



BANK
LVIV

Environmental Social Governance Report 2022



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Welcome

We are glad to present the Bank Lviv Sustainability Report 2022. It provides an update on our progress toward the bank's Environmental & Sustainable Strategy goals for 2022.

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.

Cover explanation:

In a wooden cube with the symbols of the Bank Lviv Charity Fund, which supports demining in Ukraine, fresh grass sprouts from soil that originates from liberated and demined land in the Kharkiv region 🇺🇦



Dear readers

As we prepare for the release of our 2022 ESG annual report, we are reminded of the historical significance of this year for Lviv Bank. In the midst of a war, we not only managed to effectively organize work and continue to provide high-quality and professional support to the economy of small and medium-sized businesses in western Ukraine, but we also reaffirmed the indispensability of sustainable development approaches to doing business, even in such difficult conditions.

We firmly believe that the banking sector of Ukraine cannot function without considering ESG components and principles of sustainability. As Lviv Bank, we understand our responsibility in developing this area by providing financing for green businesses and building internal technical competencies. We aim to assess environmental and social risks in-depth and provide technical engineering support for complex projects. This will simplify the implementation process for business owners and help them execute challenging projects with ease.

It is worth noting that our focus is not solely on the environmental impact of projects, but also on the social component that is becoming increasingly important for the Ukrainian market. We are working to provide business representatives with the most effective process for obtaining financing and technical support for environmental and social projects.

If we briefly analyze the year 2022, which we report on in this document, we would like to note the successful work of the bank's team with supervisory board support, which is illustrated by the bank's profit for the reporting period of 127 m UAH, maintenance of the current loan portfolio, and growth of the deposit portfolio for 880 m UAH, and what is extremely important for us the number of bank

employees, 407. Our efficiency indicators – CIR decreased to 57%, ROE increased to 18%. We are proud to announce that despite the war, we have set up effective work that has allowed us to keep all departments working, recruit new professionals to the team, implement ambitious financial projects, and continue and increase our work with international financial institutions, thanks to which we can support the work of small and medium-sized businesses and develop the country's economy as a whole, with a mandatory assessment of the environmental and social risks of such projects.

In this document, which is the third consecutive year we have published despite all obstacles for the Ukrainian market, you will find our ESG impact reporting data for 2022, as well as those projects and directions in which the bank lived, implemented, influenced the acceleration of the victory of Ukraine, and did everything to look at any project we undertake through the prism of an ecological approach. We believe that in every project, it is possible to add added value through the correct use of resources in the direction of environmental friendliness and sociality.

Sincerely yours,
Bank Management





About Bank Lviv

100%
european
capital

32
years of
successful
work

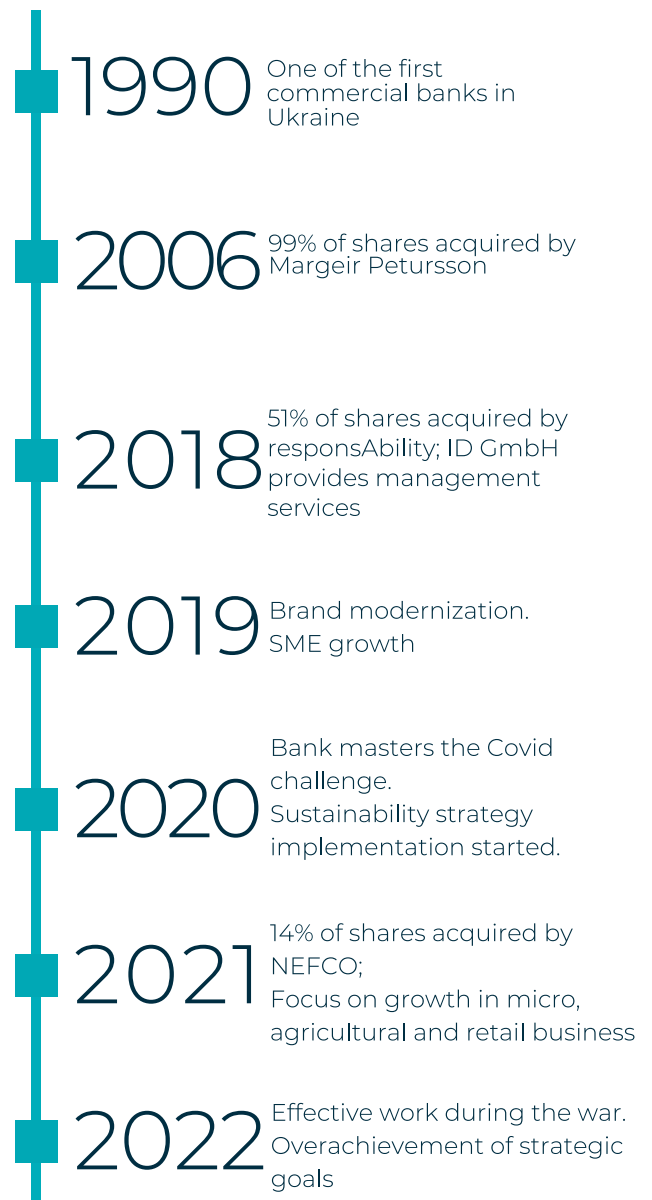
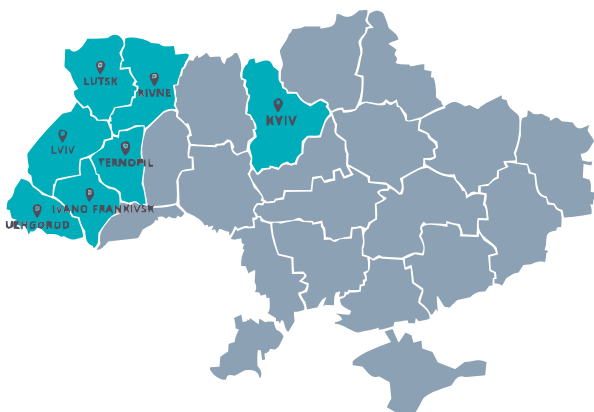
35 000
bank
clients

407
employees

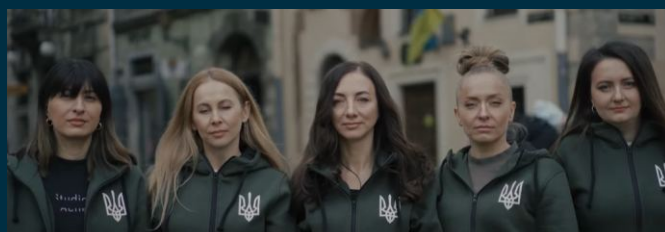
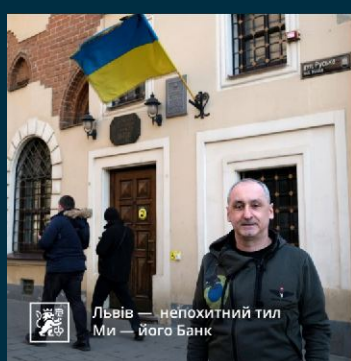
19
branches

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.



Our resilience: 2022 in photo





Our resilience: 2022 in facts

January



Developed and approved the bank's business strategy for the next 5 years.

February, March



Bank supports the country's financial stability, ensures uninterrupted operation of branches and ATMs, saves all jobs, provides complete and as early as possible payment to all bank employees, and ensures loan holidays for customers.

April



Restoration of full operation of all branches.

Planting of a Linden alley in Ivano-Frankivsk branch team.

May



Launched the bank's charity fund to support the demining of the de-occupied Ukrainian regions.

Memorandum with the State Emergency Service on official partnership.

June



"Free Land" deposit, where clients transfer part of the interest to charity programs of the Bank Lviv Charity Fund.

Memorandum on cooperation with the Association of Sustainable Development experts of the creation of the Sustainability Fund for business support.

July



Virtual Card for Retail.

Participation in the E&S run event in Rivne with cleaning the park.

The start of the first joint course with the State Emergency Service to identifying the explosive objects "Free Land".

August



Signed with the Federal Tax Service and USAID 10-year agreement on provision of bank guarantees 15 m USD on loans for SMEs with E&S cover.

First place at the FinAwards 2022, "Best Cash Loan".

Signed with EBRD a 2-year loan agreement in the amount of up to 10 million euros.

September



Bank Lviv, Charity Fund and the international organization Oxfam launched a grant program "Helping those who help" worth 1 million euros.

October



Ensuring the work of the HQ and all branches despite missile attacks on the region and power outage.

November



Participation in the forum «Winning in Extreme Uncertainty: The Power of Resilience» by EFSE, GGF.

Released Bank Lviv ESG Report 2021

December



Grants for business together with the German Sparkassenstiftung.



Our approach & goals in ESG

Bank Lviv continues the implementation of the strategy of sustainable development, which was launched in 2020, and despite the full-scale invasion of the enemy and military operations on the territory of Ukraine implements projects that have the values of sustainable development and a positive impact on the environmental and social components.

The Bank continues to work on projects related to the financing of green projects, assessment of environmental and social risks, the creation of social programs, and the construction of a partner community with the values of sustainable development under the auspices of the initiative "Taking into account climate measures in financial institutions", a coalition of public and private financial institutions.

After all the events of 2022, feeling the support of our partners and faith in our own strength and Ukraine, we declare even more confidently that the services of MSMEs and retail banking provide an excellent opportunity to positively influence the economic, social, and environmental in the west of Ukraine, even during military operations and especially after the victory of Ukraine.

Due to the military actions, we adjusted the terms for achieving our strategic goals:

Internal Operations

Carbon neutral status in Scope 1,2 by 2028

Through efficient consumption of energy resources and the implementation of additional projects to compensate for its own emissions.

E&S Risk Management

E&S risk management is tested, updated and implemented at all levels

Assessment of eco and social risks for all bank credit products through the use of updated policies, procedures and programs that meet the standards and requirements of international partners.

Own technical expertise is available for conducting a more in-depth assessment of projects of the high category.

Products & Services

The share of green and social loans in the LP reaches at least 15% by 2028

Available own and partner financial products of the bank with the goals of environmental and social direction.

In-house technical and engineering competence to assess the effectiveness of projects and provide assistance in their implementation to clients.

Partnerships

Internationally recognized sustainability certification or rating

- 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

Outreach & Engagement

Sustainable bank No 1 in Western Ukraine

- targeted projects and promotion of sustainable development in all areas of the bank's operations



Environmental & Social Risk Management

Bank Lviv is committed to managing environmental and social (E&S) risks responsibly and proactively.

We recognize that E&S risks can significantly impact our business, our customers, and the communities in which we operate.

That is why we have a comprehensive E&S risk management system and closely work with EBRD to update and track it according to modern trends.

Our E&S risk management system is based on the following principles:

Integration:

E&S risk management is integrated into all small, medium, and corporate business aspects, from lending and investment to operations.

Proportionality:

We tailor our E&S risk management approach to the specific risks associated with each transaction or project in medium and high segments.

Transparency:

We are transparent about our E&S risk management approach and our performance. We regularly engage with our stakeholders, including customers, and investors, to get their input on our E&S risk management practices.

Bank Lviv E&S risk management system includes the following key components:

E&S risk assessment: We conduct E&S risk assessments for all lending and investment transactions and projects (small, medium, corporate). This involves identifying and evaluating the potential E&S impacts of the transaction or project, as well as the risks to our business and our stakeholders.

E&S risk mitigation: We develop and implement mitigation measures to address the E&S risks identified in our assessments with high risk. These mitigation measures may include environmental and social impact assessments, management plans, and monitoring programs.

E&S risk monitoring: We annually monitor the implementation and effectiveness of our mitigation measures. We also monitor changes in the regulatory environment and the E&S performance of our customers and investees.



2022 ESG Highlights

During this year, during the war, we worked on those projects that had a direct impact on the bank's activities in a critical situation and were realistic to implement. First of all, we needed to ensure the operation of branches in the conditions of the destruction of the infrastructure of the regions and the shutdown of electricity. Another direction was cooperation with our partners on the automation of environmental and social risk assessment

to ensure that this assessment is carried out more automatically and in more detail in projects of the high-risk segment. Separately, we would like to note that despite the war, together with the bank's partners, we started partial "green" lending for energy efficiency projects to small and medium-sized businesses with the possibility of receiving additional grant proposals.

-10%

reducing of Bank CO2 emission

-30%

average emissions reduction in green finance projects



400

explosive objects identifiers trained



-9%

reducing of total energy consumption

EUR
200K

social grants were issued with Oxfam cooperation

only
1,2%

share in total LP with high E&S risk category



Contribution to UN sustainable goals



Since we began following the Sustainable Development Strategy in 2020, Bank Lviv has picked six important goals that match well with what we do. These goals can make a real difference because of our work as a company. Even with the challenges of war, our top priorities include helping society, using less energy, and teaming up with companies from around the world and our own country. This way, we can achieve our goals and encourage our employees and customers to join in too.



At Bank Lviv, every woman is afforded equal rights and opportunities to pursue self-fulfillment and attain professional objectives. Women constitute 72% of the bank's workforce and hold 50% of positions in middle and senior management roles.



The objective involves a united worldwide endeavor to guarantee everyone's access to affordable, dependable, sustainable, and contemporary energy. Through its operational undertakings, the bank contributes to this objective by offering favorable financing terms for specific projects.



We contribute to this aim by having 407 employees on board, safeguarding jobs and salary payments even amidst the war through salary adjustments, and offering health insurance to sustain the team's economic well-being and overall compensation standards.



The bank strives to establish sustainable consumption and production practices within its operations through a dual approach. Firstly, by concentrating on the management, control, and internal use of resources. Secondly, by aiming to encourage a sustainable consumption model among its customers.



Internally, the bank has made efforts to curb emissions growth stemming from its operations and can ensure a positive progress in this area.



In its pursuits, the bank engages in creating and participating in local as well as international partner networks. These efforts are directed towards the promotion and advancement of social and green finance, which contributes positively to the environment and society.



Sustainability during the war



In the face of challenging times, our commitment to Environmental, Social, and Governance (ESG) principles remains resolute. As we grapple with the complexities brought on by the ongoing war in Ukraine, our dedication to responsible practices shines through.

Environmental Stewardship:

Despite the turmoil, our efforts to minimize our environmental footprint persist. We continue to explore avenues for resource efficiency, emissions reduction, and sustainable practices. By upholding these eco-conscious measures, we contribute to a greener future even amidst adversity for the Bank and our customers.

Social Responsibility:

The impact of the war on communities is profound. Our unwavering support for social responsibility manifests through initiatives that extend a helping hand to those affected. From providing aid to impacted deoccupied regions to ensuring the welfare of our employees and customers, our commitment to social well-being remains steadfast.

Governance Integrity:

Upholding strong governance practices is essential, particularly in times of upheaval. Our commitment to transparency, ethics, and accountability remains non-negotiable. By demonstrating sound governance, we bolster trust in our operations and maintain a strong foundation even during challenging circumstances with the strong support of the shareholders, supervisory board, and partners.

As we navigate through this period, we are dedicated to fostering positive impacts on the environment, society, and our stakeholders. Our pursuit of ESG excellence is unwavering, reflecting our belief that principles endure, even in the face of adversity.

We understand that embracing ESG is not just about responsibility, but our conscious choice.



Free Land Charity Fund 2022



**Ukrainians
are free people!**

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

**Our
results:**

7 courses for
identifying
explosives
supported

10 sappers
kits
provided

1 specialized
transport van

2 fuel
generators

400 trained in
identifying
explosives

1.5 the number of false
sapper calls decreased
by 1.5 times

>250 explosive
objects
identified





Free Land Charity Fund 2022

Our mission and goals:

Sowing AGRI

Thousands of hectares of fertile land are currently mined. We see our mission as helping targeted demining of fields for the possibility of sowing and growing crops without risking the lives and health of farmers.

Clean Environment ECO

Due to the military actions of the enemy, the natural environment of Ukraine is extremely polluted from the point of view of ecology, which will have a negative impact on the environment in the future. We see ourselves as a partner in restoring the natural state of environmental objects (forests, fields, reservoirs)

Courses in identification of explosives EDUCATION

In 2022, we trained 400 people in the safe identification of explosive objects. What saved their lives and health and helped them make the territories entrusted to them safe (fields, forests, houses, entire settlements). In 2023, we see our mission in continuing education, at least 600 people, with a targeted focus on farmers.

Mine-safety first mobile class EDUCATION

The first mobile mine safety class in Ukraine for children and residents of remote de-occupied settlements. The car will visit them and conduct training on identifying explosives

Balance report:

Donations received

1 896 315.86 UAH

Charity contribution

1 755 649 UAH

- Demining Identificators Courses
933 426 UAH
- Equipping first mobile demining educational class
716 800 UAH
- Sappers complects
102 000 UAH
- Related costs
3 423 UAH

Balance 140 666. 86 UAH



Bank Lviv Charity Fund 2022

Mine-safety first mobile class

The Bank Lviv Charity Fund, in collaboration with the State Emergency Service, has successfully executed a groundbreaking project - the first mobile mine safety class in Ukraine. This innovative initiative is aimed at informing and training the inhabitants of the territories that have been liberated from occupation, providing them with essential knowledge regarding mine safety. Bank Lviv played a pivotal role as the primary sponsor, contributing to the acquisition of the vehicle and equipment for the mobile class. This underscores the bank's enduring commitment to supporting demining efforts and bolstering Ukraine's security.

The mobile unit is fully equipped to conduct comprehensive training sessions, both indoors and outdoors, in diverse conditions. It features vital components such as a diesel generator, projector, laptop, and other essential materials. This mobile class has a crucial focus - reaching

out to the civilian populace residing in remote villages and towns, which bore the brunt of active hostilities during the war. These areas, potentially mined, pose a threat to the lives and well-being of local residents.

The program operates across several regions including Kharkiv Oblast, Kherson Oblast, Kyiv Oblast, and Chernihiv Oblast. Training sessions take place in schools, preschools, village councils, local enterprises, and more. The primary objective is to safeguard and educate residents about the risks posed by explosive devices. Participants learn the appropriate steps to take upon discovery, safety protocols, and basic first aid.

The impact of this initiative cannot be overstated. Through the efforts of the mobile mine safety class, people are empowered with knowledge that genuinely holds the potential to save lives and protect their well-being.



Demining lesson from the mobile class



Our social responsibility:

Humanitarian grants for people through business from Bank Lviv and Oxfam



WE HELP THOSE WHO HELP

The project is implemented by the Dutch Charity Oxfam together with Bank Lviv and our Charity Fund

The goal of the project is to help businesses that provide charity support to the civil people of Ukraine affected by the war.

A grant is a non-repayable financial assistance that is issued on certain conditions for certain purposes.

The maximum size of the grants are 25,000 EUR and a total of 1 million EUR in grants are being extended over a 1-year period

A grant can be received by business representatives who are registered, conduct business activities, pay taxes, have all the necessary registration documents, permits and licenses for the relevant types of entrepreneurial activity.

**200 000
EUR**

**approved
grant
applications**

**14 300
people**

**who received
program's
assistance**

**8
new staff
hired**

**409
medicine
services**

**13 793
hot meal
delivered**

**90
shelter
places**



Our social responsibility:

“FREE PEOPLE”

Free people relocate production under rocket fire. Teams scattered by the war in bomb shelters and foreign-speaking cities are connected remotely. The country earns euros, dollars, pounds, crowns and zlotys. A coffee shop is opened in Ternopil instead of the burned one in Chernihiv. They go out to the fields past the broken invading tanks.

Free people keep their promises. They strengthen the Ukrainian gross product. New jobs are created. Looking for opportunities. Economic millstones are turning. They inspire us. Bank Lviv supports and popularizes such activities in wartime and wants our shared stories to inspire everyone around.



Anna Tymchyshyn,
co-owner "Agrotem"

"On February 24, two fertilizing import trucks came to me. Everything stopped, no one knew what to do. It was a complete shock. And you know, as they say in our agriculture - one day feeds the whole year. The country's food program is also an important front, because the soldiers who are fighting must also have something to eat. Children and refugees too.

Everyone should be in their place. Where he is competent, where his work will bring us closer to victory. So we needed a cold mind. In those first days, there was no question of leaving Ukraine at all, because

we have 220 dairy cows that need to be milked, fed, and stocked for the next winter.

Yes, for every agrarian his field, his cattle are also the front. And when a rocket falls on your sown field, the eruption of which so completely covered the earth from thirty dump trucks - you do not retreat. You think: it's good that none of the workers were in the field at that time, it's good that it landed here, 2 kilometers from the first village house. We do not give up here, such situations do not break our spirit. We believe in victory, we do our job. As Lesya Ukrainka used to say: "Yes! I will laugh everywhere with tears."

Where to get energy for work, when all around is war, sadness and tears? I take it in the field - from the earth, from the sun, from the sky. From the eyes of the closest. We have to be strong and charge our loved ones to victory with faith and confidence."



Volodymyr Novyy,
owner "Green Way Organic"

"I am the co-owner and co-author of the innovative Green Wave Organic business in the field of national economy. We introduce complexes for vertical cultivation of greens and vegetables. And it started when we realized: this industry almost does not exist in Ukraine. It would seem that Ukrainians are a nation of farmers. We are people of the earth, capable of feeding the whole world. And our greens and vegetables are imported.

We immediately decided: we will create the coolest and exclusively Ukrainian product. Launched during the war. There were rocket attacks on

Zolochiv. There was an opportunity to restart in Poland. But our choice was to work in our country - at full speed and to the victorious end. We are like that plant: it wants to live and lives.

Today in Lviv alone, there are more than a hundred restaurants that buy greens from us. This is salad, basil, and microgreens. We actively cooperate with the best brand-chefs. The enjoyment of quality food is a value that should be available to everyone.

Our goal is an even greater turnover of products, fresh greens in every home. The technology we have developed is unique. We used the best world practices and

created an innovative algorithm that gives an extremely powerful result. From every square meter of our greenhouse complex, we produce one kilogram of greenery every day. However, it was necessary to have a breakthrough idea. The moment when a scientific advantage is formed should be used as efficiently as possible and scaled instantly. And this requires broad access to financing. We really enjoyed communicating with the Bank Lviv team. We immediately outlined the space of possibilities. Everything is clear and simple: we launch, demonstrate profit, receive financial support for development.

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 2022 Annual Report sets forth Bank Lviv's GHG emissions for the base year 2022 and progress from 2021, 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 2022.

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 transportation for recycling, Bank Lviv tracked waste-related emissions in 2022.

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 (CO₂e) is a quantity that describes, for a given mixture and amount of GHG, the amount of carbon dioxide (CO₂) that would have the same global 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/>.

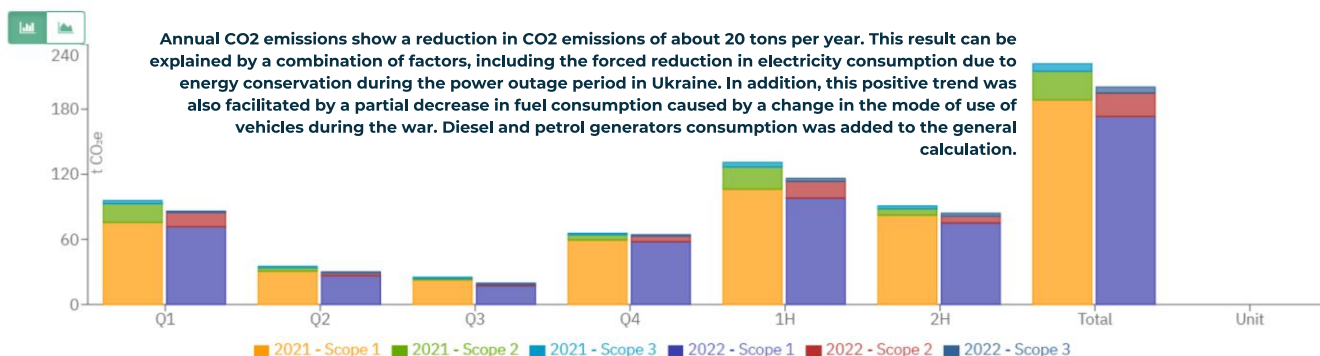
ESG reporting
The abbreviation ESG stands for the environment, society, and governance, as set out in the ESG reporting guide for the NASDAQ Nordic exchanges. For more information, see the NASDAQ website (<https://www.nasdaq.com/ESG-Guide>).



Data

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

	Q1	Q2	Q3	Q4	1H	2H	Total	Unit
+ 2021	95.8	35.21	25.18	65.69	131.02	90.87	221.89	t CO ₂ e
+ 2022	86.08	30.18	19.75	64.4	116.26	84.16	200.42	t CO ₂ e



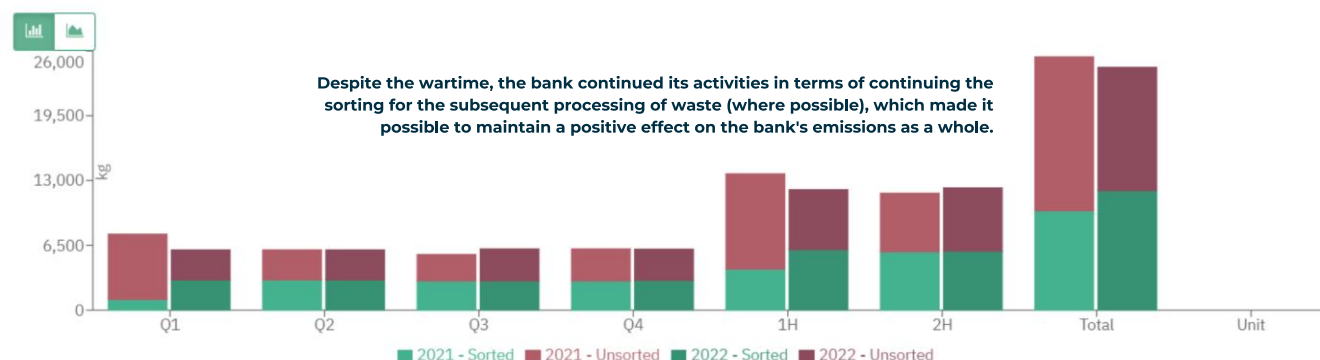
Electricity consumption by bank per year, in comparison with previously report period

	Q1	Q2	Q3	Q4	1H	2H	Total	Unit
+ 2021	149,649	114,353	115,000	139,051	264,002	254,051	518,053	kWh
+ 2022	150,473	108,538	108,815	122,619	259,011	231,434	490,445	kWh



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

	Q1	Q2	Q3	Q4	1H	2H	Total	Unit
+ 2021	7,620	6,045	5,585	6,147	13,665	11,732	25,397	kg
+ 2022	6,042	6,043	6,146	6,120	12,085	12,266	24,351	kg





Data

Operational parameters & Environmental management

Operational Parameters	Unit	2020	2021	2022
Total Revenue	thousand EUR	904,54	2 301,02	3 266
Total Assets	thousand EUR	143 269,11	212 099,47	191 025
Total Equity	thousand EUR	12 082,77	20 248,27	19 928
Number of full time equivalent employees	FTEs	376	412	407
Total space for own operation	m ²	5 194,6	5 062	5 062
Total space for own operation	m ³	15 972,9	15 540	15 540

GhG emission intensity	Unit	2020	2021	2022
GhG emissions per megawatt-hour consumed	kgCO ₂ e/MWh	160,17	149,1	147,45
GhG emissions per full-time equivalent (FTEe) employee	kgCO ₂ e/FTEs	576,21	538,56	492,42
GhG emissions per unit of revenue	kgCO ₂ e/thousand EUR	239,52	96,43	61,36
GHG emissions per assets	kgCO ₂ e/thousand EUR	1,51	1,05	1,05
GhG emissions per unit of equity	kgCO ₂ e/thousand EUR	17,9	11	10,1
GhG emissions per unit of space (m ²)	kgCO ₂ e/m ²	41,71	43,83	39,59
GhG emissions per unit of space (m ³)	kgCO ₂ e/m ³	13,56	14,28	12,9

Nasdaq: E2|UNGC: P7, P8|GRI: 305-4 |SDG: 13|SASB: General Issue / GHG Emissions, Energy Management

Energy intensity	Unit	2020	2021	2022
Energy per full-time equivalent (FTEe) employee	kWh/FTEs	3 597,5	3 612,2	3 339,5
Energy per unit of revenue	kWh/thousand EUR	1 495,4	646,8	416,2
Energy per square meter	kWh/m ²	260,4	294	268,5
Energy per cubic meter	kWh/m ³	84,7	95,8	87,5

Nasdaq: E4|UNGC: P7, P8|GRI: 302-3|SDG: 12|SASB: General Issue / Energy Management

Waste intensity	Unit	2020	2021	2022
Total waste per full-time equivalent (FTEe) employee	kg/FTEs	89,2	61,6	59,8
Total waste per unit of revenue	kg/thousand EUR	37,09	11,04	7,46

Environmental management	Unit	2020	2021	2022
Does your company follow a formal Environmental Policy?	yes/no	Yes	Yes	Yes
Does your company follow specific waste, water, energy, and/or recycling policies?	yes/no	No	Yes	Yes
Does your company use a recognized energy management system?	yes/no	No	No	No

Nasdaq: E7|GRI: 103-2|SASB: General Issue / Waste & Hazardous Materials Management

Climate oversight	Unit	2020	2021	2022
Does your Senior Management Team oversee and/or manage climate-related risks?	yes/no	Yes	Yes	Yes
Does your Board of Directors oversee and/or manage climate-related risk?	yes/no	Yes	Yes	Yes

Nasdaq: E8, E9|GRI: 102-19, 102-20, 102-29, 102-30, 102-31|SASB: General Issue / Business Model Resilience, Systematic Risk Management|TCFD:

Climate risk mitigation	Unit	2020	2021	2022
Total annual investment in climate-related infrastructure, resilience, and product	thousand EUR	-	116	70

Nasdaq: E10|UNGC: P9|SASB: General Issue / Physical Impacts of Climate Change, Business Model Resilience|TCFD: Strategy (Disclosure A)



Data

Emissions

Greenhouse Gas Emissions	Unit	2020	2021	2022
Scope 1	tCO ₂ e	170,5	188,6	173,2
Scope 2 (location-based)	tCO ₂ e	26,5	26,4	21,7
Scope 2 (market-based)	tCO ₂ e	-	-	-
Scope 1 and 2	tCO ₂ e	197	215	195
Scope 3	tCO ₂ e	19,7	6,9	5,5
Total operational GhG emissions	tCO ₂ e	216,7	221,9	200,4
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	2022
Total emissions	tCO ₂ e	170,5	188,6	173,2
Stationary fuel combustion	tCO ₂ e	81,5	99,1	81,7
Mobile fuel combustion	tCO ₂ e	89	89,5	85,5

Scope 2 - Details	Unit	2020	2021	2022
Total emissions	tCO ₂ e	26,5	26,4	21,7
Electricity	tCO ₂ e	4,9	5,4	5,1
Heating	tCO ₂ e	21,6	20,9	16,6
Cooling	tCO ₂ e	-	-	-
Steam	tCO ₂ e	-	-	-

Scope 3 - Upstream emissions	Unit	2020	2021	2022
Category 5: Waste generated in operations				
Total emissions	tCO ₂ e	19,7	6,9	5,5
Transport, disposal and treatment of waste	tCO ₂ e	19,7	6,9	5,5
Wastewater treatment	tCO ₂ e	-	-	-



Data

Emissions sources

Energy consumption	Unit	2020	2021	2022
Total energy consumption	kWh	1 352 667	1 488 207	1 359 169
Fossil fuels	kWh	780 289	867 358	787 406
Electricity	kWh	466 513	518 053	490 445
Heating	kWh	105 865	102 796	81 318
Direct energy consumption	kWh	780 289	867 358	787 406
Indirect energy consumption	kWh	572 378	620 849	571 763
Nasdaq: E3 UNGC: P7, P8 GRI: 302-1, 302-2 SDG: 12 SASB: General Issue / Energy Management				

Energy mix	Unit	2020	2021	2022
Total energy consumption	kWh	1 352 667	1 488 207	1 359 169
Fossil fuel	%	77,3%	70,2%	64,2%
Renewables	%	4,2%	4,2%	2,2%
Nuclear	%	18,5%	18,7%	9,9%
Unknown	%	0%	6,9%	23,7%
Nasdaq: E5 GRI: 302-1 SDG: 7 SASB: General Issue / Energy Management				

Fuel consumption	Unit	2020	2021	2022
Total fuel consumption	kg	63 120	70 076	63 725
Petrol	kg	31 043	31 088	30 705
Diesel	kg	-	-	884
Natural gas	kg	32 077,4	38 988,6	32 136

Water consumption	Unit	2020	2021	2022
Total water consumption	m ³	2 288	2 244	2 223
Cold water	m ³	2 288	2 244	2 223
Nasdaq: E6 GRI: 303-5 SDG: 6 SASB: General Issue / Water & Wastewater Management				

Electricity mix	Unit	2020	2021	2022
Total electricity consumption	kWh	466 513	518 053	490 445

Waste treatment	Unit	2020	2021	2022
Total waste generation	kg	33 546	25 397	24 351
Sorted waste	kg	-	9 976	11 989
Unsorted waste	kg	33 546	15 421	12 362
Recycled waste	kg	0	18 946	11 989
Disposed waste	kg	-	6 451	12 362
Percentage of waste sorted	%	0%	39,3%	49,2%
Percentage of waste recycled	%	0%	74,6%	49,2%



Data

Social

Gender Pay Ratio	Unit	2020	2021	2022
Median total compensation for men (X) to median total compensation for women	X:1	0,65	0,63	0,73
S2 UNGC: P6 GRI: 405-2 SASB: General Issue / Employee Engagement, Diversity & Inclusion				

Employee Turnover	Unit	2020	2021	2022
<i>Full-time Employees</i>				
Year-over-year change for full-time employees	%	12%	10%	10%
Dismissal	%	14%	14%	11%
Death	%	0%	0%	0%
<i>Contractors and/or consultants</i>				
Year-over-year change for contractors and/or consultants	%	12%	8%	10%
Dismissal	%	0%	0%	0%
<i>Gender</i>				
Men	%	29%	28%	31%
Women	%	71%	72%	69%
<i>Age</i>				
<20	%	1%	3%	2%
20-29	%	24%	25%	26%
30-39	%	40%	38%	37%
40-49	%	22%	24%	24%
50-59	%	10%	8%	9%
60-69	%	3%	3%	2%
70+	%	0%	0%	0%
S3 UNGC: P6 GRI: 401-1b SDG: 12 SASB: General Issue / Labor Practices				

Gender Diversity	Unit	2020	2021	2022
<i>Enterprise Headcount</i>				
Percentage of women in enterprise	%	70%	72%	69%
Women	no.	265	294	282
Men	no.	111	118	125
<i>Entry- and Mid-level Positions</i>				
Percentage of women in entry- and mid-level position	%	71%	72%	68%
Women	no.	260	289	277
Men	no.	106	113	119
<i>Senior- and Executive-level Positions</i>				
Percentage of women in senior- and executive-level positions	%	50%	50%	45%
Women	no.	5	5	5
Men	no.	5	5	6
S4 UNGC: P6 GRI: 102-8, 405-1 SASB: General Issue / Employee Engagement, Diversity & Inclusion				



Data

Social

Temporary Worker Ratio	Unit	2020	2021	2022
Total enterprise headcount held by part-time employees	%	2%	2%	2%
Total enterprise headcount held by contractors and/or consultants	%	-	-	-
S5 GRI: 102-8 UNGC: P6				

Non-Discrimination	Unit	2020	2021	2022
Does your company follow a sexual harassment and/or non-discriminatory policy?	yes/no	Yes	Yes	Yes
S6 UNGC: P6 GRI: 103-2 (see also: GRI 406: Non-Discrimination 2016) SASB: General Issue / Employee Engagement, Diversity & Inclusion				

Injury Rate	Unit	2020	2021	2022
Total number of injuries and fatalities, relative to the total workforce	%	0%	0%	0%
S7 GRI: 403-9 SDG: 3 SASB: General Issue / Employee Health & Safety				

Global Health & Safety	Unit	2020	2021	2022
Does your Company publish and follow an occupational health and/or global health & yes/no		Yes	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	2022
Does your company follow a child labor policy?	yes/no	Yes	Yes	Yes
Does your company follow a forced labor policy?	yes/no	Yes	Yes	Yes
If yes, do your child and/or forced labor policy cover suppliers and vendors?	yes/no	No	No	No
P4, P5 SDG: 8 SASB: General Issue / Labor Practices				

Human Rights	Unit	2020	2021	2022
Does your company publish and follow a human rights policy?	yes/no	Yes	Yes	Yes
If yes, does your human rights policy cover suppliers and vendors?	yes/no	No	No	No
SASB: General Issue / Human Rights & Community Relations				



Data

Governance

Board Diversity	Unit	2020	2021	2022
Total board seats occupied by women (as compared to men)	%	0%	0%	17%
Committee chairs occupied by women (as compared to men)	%	0%	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	2022
Does the company prohibit CEO from serving as board chair?	yes/no	Yes	Yes	Yes
Total board seats occupied by independents	%	50%	50%	50%
G2 GRI: 102-23, 102-22				

Collective Bargaining	Unit	2020	2021	2022
Total enterprise headcount covered by collective bargaining agreements (X) to the to %		100%	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	2022
Are your vendors or suppliers required to follow a Code of Conduct	yes/no	Yes	Yes	Yes
2016 SDG: 12 SASB General Issue / Supply Chain Management (See also: SASB Industry Standards)				

Ethics & Anti-Corruption	Unit	2020	2021	2022
Does your company follow an Ethics and/or Anti-Corruption policy?	yes/no	Yes	Yes	Yes
If yes, what percentage of your workforce has formally certified its compliance with t %		100%	100%	100%
G6 UNGC: P10 SDG: 16 GRI: 102-16, 103-2 (See also: GRI 205: Anti-Corruption 2016)				

Data Privacy	Unit	2020	2021	2022
Does your company follow a Data Privacy policy?	yes/no	Yes	Yes	Yes
Has your company taken steps to comply with GDPR rules?	yes/no	Yes	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	2022
Does your organization publish a sustainability report?	yes/no	Yes	Yes	Yes
If Yes: does the Sustainability Report disclose environmental, social and governance r	yes/no	-	Yes	Yes
Is sustainability data included in your regulatory filings?	yes/no	Yes	Yes	Yes
G8 UNGC: P8				

Disclosure Practices	Unit	2020	2021	2022
Does your company provide sustainability data to sustainability reporting framework:	yes/no	Yes	Yes	Yes
Does your company focus on specific UN Sustainable Development Goals (SDGs)?	yes/no	Yes	Yes	Yes
Does your company set targets and report progress on the UN SDGs?	yes/no	Yes	Yes	Yes
G9 UNGC: P8				

External Assurance	Unit	2020	2021	2022
Are your sustainability disclosures assured or validated by a third party?	yes/no	Yes	Yes	Yes
G10 UNGC: P8 GRI: 102-56				



Environmental Social Governance Report 2022

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