

# Revolut EEA Group

Capital adequacy and risk management report (Pillar 3) 31 December 2023

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#### Introduction

#### Notes on basis of preparation

This report is prepared in accordance with the requirements of the Capital Requirements Directive (CRD IV) and the Capital Requirements Regulation No 575/2013 (CRR).

Pillar 3 disclosures complement those disclosed in the Revolut Holdings Europe UAB (RHEUAB or EEA Group) 2023 Annual report and financial statements and provide additional information about the EEA Group's risk profile, including its regulatory capital, risk weighted assets (RWAs), liquidity, leverage exposures as well as information about the EEA Group's approach to managing risk.

The Basel framework is structured around three 'pillars'. Pillar 1 defines minimum capital requirements for credit, market and operational risk. The Pillar 2 defines Supervisory Review and Evaluation Process (SREP) requiring the EEA Group to carry out an internal capital adequacy assessment process (ICAAP), identifying and assessing all the relevant risks which are not covered within Pillar 1 and supporting adequate capital level and an internal liquidity adequacy assessment process (ILAAP) primarily concentrating on the funding and liquidity risk management. Pillar 3 stands for market discipline with the aim to produce disclosures that allow market participants to assess the scope of application by banks of the Basel framework and the rules in their jurisdiction, their capital condition, risk exposures and risk management processes, and hence their capital adequacy.

The EEA Group prepares the financial statements in accordance with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB) and endorsed by the European Union (EU).

Disclosures are prepared on an individual basis.

LEI code of the Revolut Holdings Europe UAB is 485100FX5Y9YLAQLNP12.

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#### Qualitative disclosures according to CRR

#### EU OVA - Institution risk management approach, CRR article 435(1a-d)

	Annual report 2023		Annual report
Pillar 3 disclosure requirement	section	Disclosure	page numbers
Disclosure of concise risk statement approved by the management body	Annual Report	7 - Risk Management and Internal Control	10 -14
Information on the risk governance structure for each type of risk	Annual Report	7 - Risk Management and Internal Control	10 - 14
Disclosure on the scope and nature of risk disclosure and/or measurement systems. Disclose information on the main features of risk disclosure and measurement systems.	Notes to the financial statements	6 - Risk Management	40 - 53
Strategies and processes to manage risks for each separate category of risk. Information on the strategies and processes to manage, hedge and mitigate risks, as well as on the monitoring of the effectiveness of hedges and mitigants.			
Declaration approved by the management body on the adequacy of the risk management arrangements.	Notes to the Financial Statements and supplemented by notes below	6 - Risk Management	40 - 53

The CEO of Revolut Holdings Europe UAB and Supervisory Council concludes that the Holding's capital position is adequate in both base-case and under adverse projections after considering current and future risk profile of the entity on the prudential consolidation basis. This is based on the continued support of ultimate parent Revolut Group Holdings Ltd and its own robust capital position, the quality of the risk management, internal controls and governance. This statement covers both a regulatory and an economic assessment of the risks to the capital position.

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#### EU OVB - Disclosure on governance arrangements

	Annual report 2023		Annual report
Pillar 3 disclosure requirement	section	Disclosure	page numbers
The number of directorships held by		10 - Information about	
members of the management body.	Annual Report	positions held by key	15 - 16
		management	
Information regarding the recruitment policy			
for the selection of members of the	See notes below		
management body and their actual			
knowledge, skills and expertise.			
Information on the diversity policy with	Coo notoo bolow		
regard of the members of the management body.	See notes below		
body.			
Information whether or not the institution	Annual report and		
has set up a separate risk committee and	·	6 - Governance structure	9 - 10
the frequency of the meetings.	below		
, ,			
Description on the information flow on risk		6- Governance structure	
to the management body.	Annual Report	7 - Risk management	9 - 14
		and internal control	

The EEA Group stresses that diversity within the composition of the Management Body is one of the factors that enhance the functioning of the body and address the phenomenon of "group think". Thus, a more diverse supervisory or Management Body can reduce the phenomenon of "group think" and facilitate independent opinions and constructive challenge in the process of decision making. Therefore, to facilitate independent opinions and critical challenge, as well as to ensure broader range of experience, knowledge, skills and values in the EEA Group's management, Managers and Key Function Holders of the EEA Group should be sufficiently diverse in regards of age, gender, geographical provenance and educational and professional background to present a variety of views and experiences.

Gender balance is of particular importance to ensure adequate representation of the population. More diverse management bodies more effectively monitor management and therefore contribute to improved risk oversight and resilience of the EEA Group. Therefore, the EEA Group shall ensure that diversity (including gender diversity) is a factor that is taken into account in the selection and appointment of the Managers and Key Function Holders and will consider options in order to expand the pool of qualified candidates to select from, including through the use of a professional intermediary to assess candidates to promote appointments in accordance with the diversity profile.

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Suitability assessment requirements also include requirements for:

- a. good repute, honesty and integrity;
- b. qualification, skills and experience;
- c. the independence of mind;
- d. the time commitment; and
- e. collective suitability.

Electing Managers are subject to permit from the supervisory authority unless no such permit is required in the cases stipulated in the Regulations and applicable laws. Relevant governance bodies review assessments and make decisions to appoint Managers. Supervisory authority then is informed about the appointment.

The Risk and Compliance Committee assists the Supervisory Council in the oversight of risk and compliance related matters and the principal risks impacting the Company, including risk governance and internal control systems, as well as overseeing the effectiveness of the Company's Enterprise Risk Management Framework. The Committee is composed of 3 members of the Supervisory Council, the majority of whom are Independent. The Committee has 4 scheduled meetings a year and convenes ad-hoc meetings as and when required.

#### EU OVC - ICAAP information, CRR article 438(a,c)

	Annual report		Annual report page
Pillar 3 disclosure requirement	2023 section	Disclosure	numbers
	Notes to the		_
Approach to assessing the adequacy of the internal	financial	34.2 Internal capital	
capital	statements	assessment	86
Upon demand from the relevant competent authority, the			
result of the institution's internal capital adequacy			
assessment process			

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#### EU LIQA - Liquidity risk management, CRR article 451a(4)

	Annual report		Annual report
Pillar 3 disclosure requirement	2023 section	Disclosure	page numbers
Strategies and processes in the management of the liquidity risk, including policies on diversification in the sources and tenor of planned funding, Structure and organisation of the liquidity risk management function (authority, statute, other arrangements).	Notes to the financial statements	6.1.1 Funding and Liquidity Risk	40 - 41
A description of the degree of centralisation of liquidity management and interaction between the group's units Scope and nature of liquidity risk reporting and measurement systems.	Notes to the financial statements	6.1.1 Funding and Liquidity Risk	40 - 41
Policies for hedging and mitigating the liquidity risk and strategies and processes for monitoring the continuing effectiveness of hedges and mitigants.	Notes to the financial statements	6.1.1 Funding and Liquidity Risk	40 - 41
An outline of the bank's contingency funding plans.	See notes below.		
An explanation of how stress testing is used.	Notes to the financial statements	6.1.1 Funding and Liquidity Risk	40 - 41
A declaration approved by the management body on the adequacy of liquidity risk management arrangements of the institution providing assurance that the liquidity risk management systems put in place are adequate with regard to the institution's profile and strategy.  A concise liquidity risk statement approved by the	See notes below.	, ,	
management body succinctly describing the institution's overall liquidity risk profile associated with the business strategy. This statement shall include key ratios and figures (other than those already covered in the EU LIQ1 template under this ITS) providing external stakeholders with a comprehensive view of the institution's management of liquidity risk, including how the liquidity risk profile of the institution interacts with the risk tolerance set by the management body. These ratios may include:	See notes below.		
· Concentration limits on collateral pools and sources of funding (both products and counterparties)			

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#### EU LIQA - Liquidity risk management, CRR article 451a(4)

	Annual report		Annual report
Pillar 3 disclosure requirement	2023 section	Disclosure	page numbers
· Customised measurement tools or metrics that assess			
the structure of the bank's balance sheet or that project			
cash flows and future liquidity positions, taking into			
account off-balance sheet risks which are specific to that			
bank			
· Liquidity exposures and funding needs at the level of			
individual legal entities, foreign branches and subsidiaries,			
taking into account legal, regulatory and operational			
limitations on the transferability of liquidity			
· Balance sheet and off-balance sheet items broken			
down into maturity buckets and the resultant liquidity gaps			

Under liquidity stress conditions, the EEA Group has defined a range of available contingency actions, which are set to ensure that the liquidity buffer, regulatory metrics, risk appetite and the internal liquidity and funding risk management limits are not breached. Normative and economic requirements are also supplemented by a suite of early warning indicators (EWIs) to identify signs of emerging liquidity stress in a timely manner. The list and calibration of indicators is constantly enhanced to incorporate external events and to ensure the set of EWIs remains relevant as the business evolves. In order to capture early signals of potential liquidity stress comprehensively, they are forward-looking and set at a granular level from both leading and lagging, external and internal perspective, and include idiosyncratic and systematic indicators, with the performance of some indicators completely out of the EEA Group's control but nevertheless a strong signal for the EEA Group to be proactive and prepare relevant actions. After these procedures have been activated, the management bodies are tasked to cascade and coordinate efforts across the relevant business units to ensure that liquidity and funding situation is restored within the parameters stipulated by regulatory and internal minimum requirements. The plan defines accountability, actions and triggers for every contemplated event in order to restore liquidity position.

The EEA Group's Management Board concludes that the liquidity position is adequate in both base-case and adverse projections after considering the current and future risk profile of the entity. This is based on the sizable and high quality liquidity buffer, the quality of the risk management, internal controls and governance. This statement covers both a regulatory and an economic assessment of the risks to the capital position.

These include:

- A detailed understanding of the risks applicable to the EEA Group as a result of offering products and services within the market and the levels of liquidity reserves required to mitigate this risk profile;
- A comprehensive assessment of how the business will perform across a range of hypothetical stressed economic and business scenarios which have been designed to specifically test the vulnerabilities in the business model;
- Full awareness of the dynamics of the EEA Group's liquidity position under a range of severe, but plausible stresses and potential actions that can be taken to mitigate the impact of the stresses.

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#### EU LIQA - Liquidity risk management, CRR article 451a(4)

	Annual report		Annual report
Pillar 3 disclosure requirement	2023 section	Disclosure	page numbers

Some of the key ratios (aside from regulatory implied LCR and NSFR) and figures the EEA Group follows in order to monitor liquidity risk include the following:

- Liquidity Stress Excess (LSE) measuring available liquidity level after occurrence of stress;
- The survival period measuring available positive liquidity over the upcoming 1-year horizon;
- Run off of deposits over the last 7-day period;
- Level of high quality assets over total assets portfolio;
- Level of cash equivalents over total assets portfolio;
- Concentration of funding and concentration of uninsured deposits.

#### EU LIQB on qualitative information on LCR, CRR article 451a(2)

	Annual report		Annual report
Pillar 3 disclosure requirement	2023 section	Disclosure	page numbers
Explanations on the main drivers of LCR results and the			
evolution of the contribution of inputs to the LCR's			
calculation over time			
Explanations on the changes in the LCR over time			
Explanations on the actual concentration of funding	See notes below.		
sources	See notes below.		
High-level description of the composition of the			
institution`s liquidity buffer.			
Derivative exposures and potential collateral calls			
Currency mismatch in the LCR			
Other items in the LCR calculation that are not captured in			
the LCR disclosure template but that the institution			
considers relevant for its liquidity profile			

The EEA Group's key normative liquidity and funding ratios the LCR and the NSFR are meeting regulatory requirements with a high margin, and are expected to stay well above the internal and regulatory thresholds in the medium term indicating a healthy liquidity situation. For example, the lowest LCR point over the 2023 reporting period for the EEA Group was 630.98%. The main drivers of the LCR is a strong liquidity position primarily based on overnight holdings at central banks and projected outflows of deposit customers. The EEA Group is expecting to distribute some of the available liquidity into investment and lending portfolios over time, which will increase inflows from accruals, but reduce the high quality liquid assets. The conclusion of a healthy liquidity situation is also supported by the outcomes of internal liquidity stress metrics the Liquidity Stress Excess (LSE) and the Stressed Survival Horizon (SSH).

Since the EEA Group's primary sources of funding are customer deposits and equity, it will have concentration risk by instrument type. For deposits in particular, this could pose stability risk to the extent that customer segments are correlated, or customer behaviour overlaps under different scenarios. Despite this reliance on instant access deposits for funding, the risk is mitigated by prudent segmentation analysis and stress testing treatment. The EEA Group

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reviews and updates its customer profiling once a year, allowing for an accurate application of outflow factors for the different client segments in the different stress situations tested. The EEA Goup is projecting a considerable growth in the deposit book in the medium term.

Majority of liabilities are denominated in EUR with a significant deposit base also denominated in USD and GBP currencies. Most of the balances in EUR and other major currencies (swapped into EUR) are placed at the ECB accounts, or invested in various types of securities. Balances of less significant currencies such as CHF, PLN and RON, given Large Exposure restrictions on how much assets can be placed with financial institutions and low risk appetite on these countries' sovereign credit risk, are swapped into EUR and invested into Eurozone debt securities, or placed with the ECB. The EEA Group is conducting FX swaps on a short term basis to manage currency liquidity requirements.

The liquidity buffer mainly consists of cash deposited within central banks accounts, and securities that qualify as highly liquid assets (HQLA). In the longer term the EEA Group's investment portfolio may include accounts deposited in high-rated banks, reverse repos with high-rated banks, fixed-income instruments received as collateral, and a variety of securities such as government bonds, supranationals, public sector bonds, covered bonds, asset-backed bonds, senior unsecured bonds issued by financial institutions (banks) and other debt capital market instruments.

The EEA Group uses derivatives to manage interest rate (IR) and foreign exchange (FX) risks. The EEA Group aims to utilise standard contracts of the International Swaps and Derivatives Association (ISDA) with swap counterparties. Despite the growth in size of derivatives portfolio as the business matures, off-balance sheet liquidity risk stemming from derivatives is considered as low from a liquidity standpoint given that derivatives are fully collateralized under close to zero threshold bilateral cash Credit Support Annexes (CSAs).

The EEA Group provides its clients immediate access to funds where the firm has not yet settled the underlying receivable such as customer funds topped up via card transaction, third party savings vault withdrawals, or prior to receipt of funds from acquirers (third parties). In addition, the merchant acquiring product for business customers also requires pre-funding for receivables from acquirers or card schemes. This kind of pre-funding risk is a EEA Group's-specific risk and is not captured in the LCR. To ensure complete capture of risks by the EEA Group, a stress provision for receivables pre-funding risk is included in the internal LSE model.

#### EU LRA - Disclosure of LR qualitative information, CRR Article 451(1)(d,e)

Revolut Holdings Europe UAB closely monitors the risk of excessive leverage through regular forecasting exercises and a strong governance framework to ensure compliance with regulatory minimum levels and internal objectives.

As part of its capital management framework the EEA Group formally creates balance sheets and p&l forecasts on at least a quarterly basis. This forward-looking assessment allows the EEA Group to continually monitor and assess leverage ratio adequacy in order to make strategic decisions around the effective management of capital resources. The EEA Group recognises that in order to remain above internal risk appetite it will be dependent on additional capital from the parent company for a continued period. This additional capital raise planned in a number of tranches is required to support the EEA Group's business - deposit taking and lending - before the EEA Group's build up of capital resources surpass the growth of capital requirements.

The leverage ratio decreased by 13 points from 4.21% to 4.08% during 2023. The tier 1 capital increased by EUR 105M solely due to an increase of CET1. The leverage ratio exposure increased from EUR 8.8 Bn to EUR 11.6 Bn

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mainly due to an increase in Cash with central Banks 0.6bn, SSD of EUR 0.43bn, unauthorised overdrafts and loans by 0.37bn, Reverse Repo 0.43bn, bonds by 1.3bn, and reduction in intragroup exposures 0.4bn.

#### EU CRA: General qualitative information about credit risk, CRR Article 435(1)(a-d)

Pillar 3 disclosure requirement	Annual report 2023 section	Disclosure	Annual report page numbers
In the concise risk statement in accordance with point (f) of Article 435(1) CRR, how the business model translates into the components of the institution's credit risk profile.	Notes to the Financial Statements	6.1.2 - Credit Risk	42 - 46
When discussing their strategies and processes to manage credit risk and the policies for hedging and mitigating that risk in accordance with points (a) and (d) of Article 435(1) CRR, the criteria and approach used for defining the credit risk management policy and for setting credit risk limits.	Annual Report and supplemented by notes below	7.1 - Risk Management strategy	11 - 12
When informing on the structure and organisation of the risk management function in accordance with point (b) of Article 435(1) CRR, the structure and organisation of the credit risk management and control function.	Annual Report and supplemented by notes below	7 - Risk management and internal control	10 - 14
When informing on the authority, status and other arrangements for the risk management function in accordance with point (b) of Article 435(1) CRR, the relationships between credit risk management, risk control, compliance and internal audit functions.	Annual Report	7 - Risk management and internal control	10 - 14

In accordance with the EEA Group's Risk Appetite Statement, the EEA Group has a moderate appetite for credit risk in order to facilitate the business strategy. This means that the EEA Group will tolerate exposure to credit risk rationally based upon an analysis of potential risk and reward, but that risk is controllable to a large extent, but a moderate residual exposure may remain.

Credit risk is managed in line with the EEA Group's overall risk management strategy, including identifying sources of credit risk and logging risks and controls, running risk indicators and having policies and procedures in place. Incidents, issues relating to credit risk are escalated to the Retail Credit Risk Committee and remediated. A key part of this is setting credit risk limits on an absolute and relative basis via risk indicators that are subject to escalation to the Retail Credit Risk Committee and remediation when breached. These limits are set to enable the execution of the business strategy within risk appetite.

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The Heads of Credit Risk are responsible for credit risk within the EEA Group(split between Retail and Wholesale) and report to the CRO. Retail credit risk is measured and managed through the Retail Credit Risk Committee, chaired by the Head of Credit Risk, taking delegation from ALCO and ERC. RCRC's accountability includes approving policies and strategies, credit risk profile management, overseeing issues and incidents in credit risk operations, approving expected credit loss changes within its authority and approving pricing strategies. Escalations are to ALCO and ERC as appropriate.

Further authority arrangements are set out in the EEA Group's Retail Credit Risk Management Policies and Procedures, such as decisions that can be made via delegated authority within 2LOD and decisions that can be made within 1LOD. RCRC will escalate matters relating to Operational Risk or Compliance via escalation to ERC.

Wholesale credit risk in the EEA Group is defined as the risk that a government, financial institution, corporate or commercial counterparty fails to meet its obligation to settle outstanding liabilities to the EEA Group or an issuer of securities purchased by the EEA Group will fail to meet its obligation to settle outstanding amounts. The EEA Group maintains policies and procedures for related wholesale credit risk processes, while the oversight for wholesale credit risk in the EEA Group is predominantly undertaken by the ALCO.

EU CRB: Additional disclosure related to the credit quality of assets, CRR Article 178

o order quality or accord, critis in		Annual report page
Annual report 2023 section	Disclosure	numbers
	4.0	
Notes to the Financial Statements	Impairment of Financial	31 - 35
	Assets	
Not applicable, all more than 90 days past due exposures are classed as impaired.		
See notes below.		
Not applicable as distressed restructured exposure is synonymous with forborne exposure in the EEA Group.		
	Notes to the Financial Statements  Not applicable, all more than 90 days past due exposures are classed as impaired.  See notes below.  Not applicable as distressed restructured exposure is synonymous with forborne exposure in the EEA	Notes to the Financial Statements  Not applicable, all more than 90 days past due exposures are classed as impaired.  See notes below.  Not applicable as distressed restructured exposure is synonymous with forborne exposure in the EEA

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There are certain other, rare circumstances that lead to an impaired status such as fast track criteria for forborne exposures that have returned to a non-defaulted status (more than thirty days past due or where an additional restructure is granted).

The EEA Group recognises a credit risk adjustment at the end of the month in which default is recognised.

#### EU CCRA - Qualitative disclosure related to CCR, CRR Article 439(a-d)

Counterparty credit risk is considered as part of wholesale credit risk in Revolut. It is defined as the risk that a government, financial institution, corporate or commercial counterparty fails to meet its obligation to settle outstanding liabilities to the EEA Group or an issuer of securities purchased by the EEA Group will fail to meet its obligation to settle outstanding amounts.

The EEA Group is exposed to wholesale credit risk mainly from Treasury activities such as lending exposures (eg. placements, loans, securities), derivatives (eg. FX, IRS) and contingent exposures (eg. guarantees, trade financing, etc.). The risk also includes the settlement risk that arises when payments are not exchanged simultaneously (i.e. the risk that the counterparty may default before making the counter-payment). The EEA Group may also be exposed to concentration risk due to other significant interrelated asset or liability exposures. The EEA Group's wholesale credit exposures are generated from the need to support the Bank's core activities and manage risks.

Wholesale credit risk is managed through the credit exposure origination and monitoring process. Before originating an exposure the EEA Group performs a credit assessment of the counterparty (group of connected clients) and establishes credit limit. Additional limits can be set for geographic/country and sector concentrations. All limits are being set with regards to risk appetite defined by the Supervisory Council. Furthermore all credit limits are approved within delegated mandates by respective governing bodies or senior staff positions.

Once originated, credit exposures are monitored for limited compliance as well as signs of credit quality deterioration. Monitoring process is further supplemented with additional KRIs and BCIs on a portfolio level. Credit risk assessments are updated at least annually. Unscheduled, intermediate credit reviews may also be called for if the credit situation of a counterparty suddenly deteriorates.

The EEA Group further placed restrictions on the quality of collateral that it accepts.

All above mentioned processes and requirements are formulated into policies and procedures. The oversight for wholesale credit risk in the EEA Group is predominantly undertaken by the ALCO.

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#### EU MRA - Qualitative disclosure requirements related to market risk, CRR Article 435(1)(a-c)

Pillar 3 disclosure requirement	Annual report 2023 section	Disclosure	Annual report page numbers
A description of the institution's strategies and processes to manage market risk, including:  - An explanation of management's strategic objectives in undertaking trading activities, as well as the processes implemented to identify, measure, monitor and control the institution's market risks  - A description of their policies for hedging and mitigating risk and strategies and processes for monitoring the continuing effectiveness of hedges	Notes to the Financial Statements	6.1.3 - Interest Rate Risk, 6.1.4 - Foreign Currency Risk, 6.1.5 - Credit Spread Risk	46 - 49
A description of the structure and organisation of the market risk management function, including a description of the market risk governance structure established to implement the strategies and processes of the institution discussed in row (a) above, and that describes the relationships and the communication mechanisms between the different parties involved in market risk management.  Scope and nature of risk reporting and	Annual Report	7 - Risk Management and Internal Control	10 - 14
measurement systems			

#### EU REMA - Remuneration policy, CRR Article 450(1) (a-f,j,k), 450(2)

	Annual report 2023		Annual report page
Pillar 3 disclosure requirement	section	Disclosure	numbers

Remuneration policy of Revolut Holdings Europe UAB has been prepared and is subject for Supervisory Council approval in 2024. Please note that the Remuneration Policy of Revolut Bank UAB is disclosed in the financial statements of Revolut Bank UAB as required by law<sup>1</sup>.

<sup>&</sup>lt;sup>1</sup> Remuneration policy of Revolut Bank UAB is disclosed in the Annual report and Financial statements 2023, section 9. Remuneration Policy, pages 12-14.

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### EU LIA - Explanations of differences between accounting and regulatory exposure amounts, CRR Article 436(b,d)

There were no differences between accounting and regulatory exposure amounts as for the reporting period 2023.

### EU IRRBBA - Qualitative information on interest rate risks of non-trading book activities, CRR Article 448(1)

Revolut Holdings Europe UAB is calculating IRRBB only on Revolut Bank UAB (the "Bank") level so far, so all the disclosures are related to the Bank. IRRBB is defined as the risk the bank incurs by having structural gaps in repricing buckets. The bank measures IRRBB from an economic perspective (EVE) as well as from an earnings perspective (NII). The risk is measured and controlled on a daily basis, using current information (point-in-time). The risk is further measured on a forward-looking basis, taking into account 3 year financial projections for ICAAP delivery.

The differences between assets and liabilities at specific time intervals can significantly affect income and economic value of equity if the interest rate moves in an unfavorable direction. The bank is currently increasing its investment and loan portfolios (fixed revenue of short and medium -term periods) and implementing interest hedging instruments (interest rates options and swap transactions).

The IRRBB is measured on a daily basis. As of reporting date, IRRBB was measured on (i) EVE as % of T1 capital for six regulatory scenarios, and (ii) NII for a Static Balance sheet as % to T1 capital for Parallel Up / Down (shock size is currency dependent).

The bank uses the six supervisory shock scenarios for EVE computation. For NII, the scenarios were updated to Parallel Up / Down (shock size is currency dependent).

The bank is currently building an asset portfolio, consisting of Personal Loans and Investment products. The aim of this portfolio is to naturally hedge Liability duration. When open gaps can't be matched, the bank enters into hedging derivatives, namely with Interest Rate Swaps (Hedge Accounting applicable). Interest Rate Floors is scoped as additional hedging instruments to be implemented.

The bank has developed assumptions that cover Personal Loans Prepayment rates and Customer Deposits without maturity.

Currently, Revolut Bank UAB is negatively exposed in EVE and NII terms to rates down scenarios. This is explained by the longer modelled Liabilities (NMD) compared to Assets duration (mostly placed at ON at Central Bank). EVE and NII exposure is below Risk Appetite limits.

Changes in NII were measured under the assumption that NMD are Non Interest Bearing (NIB) liabilities and, therefore, does not absorb the mentioned shocks. The NII horizon is 1Y.

Average repricing maturity for NMD is 12 months and the longest tenor is 60 months.

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#### **Tables**

Table 1 - KM1: Key Metrics

	31-Dec-23	30-Sep-23	30-Jun-23	31-Mar-23	31-Dec-22
Available capital (amounts)					
1 Common Equity Tier 1 (CET1)	475,195	470,261	457,708	454,446	370,726
2 Tier 1	475,195	470,261	457,708	454,446	370,726
3 Total capital	475,195	470,261	457,708	454,446	370,726
Risk-weighted assets (amounts)					
4 Total risk-weighted assets (RWA)	2,120,236	2,460,388	2,254,724	1,935,216	1,651,644
Risk-based capital ratios as a percentage of RWA					
5 Common Equity Tier 1 ratio (%)	22.41	19.11	20.30	23.48	22.45
6 Tier 1 ratio (%)	22.41	19.11	20.30	23.48	22.45
7 Total capital ratio (%)	22.41	19.11	20.30	23.48	22.45
Additional CET1 buffer requirements as a percentage of RWA					
Capital conservation buffer requirement					
(2.5% from 2019) (%)	2.50%	2.50%	2.50%	2.50%	2.50%
9 Countercyclical buffer requirement (%)	0.63%	0.68%	0.68%	0.59%	0.72%
Other Systemically Important Institution	1.00%	1.00%	1.00%	1.00%	0.00%
10a buffer (%)	1.00%	1.00%	1.00%	1.00%	0.00%
Total of bank CET1 specific buffer requirements (%)	4.13%	4.18%	4.18%	4.09%	3.22%
12 CET1 available after meeting the bank's minimum capital requirements (%)	11.21	8.60	8.60	11.78	11.25
Leverage ratio					
13 Total leverage ratio exposure measure	11,638,898	11,033,492	10,442,874	9,618,624	8,806,892
14 Leverage ratio (%) (row 2 / row 13)	4.08	4.26	4.38	4.72	4.21
Liquidity Coverage Ratio					
15 Total HQLA	8,978,830	8,693,956	8,242,009	7,924,734	7,449,472
16 Total net cash outflow	1,422,998	980,357	805,759	785,563	518,581
17 LCR ratio (%)	630.98%	886.81%	1022.89%	1008.80%	1436.51%

Table 2 - OV1: Overview of risk weighted assets

		RWA		Minimum capital requirements
		31-Dec	30-Sep	31-Dec
		2023	2023	2023
1	Credit risk (excluding counterparty credit risk)	1,114,082	1,466,940	89,127
2	Of which: standardised approach (SA)	1,029,063	1,466,940	82,325
6	Counterparty credit risk (CCR)	24,533	37,705	1,963
10	Credit valuation adjustment (CVA)	13,939	21,118	1,115
15	Settlement risk	-	-	-

16

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Table 2 - OV1: Overview of risk weighted assets

	RWA		Minimum capital requirements
	31-Dec	30-Sep	31-Dec
	2023	2023	2023
16 Securitisation	85,019	-	6,802
20 Market risk	52,563	70,275	4,205
21 Of which: standardised approach (SA)	52,563	70,275	4,205
24 Operational risk	915,119	864,350	73,210
27 Total	2,120,236	2,460,388	169,619

Table 3 - CC1: Own funds disclosure

		Amounts	Cross reference to balance sheet
	Common Equity Tier 1 capital: instruments and reserves		
1	Capital instruments	401,693	
	- ordinary shares	2,913	а
2	Retained earnings	143,071	b
	Excluding current period profit not eligible	(78,688)	
	Accumulated other comprehensive income (and other reserves)	9,130	С
7	Prudent valuation adjustments	(11)	
9	Other intangibles other than mortgage servicing rights (net of related tax liability)	-	d
10	Deferred tax assets that rely on future profitability, excluding those arising from		2
10	temporary differences (net of related tax liability)	-	е
28	Total regulatory adjustments to Common Equity Tier 1	-	
29	Common Equity Tier 1 capital (CET1)	475,196	
44	Additional Tier 1 capital (AT1)	-	
45	Tier 1 capital (T1 = CET1 + AT1)	475,196	
	Tier 2 capital: instruments and provisions		
58	Tier 2 capital (T2)	-	
59	Total regulatory capital (TC = T1 + T2)	475,196	
60	Total risk-weighted assets	2,120,236	
	Capital ratios and buffers		
61	Common Equity Tier 1 (as a percentage of risk-weighted assets)	22.41%	
62	Tier 1 (as a percentage of risk-weighted assets)	22.41%	
63	Total capital (as a percentage of risk-weighted assets)	22.41%	
	Institution-specific buffer requirement (capital conservation buffer plus		
64	countercyclical buffer requirements plus higher loss absorbency requirement, expressed as a percentage of risk-weighted assets)	4.1%	
65	Of which: capital conservation buffer requirement	2.5%	
	Of which: bank-specific countercyclical buffer requirement	0.6%	
68	Common Equity Tier 1 (as a percentage of risk-weighted assets) available after meeting the bank's minimum capital requirements	11.21%	

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Table 4 - CCA: Main features of regulatory capital instruments

	Capital instruments main features template	
1	Issuer	Revolut Holdings Europe UAB
	Unique identifier (eg CUSIP, ISIN or Bloomberg identifier for private	
2	placement)	485100FX5Y9YLAQLNP12
3	Governing law(s) of the instrument	Republic of Lithuania Law on Companies
	Regulatory Treatment	· ·
4	Transitional CRR rules	Common Equity Tier 1
5	Post-transitional CRR rules	Common Equity Tier 1
6	Eligible at solo/group/group and solo	Group
	Instrument type (types to be specified by each jurisdiction)	Ordinary shares
	Amount recognised in regulatory capital (currency in millions, as of	,
8	most recent reporting date)	1.483
	Par value of instrument	1 483
10	Accounting classification	Share capital
11	Original date of issuance	2021-07-08
12	Perpetual or dated	Perpetual
13	Original maturity date	No maturity
	Issuer call subject to prior supervisory approval	No
	Optional call date, contingent call dates and redemption amount	N/A
16	Subsequent call dates, if applicable	N/A
	Coupons / dividends	
17	Fixed or floating dividend/coupon	Floating
18	Coupon rate and any related index	N/A
19	Existence of a dividend stopper	No
20	Fully discretionary, partially discretionary or mandatory	Fully discretionary
21	Existence of step-up or other incentive to redeem	Fully discretionary
22	Non-cumulative or cumulative	Non-cumulative
23	Convertible or non-convertible	Non-cumulative
24	If convertible, conversion trigger(s)	N/A
25	If convertible, fully or partially	-
26	If convertible, conversion rate	N/A
	If convertible, mandatory or optional conversion	N/A
28	If convertible, specify instrument type convertible into	-
29	If convertible, specify issuer of instrument it converts into	N/A
	Writedown feature	No
	If writedown, writedown trigger(s)	N/A
	If writedown, full or partial	-
33	If writedown, permanent or temporary	N/A
34	If temporary write-own, description of writeup mechanism	N/A
	Position in subordination hierarchy in liquidation (specify instrument	
	type immediately senior to instrument)	N/A
36	Non-compliant transitioned features	-
37	If yes, specify non-compliant features	N/A

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Table 5 - LI1: Differences between the accounting scope and the scope of prudential consolidation and mapping of financial statement categories with regulatory risk categories

mapping of illiancial statement ca	icgorics with i	cgulatory risk t				
			Carrying values of items			
	financial prudential		Subject to the credit risk framework	Subject to the CCR framework	Subject to the market risk framework	Not subject to own funds requirements or subject to deduction from own funds
Breakdown by asset classes according to the balance sheet in the published financial statements						
Cash and balances with central banks	7,559,761	7,559,761	7,559,761			
Due from banks	31,736	31,736	31,736			
Derivatives	5,802	5,802		5,802		
Due from other financial institutions	-	-	-			
Debt securities at amortized cost	2,425,984	2,425,984	2,425,984			
Financial assets at fair value through other comprehensive income	25	25	25			
Loans and advances to customers	1,461,927	1,461,927	1,461,927			
Property, plant and equipment	2,250	2,250				
Intangible assets	-					
Deferred tax assets	-	-				-
Other assets	615,920	615,920	601,874			14,046
Total assets	12,103,405	12,103,405	12,081,307	5,802		14,046
Breakdown by liability classes according to the balance sheet in the published financial statements				_	_	_
Derivatives	4,994	4,994		4,994		
Due to customers	10,919,488	10,919,488				
Due to other financial institutions	2,089	2,089				
Other liabilities	622,185	622,185				
Provisions	753	753				
Total liabilities	11,549,509	11,549,509	-	4,994		

Capital adequacy and risk management report (Pillar 3) (all amounts in EUR thousand unless stated otherwise)

Table 6 - LI2: Main sources of differences between regulatory exposure amounts and carrying values in financial statements

			Items subject to			
		Total	Credit risk framework	Securitisation framework	CCR framework	Market risk framework
1	Assets carrying value amount under the scope of prudential consolidation (as per template LI1)	12,087,109	12,081,307		5,802	
2	Liabilities carrying value amount under the scope of prudential consolidation (as per template LI1)	4,994			4,994	
3	Total net amount under the scope of prudential consolidation	12,087,109	12,081,307		5,802	
4	Off-balance-sheet amounts	47,273	47,273			
5	Differences in valuations					
6	Differences due to different netting rules, other than those already included in row 2					
7	Differences due to consideration of provisions	23,053	23,053			
8	Differences due to the use of credit risk mitigation techniques (CRMs)					
9	Differences due to credit conversion factors					
10	Differences due to Securitisation with risk transfer					
11	Other differences	-3,300,893	-3,317,494		16,601	
12	Exposure amounts considered for regulatory purposes	8,856,542	8,834,139		22,403	

Table 7 - LI3: Outline of the differences in the scopes of consolidation (entity by entity)

Method of prudential consolidation							
Name of the entity	Method of accounting consolidation	Full consolidation	Proportional consolidation	Equity method	Neither consolidat ed nor deducted	Deducted	Description of the entity
Revolut Holdings Europe UAB	Full consolidation	Χ					Credit institution
Revolut Bank UAB	Full consolidation	Χ					Credit institution
Revolut Securities UAB	Full consolidation	Χ					Investment firm
Revolut Insurance Europe UAB	Full consolidation			X			Insurance firm

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Table 8 - CC2: Balance sheet reconciliation

	31-Dec-23	Cross reference to the own funds
Assets		
Cash and balances with central banks	7,559,761	
Due from banks	31,736	
Derivatives	5,802	
Due from other financial institutions	0	
Debt securities at amortized cost	2,425,984	
Financial assets at fair value through other comprehensive income	25	
Loans and advances to customers	1,461,927	
Property, plant and equipment	2,250	
Intangible assets	0	d
Deferred tax assets	0	
of which deferred tax assets that rely on future profitability excluding those arising	0	2
from temporary differences	U	е
Other assets	615,920	
Total assets	12,103,405	
Liabilities		
Derivatives	4,994	
Due to customers	10,919,488	
Due to other financial institutions	2,089	
Other liabilities	622,185	
Provisions	753	
Total liabilities	11,549,509	
Equity attributable to equity holders of parent		
Issued capital	2,913	
of which CET1 paid-in share capital	2,913	а
Share premium	398,781	
Reserve capital	0	С
Retained earnings	146,397	b
Other reserves	5,805	
Total equity	553,896	
Total liabilities and equity	12,103,405	

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#### Table 9 - CCYB1: Geographical distribution of credit exposures used in the countercyclical capital buffer

			Trading book	Own funds			
	General credit	exposures		requirements	Risk-weighted	Own funds	Countercyclical
	Exposure	Exposure	Sum of long and	Of which:	exposure	requirement	buffer rate
	value	value	short position of	General credit	amounts	weights	(%)
Breakdown by country	for SA	IRB	trading book	exposures			
Lithuania	203,866	-	-	20,505	341,332	46.20	0.50
United Kingdom	164,343	-	-	11,789	147,367	19.95	1.00
Ireland	156,710	-	-	9,414	117,672	15.93	1.00
Poland	121,279	-	-	7,306	91,323	12.36	
Romania	24,853	-	-	1,494	18,674	2.53	
United States	19,012	-	-	1,142	14,270	1.93	0.75
France	6,722	-	-	403	5,042	0.68	0.50
Spain	969	-	-	58	727	0.10	
Italy	389	-	-	23	292	0.04	
Hungary	219	-	-	13	164	0.02	
Sweden	207	-	-	12	155	0.02	
Germany	195	-	-	12	146	0.02	
Netherlands	170	-	-	10	127	0.02	
Portugal	167	-	-	13	160	0.02	
Belgium	160	-	-	8	95	0.01	2.00
Others	1,707			103	1,281		
Total	700,969	-	-	52,305	738,828		

Table 10 - CCYB2: Amount of institution-specific countercyclical capital buffer

	31 -Dec 2023
1 Total risk exposure amount	2,120,236
2 Institution specific countercyclical capital buffer rate	0.62%
3 Institution specific countercyclical capital buffer requirement	12.888

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Table 11 - LR1: Summary comparison of accounting assets vs leverage ratio exposure measure

31-Dec	
2022	

		2023
	Total consolidated assets as per published financial statements	12,103,405
_	Adjustment for investments in banking, financial, insurance or commercial entities that are consolidated for accounting purposes but outside the scope of regulatory consolidation	(508,493)
3	Adjustment for securitised exposures that meet the operational requirements for the recognition of risk transference	-
4	Adjustments for temporary exemption of central bank reserves (if applicable)	-
5	Adjustment for fiduciary assets recognised on the balance sheet pursuant to the operative accounting	
5	framework but excluded from the leverage ratio exposure measure	-
6	Adjustments for regular-way purchases and sales of financial assets subject to trade date accounting	-
7	Adjustments for eligible cash pooling transactions	-
8	Adjustments for derivative financial instruments	21,340
9	Adjustment for securities financing transactions (ie repurchase agreements and similar secured lending)	-
10	Adjustment for off-balance sheet items (ie conversion to credit equivalent amounts of off-balance sheet exposures)	22,646
11	Adjustments for prudent valuation adjustments and specific and general provisions which have reduced	
- 11	Tier 1 capital	-
12	Other adjustments	-
13	Leverage ratio exposure measure	11,638,898

Table 12 - LR2: Leverage ratio common disclosure

	31-Dec 2023	30-Sep 2023
On-balance sheet exposures		
On-balance sheet exposures (excluding derivatives and securities financing transactions (SFTs), but including collateral)	11,157,597	10,915,844
2 (Asset amounts deducted in determining Basel III Tier 1 capital)	-	-
3 Total on-balance sheet exposures (excluding derivatives and SFTs)	11,157,597	10,915,844
Derivatives exposure		
11 Total derivative exposures	27,142	37,168
Securities financing transaction exposures		
16 Total securities financing transaction	431,513	50,000
Other off-balance sheet exposures		
19 Off-balance sheet items	22,646	30,481
Capital and total exposures		
20 Tier 1 capital	475,195	470,261
21 Total exposures	11,638,898	11,033,492
Leverage ratio		
22 Leverage ratio	4.08%	4.26%

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#### Table 13 - LR3: Split-up of on balance sheet exposures (excluding derivatives, SFTs and exempted exposures)

		31-Dec
		2023
1	Total on-balance sheet exposures (excluding derivatives, SFTs, and exempted exposures), of which:	11,157,597
2	Trading book exposures	
3	Banking book exposures, of which:	11,157,597
4	Covered bonds	
5	Exposures treated as sovereigns	8,863,400
6	Exposures to regional governments, MDB, international organisations and PSE not treated as	
О	sovereigns	
7	Institutions	1,172,128
8	Secured by mortgages of immovable properties	
9	Retail exposures	600,370
10	Corporates	87,572
11	Exposures in default	4,770
12	Other exposures (eg equity, securitisations, and other non-credit obligation assets)	429,357

6 Total

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456,046

44,392

44,392

33,161

$\overline{}$									
Tab	le 14 - CCR1: Analysis of counterparty	credit risk (	CCR) exi	oosur	e hy approad	ch			
100	ic 14 Ook 17 maryono or oodc. party	orcan rion (	0011) 011	3004.	c by approa.	J11			
		Replacement cost (RC)	Potential future exposure (PFE)	EEPE	Alpha used for computing regulatory exposure value	Exposure value pre-CRM	Exposure value post- CRM	Exposure value	RWEA
EU1	EU - Original Exposure Method (for derivatives)				1.4				
EU2	EU - Simplified SA-CCR (for derivatives)				1.4				
-	SA-CCR (for derivatives)	781	16,743		1.4	24,533	24,533	24,533	24,533
2	IMM (for derivatives and SFTs)								
2a	Of which securities financing transactions netting sets								
2b	Of which derivatives and long settlement transactions netting sets								
2c	Of which from contractual cross-product netting sets								
3	Financial collateral simple method (for SFTs)								
4	Financial collateral comprehensive method (for SFTs)					431,513	19,859	19,859	8,628
5	VaR for SFTs								

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Table 15 - CCR2: Transactions subject to own funds requirements for CVA risk

		Exposure value	RWEA
1	Total transactions subject to the Advanced method		
2	(i) VaR component (including the 3× multiplier)		
3	(ii) stressed VaR component (including the 3× multiplier)		
4	Transactions subject to the Standardised method	24,533	24,533
EU-4	Transactions subject to the Alternative approach (Based on the Original Exposure Method)		
5	Total transactions subject to own funds requirements for CVA risk	24,533	24,533

Table 16 - CCR3: CCR exposures by regulatory exposure class and risk weights

		Risk weight	Risk weight	
	Exposure classes	20.00%	100.00%	Total exposure value
1	Central governments or central banks			
2	Regional government or local authorities			
3	Public sector entities			
4	Multilateral development banks			
5	International organisations			
6	Institutions	14,038	5,820	19,859
7	Corporates		24,533	24,533
8	Retail			
9	Institutions and corporates with a short-term credit assessment			
10	Other items			
11	Total exposure value	14,038	30,354	44,392

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#### Table 17 - MR1: Market risk under the standardised approach

		31-Dec-23 RWA
	Outright products	
1	Interest rate risk (general and specific)	
2	Equity risk (general and specific)	
3	Foreign exchange risk	52,563
4	Commodity risk	
	Options	
5	Simplified approach	
6	Delta-plus approach	
7	Scenario approach	
8	Securitisation (specific risk)	
9	Total	52,563

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Table 18	- LIQ1: Quantitative information of LCR							
		Total ur	nweighted value (a	average)		Total v	veighted value (av	verage)
EU 1a	Quarter ending on (30 June 2022)	6/30/2023	9/30/2023	12/31/2023		6/30/2023	9/30/2023	12/31/2023
EU 1b	Number of data points used in the calculation of averages							
HIGH-QUAL	LITY LIQUID ASSETS		•					
1	Total high-quality liquid assets (HQLA)					8,242,009	8,693,956	8,978,830
CASH - OU	TFLOWS		•	•				
2	Retail deposits and deposits from small business customers, of which:	9,182,861	9,504,881	10,143,796		709,403	745,462	782,176
3	Stable deposits	4,766,301	4,660,903	5,222,094	-	238,315	233,045	261,105
4	Less stable deposits	4,416,561	4,843,978	4,921,702	-	471,088	512,417	521,072
5	Unsecured wholesale funding	603,338	783,366	769,386	-	386,667	570,789	526,576
6	Operational deposits (all counterparties) and deposits in networks of cooperative banks	223,622	221,519	250,822	-	55,905	55,380	62,706
7	Non-operational deposits (all counterparties)				-			
8	Unsecured debt							
9	Secured wholesale funding							
10	Additional requirements	229,930	252,507	265,194	-	176,740	181,167	172,283
11	Outflows related to derivative exposures and other collateral requirements	45,941	49,412	49,393	-	45,941	49,412	49,393
12	Outflows related to loss of funding on debt products							
13	Credit and liquidity facilities	183,989	203,095	215,801	-	130,799	131,755	122,890
14	Other contractual funding obligations	67,517	117,199	531,261	-	65,775	114,436	525,194
15	Other contingent funding obligations	12,254	13,082	13,902	-	-	-	
16	TOTAL CASH OUTFLOWS					1,338,586	1,611,854	2,006,229
CASH - INF	LOWS							
17	Secured lending (e.g. reverse repos)					-		
18	Inflows from fully performing exposures	76,728	127,452	55,193	-	70,258	107,257	13,798

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Table 18	- LIQ1: Quantitative information of LCR							
		Total un	weighted value (a	average)		Total w	eighted value (ave	erage)
EU 1a	Quarter ending on (30 June 2022)	6/30/2023	9/30/2023	12/31/2023		6/30/2023	9/30/2023	12/31/2023
19	Other cash inflows	462,569	523,849	81,685	-	462,569	523,849	42,376
EU-19a	(Difference between total weighted inflows and total weighted outflows arising from transactions in third countries where there are transfer restrictions or which are denominated in non-convertible currencies)			527,058				527,058
EU-19b	(Excess inflows from a related specialised credit institution)							
20	TOTAL CASH INFLOWS	539,297	651,301		-	532,827	631,106	
EU-20a	Fully exempt inflows			633,935				583,232
EU-20b	Inflows subject to 90% cap							
		539,297	651,301			532,827	631,106	
EU-20c	Inflows subject to 75% cap			633,935	-			583,232
TOTAL ADJ	JUSTED VALUE						_	
EU-21	LIQUIDITY BUFFER					8,242,009	8,693,956	8,978,830
22	TOTAL NET CASH OUTFLOWS					805,759	980,747	1,422,998
23	LIQUIDITY COVERAGE RATIO					1022.89%	886.46%	630.98%

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#### Table 19 - LIQ2: Net Stable Funding Ratio

Available stable funding (ASF) Items    Capital Items and instruments   0   0   477,598   477,598	(in thousands El	JR)		Unweighted value by residual maturity				
2	Available stable funding (ASF)		< 6 months	6 months to < 1yr	≥ 1yr	Weighted value		
4         Retail deposits         10,140,572         0         0         9,385,863           5         Stable deposits         5,786,954         -         -         -         4,927,606           6         Less stable deposits         4,953,618         -         -         -         4,458,257           7         Wholesale funding:         590,727         0         0         0         169,952           8         Operational deposits         250,822         0	1	Capital items and instruments	0	0	477,598	477,598		
5         Stable deposits         5,186,954         -         -         4,927,606           6         Less stable deposits         4,953,618         -         -         -         4,488,257           7         Wholesale funding:         590,727         0         0         0         169,552           8         Operational deposits         250,822         0 <td>2</td> <td>Own funds</td> <td></td> <td></td> <td>477,598</td> <td>477,598</td>	2	Own funds			477,598	477,598		
Company	4	Retail deposits	10,140,572	0	0	9,385,863		
7         Wholesale funding:         590,727         0         0         169,952           8         Operational deposits         250,822         0         0         0           9         Other wholesale funding         339,905         0         0         0           11         Other liabilities         580,098         0         0         0           12         NSFR derivative liabilities and capital instruments not included in the above categories         428,603         0         0         0           14         Total available stable funding (ASF)         11,311,397         0         477,598         10,033,413           Required stable funding (RSF) Items         15         Total high-quality liquid assets (HQLA)         2         2         2         71,857,560         1,845,522           2         2         2         1,337,297         114,702           3         2         1,337,297         114,702           4         2         1,337,297         114,702           4         2         1,337,297         852,779         834,803           5         2         1,004,7	5	Stable deposits	5,186,954	-	-	4,927,606		
8         Operational deposits         250,822         0         0         0           9         Other wholesale funding         339,905         0         0         0           11         Other liabilities:         580,098         0         0         0           12         NSFR derivative liabilities         0         0         0         0           13         All other liabilities and capital instruments not included in the above categories         428,603         0         0         0         0           14         Total available stable funding (ASF)         11,311,397         0         477,598         10,033,413           Required stable funding (RSF) Items         Total high-quality liquid assets (HQLA)         0         477,598         10,033,413           Required stable funding (RSF) Items         Total high-quality liquid assets (HQLA)         0         477,598         1,857,560         1,845,522           Performing loans and securities:         632,006         82,277         1,857,560         1,845,522           Performing loans to non- financial corporate clients, loans         1,337,297         114,702           A to retail and small business customers, and loans to sovereigns, and PSEs, of which:         551,799         78,577	6	Less stable deposits	4,953,618	-	-	4,458,257		
9         Other wholesale funding         339,905         0         0         169,952           11         Other liabilities:         580,098         0         0         0           12         NSFR derivative liabilities         0         0         0         0           13         All other liabilities and capital instruments not included in the above categories         428,603         0         0         0         0           14         Total available stable funding (ASF)         11,311,397         0         477,598         10,033,413           Required stable funding (RSF) Items	7	Wholesale funding:	590,727	0	0	169,952		
11         Other liabilities:         580,098         0         0         0           12         NSFR derivative liabilities         0         0         0           13         All other liabilities and capital instruments not included in the above categories         428,603         0         0         0           14         Total available stable funding (ASF)         11,311,397         0         477,598         10,033,413           Required stable funding (RSF) Items           15         Total high-quality liquid assets (HQLA)         0         0         1,857,560         1,845,522           Performing loans and securities:         632,006         82,277         1,857,560         1,845,522           Performing securities financing transactions with financial           18         customers collateralised by Level 1 HQLA subject to 0%         1,337,297         114,702           haircut         Performing loans to non- financial corporate clients, loans         78,577         852,779         834,803           20         to retail and small business customers, and loans to sovereigns, and PSEs, of which:         551,799         78,577         852,779         834,803           24         qualify as HQLA, including exchange-traded equities and trade finance on-balance sheet products         1,004,780	8	Operational deposits	250,822	0	0	0		
12 NSFR derivative liabilities 0 0 0 0 0 1 1 2 All other liabilities and capital instruments not included in the above categories 428,603 0 0 0 0 0 0 0 1 1 4 Total available stable funding (ASF) 11,311,397 0 0 477,598 10,033,413 Required stable funding (RSF) Items  15 Total high-quality liquid assets (HQLA) 0 0 1,845,522 Performing loans and securities: 632,006 82,277 1,857,560 1,845,522 Performing securities financing transactions with financial sustomers collateralised by Level 1 HQLA subject to 0% 1,337,297 114,702 haircut Performing loans to non- financial corporate clients, loans 20 to retail and small business customers, and loans to 551,799 78,577 852,779 834,803 sovereigns, and PSEs, of which: Other loans and securities that are not in default and do not 4 qualify as HQLA, including exchange-traded equities and 1,004,780 896,017 trade finance on-balance sheet products 513,173 254 63,288 321,732	9	Other wholesale funding	339,905	0	0	169,952		
All other liabilities and capital instruments not included in the above categories  14 Total available stable funding (ASF)  11,311,397  0 477,598  10,033,413  Required stable tunding (RSF) Items  15 Total high-quality liquid assets (HQLA)  17 Performing loans and securities:  Performing securities financing transactions with financial  18 customers collateralised by Level 1 HQLA subject to 0% haircut  Performing loans to non-financial corporate clients, loans  20 to retail and small business customers, and loans to sovereigns, and PSEs, of which:  Other loans and securities that are not in default and do not qualify as HQLA, including exchange-traded equities and trade finance on-balance sheet products  513,173  254  632,006  82,277  1,857,560  1,337,297  114,702  1,337,297  114,702  1,337,297  852,779  834,803  896,017	11	Other liabilities:	580,098	0	0	0		
14   Total available stable funding (ASF)   11,311,397   0   477,598   10,033,413	12	NSFR derivative liabilities	0	0	0			
Required stable funding (RSF) Items  15 Total high-quality liquid assets (HQLA)  17 Performing loans and securities:  Performing securities financing transactions with financial  18 customers collateralised by Level 1 HQLA subject to 0%  haircut  Performing loans to non- financial corporate clients, loans  20 to retail and small business customers, and loans to sovereigns, and PSEs, of which:  Other loans and securities that are not in default and do not  24 qualify as HQLA, including exchange-traded equities and trade finance on-balance sheet products  26 Other assets:  513,173  524  632,006  82,277  1,857,560  1,337,297  114,702  1,337,297  114,702  1,337,297  114,702  1,337,297  114,702  1,347,02  1,004,780  896,017	13	•	428,603	0	0	0		
Total high-quality liquid assets (HQLA)  17 Performing loans and securities:  Performing securities financing transactions with financial  18 customers collateralised by Level 1 HQLA subject to 0%  haircut  Performing loans to non- financial corporate clients, loans  20 to retail and small business customers, and loans to  sovereigns, and PSEs, of which:  Other loans and securities that are not in default and do not  24 qualify as HQLA, including exchange-traded equities and trade finance on-balance sheet products  26 Other assets:  513,173  532,006  82,277  1,857,560  1,845,522  78,577  852,779  834,803  551,799  78,577  852,779  834,803  896,017	14	Total available stable funding (ASF)	11,311,397	0	477,598	10,033,413		
Performing loans and securities:  Performing securities financing transactions with financial  customers collateralised by Level 1 HQLA subject to 0%  haircut  Performing loans to non- financial corporate clients, loans  to retail and small business customers, and loans to sovereigns, and PSEs, of which:  Other loans and securities that are not in default and do not  qualify as HQLA, including exchange-traded equities and trade finance on-balance sheet products  71,857,560  1,845,522  1,337,297  114,702  114,70	Required stable	funding (RSF) Items						
Performing securities financing transactions with financial  customers collateralised by Level 1 HQLA subject to 0%	15	Total high-quality liquid assets (HQLA)				0		
18 customers collateralised by Level 1 HQLA subject to 0%	17	Performing loans and securities:	632,006	82,277	1,857,560	1,845,522		
haircut Performing loans to non- financial corporate clients, loans  20 to retail and small business customers, and loans to 551,799 78,577 852,779 834,803 sovereigns, and PSEs, of which: Other loans and securities that are not in default and do not  24 qualify as HQLA, including exchange-traded equities and trade finance on-balance sheet products  26 Other assets: 513,173 254 63,288 321,732		Performing securities financing transactions with financial						
Performing loans to non- financial corporate clients, loans  to retail and small business customers, and loans to 551,799 78,577 852,779 834,803 sovereigns, and PSEs, of which:  Other loans and securities that are not in default and do not qualify as HQLA, including exchange-traded equities and trade finance on-balance sheet products  26 Other assets: 513,173 254 63,288 321,732	18				1,337,297	114,702		
to retail and small business customers, and loans to 551,799 78,577 852,779 834,803 sovereigns, and PSEs, of which: Other loans and securities that are not in default and do not qualify as HQLA, including exchange-traded equities and trade finance on-balance sheet products  26 Other assets: 513,173 254 63,288 321,732								
sovereigns, and PSEs, of which: Other loans and securities that are not in default and do not  qualify as HQLA, including exchange-traded equities and trade finance on-balance sheet products  26 Other assets: 513,173 254 63,288 321,732	20		551.799	78.577	852.779	834.803		
Other loans and securities that are not in default and do not  24 qualify as HQLA, including exchange-traded equities and trade finance on-balance sheet products  26 Other assets: 513,173 254 63,288 321,732			,	-,-	,	,		
trade finance on-balance sheet products  26 Other assets: 513,173 254 63,288 321,732		-						
trade finance on-balance sheet products  26 Other assets: 513,173 254 63,288 321,732	24	qualify as HOLA, including exchange-traded equities and			1.004.780	896.017		
26 Other assets: 513,173 254 63,288 321,732						•		
	26	·	513,173	254	63,288	321,732		
	29	NSFR derivative assets	200					

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Table 19 - LIQ2: Net Stable Funding Ratio

(in thousands EUR)		Unweigh	Unweighted value by residual maturity					
		< 6 months	6 months to < 1yr	≥ 1yr				
Available stable					Weighted value			
funding (ASF)								
Items								
31	All other assets not included in the above categories	512,973	254	63,288	321,722			
32	Off-balance sheet items	229,704	0	61	11,300			
33	Total RSF				2,178,555			
34	Net Stable Funding Ratio (%)				460.5536%			

Table 20 - CR4: Credit risk exposure and CRM effects

	Exposures befo	re CCF and CRM	Exposures post	-CCF and CRM	RWA and RWA density		
	On-balance sheet	Off-balance sheet	On-balance sheet	Off-balance sheet			
Asset classes	amount	amount	amount	amount	RWA	RWA density	
Central governments and central banks	8,607,820	0	8,607,820	0	0	0%	
Public sector entities	156,685	0	156,685	0	0	0	
Multilateral development banks	98,892	0	98,892	0	0	0	
Institutions	1,172,128	0	1,172,128	0	469,496	40%	
Corporates	87,572	118,061	87,572	61	87,633	100%	
Retail exposures	600,370	110,775	600,370	0	450,278	75%	
Exposures in default	4,770	461	4,770	0	4,771	100%	
Equity exposures	25	0	25	0	25	100%	
Other assets	8,232	0	8,233	0	8,233	100%	
Total	10,736,494	229,297	10,736,495	61	1,020,436	100%	

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Table 21 - CR5: Credit risk exposure standardised approach

	Risk weight						Total credit
							exposures amount
							(post CCF and
	0%	20%	50%	75%	100%	150%	post-CRM)
Central governments and central banks	8,607,823	-	-	-	-	-	8,607,823
Public sector entities	156,685	-	-	-	-	-	156,685
Multilateral development banks	98,892	-	-	-	-	-	98,892
Institutions	-	176,393	868,435	-	0	-	1,044,828
Corporates	-	-	-	-	87,633	-	87,633
Retail exposures	-	-	-	600,370	-	-	600,370
Exposures in default	-	-	-	-	4,767	3	4,770
Equity exposures	-	-	-	-	25	-	25
Other items	-	-	-	-	8,232	-	8,232
Total	8,863,400	176,393	868,435	600,370	100,657	3	10,609,259

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Table	e 22 - CQ1: Credit quality of forborne	exposures							
		Gross carryin	g amount/nomir forbearance		posures with	Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions		Collateral received and financial guarantees received on forborne exposures	
			Non-	performing forb	orne				Of which
									collateral and financial guarantees received on
							On		non-performing
						On performing	non-performing		exposures with
		Performing forborne		Of which defaulted	Of which impaired	forborne exposures	forborne exposures		forbearance measures
5	Cash balances at central banks and other demand deposits	-	-	-	-	-	-	-	-
10	Loans and advances	1,901	108	108	108	-204	-88	-	-
20	Central banks	-	-	-	-	-	-	-	-
30	General governments	-	-	-	-	-	-	-	-
40	Credit institutions	-	-	-	-	-	-	-	-
50	Other financial corporations	-	-	-	-	-	-	-	-
60	Non-financial corporations	-	-	-	-	-	-	-	-
70	Households	1,901	108	108	108	-204	-88	-	-
80	Debt Securities	-	-	-	-	-	-	-	-
90	Loan commitments given	-	-	-	-	-	-	-	-
100	Total	1,901	108	108	108	-204	-88	0	

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Tabl	e 23 - CQ3: Credit quality o	f perform	ing and non-	performii	ng expos	sures by pas	st due da	ıys					
			Gross carrying amount/nominal amount										
		Per	Performing exposures Non-performing exposures										
			Not past due or past due ≤ 30 days	Past due > 30 days ≤ 90 days		Unlikely to pay that are not past due or are past due ≤ 90 days	Past due > 90 days ≤ 180 days		Past due > 1 year ≤ 2 years	Past due > 2 years ≤ 5 years		Past due > 7 years	Of which defaulted
5	Cash balances at central banks and other demand deposits	7,591,497	7,591,497	0	2	2	0		0	0	0	0	2
10	Loans and advances	1,482,563	1,473,935	8,627	47,842	2,454	8,417	17,078	15,826	3,972	81	14	3,972
20	Central banks	0	0	0	0	0	0	0	0	0	·	0	0
30	General governments	425,644	425,644	0	0	0				0		0	
40	Credit institutions	431,593	431,593	0	0	0			0	0		0	0
50	Other financial corporations	1,700	1,696	4	22	0			1	2		0	_
60	Non-financial corporations	465	172	293	1,522	0	363	588	333	238	0	0	238
70	Of which SMEs	1	1	0	0	0			0	0		0	0
80	Households	623,161	614,830	8,331	46,298	2,454	8,042	16,484	15,492	3,732	80	14	3,732
90	Debt securities	2,426,243	2,426,243	0	0	0	0	0	0	0	0	0	0
100	Central banks	0	0	0	0	0	0	0	0	0	0	0	0
110	General governments	622,911	622,911	0	0	0	0	0	0	0	0	0	0
120	Credit institutions	1,803,232	1,803,232	0	0	0	0	0	0	0	0	0	0
130	Other financial corporations	100	100	0	0	0	0	0	0	0	0	0	0
140	Non-financial corporations	0	0	0	0	0	0	0	0	0	0	0	0
150	Off-balance-sheet exposures	229,250	0	0	0	0	0	0	0	0	0	0	0
160	Central banks	0	0	0	0	0	0	0	0	0	0	0	0
170	General governments	0	0	0	0	0	0	0	0	0	0	0	0
180	Credit institutions	0	0	0	0	0	0	0	0	0	0	0	0
190	Other financial corporations	118,000	0	0	0	0	0	0	0	0	0	0	0
200	Non-financial corporations	61	0	0	0	0	0	0	0	0	0	0	0
210	Households	111,189	0	0	0	0	0	0	0	0	0	0	0
220	Total	11,729,552	11,491,675	8,627	47,844	2,456	8,417	17,080	15,826	3,972	81	14	3,974

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Table	24 - CQ4: Quality of non-performing exposure	es by geography					
		Gross carrying/nominal amount				Accumulated	Provisions on
			Of which non-	-performing		impairment	off-balance-sheet
				Of which	Of which subject		commitments and
				defaulted	to impairment		financial guarantees given
10	On-balance-sheet exposures	11,560,739	47,844	47,844	11,548,509	-68,739	
20	Spain	780,136	2,035	2,035	780,064	-2,942	
30	Germany	676,530	1,442	1,442	676,494	-2,219	
40	Ireland	645,708	14,310	14,310	645,699	-22,757	
50	Belgium	311,907	620	620	311,907	-756	
60	United States	276,252	0	0	276,252	-14	
70	France	253,086	5,966	5,966	252,982	-6,823	
80	United Kingdom	228,343	8	8	216,482	-40	
90	Romania	176,477	5,330.00	5,330.00	176,476	-10,431.00	
100	Lithuania	172,142	2,075	2,075	172,142	-3,342	
110	Poland	134,209	8,441	8,441	134,209	-10,290	
120	Other countries	7,905,950	7,618	7,618	7,905,802	-9,124	
130	Off-balance-sheet exposures	229,765	515	515			754
140	United Kingdom	118,001	-	-			-
150	Ireland	45,147	316	316			502
160	Poland	37,228	182	182			137
170	Lithuania	21,769	14	14			73
180	Spain	7,472	0	0			41
190	Netherlands	38	1	1			C
200	France	25	1	1			0
210	Germany	25	-	-			C
220	Estonia	15	0	0			0
230	Cyprus	15	-	-			C
240	Other countries	29	1	1			1
250	Total	11,790,505	48,359	48,359			754

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Table	25 - CQ5: Credit quality of loans and advances	s to non-financi	al corporations	by industry			
			Gross carry		Accumulated	Accumulated	
			Of which non-performing				negative changes
				Of which defaulted	Of which loans and advances subject to impairment		in fair value due to credit risk on non-performing exposures
10	Agriculture, forestry and fishing	4	2	2	4	-4	C
20	Mining and quarrying	0	0	0	0	0	0
30	Manufacturing	190	155	155	190	-190	C
	Electricity, gas, steam and air conditioning supply	0	0	0	0	0	(
50	Water supply	0	0	0	0	0	(
60	Construction	185	123	123	185	-185	(
70	Wholesale and retail trade	242	195	195	242	-242	(
80	Transport and storage	145	97	97	145	-145	(
90	Accommodation and food service activities	85	52	52	85	-85	(
100	Information and communication	156	130	130	156	-156	(
110	Financial and insurance activities	0	0	0	0	0	(
-	Real estate activities	36	21	21	36	-36	(
130	Professional, scientific and technical activities	325	253	253	325	-325	(
140	Administrative and support service activities	199	177	177	199	-199	(
150	Public administration and defense, compulsory social security	3	2	2	3	-3	(
160	Education	36	31	31	36	-36	(
170	Human health services and social work activities	5	2	2	5	-5	(
180	Arts, entertainment and recreation	6	5	5	6	-6	(
190	Other services	369	277	277	369	-369	(
200	Total	1,986	1,522	1,522	1,986	-1,986	- 0

Capital adequacy and risk management report (Pillar 3) (all amounts in EUR thousand unless stated otherwise)

Table 26 - CR1: Performi	ng and non n	orforming o	vnocuroc or	ad rolated a	roviciona								
Table 20 - CKT. Performi	ng and non-p	erronning e	xposures ar	iu reiated p	TOVISIONS	1	1	1	1	1	1	1	1
							Accumu		irment, accun			nges in fair	
		Gross carr	ying amount/	nominal amo	ount			value	due to credit i	risk and pr	ovisions		
	Performing exposures			Non-perfor ming exposures				orming expo ulated impa provisior	irment and	accumul accumul changes	orming ex ated impa ated nega in fair valu k and prov	Accumulated partial write-off	
		Of which	Of which		Of which	Of which		Of which	Of which		Of which	Of which	
		stage 1	stage 2		stage 2	stage 3		stage 1	stage 2		stage 2	stage 3	
Cash balances at central banks and other demand													
deposits	7,591,497	7,580,353	0	2	0	2	(1)	(1)	0	(2)	0	(2)	0
Loans and advances	1,482,563	1,375,697	106,866	47,842	0	47,841	(25,353)	(15,116)	(10,237)	(43,125)	(2)	(43,075)	0
Central banks	0	0	0	0	0	0	0	0	0	0	0	0	0
General governments	425,644	425,644	0	0	0	0	0	0	0	0	0	0	0
Credit institutions	431,593	431,593	0	0	0	0	0	0	0	0	0	0	0
Other financial corporations	1,700	1,700	0	22	0	22	(7)	(7)	0	(22)	0	(23)	0
Non-financial corporations	465	465	0	1,522	0	1,522	(465)	(465)	0	(1,522)	0	(1,522)	0
Of which SMEs	1	1	0	0	0	0	(1)	(1)	0	0	0	0	0
Households	2,426,243	2,426,243	0	0	0	0	(24,881)	(14,644)	(10,237)	(41,581)	(2)	(41,530)	0
Debt securities	2,426,243	2,426,243	0	0	0	0	(259)	(259)	0	0	0	0	0
Central banks	0	0	0	0	0	0	0	0	0	0	0	0	C
General governments	622,911	622,911	0	0	0	0	0	0	0	0	0	0	C
Credit institutions	1,803,232	1,803,232	0	0	0	0	(259)	(259)	0	0	0	0	0
Other financial corporations	100	100	0	0	0	0	0	0	0	0	0	0	C
Non-financial corporations	0	0	0	0	0	0			0	0	0	0	0

Capital adequacy and risk management report (Pillar 3) (all amounts in EUR thousand unless stated otherwise)

Table 26 - CR1: Performing and non-performing exposures and related provisions													
		Gross carrying amount/nominal amount					Accumu		irment, accun due to credit r			nges in fair	
	Performing exposures			Non-perfor ming exposures				orming expo ulated impa provision	irment and	accumul accumul changes	orming expated impaint ored impainted negated in fair valued in fa	irment, tive ue due to	Accumulated partial write-off
Off-balance-sheet exposures	229,250	224,706	4,544	515	0	515	700	553	146	54	0	54	
Central banks	0	0	0	0	0	0	0	0	0	0	0	0	
General governments	0	0	0	0	0	0	0	0	0	0	0	0	
Credit institutions	0	0	0	0	0	0	0	0	0	0	0	0	
Other financial corporations	118,000	118,000	0	0	0	0	0	0	0	0	0	0	
Non-financial corporations	61	61	0	0	0	0	0	0	0	0	0	0	
Households	111,189	106,645	4,544	515	0	515	700	553	146	54	0	54	
Total	11,729,552	11,606,998	111,410	48,359	0	48,357	(24,913)	(14,822)	(10,090)	(43,073)	(2)	(43,023)	0

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Table 27 - CR1a: Maturity of exposures

	Net exposure value							
	On demand	<= 1 year	> 1 year <= 5 years	> 5 years	No stated maturity	Total		
Loans and advances	41,737	17,997	1,386,027	84,644	-	1,530,405		
Debt securities	-	2,426,243	-	-	-	2,426,243		
Total	41,737	2,444,240	1,386,027	84,644	0	3,956,648		

Table 28 - CR2: Changes in the stock of non-performing loans and advances

	Gross carrying amount
Initial stock of non-performing loans and advances	16,855
Inflows to non-performing portfolios	31,201
Outflows from non-performing portfolios	(215)
Outflows due to write-offs	
Outflow due to other situations	
Final stock of non-performing loans and advances	47,842

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Table 29 - CR2a: Changes in the stock of non-performing loans and advances and related net accumulated recoveries

	Gross carrying amount	Related net accumulated recoveries
Initial stock of non-performing loans and advances	16,855	recoveries
Inflows to non-performing portfolios	31,201	
Outflows from non-performing portfolios	(215)	
Outflow to performing portfolio		
Outflow due to loan repayment, partial or total		
Outflow due to collateral liquidations		
Outflow due to taking possession of collateral		
Outflow due to sale of instruments		
Outflow due to risk transfers		
Outflows due to write-offs		
Outflow due to other situations		
Outflow due to reclassification as held for sale		
Final stock of non-performing loans and advances	47,842	

Table 30 - OR1: Operational risk own funds requirements and risk-weighted exposure amounts

		Year-3	Year-2	Last year		
1	Banking activities subject to basic indicator approach (BIA)	919,208	147,164	397,819	73,210	915,119
2	Banking activities subject to standardised (TSA) / alternative standardised (ASA) approaches	-	-	-	-	-
3	Subject to TSA:					
4	Subject to ASA:					
5	Banking activities subject to advanced measurement approaches AMA	-	-	-	-	-

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Table 31 - IRRBI	Table 31 - IRRBB: Interest rate risks of non-trading book activities									
	Changes of the econ	omic value of equity	C	erest income						
	Current period	Last period	Current period	requirement		Last period				
Parallel up	4.4%	0.8%	35.4%			35.9%				
Parallel down	-11.5%	-6.6%	-35.2%			-35.9%				
Steepener	-3.3%	-1.1%								
Flattener	2.4%	-0.1%								
Short rates up	3.3%	-0.5%								
Short rates down	-8.0%	-3.8%								

Table 32 - AE1: Encumbered and une	able 32 - AE1: Encumbered and unencumbered assets								
	Carrying am assets	arrying amount of encumbered Fa		Fair value of encumbered assets		Carrying amount of unencumbered assets		Fair value of unencumbered assets	
		of which notionally eligible EHQLA and HQLA		of which notionally eligible EHQLA and HQLA		of which EHQLA and HQLA		of which EHQLA and HQLA	
	10.004				10,000,171	0.407.700			
Assets of the reporting institution	10,234	-			12,093,171	8,437,729			
Equity instruments					25		25		
Debt securities					2,425,984	878,489	2,254,559	919,322	
of which: covered bonds									
of which: asset-backed securities									
of which: issued by general governments					622,911	622,911	637,107	637,107	
of which: issued by financial corporations					1,803,073	255,578	1,617,452	282,215	
of which: issued by non-financial corporations									
Other assets	10,234	-			9,667,162	7,559,240			

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#### Table 33 - AE2: Sources of encumbrance

	Matching liabilities, contingent liabilities or securities lent	Assets, collateral received and own debt securities issued other than covered bonds and securitisations encumbered
Carrying amount of selected financial liabilities	4,397	4,397

Table 34 - REM1: Remuneration awarded for the financial year

			MB Management	
		MB Supervisory function	function	Other identified staff
Fixed remuneration	Number of identified staff	-	10	29
	Total fixed remuneration	-	1,272	2,343
	Of which: cash-based	-	1,272	2,343
	Of which: other forms	-	-	-
Variable remuneration	Number of identified staff		10	29
	Total variable remuneration		837	2,056
	Of which: cash-based			22
	Of which: share-linked instruments or			
	equivalent non-cash instruments		147	476
	Of which: deferred		-	-
Total remuneration (2 + 10)		-	2,109	4,399

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Table 35 - REM2: Special payments to staff whose professional acti	vities have a mate	erial impact on in	stitutions' risk pr	ofile (identified staff)
	MB Supervisory function	MB Management function	Other senior management	Other identified staff
Guaranteed variable remuneration awards				
Guaranteed variable remuneration awards - Number of identified staff	0	0	0	0
Guaranteed variable remuneration awards -Total amount	0	0	0	0
Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap				
Severance payments awarded in previous periods, that have been paid out during the	financial year			
Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified staff	0	0	0	0
Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	0	0	0	0
Severance payments awarded during the financial year				
Severance payments awarded during the financial year - Number of identified staff	0	0	0	0
Severance payments awarded during the financial year - Total amount	0	0	0	0
Of which paid during the financial year				
Of which deferred				
Of which severance payments paid during the financial year, that are not taken into account in the bonus cap				
Of which highest payment that has been awarded to a single person				

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						i		
T     04 DEN40 D 4								
Table 36 - REM3: Defe	erred remur	eration						
Deferred and retained remuneration	remuneration awarded for previous	due to vest in	Of which vesting in subsequent financial	financial year to deferred remuneration that was	adjustment made in the	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e.changes of value of deferred remuneration due to the changes of prices of instruments)	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
MB Supervisory function								
Cash-based								
Shares or equivalent ownership interests								
Share-linked instruments or equivalent non-cash instruments								
Other instruments								
Other forms								
MB Management function	C	0						
Cash-based								
Cash-based								
Share-linked instruments or equivalent non-cash instruments								
Other instruments	1	-						
Other forms								
Other identified staff	-	) 0						
Cash-based	1	1 0						
Share-linked instruments or	<del> </del>	-						
mare-inikeu mstruments or						]	l	1

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Table 36 - REM3: Defe	erred remun	eration						
Deferred and retained remuneration		vest in the financial	Of which vesting in subsequent financial	remuneration that was due to vest in the	adjustment made in the	deferred remuneration due to	remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
equivalent non-cash instruments								
Other instruments Other forms								
Total amount	0	0						

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To be extended as appropriate, if further payment bands are needed.

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Table 37 - REM4: Remuneration of 1 million EUR or more per year

EUR	Identified staff that are high earners as set out in Article 450(i) CRR
1 000 000 to below 1 500 000	····
1 500 000 to below 2 000 000	
2 000 000 to below 2 500 000	
2 500 000 to below 3 000 000	
3 000 000 to below 3 500 000	
3 500 000 to below 4 000 000	
4 000 000 to below 4 500 000	
4 500 000 to below 5 000 000	
5 000 000 to below 6 000 000	
6 000 000 to below 7 000 000	
7 000 000 to below 8 000 000	

Table 38 - REM5: Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)

	Manag	ement body remu	ineration						
	MB	MB					Independent		
	Supervisory	Management			Asset	Corporate	internal control		
	function	function	Total MB	Retail banking	management	functions	functions	All other	Total
Total number of identified staff	0	10	10						39
Of which: members of the MB	0	10	10						10
Of which: other senior management									
Of which: other identified staff				4	2	5	17	1	29
Total remuneration of identified									
staff		2,109	2,109	987	582	926	1,904	0	6,508
Of which: variable remuneration		837	837	446	201	658	752	0	2,893
Of which: fixed remuneration		1,272	1,272	541	381	268	1,152	0	3,614

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Table 39 - SEC1 - Securitisation exposures in the non-trading book

			s as investor		
		Tra	ditional	Synthetic	Sub-total
		STS	Non-STS		
1	Total exposures		421,100		421,100
2	Retail (total)				
3	residential mortgage				
4	credit card				
5	other retail exposures				
6	re-securitisation				
7	Wholesale (total)		421,100		421,100
8	loans to corporates		421,100		421,100
9	commercial mortgage				
10	lease and receivables				
11	other wholesale				
12	re-securitisation				

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Table 40 - SEC4: Securitisation exposures in the non-trading book and associated regulatory capital requirements - institution acting as investor

										-				
		Expo	sure values	(by RW bar	nds/deduct	ions)	Exposure	values (by	regulatory a	pproach)	RWEA (by regulatory approach)			
		≤20% RW	>20% to 50% RW	>50% to	>100% to <1250% RW	1250% RW / deduction s	SEC-IRBA	SEC-ERB A (including IAA)		1250%/ deduction s	SEC-IRBA	SEC-ERB A (including IAA)	SEC-SA	1250%
1	Total exposures	346,100						346,100	75,000			66,959	18,060	
2	Traditional transactions		,					,	,			,	,	
3	Securitisation	346,100	75,000					346,100	75,000			66,959	18,060	
4	Retail underlying													
5	Of which STS													
6	Wholesale	346,100	75,000					346,100	75,000			66,959	18,060	
7	Of which STS													
8	Re-securitisation													
9	Synthetic transactions													
10	Securitisation													
11	Retail underlying													
12	Wholesale													
13	Re-securitisation													

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#### Attestation

The Head of Finance hereby attests that the disclosures in the EEA Group's Risk Management and Capital Adequacy Report (Pillar 3), provided according to Part Eight of Regulation (EU) No 575/2013, have been prepared in accordance with the internal controls and procedures.

The system of internal controls that is designed to maintain effective and efficient operations, compliant with applicable laws and regulations on Pillar 3 disclosure requirements stipulates the general principles that apply for the control processes and structures regarding the disclosure of risk and capital adequacy information in the EEA Group. The system ensures that the disclosed information is subject to effective, timely and adequate internal controls and monitoring structures.

#### Olga Kosiakova

Head of Finance Revolut Holdings Europe UAB