board

IMPRINT

Publisher and reference source Hypo Vorarlberg Bank AG (in brief: Hypo Vorarlberg) Hypo-Passage 1 6900 Bregenz, Austria T +43 50 414 - 1000 nachhaltigkeit@hypovbg.at www.hypovbg.at

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Legal notice:

The information and data have been compiled and reviewed with the utmost care. Nonetheless, data might have changed in the meantime. No liability can therefore be assumed for the topicality, completeness or correctness of the data and information provided. Hypo Vorarlberg reserves the right to modify and supplement data and information at any time. We wish to point out that the entire content of the Hypo Vorarlberg Sustainability Report is protected by copyright.

GRI: 2-1, 2-3

Please note:

The present report is the English translation of the German sustainability report of the Hypo Vorarlberg. It serves to provide all stakeholders access to our sustainability information. In case of any discrepancy between the meanings of the two versions due to translation, the German version is the original version. Moreover, the limited assurance of the sustainability report has been performed for the German version. Therefore, the German sustainability report is the legally binding version with a signed assurance statement by the Ernst & Young Wirtschaftsprüfungsgesellschaft m.b.H and was authorized by the management board of the Hypo Vorarlberg.

To the members of the Board of Management Hypo Vorarlberg Bank AG Hypo-Passage 16 900 Bregenz, Vorarlberg

Report about the independent assurance of the consolidated non-financial Report 2023

Attention: This letter has been translated from German to English for referencing purposes only. Please refer to the officially legally binding version as written and signed in German. Only the German version is the legally binding version.

We have performed a limited assurance engagement on the consolidated non-financial Report 2023 of Hypo Vorarlberg Bank AG (hereafter "Hypo Vorarlberg ").

The limited assurance engagement covers the consolidated non-financial Report 2023 in accordance with § 243b and § 267a UGB (NaDiVeG) and the requirements of Article 8 of the EU-Taxonomy Regulation, as well as in accordance with the GRI Universal Standards 2021.

Responsibilities of the Legal Representatives

Hypo Vorarlberg Bank AG's legal representatives are responsible for the proper compilation of the "Consolidated non-financial Report" 2023 in accordance with the requirements of the § 243b and § $267a^1$ UGB (NaDiVeG) and the information according to the EU Taxonomy regulation² as well as in accordance with the GRI Standards 2021^3 .

The legal representatives have signed the Letter of Representation, which we have added to our files.

Responsibilities of the Assurance Providers

Based on our assurance procedures deemed necessary and our evidence we have obtained, it is our responsibility to assess whether any matters have come to our attention that cause us to believe, that in all material matters the consolidated non-financial Report 2023 according to the defined scope of our assurance is not in accordance with the requirements of the §243b and § 267a UGB (NaDiVeG) and the requirements of Article 8 of the EU-Taxonomy Regulation, as well as in accordance with the GRI Universal Standards 2021.

Our assurance engagement has been conducted in accordance with the "International Federation of Accountants' ISAE 3000 (Revised)" Standards.

Our professional duties include requirements in relation to our independence as well as planning our assurance engagement based on the materiality considerations in order to allow us to obtain a limited level of assurance.

According to the "General Conditions of Contract for the Public Accounting Professions" our liability is limited. An accountant is only liable for violating intentionally or by gross negligence the contractual duties and obligations entered into. In cases of gross negligence, the maximum liability towards the client and any third party together is EUR 726,730 in the aggregate.

https://www.ris.bka.gv.at/Dokumente/Bundesnormen/NOR40189009/NOR40189009.pdf

² https://eur-lex.europa.eu/eli/reg/2020/852

³ https://www.globalreporting.org/standards

Our procedures have been designed to obtain a limited level of assurance on which to base our conclusions. The extent of evidence gathering procedures performed is less than for that of a reasonable assurance engagement (such as a financial audit) and therefore a lower level of assurance is provided.

The sole purpose of the assurance is to support Hypo Vorarlberg Bank AG in fulfilling its reporting and audit obligations. We have performed all the procedures deemed necessary to obtain the evidence that is sufficient and appropriate to provide a basis for our conclusions:

- Obtain an overview over the industry as well as the operational and organizational structure of the organization:
- Interview a selection of senior managers and executives to understand systems, processes and internal control procedures related to the content of the Sustainability Reporting assured, which support the data collection;
- Review relevant group level, board and executive documents to assess awareness and priority of issues in the Sustainability Reporting and to understand how progress is tracked and internal controls are implemented;
- Examine risk management and governance processes related to sustainability and critical evaluation of the disclosure in the Sustainability Reporting;
- Perform analytical procedures at group level;
- Conducting interviews to obtain evidence of key performance indicators. In addition we performed a sample-based review of selected ESG performance measures for completeness, reliability, accuracy and timeliness;
- Review data and processes on a sample basis according to the defined scope of our assurance to assess whether they have been collected, consolidated and reported appropriately at group level. This included obtaining an opinion whether the data had been reported in an accurate, reliable and complete manner;
- Review the coverage of material issues which have been raised in stakeholder dialogues, in media reports and environmental and social reports of peers;
- Evaluate the materiality assessment, including sector specific megatrends as well as GRI aspects;
- Assessment whether the Requirements according to § 243 b and § 267a UGB have been adequately addressed;
- Sample-based review of the statements in the reporting based on the reporting principles of the GRI Universal Standards 2021 and
- Assessment of whether the GRI Universal Standards 2021 have been applied (in accordance with/by reference) in a compliant manner.
- Assessment whether the Requirements according to the EU Taxonomy regulation have been adequately addressed.

Delimitation of the scope of services:

- Previous year's figures were generally not audited unless this was necessary for plausibility checks.
- We did not review the results of external studies and certifications, but rather the correct inclusion of this data or content in the report.

We did not subject the financial performance indicators and statements audited as part of the audit of the annual or consolidated financial statements or information from the Corporate Governance Report to any further audit.

As the Group company, it is your responsibility that the auditors of the subsidiaries perform the audit procedures necessary for the performance of the audit in accordance with our audit instructions in view of our responsibility as auditors of the consolidated financial statements of Hypo Vorarlberg Bank AG. The audit procedures may be inspected at any time.

The objective of our engagement was neither a financial audit nor a financial audit review of past-oriented financial information. We did not perform any further assurance procedures on data, which were subject of the annual financial audit, the corporate governance report and the risk reporting. We merely checked this data was presented in accordance with the GRI Standards. Neither the detection and investigation of criminal offenses, such as embezzlement or other fraudulent actions, nor the assessment of effectiveness and efficiency of management were subject to our engagement. Furthermore, figures taken from external studies, forward-looking statements and prior-year figures were not the subject of our engagement. In the report, the references listed in the GRI content index, but no further (web-) references, were checked.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Terms of Engagement

We submit this report based on our assurance engagement for which, also regarding third parties, the "General Conditions of Contract for the Public Accounting Professions", are binding.

Conclusion

Based on our assurance procedures performed and the evidence obtained, no matters have come to our attention that cause us to believe that the consolidated non-financial Reporting for the financial year 2023 is not prepared, in all material respects, in accordance with the requirements of § 243b and § 267a UGB (NaDiVeG) and the requirements of Article 8 of the EU-Taxonomy Regulation, as well as in accordance with the GRI Universal Standards 2021.

Vienna, March 22, 2024

Ernst & Young Wirtschaftsprüfungsgesellschaft m.b.H.

