BANK LVIV

SUSTAINABILITY REPORT 2021

Ukraine, Lviv, November 2022

CONTENTS

Caption on the cover: Regardless of the circumstances and times in which the bank operates, when greater effort is needed to obtain the expected results, generate creative solutions, or master new external challenges we remain stable and transparent. In our goals, in our actions, and in our results.

WELCOME

We are glad to present the Bank Lviv Sustainability Report 2021. It provides an update on our progress toward the bank's Environmental & Sustainable Strategy goals for 2021.

The report was developed based on international principles of sustainable development and disclosure, namely the United Nations Sustainable Development Goals (UNDC) and the standards of the Global Reporting Initiative (GRI).

This report is only available electronically.
Please consider the environment before printing.

LETTER FROM THE MANAGEMENT

Dear Reader,
We are reporting today on our performance and achievements in 2021, the second year of the pandemic and the last year of peace before the full-scale war in Ukraine started on February 24, 2022. Today the war continues, and we cannot and do not want to bypass this part of the history of our bank in this report.

Looking back, we are deeply grateful to our team, clients and partners, who are an indispensable part of Bank Lviv's success story, and we all celebrate the results the bank achieved in 2021. Bank Lviv grew its loan portfolio by UAH 1,6 bn or 51.5%, and its deposit base by 29.6%, amounting to UAH 3,6 bn and was thus one of the fastest-growing banks in Ukraine. At year-end, the bank reached new milestones in its operational performance, with a cost-to-income ratio (CIR) of 71.5% and a return on equity (RoE) of 12.6%.

Today we continue our banking operations in Ukraine, even as we are caught up in an unprecedented war and ongoing terrorist attacks by the Russian aggressor. We must deal with the devastating effects of the war on the economy, infrastructure, business, people's lives and the environment. War carries a built-in negative environmental impact; with every bomb or missile that lands in Ukraine, our air, water and land are polluted. Moreover, the retreating enemy is heavily mining our forests, arable lands, cities, rivers and seas, leaving behind a lasting negative impact.

Aiming to achieve a lasting positive impact and to contribute to Ukraine's well-being, we founded a charity fund with the mission of helping to de-mine Ukraine. This fund has come to embody our corporate social responsibility in practice. All Bank Lviv employees became ambassadors for the fund and we dedicate a special section in this report to the activities of the Free Land Fund.

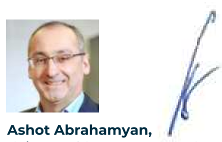
In 2021, we focused on continuing to build the bank's environmental sustainability internally, while at the same time initiating processes to interact with clients and partners in preparation for the renewal, development and growth of the green lending business. Each step was analyzed through the prism of environmental impact and the scope for reducing resource consumption and increasing energy efficiency.

And we are frankly satisfied with the results. Social, economic and environmental issues played an important role in the life of the bank throughout the past year. We provided health insurance to all employees, carried out training for the professional development of the team, and successfully worked under quarantine restrictions, which allowed us to maintain an optimistic mood. We took care of the environment by managing the level of resource consumption by the bank, carried out initiatives to improve the efficiency of vehicle use, collected and recycled batteries, planted a hectare of young forest, and held a festival for environmental and organic entrepreneurs. Together, these initiatives allowed us to maintain roughly the same level of Scope 1 and 2 carbon emissions as in the previous year, despite the growth of our business.

We took the same active approach in our work with customers, where our main goal is to serve as a financial adviser who supports and develops micro, small and medium-sized businesses not only financially, but also through expertise in green lending. Thanks to cooperation with international organizations, we laid the groundwork to create new green loan products, updated our approach to the analysis and segmentation of environmental and social risks, and prepared the roll-out of software for calculating the impact of loan projects on the environment.

In light of the results of the bank's work in 2021, we can say that everything we did was effective. Ideas and plans for 2022 were and have remained, despite everything even more ambitious. The bank is growing “greener” every day, and most importantly, it is helping its customers, partners and colleagues to grow greener as well. Of course, the war has required its own adjustments, and some projects were temporarily suspended, while others have been added.

We are glad that the bank's team, with the support of the shareholders and supervisory board has found the strength and energy, despite the difficult circumstances, to continue to develop the bank's operations and to help their clients to develop. And most importantly, to support Ukraine's victory on both the economic and the military front a victory in which we have boundless belief and do not doubt.



Ashot Abrahamyan,
Chairperson of the Management Board, Armenia

Natalia Osadcii,
Deputy Chairperson of the Management Board, Moldova

Victor Khimyak,
Deputy Chairperson of the Management Board, Ukraine

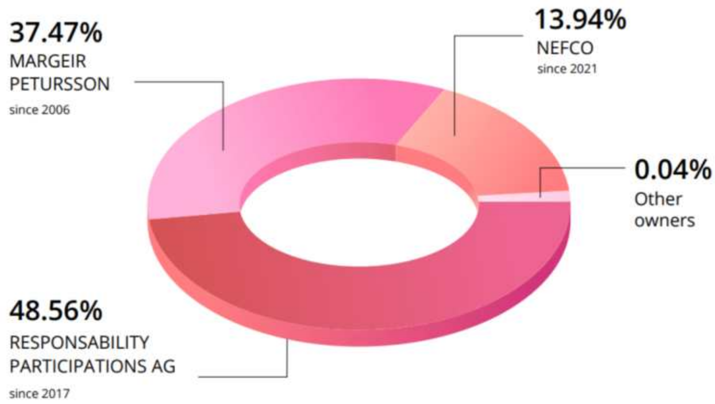
Tamar Tkhelidze,
Deputy Chairperson of the Management Board, Georgia

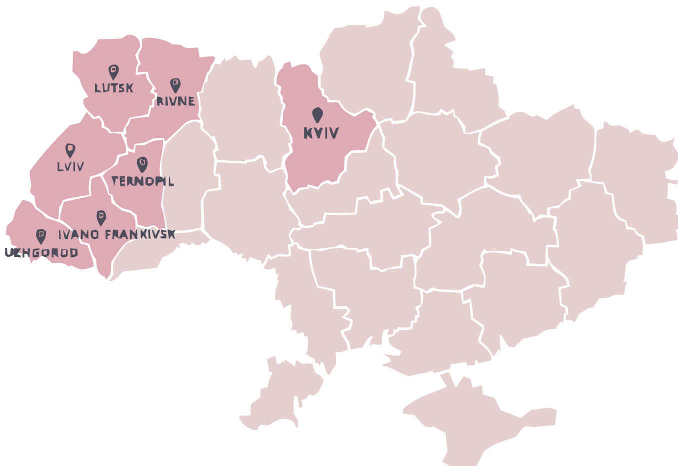
2021 OVERVIEW

A reliable bank with international owners.

Bank Lviv was established in 1990. In 2006 it became a fully foreign-owned bank. On January 29, 2019, 51% of the bank's shares were repurchased by the Swiss responsAbility fund, and in 2022, the Nordic Environment Finance Corporation (NEFCO) repurchased 13.94% of the bank's shares.

The bank has a network of 19 branches in western Ukraine and Kyiv and its head office in Lviv. The bank's team of 412 employees works to meet the financial needs of more than 31,000 customers.





100%
European capital

>31 000
clients at 31.12.21

412
employees

TOP-20
participating banks forming UIRD*

1990	2006	2018	2019	2020	2021
One of the first commercial banks in Ukraine	99% of shares acquired by Margeir Petursson	51% of shares acquired by responsAbility; ID GmbH provides management services	Brand modernization SME growth	Bank masters the Covid challenge	14% of shares acquired by NEFCO; focus on growth in micro, agricultural and retail business

*UIRD (Ukrainian Individual Deposit Rate Index)

2021 OVERVIEW

The bank focuses on working with small and medium-sized businesses and agricultural and retail customers in the western regions of Ukraine. As a financial institution, the bank is guided by the principles of sustainable development in its own operations and strives to support and develop local businesses based on the principles of sustainability and the circular economy, with strong support from shareholders, supervisory board and management.

responsAbility

Swiss shareholder

Swiss investment fund responsAbility provides debt and equity financing to companies in transition and developing countries. Its shareholders include a number of reputable institutions in the Swiss financial market and its own employees.

Margeir Peturson

Icelandic private investor Margeir Peturson bought 99% of the bank's shares in 2006. Under his leadership, the Bank implements international expertise that provides stability and reliability to its customers.

NEFCO

Nordic shareholder

Nordic green investor NEFCO is an international financial institution that finances the initial expansion of Nordic green solutions in global markets. It was founded in 1990 by five Nordic countries Denmark, Finland, Iceland, Norway and Sweden.

Management of the Bank

The bank's management team has extensive international experience in the management and development of large-scale banks focusing on small and medium-sized businesses (SMEs). They apply best practices to build a strong, stable and motivated team of professionals. The key to success is quality training, ongoing professional development and a focus on independent decision-making by our employees.

Supervisory Board

The task of a bank's Supervisory Board is the art of managing all processes and relationships that make up the activities of the bank. The Supervisory Board supervises the activities of the Management Board and protects the rights of the bank's depositors, other creditors and shareholders.

ECOLOGICAL MISION AND GOALS

In 2020, Bank Lviv started implementing its Sustainability Strategy and supporting local businesses and retail to focus on sustainable development.

We are implementing the bank's E&S strategy under the umbrella of the “Mainstreaming Climate Action in Financial Institutions” initiative, a coalition of public and private financial institutions. The initiative provides us with the framework and support needed to sharpen our lens and systematically integrate environmental and climate considerations across our business and risk strategies and our internal operations to deliver more sustainable results.

We believe that MSME business and retail banking provides a great opportunity to have a positive impact on the economic, social and natural environment in West of Ukraine.

OUR KEY SUSTAINABILITY GOALS:

Internal Operations	Environmental Risk Management	Products & Services	Partnerships	Outreach and Engagement
Carbon neutral status by 2026	**E&S risk management is tested, updated and implemented at all levels**	**The share of green loans in the loan portfolio reaches 10% by 2025**	**Internationally recognized sustainability certification or rating**	**Sustainable bank No 1 in Western Ukraine**
- activities to contain the level of carbon emissions from the bank's operating activities and implementation of projects to offset emissions	- best-practice procedures for managing E&S risks in lending according to the highest international standards - measurement of the environmental impact of lending activities, with impact data available in the system	- own and partners' green finance programs for retail customers and businesses - promotion of digital service channels	- development of partnerships to empower the bank's environmental impact mission - confirmation of the success of our activities by achieving a sustainability certification or rating	- targeted projects and promotion of sustainable development in all areas of the bank's operations

According to the bank's Sustainable Strategy, we are stewards of our environment, responsible, both as individuals and as an institution, for protecting and improving it.

We will continue to make environmental and climate considerations the lens through which we view our decision-making process, promoting positive environmental impact through our work with clients and partners.

2021 HIGHLIGHTS

Throughout the year, we focused on implementing both internal and external projects aimed at sustainable development. We understand that in order to be an effective partner for businesses, we ourselves must become a sustainable green company that can share its experience and does not just finance projects, but also suggests effective green solutions for businesses.

To this end, we worked on initiatives to make the use of resources in the bank more efficient, to reduce consumption of electricity, fuel and water, and to achieve complete waste sorting and recycling. All of these efforts on our part have yielded positive results, as we were able to keep greenhouse gas emissions down almost to the level of the previous year, while doubling our volume of business. In parallel, we have worked closely with international partners to prepare and develop financial products for businesses that will have a positive impact not only on our customers, but on the environment as well.

Work is ongoing at this stage and the results will be presented in future reports.

Internal Operations

Keeping the volume of carbon emissions from operating activities at the level of the previous year, while at the same time doubling business volume

E&S Risk Management

0.9%
clients with high E&S risk

40,9%
clients with medium E&S risk

Products & Services

Launch of electric transport lending

Implementation of the eSave system to analyze the impact of lending projects on the environment

Outreach & Engagement

Joint hosting of a festival for eco-entrepreneurs in Lviv, the "Zero Waste Fest"

The bank's team plants a forest on a hectare of land

Partneships

Cooperation with IFIs for green finance (NEFCO, EBRD, IFC, GGF, EFSE)

Bank representative in the Association of Sustainable Development Experts of Ukraine

221,9
tons/year
Total operational GHG emissions

646,8
kWh/EUR m
Energy per unit of revenue

6500
trees planted by the bank team

CONTRIBUTION TO UN SUSTAINABLE GOALS

In 2015, the UN identified 17 Sustainable Development Goals (SDGs). This was a general call to action by all countries to save the climate, end poverty, and build a more sustainable and inclusive world by 2030. The responsibility lies with the Member States and their citizens and companies. Since finance and expert support have been identified as one of the keys to achieving the SDGs and maintaining our ambitious CSR commitments, we as a financial institution have identified the SDGs we believe we can have the most impact on.

We have chosen six sustainable development goals for the bank which are related to our activities and can be supported as part of implementing the sustainable development strategy. These are the main areas where we believe we can make the most tangible contribution and where we plan to present our progress in future reports.

5 GENDER EQUALITY

In Bank Lviv, all women enjoy equal rights and opportunities for self-realization and the achievement of professional goals. Women account for 72% of the bank's staff and 50% of middle and top management.

7 AFFORDABLE AND CLEAN ENERGY

The goal is a concerted global effort to ensure access to affordable, reliable, sustainable and modern energy for all. In its business activities, the bank supports this goal by financing targeted projects on preferential terms.

8 DECENT WORK AND ECONOMIC GROWTH

We support this goal by employing 412 employees, ensuring the payment of salaries and saving jobs during the pandemic by reviewing salary levels, and providing health insurance to maintain the economic status and overall compensation level of the team.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

The bank seeks to ensure sustainable consumption and production patterns in its operations in two ways: Firstly, by focusing on internal resource consumption, management and control; secondly, by seeking to promote a sustainable consumption model among its customers. In its internal operations, the bank has worked to prevent the growth of emissions from its operations.

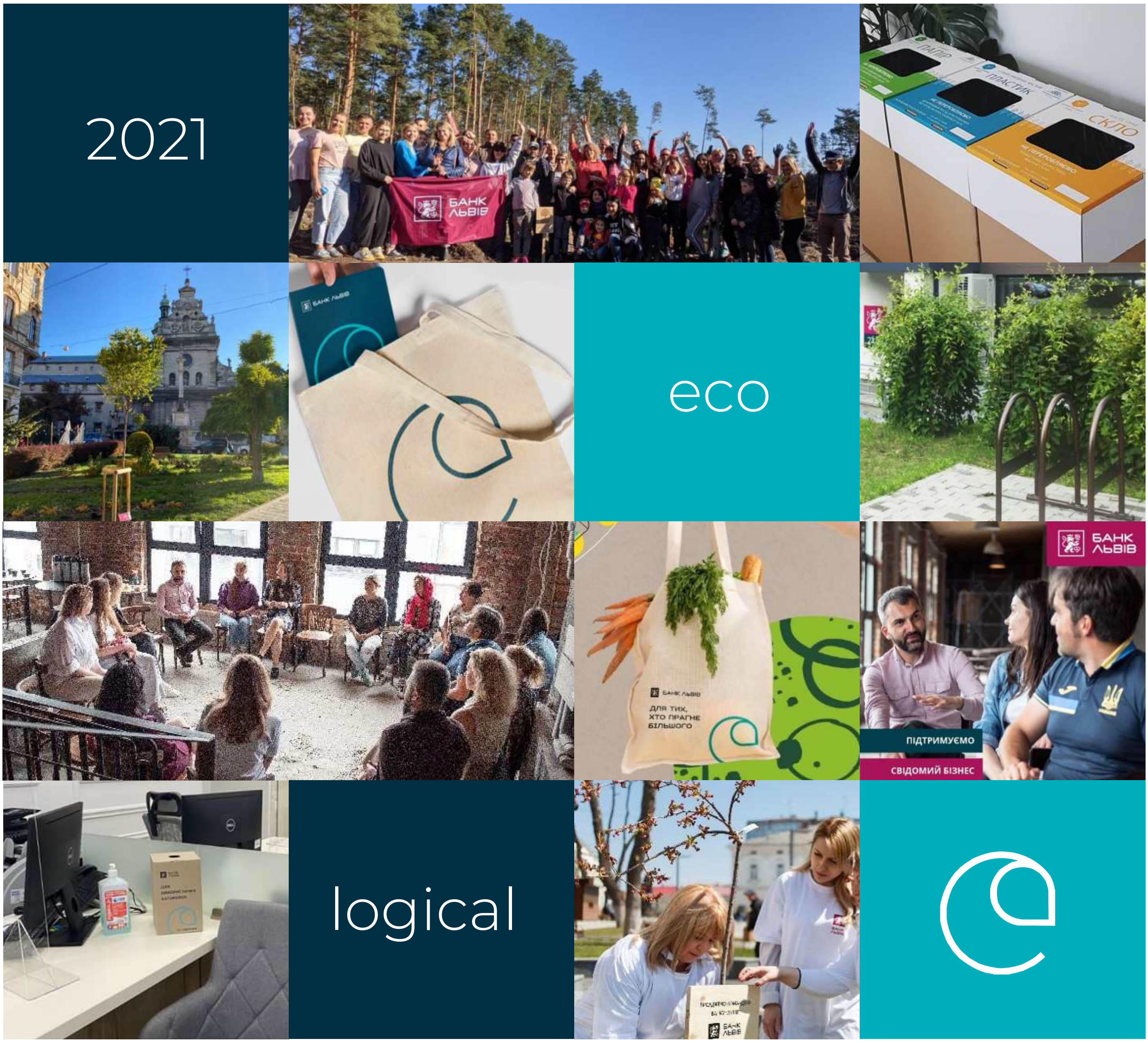
17 PARTNERSHIPS FOR THE GOALS

As part of its activities, the bank forms and joins both local and international partner networks in order to promote and develop green finance with a positive impact on the environment.

ECOLOGICAL ENGAGEMENT

In organizing our operations, we strive to make the values of sustainable development a fundamental part of the bank's DNA. In addition to professional development and training, each employee has a unique opportunity to develop as a sustainability ambassador in various areas. Our activities aim to form a community of like-minded people who think about the future of the planet and through their actions, both at work and outside the bank, have a positive impact on the environment.

These areas include interacting with clients as we provide financial services to them, integrating green financing under our partner programs, and establishing internal processes that maintain an environmentally friendly approach to managing the bank's operations, HR, marketing and administration.



ECOLOGICAL ENGAGEMENT

Meet the representatives of the sustainability team!

Andriy Melnyk, Sustainability

Last year, we took a big step towards building the sustainability of the bank and the team as a whole. We are pleased that we achieved the goals that we set for ourselves in 2020. First, we tried to stay at a similar level to the previous year in terms of the greenhouse gas emissions generated by our operations. Last year, all internal operations were analyzed, appropriate conclusions were drawn, ideas were generated, and new projects were designed that would achieve this goal through more efficient management, the introduction of new approaches for the bank, and most importantly, with an understanding of the importance this has for us as a consciously sustainable company. We understood our development zones and began working to improve them. And all this against the background of the rapid growth in the business and in the number of staff, customers and assets. It's nice that these indicators were achieved by the team together, since all colleagues are involved in all areas, and our positive result was only possible thanks to well-coordinated work and outside support by senior management, the Supervisory Board and the shareholders.

Lidiya Bratkiv, People

It was very important for me to spend the last year as effectively as possible in terms of sustainable social support of the team against the background of the Covid pandemic, partially remote work, and all the other challenges we faced in 2021. It is nice to note that the year was successful and ecological. We have confidently implemented business activities, achieved high results, and comprehensively contributed to the protection of the environment. Looking back, we organized events that had and will have a positive impact on the community of Lviv and Western Ukraine. As a team, we planted more than 6,000 trees on a hectare of land, which in a few years will compensate for the bank's carbon emissions this year. Banking products for micro businesses were presented at the ecology festival for enterprises in the region. Ecological trainings were conducted for all employees of the bank. We introduced health insurance, and began collecting batteries for recycling in all branches and the main office, and this is just the beginning. Frankly, it was nice to do it in a team where more than 70% are women, and who have great opportunities for development in Bank Lviv.

Andriy Mayger Administration

In 2021, thanks to the implementation of the Klappir environmental impact assessment system at the bank, we identified our areas where development was needed. In the ecological committee, together we approved key directions for improving and correcting the situation. Among the priorities were the waste management system (sorting and recycling), the approach to the use of electricity on the premises, fuel consumption by vehicles, etc. Thanks to the well-coordinated work of the team, awareness of the importance of sustainable development values, and the help of partners, in my opinion, we managed to achieve the goals set. We introduced partial carsharing and optimization of vehicle routes. At the same time, we are developing the theme of eco-friendly transport by placing bike racks near bank branches for customers and employees. We are actively working on the introduction of green procurement in the bank and an analysis of suppliers and manufacturers. We always remember the importance of Scope 3 analysis in order to understand our indirect impact on the environment and strive to work with this indicator as well. In short, we are confidently moving towards sustainable development and care for the environment.

SUSTAINABILITY DURING THE WAR

Although this is the report for 2021, we are preparing it in 2022, during the war. The full consequences can ultimately be assessed only after the war ends, but we already see the catastrophic environmental damage that has been inflicted on Ukrainian soil as a result of hostilities, shelling and explosions.

As an organization that always looks at issues as more than just a statement of facts, we decided to create a Bank Lviv charity fund. The goal of the fund is to assist in freeing Ukrainian lands of mines, thereby solving problems in the environmental, economic and humanitarian spheres.

We understand that the impact of war can be catastrophic for the environment. Explosions, fires and mines directly affect the biodiversity of fields and forests, wildlife, and the condition of fields and bodies of water. As a result, it becomes impossible, safely or at all, to conduct agricultural activities and to grow and harvest grain in order to prevent food shortages in the Ukrainian and global markets. Our goal is to make Ukrainian lands safe for business, construction, agriculture and life.

Board members and Fund visioners:

Natalia Osadcii, Tamar Tkhelidze, Olha Fylypenko, Uliana Piatak, Oksana Rubakha

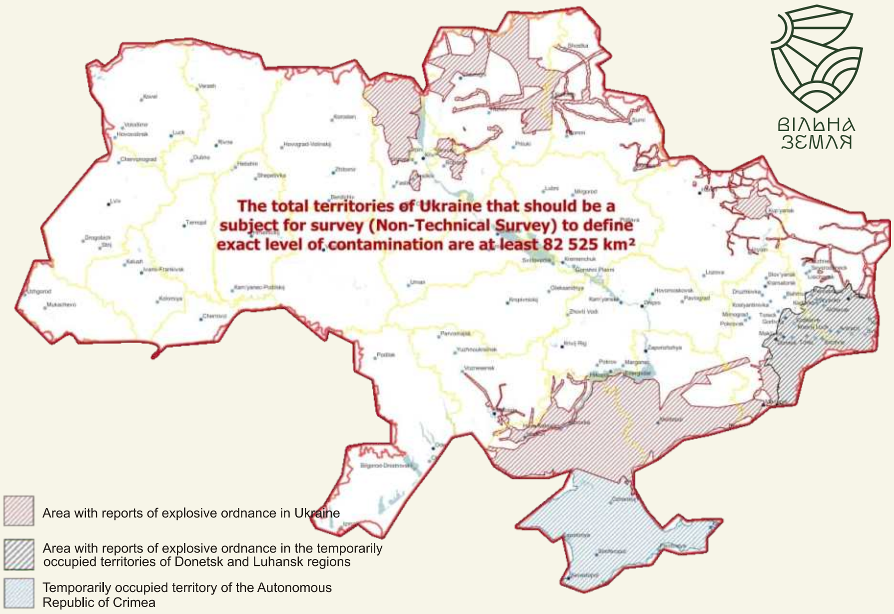
Ukrainians are a free people!

The goal of the Bank Lviv Charity Fund is to support the demining of Ukraine.

The retreating enemy mines cities and villages, roads and bridges, fields and forests. Right now, the heroic mine clearance teams, risking their lives, are defusing the danger lurking near us. This treacherous war will not end until the last shell has exploded.

SUSTAINABILITY DURING THE WAR

Ukraine, according to the UN, is now considered the most heavily mined country in the world. Every day, Ukrainians risk their lives without realizing it. Tens of thousands of mines, tripwires, and other explosive objects await Ukrainians in parks, forests, fields and houses in the de-occupied and occupied territories.



Bank Lviv Charity Fund missions:

We understand that the problem of mines in the territories of Ukraine, in general, affects many aspects of the country's activities. On mined land, it is impossible for people to safely live their lives, conduct business, and care for the ecology of our planet. Therefore, in our work, we are focused on three key areas.

HUMANITARIAN:

The program saves the lives of Ukrainians by helping to neutralize the danger from unexploded mines, shells, grenades, rockets and bombs, and also increases the safety of sappers.

ECONOMIC:

Demining is a necessary precondition for the resumption of economic activity in the de-occupied territories of Ukraine, particularly in the agricultural sector.

ENVIRONMENTAL:

The problem of mines poses an environmental threat to soils due to physical destruction and chemical pollution - these consequences must be overcome in the long term.

Our main programs:

SAFETY - providing sapper units with the necessary equipment for the detection, neutralization and destruction of explosive objects on the territory of Ukraine.

TRAINING - organization of practical training courses for identifiers on recognizing explosive devices.

We see ourselves as an effective partner in demining Ukraine.

With you, the result will be faster. Join us!

www.freelandfund.org

SUSTAINABILITY DURING THE WAR

What we are already doing:

Official partner of the State Emergency Service.

In June 2022, the Bank Lviv Charity Fund signed a memorandum of partnership and cooperation with the State Emergency Service of Ukraine. In the framework of the memorandum, the fund provides cooperation and support in the following areas:

- training courses for identifiers
- educational materials for children in schools
- equipment for sappers
- informational materials to raise awareness among civilians

Sponsorship of three sapper units in the Chernyhiv, Lviv, and Chornobyl regions.

As of the date of this report, 10 demining sets have been purchased.

They have been delivered to the sapper units of Lviv and Chernihiv, which are working at frontline positions in the eastern and southern regions of Ukraine.

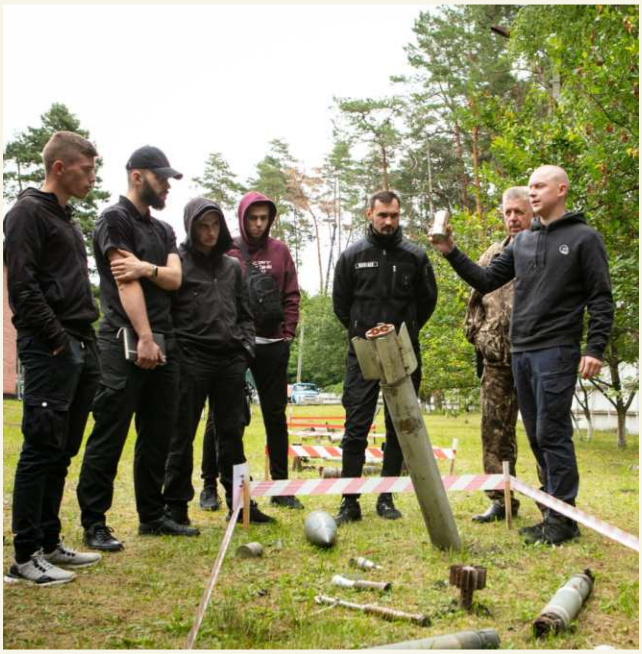
Special deposit account, “Free Land”, where part of the interest goes to the Free Land Program to support demining

In charity, as in sapper operations, it is important to start the ball rolling. Realizing this, Bank Lviv has created a special deposit account, “Free Land”, with a higher interest rate. A portion of the depositor's interest will be transferred to support the demining of Ukraine. Thus, customers will not only be able to strengthen Ukraine's financial system, but also help the country to eliminate the sad consequences of the occupation..

SUSTAINABILITY DURING THE WAR

AT A GLANCE:

A specialized training course, conducted jointly with the State Emergency Service of Ukraine, on the identification of dangerous explosive objects for the civilian population in the de-occupied territories of Ukraine.



400 identifiers have already been trained.

They will support the clearance of Ukrainian farmland, forests, and residential and industrial buildings.

Eight years of armed conflict and more than four months of full-scale war have turned Ukraine into the most heavily mined countries in the world. According to experts, about 250 square kilometers of Ukrainian land have been hit by unexploded mines, grenades, bombs, shells and missiles. The enemy continues to vilely encroach on our lives.

The Bank Lviv Charity Fund, in the framework of its key program “Free Land”, is actively involved in solving the painful problem. In cooperation with the State Emergency Service of Ukraine, the first six training courses on the visual identification of explosive objects were held. The trainers are experienced sappers.

Among the trainees are firefighters, farmers, foresters and volunteers. The majority are from remote agricultural communities of the de-occupied Kyiv region. Identifying explosive objects on the spot and taking the necessary security measures is, firstly, saving human lives, and secondly, providing assistance to our heroic sappers, who are working around the clock.

The fund plans to continue supporting training courses for people in the Chernihiv, Sumy and Kharkiv de-occupied regions. A total of about 3,000 farmers, foresters, firefighters and others are interested in taking the course. You have the opportunity to help us and join in helping to conduct training. Every donation and assistance is important to us. Join us!

SUSTAINABILITY DURING THE WAR

The bank also implements financial and humanitarian projects aimed at supporting and developing small and medium-sized businesses in West of Ukraine. The main focus is on supporting and funding businesses that are operating in wartime and providing additional services for their employees, who are often internally displaced within Ukraine.

These programs are implemented jointly with international organizations. They are part of our corporate social responsibility activities with a direct impact and our support for the development of sustainability values.

HEROES OF THE ECONOMIC FRONT

They relocate production while under rocket fire. Remotely unite their teams, dispersed by the war into bomb shelters and foreign cities. Earn. Open a coffee shop in Ternopil in place of the burned-out one in Chernihiv.

They go out to sow the fields, passing the broken tanks of the invader.

Heroes keep their promises. They strengthen Ukrainian gross domestic product. Create new jobs. Look for opportunities. Keep the economy going. They inspire us.

Details:
www.banklviv.com/heroi-ekonomichnoho-frontu

WE HELP THOSE WHO HELP

GRANT OF €25,000 for entrepreneurs helping victims of the war. The grant is provided by the international association Oxfam in partnership with Bank Lviv.

Bank Lviv and Oxfam seek to help those who help. That is why we initiated the grant program. It is designed to distribute €1,000,000 among small businesses that are actively involved in charity work and taking care of people affected by the war: those who have lost their homes, jobs, opportunities for development. Together we are able to return tens of thousands of Ukrainians to a decent life.

Details:
www.banklviv.com/grant-oxfam/

METHODOLOGY

In 2020, Bank Lviv began using an environmental software solution that collects measurements from each operating unit and feeds them into a central environmental database. The environmental software processes the data, calculates the GHG emissions, and calculates the company's carbon footprint accordingly. The information is published in the software's user interface, which is designed to provide a clear overview of environmental issues across different areas of the business and to help management achieve the desired results.

This ESG 2021 Annual Report sets forth Bank Lviv's GHG emissions for the base year 2021 and for 2020. The calculations and this report are based on the Greenhouse Gas Protocol (GHG Protocol), a standardized methodology used to calculate companies' and organizations' environmental footprint (https://ghgprotocol.org).

The operational control methodology set forth in the GHG Protocol has been chosen to report on the company's emissions. Under the operational control approach, companies should account for 100% of greenhouse gas emissions from operations under their control. They should not account for greenhouse gas emissions from operations that they have no control over, even if they have a vested interest in such operations.

METHODOLOGY

The GHG Protocol divides emissions into three scopes to effectively set boundaries between direct and indirect emissions (E1):

Scope 1 covers emissions that have a direct impact on a company's operations and are generated by sources that are owned or controlled by the company. In the case of Bank Lviv, Scope 1 is limited to vehicle fuel emissions and emissions due to natural gas used for heating.
Scope 2 covers emissions related to electricity consumption and heating. Emissions of this type do not occur within the organizational boundaries of the company and are therefore considered to have an indirect impact on operations. Bank Lviv has accounted for location-based emissions.
Scope 3 covers indirect emissions originating from services provided to Bank Lviv. There are several factors involved, including emissions generated by goods transports by contractors on behalf of the company, vehicle journeys by employees travelling to and from work, and employees' airline flights. It also includes emissions generated by vehicles removing waste from the company's offices. In the case of Bank Lviv, Scope 3 is limited to waste management.

Emissions originate from the transport of supplies to the company, from the company's operations, and from the transport of goods and services from the company. Scopes 1, 2 and 3 are subdivided into direct and indirect GHG emissions. The operational factors that fall under each scope and that contribute to Bank Lviv's carbon footprint are also taken into account.

Base year
The base year is 2021.

The operations covered by the emission inventory are:
Company headquarters
Offices/buildings
Vehicles owned and/or operated by the company.
Included in the company's operational boundaries for Scope 1 and Scope 2 emissions are the following business units: company headquarters, offices, and vehicles owned and/or operated by the company.
The operations included in Scope 3 emissions are waste, employee commuting, and international and domestic airline flights. Bank Lviv tracked waste-related emissions in 2021.

Fiscal year
The company's fiscal year runs from January 1 to December 31, and environmental data is calculated for the period from January 1 to December 31 accordingly.

Accounting method
A closed-loop energy management system (Klappir EnviroMaster software) is used to collect most data and perform calculations automatically based on country-specific coefficients. For further information see www.klappir.com.

Direct and indirect GHG emissions (E1)
GHG emissions are calculated according to the World Resource Institute (WRI) Greenhouse Gas Protocol. Carbon dioxide equivalent (CO_2e) is a quantity that describes, for a given mixture and amount of GHG, the amount of carbon dioxide (CO_2) that would have the same global

METHODOLOGY

warming potential (GWP), i.e. the ability of a gas to trap heat in the atmosphere when measured over a specified timescale (generally 100 years).

Carbon and energy intensity (E2)
Carbon intensity figures are based on the combined results for Scope 1, Scope 2 (location-based and market-based), and Scope 3 (business travel, employee commuting, and services related to our business activity). Emission intensity is calculated by dividing GHG emissions by a selected operational parameter unit and is reported as tCO2e per unit (e.g. tCO2e per revenue unit). Emission intensity indicators are used to measure and compare the company's emissions relative to its operational scale.

Direct and indirect energy consumption (E3)
Total energy consumption measures all energy consumed by the Bank, including fuel for the company's vehicles and heavy machinery (Scope 1) and electricity consumption and hot water heating (Scope 2). Energy consumption is reported by the source in kilowatt-hours (kWh).

Energy intensity (E4)
Energy intensity is calculated by dividing total energy consumption by a selected operational parameter unit and is reported as kWh per unit (e.g. kWh per full-time equivalent employee (FTEe)). Energy intensity is used to measure the efficiency of energy usage and compare the company's energy consumption to its operational scale.

GRI Global Reporting Initiative
GRI helps companies, the government and other authorities identify, gather and report environmental, social and governance (ESG) information within a defined framework. The GRI framework for sustainability reporting offers a guide as to how to publish this information clearly and comparably. Reporting is based on the GRI methodology and uses the appropriate performance indicators. Please refer to the GRI website for more information (https://www.globalreporting.org/).

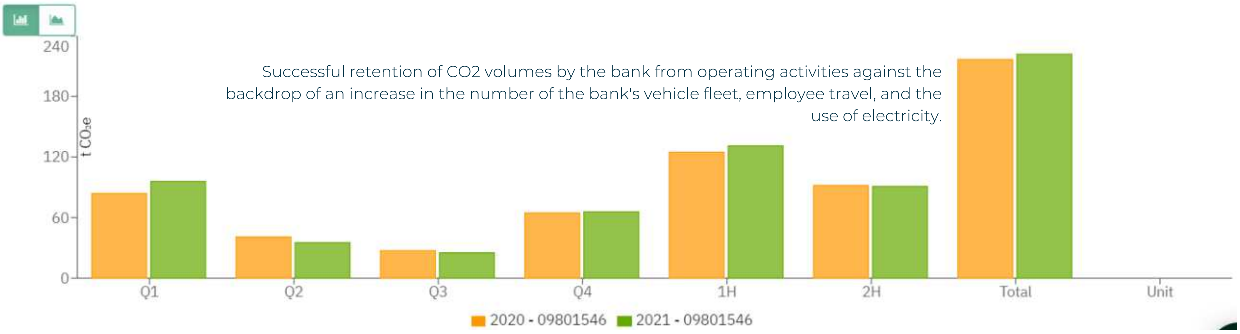
UN SDG United Nations Sustainable Development Goals
The UN Sustainable Development Goals are a universal call to action aimed at eliminating poverty, protecting the planet, and ensuring that all people enjoy peace and prosperity. Reporting is based on the UN Sustainable Development Goals. See the UN SDG website for more information (https://sdgs.un.org/goals).
United Nations Global Compact (UNGC): Companies or institutions participating in the UN Global Compact commit to working towards the Global Compact's Ten Principles (https://www.unglobalcompact.org/what-is-gc/mission/principles). For more details, see https://www.unglobalcompact.org/.

ESG reporting
The abbreviation ESG stands for the environment, society, and governance, as set out in the ESG reporting guide for the NASDAQ Nordic exchanges. For more information, see the NASDAQ website (https://www.nasdaq.com/ESG-Guide).

DATA

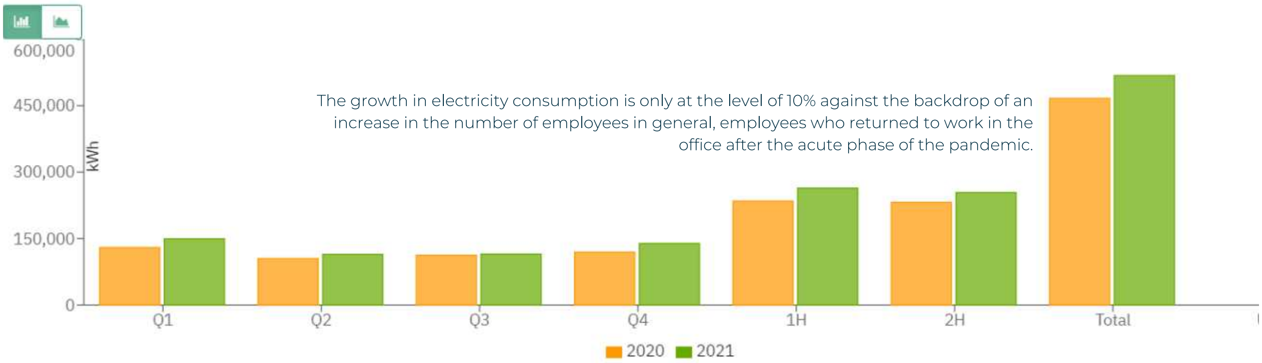
Co2 emissions by bank per year, in comparison with previosly report period

	Q1	Q2	Q3	Q4	1H	2H	Total	Unit
+ 2020	83.9	40.89	27.22	64.65	124.79	91.86	**216.66**	t CO_2e
+ 2021	95.8	35.21	25.18	65.69	131.02	90.87	**221.89**	t CO_2e



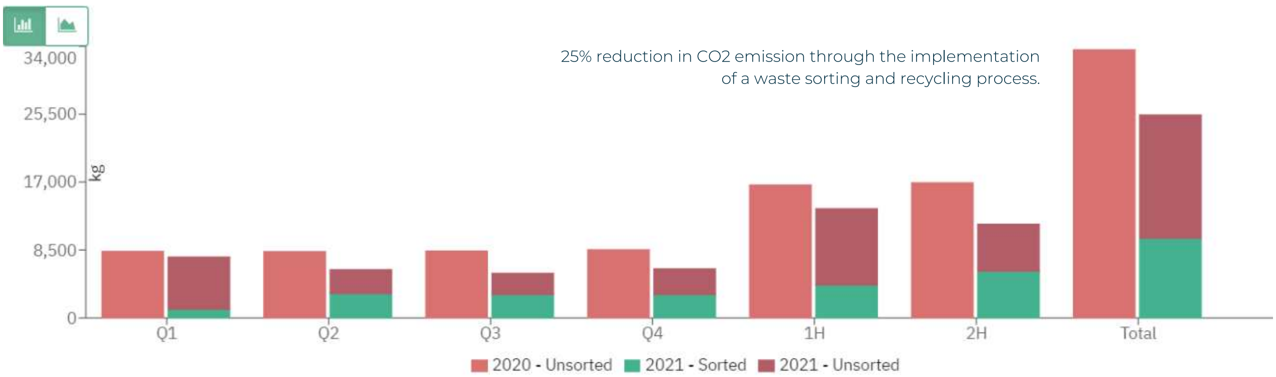
Electricity consumption by bank per year, in comparison with previosly report period

	Q1	Q2	Q3	Q4	1H	2H	Total
+ 2020	129,785	104,955	112,342	119,431	234,740	231,773	**466,513**
+ 2021	149,649	114,353	115,000	139,051	264,002	254,051	**518,053**



Waste sorting/recycling progress by bank per year, in comparison with previosly report period

	Q1	Q2	Q3	Q4	1H	2H	Total
+ 2020	8,329	8,304	8,379	8,534	16,633	16,913	**33,546**
+ 2021	7,620	6,045	5,585	6,147	13,665	11,732	**25,397**



DATA

Operational parameters

Operational Parameters

Operational Parameters	Unit	2020	2021
Total Revenue	thousand EUR	904,54	2 301,02
Total Assets	thousand EUR	143 269,11	212 081,63
Total Equity	thousand EUR	12 082,77	20 248,27
Number of full time equivalent employee	FTEs	376	412

GhG emission intensity	Unit	2020	2021
GhG emissions per megawatt-hour consumed	$kgCO_2e$/MWh	160,17	149,1
GhG emissions per full-time equivalent (FTEe) employee	$kgCO_2e$/FTEs	576,21	538,56
GhG emissions per unit of revenue	$kgCO_2e$/thousand EUR	239,52	96,43
GhG emissions per unit of equity	$kgCO_2e$/thousand EUR	17,93	10,96
Nasdaq: E2 | UNGC: P7, P8 | GRI: 305-4 | SDG: 13 | SASB: General Issue / GHG Emissions, Energy Management			

Energy intensity	Unit	2020	2021
Energy per full-time equivalent (FTEe) employee	kWh/FTEs	3 597,5	3 612,2
Energy per unit of revenue	kWh/thousand EUR	1 495,4	646,8
Nasdaq: E4 | UNGC: P7, P8 | GRI: 302-3 | SDG: 12 | SASB: General Issue / Energy Management			

Waste intensity	Unit	2020	2021
Total waste per full-time equivalent (FTEe) employee	kg/FTEs	89,2	61,6
Total waste per unit of revenue	kg/thousand EUR	37,1	11

Environmental management

Environmental management	Unit	2020	2021
Does your company follow a formal Environmental Policy?	yes/no	Yes	Yes
Does your company follow specific waste, water, energy, and/or recycling policies?	yes/no	No	Yes
Does your company use a recognized energy management system?	yes/no	No	No
Nasdaq: E7 | GRI: 103-2 | SASB: General Issue / Waste & Hazardous Materials Management			

Climate oversight	Unit	2020	2021
Does your Senior Management Team oversee and/or manage climate-related risks?	yes/no	Yes	Yes
Does your Board of Directors oversee and/or manage climate-related risk?	yes/no	Yes	Yes
Management | TCFD: Governance (Disclosure A/B)			

DATA

Emissions

Greenhouse Gas Emissions	Unit	2020	2021
Scope 1	tCO_2e	170,5	188,6
Scope 2 (location-based)	tCO_2e	26,5	26,4
Scope 1 and 2	tCO_2e	197	215
Scope 3	tCO_2e	19,7	6,9
Total operational GhG emissions	tCO_2e	216,7	221,9
Nasdaq: E1|UNGC: P7|GRI: 305-1,305-2,305-3|SASB: General Issue / GHG Emissions|TCFD: Metrics & Targets			

Scope 1 - Details	Unit	2020	2021
Total emissions	tCO_2e	170,5	188,6
Stationary fuel combustion	tCO_2e	81,5	99,1
Mobile fuel combustion	tCO_2e	89	89,5

Scope 2 - Details	Unit	2020	2021
Total emissions	tCO_2e	26,5	26,4
Electricity	tCO_2e	4,9	5,4
Heating	tCO_2e	21,6	20,9

Scope 3 - Upstream emissions	Unit	2020	2021
Category 5: Waste generated in operations			
Total emissions	tCO_2e	19,7	6,9
Transport, disposal and treatment of waste	tCO_2e	19,7	6,9

DATA

Emission Sources

Energy consumption	Unit	2020	2021
Total energy consumption	kWh	1 352 667	1 488 207
Fossil fuels	kWh	780 289	867 358
Electricity	kWh	466 513	518 053
Heating	kWh	105 865	102 796
Direct energy consumption	kWh	780 289	867 358
Indirect energy consumption	kWh	572 378	620 849
Nasdaq: E3 | UNGC: P7, P8 | GRI: 302-1, 302-2 | SDG: 12 | SASB: General Issue / Energy Management			

Energy mix	Unit	2020	2021
Total energy consumption	kWh	1 352 667	1 488 207
Fossil fuel	%	77,3%	70,2%
Renewables	%	4,2%	4,2%
Nuclear	%	18,5%	18,7%
Nasdaq: E5 | GRI: 302-1 | SDG: 7 | SASB: General Issue / Energy Management			

Fuel consumption	Unit	2020	2021
Total fuel consumption	kg	63 120	70 076
Petrol	kg	31 043	31 088
Natural gas	kg	32 077,4	38 988,6

Water consumption	Unit	2020	2021
Total water consumption	m³	2 288	2 244
Cold water	m³	2 288	2 244
Nasdaq: E6 | GRI: 303-5 | SDG: 6 | SASB: General Issue / Water & Wastewater Management			

Electricity mix	Unit	2020	2021
Total electricity consumption	kWh	466 513	518 053

Waste treatment	Unit	2020	2021
Total waste generation	kg	33 546	25 397
Sorted waste	kg	-	9 976
Unsorted waste	kg	33 546	15 421
Recycled waste	kg	-	18 946
Disposed waste	kg	-	6 451
Percentage of waste sorted	%	0%	39,3%
Percentage of waste recycled	%	0%	74,6%

DATA

Social

Employee Turnover	Unit	2020	2021
Full-time Employees			
Year-over-year change for full-time employees	%	12%	10%
Dismissal	%	14%	14%
Retirement	%	-	-
Job transition	%	-	-
Death	%	0%	0%
Contractors and/or consultants			
Year-over-year change for contractors and/or consultants	%	12%	8%
Dismissal	%	1%	0%
Retirement	%	-	-
Job transition	%	-	-
Death	%	-	0,2%
Gender			
Men	%	29%	28%
Women	%	71%	72%
Age			
<20	%	1%	1%
20-29	%	24%	25%
30-39	%	40%	38%
40-49	%	22%	24%
50-59	%	10%	8%
60-69	%	3%	3%
70+	%	0%	0%
S3|UNGC: P6|GRI: 401-1b|SDG: 12|SASB: General Issue / Labor Practices			

Gender Diversity	Unit	2020	2021
Enterprise Headcount			
Percentage of women in enterprise	%	70%	72%
Women	no.	265	294
Men	no.	111	118
Entry- and Mid-level Positions			
Percentage of women in entry- and mid-level position	%	71%	72%
Women	no.	260	289
Men	no.	106	113
Senior- and Executive-level Positions			
Percentage of women in senior- and executive-level positions	%	50%	50%
Women	no.	5	5
Men	no.	5	5
S4|UNGC: P6|GRI: 102-8, 405-1|SASB: General Issue / Employee Engagement, Diversity & Inclusion			

DATA

Social

Temporary Worker Ratio	Unit	2020	2021
Full-time positions	no.	372	410
Total enterprise headcount held by part-time employees	%	1%	1%
Total enterprise headcount held by contractors and/or consultants	%	-	-
S5|GRI: 102-8|UNGC: P6			

Non-Discrimination	Unit	2020	2021
Does your company follow a sexual harrassment and/or non-discriminato	yes/no	Yes	Yes
Inclusion			

Injury Rate	Unit	2020	2021
Total number of injuries and fatalities, relative to the total workforce	%	0%	0%
S7|GRI: 403-9|SDG: 3|SASB: General Issue / Employee Health & Safety			

Global Health & Safety	Unit	2020	2021
Does your Company publish and follow an occupational health and/or glo	yes/no	Yes	Yes
S8|GRI: 103-2 (See also: GRI 403: Occupational Health & Safety 2018)|SDG: 3|SASB: General Issue / Employee Health & Safety			

Child & Forced Labor	Unit	2020	2021
Does your company follow a child labor policy?	yes/no	Yes	Yes
Does your company follow a forced labor policy?	yes/no	Yes	Yes
If yes, do your child and/or forced labor policy cover suppliers and vendor	yes/no	No	No
Assessment 2016)|UNGC: P4, P5|SDG: 8|SASB: General Issue / Labor Practices			

Human Rights	Unit	2020	2021
Does your company publish and follow a human rights policy?	yes/no	Yes	Yes
If yes, does your human rights policy cover suppliers and vendors?	yes/no	No	No
P2|SDG: 4, 10, 16| SASB: General Issue / Human Rights & Community Relations			

DATA
Governance

Board Diversity	Unit	2020	2021
Total board seats occupied by women (as compared to men)	%	0%	0%
Committee chairs occupied by women (as compared to men)	%	0%	0%
G1|GRI 405-1|SDG: 10|SASB: General Issue / Employee Engagement, Diversity & Inclusion (See also: SASB Industry Standards)			

Board Independence	Unit	2020	2021
Does the company prohibit CEO from serving as board chair?	yes/no	Yes	Yes
Total board seats occupied by independents	%	50%	50%
G2|GRI: 102-23, 102-22			

Collective Bargaining	Unit	2020	2021
Total enterprise headcount covered by collective bargaining agreements (	%	100%	100%
G4|UNGC: P3|SDG: 8|GRI: 102-41|SASB: General Issue / Labor Practices (See also: SASB Industry Standards)			

Supplier Code of Conduct	Unit	2020	2021
Are your vendors or suppliers required to follow a Code of Conduct	yes/no	Yes	Yes
If yes, what percentage of your suppliers have formally certified their con	%	-	-
Social Assessment 2016|SDG: 12|SASB General Issue / Supply Chain Management (See also: SASB Industry Standards)			

Ethics & Anti-Corruption	Unit	2020	2021
Does your company follow an Ethics and/or Anti-Corruption policy?	yes/no	Yes	Yes
If yes, what percentage of your workforce has formally certified its compl	%	100%	100%
G6|UNGC: P10|SDG: 16|GRI: 102-16, 103-2 (See also: GRI 205: Anti-Corruption 2016)			

Data Privacy	Unit	2020	2021
Does your company follow a Data Privacy policy?	yes/no	Yes	Yes
Has your company taken steps to comply with GDPR rules?	yes/no	Yes	Yes
G7|GRI: 418 Customer Privacy 2016|SASB: General Issue / Customer Privacy, Data Security (See also: SASB Industry Standards)			

ESG Reporting	Unit	2020	2021
Does your company publish a sustainability report?	yes/no	Yes	Yes
If Yes: If Yes: does the Sustainability Report disclose environmental, socia	yes/no	-	Yes
Is sustainability data included in your regulatory filings?	yes/no	Yes	Yes
G8|UNGC: P8			

Disclosure Practices	Unit	2020	2021
Does your company provide sustainability data to sustainability reporting	yes/no	Yes	Yes
Does your company focus on specific UN Sustainable Development Goals	yes/no	Yes	Yes
Does your company set targets and report progress on the UN SDGs?	yes/no	Yes	Yes
G9|UNGC: P8			

External Assurance	Unit	2020	2021
Are your sustainability disclosures assured or validated by a third party?	yes/no	Yes	Yes
G10|UNGC: P8|GRI: 102-56			

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