

Pillar 3 Report 2025

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About the Pillar 3 Report

This Pillar 3 Report of Triodos Bank N.V. contains quantitative and qualitative information related to Triodos Bank as required in the Capital Requirements Regulation.

- The scope is on consolidated level as at 31 December 2025.
- There are no differences between accounting and regulatory scopes of consolidation.
- The accounting standard is IFRS.
- The reporting currency is euros.
- Triodos Bank does not omit the disclosure of any required information for proprietary or confidentiality reasons.
- Some tables are not relevant for Triodos Bank and are therefore omitted.
- Small differences are possible due to rounding.
- The LEI code of Triodos Bank N.V. is 724500PMK2A2M1SQQ228.

To calculate the total risk-weighted assets, the following approaches are used:

- For credit risk: the standardised approach.
- For operational risk: the business indicator approach.
- For credit risk mitigation: the financial collateral simple method.
- For counterparty credit risk: the standardised approach.
- For market risk: the standardised approach.
- For credit valuation adjustment risk: the reduced basic approach.

Triodos Bank N.V. has made these disclosures in accordance with prudential regulation, which is also an integral part of its internal policies and procedures. The Pillar 3 policy has been in place since 2015 and is annually reviewed to ensure permanent compliance of Triodos Bank's Pillar 3 disclosures with the Capital Requirements Regulation (Part 8). Senior representatives and subject-matter experts from involved co-making departments are responsible for the disclosed information. The information in Pillar 3 has not been audited by Triodos Bank's external auditor. However, the Pillar 3 disclosures are subject to its internal controls and validation processes, which aim to ensure the correctness and completeness of the information disclosed in this report as well as compliance with the applicable laws and regulations. Triodos Bank believes that this report describes its overall risk profile accurately and comprehensively.

Unless otherwise stated, all references to 'Triodos Bank', the 'bank', the 'Group', 'we', 'us' and 'our' refer to Triodos Bank N.V. and its consolidated subsidiaries.

Driebergen-Rijsenburg, 11 March 2026

Triodos Bank Executive Board:

Marcel Zuidam, CEO and Chair
Kees van Kalveen, CFO
Marjolein Landheer, CRO
Jacco Minnaar, CCO
Barbara van Duijn, CIO
Suzanne Schilder, CTO

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Scope of application

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

Amounts 2025 (in EUR 1,000)	a +b'	c	d	Carrying values of items			Not subject to own funds requirements or subject to deduction from own funds
	Carrying values as reported in published financial statements	Subject to the credit risk framework	Subject to the CCR framework	Subject to the securitisation framework	Subject to the market risk framework		
Breakdown by asset classes according to the balance sheet in the published financial statements							
1 Cash and cash equivalents	1,613,073	1,613,073	-	-	308,700	-	-
2 Loans and advances to banks	277,571	277,571	-	-	20,913	-	-
3 Loans and advances to customers	11,491,533	11,491,533	-	-	1,248,846	-	-
4 Debt securities at amortised cost	3,679,182	3,679,182	-	-	737,723	-	-
5 Investment securities	30,547	30,547	-	-	5,825	-	-
6 Intangible assets	48,202	10,220	-	-	1,357	37,982	-
7 Property and equipment	71,618	71,618	-	-	12,041	-	-
8 Investment property	4,781	4,781	-	-	-	-	-
9 Right-of-use assets	15,756	15,756	-	-	841	-	-
10 Non-trading derivatives	239,922	-	239,922	-	-	-	-
11 Deferred tax assets	7,013	6,004	-	-	372	1,009	-
12 Current tax receivable	17,949	17,949	-	-	-	-	-
13 Other assets	66,776	66,776	-	-	1,950	-	-
14 Non-current assets held for sale	4,690	4,690	-	-	-	-	-
Total assets	17,568,613	17,289,700	239,922	-	2,338,568	38,991	

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Amounts 2025 (in EUR 1,000)	a + b ¹	c	d	Carrying values of items			g
	Carrying values as reported in published financial statements	Subject to the credit risk framework	Subject to the CCR framework	Subject to the securitisation framework	Subject to the market risk framework	Not subject to own funds requirements or subject to deduction from own funds	
Breakdown by liability classes according to the balance sheet in the published financial statements							
16 Deposits from banks	256,200	-	-	-	-	256,200	
17 Deposits from customers	15,075,330	-	-	-	2,083,653	15,075,330	
18 Debt securities in issue	657,035	-	-	-	0	657,035	
19 Lease liabilities	9,972	-	-	-	877	9,972	
20 Non-trading derivatives	11,466	-	11,466	-	-	-	
21 Deferred tax liabilities	8,058	-	-	-	-	8,058	
22 Current tax liabilities	16,153	-	-	-	3,092	16,153	
23 Other liabilities	61,662	-	-	-	3,264	61,662	
24 Provisions	26,594	-	-	-	624	26,594	
25 Subordinated debt	254,627	-	-	-	0	254,627	
Total liabilities	16,377,097	-	11,466	-	2,091,510	16,365,631	

¹ Triodos Bank's scope of accounting consolidation is the same as its scope of regulatory consolidation.

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

	Amounts 2025 (in EUR 1,000)	a Total	b Credit risk framework	c Items subject to		
				d Securitisation framework	e CCR framework	f Market risk framework
1	Assets carrying value amount under the scope of prudential consolidation (as per template LI1)	17,529,622	17,289,700	-	239,922	2,338,568
2	Liabilities carrying value amount under the scope of prudential consolidation (as per template LI1)	11,466	-	-	11,466	2,091,510
3	Total net amount under the scope of prudential consolidation	17,518,156	17,289,700	-	228,456	247,058
4	Off-balance-sheet amounts	1,599,934	1,599,934	-	-	-
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	-1,843	-1,842.70	-	-	-
8	Differences due to the use of credit risk mitigation techniques (CRMs)	-	0.00	-	-	-
9	Differences due to credit conversion factors	-945,257	-945,256.55	-	-	-
10	Differences due to securitisation with risk transfer	-	-	-	-	-
11	Other differences	-304,025	-112,535	-	-191,490	-
12	Exposure amounts considered for regulatory purposes	17,866,966	17,830,000	-	36,966	247,058

EU LI3 - Outline of the differences in the scopes of consolidation

a Name of the entity	b Method of accounting consolidation	c Method of prudential consolidation					h Description of the entity
		d Full consolidation	e Proportional consolidation	f Equity method	g Neither consolidated nor deducted	i Deducted	
Triodos Bank N.V.	Full consolidation	X					Credit institution
Triodos Bank UK Ltd	Full consolidation	X					Credit institution
IMMA BVBA	Full consolidation	X					Other financial intermediary
Legal Owner Triodos Funds B.V.	Full consolidation	X					Other financial intermediary
Triodos Investment Management B.V.	Full consolidation	X					Investment firm
Sinopel 2019 B.V.	Full consolidation	X					Financial vehicle corporation

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EU KM1 - Key metrics template

		a	b	c	d	e
	Amounts (in EUR 1,000) ¹	31.12.2025	30.09.2025	30.06.2025	31.03.2025	31.12.2024
	Available own funds (amounts)					
1	Common Equity Tier 1 (CET1) capital	1,150,615		1,176,084		1,180,749
2	Tier 1 capital	1,150,615		1,176,084		1,180,749
3	Total capital	1,400,170		1,432,070		1,436,780
	Risk-weighted exposure amounts					
4	Total risk exposure amount	6,600,424		6,501,866		7,188,716
4a	Total risk exposure pre-floor	6,600,424		6,501,866		-
	Capital ratios (as a percentage of risk-weighted exposure amount)					
5	Common Equity Tier 1 ratio (%)	17.43%		18.09%		16.43%
5a	Not applicable					
5b	Common Equity Tier 1 ratio considering unfloored TREA (%)	17.43%		18.09%		-
6	Tier 1 ratio (%)	17.43%		18.09%		16.43%
6a	Not applicable					
6b	Tier 1 ratio considering unfloored TREA (%)	17.43%		18.09%		-
7	Total capital ratio (%)	21.21%		22.03%		19.99%
7a	Not applicable					
7b	Total capital ratio considering unfloored TREA (%)	21.21%		22.03%		-
	Additional own funds requirements to address risks other than the risk of excessive leverage (as a percentage of risk-weighted exposure amount)					
EU 7d	Additional own funds requirements to address risks other than the risk of excessive leverage (%)	4.18%		4.45%		4.45%
EU 7e	of which: to be made up of CET1 capital (percentage points)	2.35%		2.51%		2.51%
EU 7f	of which: to be made up of Tier 1 capital (percentage points)	3.14%		3.34%		3.34%

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	Amounts (in EUR 1,000) ¹	31.12.2025	30.09.2025	30.06.2025	31.03.2025	31.12.2024
EU 7g	Total SREP own funds requirements (%)	12.18%		12.45%		12.45%
	Combined buffer and overall capital requirement (as a percentage of risk-weighted exposure amount)					
8	Capital conservation buffer (%)	2.50%		2.50%		2.50%
EU 8a	Conservation buffer due to macro-prudential or systemic risk identified at the level of a Member State (%)	-		-		-
9	Institution specific countercyclical capital buffer (%)	1.436%		1.383%		1.41%
EU 9a	Systemic risk buffer (%)	-		-		-
10	Global Systemically Important Institution buffer (%)	-		-		-
EU 10a	Other Systemically Important Institution buffer	-		-		-
11	Combined buffer requirement (%)	3.94%		3.88%		3.91%
EU 11a	Overall capital requirements (%)	16.12%		16.33%		16.36%
12	CET1 available after meeting the total SREP own funds requirements (%)	8.30%		8.75%		7.09%
	Leverage ratio					
13	Total exposure measure	17,970,470		17,719,228		17,584,597
14	Leverage ratio (%)	6.40%		6.64%		6.71%
	Additional own funds requirements to address the risk of excessive leverage (as a percentage of total exposure measure)					
EU 14a	Additional own funds requirements to address the risk of excessive leverage (%)	-		-		-
EU 14b	of which: to be made up of CET1 capital (percentage points)	-		-		-
EU 14c	Total SREP leverage ratio requirements (%)	3.00%		3.00%		3.00%
	Leverage ratio buffer and overall leverage ratio requirement (as a percentage of total exposure measure)					
EU 14d	Leverage ratio buffer requirement (%)	-		-		-
EU 14e	Overall leverage ratio requirements (%)	3.00%		3.00%		3.00%
	Liquidity Coverage Ratio (%) average from preceding 12 month					
15	Total high-quality liquid assets (HQLA) (Weighted value - average)	4,822,622		4,505,440		4,177,014
EU 16a	Cash outflows - Total weighted value	2,659,430		2,598,713		2,574,089
EU 16b	Cash inflows - Total weighted value	225,748		246,134		247,600
16	Total net cash outflows (adjusted value)	2,433,683		2,352,579		2,326,489
17	Liquidity coverage ratio (%)	198.32%		191.53%		179.79%

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		a	b	c	d	e
	Amounts (in EUR 1,000) ¹	31.12.2025	30.09.2025	30.06.2025	31.03.2025	31.12.2024
Net Stable Funding Ratio						
18	Total available stable funding	14,407,216		14,008,252		13,803,114
19	Total required stable funding	9,284,191		9,412,425		9,056,582
20	NSFR ratio (%)	155.18%		148.83%		152.41%

¹ The Key metrics information of Triodos Bank is disclosed every six months.

EU KM2: Key metrics - MREL and, where applicable, G-SII requirement for own funds and eligible liabilities

		Amounts (in EUR 1,000)	Minimum requirement for own funds and eligible liabilities (MREL) ^a
			31.12.2025
Own funds and eligible liabilities, ratios and components			
1	Own funds and eligible liabilities		2,048,557
EU-1a	Of which own funds and subordinated liabilities		1,400,170
2	Total risk exposure amount of the resolution group (TREA)		6,600,424
3	Own funds and eligible liabilities as a percentage of TREA (row1/row2)		31.04%
EU-3a	Of which own funds and subordinated liabilities		21.21%
4	Total exposure measure of the resolution group		17,970,470
5	Own funds and eligible liabilities as percentage of the total exposure measure		11.40%
EU-5a	Of which own funds or subordinated liabilities		7.79%
6a	Does the subordination exemption in Article 72b(4) of the CRR apply? (5% exemption)		
6b	Pro-memo item - Aggregate amount of permitted non-subordinated eligible liabilities in-instruments If the subordination discretion as per Article 72b(3) CRR is applied (max 3.5% exemption)		
6c	Pro-memo item: If a capped subordination exemption applies under Article 72b (3) CRR, the amount of funding issued that ranks pari passu with excluded liabilities and that is recognised under row 1, divided by funding issued that ranks pari passu with excluded liabilities and that would be recognised under row 1 if no cap was applied (%)		
EU-7	MREL requirement expressed as percentage of the total risk exposure amount		
EU-8	Of which to be met with own funds or subordinated liabilities		
EU-9	MREL requirement expressed as percentage of the total exposure measure		5.25%
EU-10	Of which to be met with own funds or subordinated liabilities		5.25%

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Triodos Bank's risk management objective is to create an environment that enables it to pursue its mission and realise its strategic objectives through the timely identification and effective management of risks to which it is or may be exposed.

Risk identification

Risk identification is the starting point of risk management since risks can only be managed and controlled once they have been identified. Risks which have not been identified in a timely manner may seriously hamper and/or endanger the bank's strategy realisation. Risk identification therefore is an essential process, directed at ensuring that relevant risks that Triodos Bank is or may be exposed to are identified in a timely way.

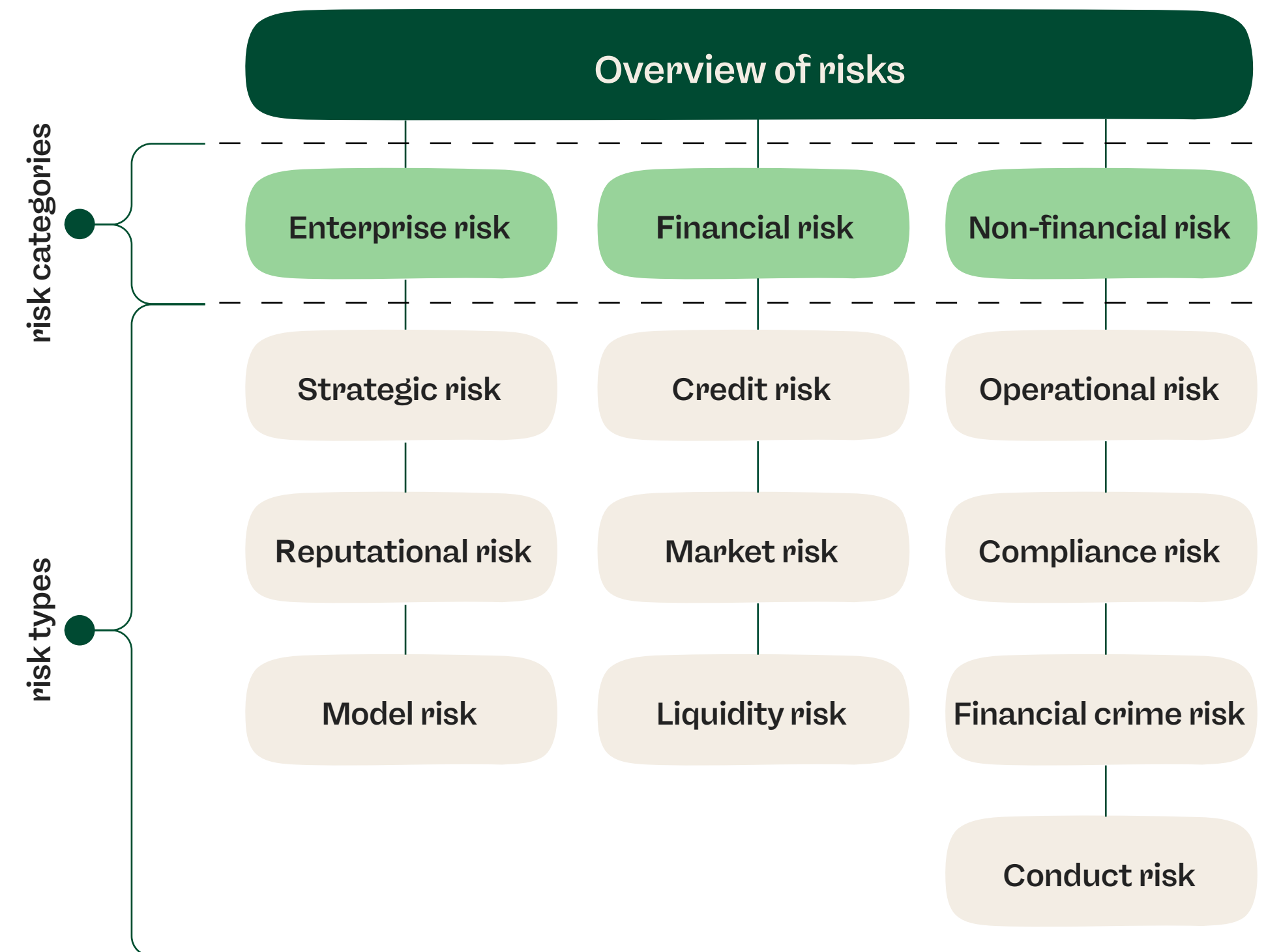
Specific regulations may be relevant depending on the risk type, and a variety of external and internal risk drivers are important for properly assessing individual risks. Incurred but non-identified risks could endanger the achievement of Triodos Bank's objectives. The process of risk identification aims to ensure that all relevant risks that we are or may be exposed to are identified in a timely way.

Risk taxonomy

The main risk categories within Triodos Bank's risk taxonomy are enterprise risk, financial risk and non-financial risk. The risk taxonomy supports a common understanding or 'risk language' by clearly defining the risk types and related sub-risks. The figure below illustrates the risk taxonomy approach at a high level.

Environmental, social and governance related factors (ESG factors) are increasingly relevant to assess the risks to which the bank may be exposed. Triodos Bank's risk taxonomy is aligned with the general regulatory view (e.g. ECB, EBA) that ESG factors

manifest themselves as drivers of existing categories and types of risk. Therefore ESG factors are not positioned as 'stand-alone' risk types in the risk taxonomy.



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Risk policies

Risk policies largely relate to the different risk types and are therefore overseen by the applicable second line functions and governed by and assigned to the respective committees. All significant risk policies are part of the Triodos Policy Library (TPL) and have a specific review date as well as an owner assigned to each policy or framework. The Group Legal department attends to the review calendar and instructs risk policy owners accordingly.

Risk appetite

Triodos Bank's risk appetite is the aggregate level and types of risk it is willing to assume within its risk capacity to achieve its strategic objectives and business plan. Triodos Bank's risk appetite supports it to achieve its goals by identifying and managing any risks that might endanger achieving these goals.

The risk appetite framework describes the overall approach to establish, communicate and monitor risk appetite. The framework considers material risks, aligns with Triodos Bank's strategy and is part of the overall risk management framework. It governs the Risk Appetite Statement (RAS), which articulates the bank's tolerance towards the aggregate level and types of risk in pursuit of its business objectives. This includes qualitative statements as well as quantitative indicators expressed relative to earnings, capital, liquidity and other relevant metrics as appropriate. It also addresses risks that are harder to quantify such as reputation and conduct risk.

Triodos Bank strives for an overall modest risk profile. Specific key risk indicators (KRIs) have been developed to track the risk subcategories as defined in its risk taxonomy. These KRIs are reviewed on an annual basis during the RAS review to ensure that the key focus areas and respective risk appetites are set in line with relevant internal and external developments. The risk limits, determined at Group level, are cascaded for each business unit. Breaches of risk appetite limits are governed by a specific breach procedure.

The RAS also includes an outline of the roles and responsibilities of those overseeing its implementation and monitoring.

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The CRO organisation consists of four main departments (Enterprise Risk Management, Financial Risk Management, Operational Risk Management and Compliance) that align with the breakdown of risks as per the risk taxonomy.

Key Group-wide committees

The Executive Board is responsible for decision-making within the sphere of risk management. There are four key Group-wide committees, chaired by different members of the Executive Board. There are several subcommittees dedicated to specific risk types reporting into these key Group-wide committees.

Enterprise Risk Committee (ERC)

The ERC manages the specific enterprise risks (i.e. strategic risk, model risk and reputational risk), ensures that ESG risk factors are properly integrated and oversees and manages the risk profile of the bank from an overall group perspective. Whereas each of Triodos Bank's other Group (risk) committees focuses on the management of the allocated risk types, the ERC provides an integrated risk synthesis of all risk types together. The ERC is chaired by the Chief Executive Officer.

Non-Financial Risk Committee (NFRC)

The purpose of the NFRC is to oversee, monitor and take decisions related to operational and compliance risks associated with the Triodos Bank Group's operations and to manage that these are and stay within the declared risk appetite. In this context, the NFRC and subcommittees take decisions on proposals presented to it that regard operational, compliance and regulatory change risk relevant topics. For the NFRC, this includes but is not limited to strategic and long-term decision-making, as well as tactical and

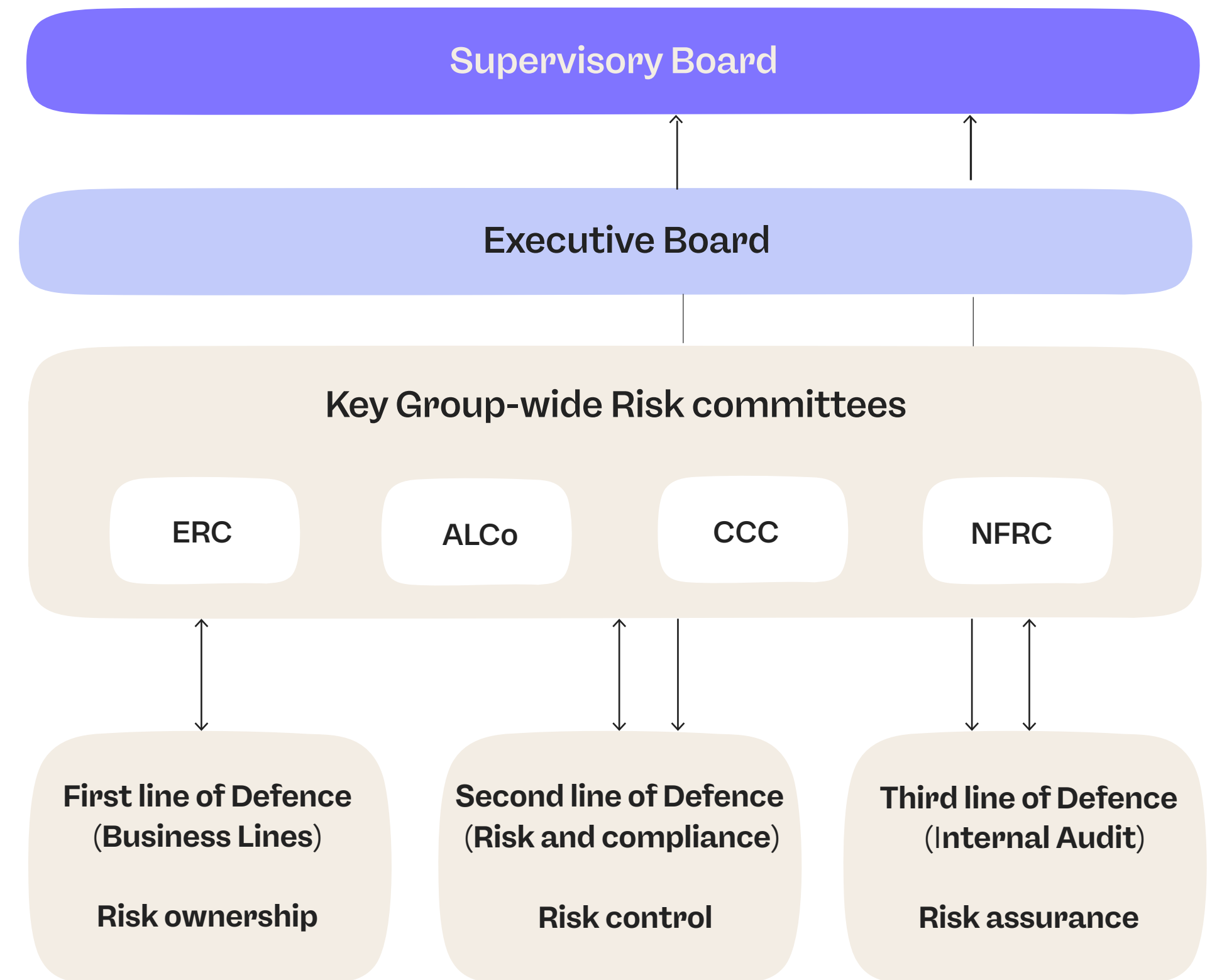
short-term decision-making for the subcommittees. The NFRC is chaired by the Chief Risk Officer.

Asset and Liability Committee (ALCo)

The ALCo monitors the development of Triodos Bank's balance sheet (including off-balance sheet positions) and P&L at Group and business unit level in order to determine whether the profitability, capital, market risks and liquidity risks are and will be in line with the defined risk appetite. It also manages the balance sheet risk positions within the defined risk appetite to optimise the risk-return-impact trade off. The ALCo is chaired by the Chief Financial Officer.

Central Credit Committee (CCC)

The CCC is responsible for ensuring and monitoring alignment of loans with credit risk policies. It takes decisions on loans that have an increased impact on the bank's balance sheet, monitors the credit risk portfolio and assesses the alignment of loans with credit risk policies. The monthly Central Credit Committee (portfolio level) is chaired by the Chief Risk Officer, while the weekly Central Credit Committee on individual file approvals is chaired by the Chief Commercial Officer.



Supervisory Board oversight

The supervisory role of the Supervisory Board includes overseeing the risk management and control framework. The Audit and Risk Committee is a committee of the Supervisory Board, whose task is to prepare the discussions and decision-making of the Supervisory Board on financial and sustainability reporting, audit issues, risk management and other matters described in the Supervisory Board Charter. In particular, the Audit and Risk Committee focuses on supervising the activities of the Executive Board. The committee also constructively challenges the Executive Board with respect to risk management in general and supervises the role and functioning of the risk management function, specifically:

- The risk profile of Triodos Bank in the context of the adopted risk tolerance and appetite.
- Whether capital allocation and liquidity impact, in the general sense, are in line with the approved risk appetite.
- The structure and operation of the internal risk management and control systems.
- The business strategies and plans of Triodos Bank.
- The implementation of Triodos Bank's risk policies.
- Triodos Bank's public disclosures on risk and risk management.
- Overseeing the alignment between all material financial products and services offered to clients and the business model and risk strategy of Triodos Bank.
- Such tasks related to the foregoing as the Supervisory Board may delegate to the Audit and Risk Committee from time to time.

The number of directorships held by members of the management body

The members of the Executive Board and Supervisory Board disclose all relevant positions they hold in so far as they are relevant to the performance of their duties as board member, including the formal directorships. The directorships are published on the company's website and reported in Triodos Bank's Annual Report

Diversity policy with regard to members of the management body

The Executive Board consists of six members: the Chair of the Executive Board and Chief Executive Officer, the Chief Financial Officer, the Chief Risk Officer, the Chief Commercial Officer, the Chief Transformation Officer and the Chief Information Officer.

The Executive Board is composed in such a way as to ensure a degree of diversity appropriate to Triodos Bank with regard to expertise, experience, competencies, other personal qualities, sex or gender identity, age, nationality, and cultural or other background. These qualities are present to carry out its duties properly, in accordance with the EDI policy. The size of the Executive Board reflects these requirements.

Selection of members of the management body and their actual knowledge, skills and expertise

Recruitment of EB and SB members is governed by the Executive and Supervisory Board Charters, Articles of Association, Suitability policy, the EDI policy and the Executive Board and Supervisory Board remuneration policies.

The key areas of expertise of the SB members are reported in the Annual Report. Around the time of appointment of EB members, their key competencies are explained in the notes to the agenda of the General Meeting.

The Audit and Risk Committee (ARC) and the frequency of the ARC meetings

The Audit and Risk Committee (ARC) is a committee of the Supervisory Board. The committee's task is to prepare the discussions and decision-making of the Supervisory Board on financial and sustainability reporting, audit issues, risk management and control, supervision of the role and functioning of the internal audit department, and supervision of the relationship with the external auditor. At least four regular meetings of the ARC will be held in any one year.

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Three lines of defence model

Triodos Bank ensures and maintains governance arrangements to conform with the applicable European Banking Authority guidelines for internal governance. The three lines of defence model is an organisational risk management concept that supports the bank's internal governance and organisation. The model is an established and widely adopted approach to support effective risk management and control. Triodos Bank uses the three lines of defence to strengthen its risk control by assigning and embedding clearly defined risk management roles and responsibilities across the bank. Each 'line' within the three lines of defence model shares a specific and coherent risk perspective.

Risk management reporting

A key objective of risk management reporting is to set Triodos Bank's actual risk profile off against its risk appetite, assess whether breaches have occurred or are expected, and decide on actions that may need to be taken as per the breach procedure. On a quarterly basis, the ERM Report presents Triodos Bank's risk profile in relation to its Risk Appetite Statement. The ERM Report is discussed in the Enterprise Risk Committee, thereafter discussed in the Executive Board and subsequently submitted to the Supervisory Board via the Audit and Risk Committee. Cascaded risk reporting is in place and discussed in other dedicated Group committees.

Enterprise risk

Enterprise risk management is a process carried out by the Executive Board, senior management and other relevant staff at strategic level.

The process is designed to identify situations and developments relevant to Triodos Bank's strategy in a timely manner, and to manage the associated risk to remain within Triodos Bank's risk appetite.

The enterprise risk category covers two main elements of risk management. The first is the Group-wide synthesis of all risk areas in an aggregate risk profile at Group level. This is compared to the risk appetite and is reported to the Enterprise Risk Committee. The second is the management of the specific risk types in the enterprise risk area – strategic risk, reputational risk and model risk. In addition, environmental, social and governance (ESG) factors are coordinated from an enterprise risk perspective.

Strategic risk

Strategic risk is the risk of a lack of achievement of Triodos Bank's strategic objectives due to internal or external factors. Triodos Bank's internal and external environment is periodically assessed to inform its short-term, mid-term, and long-term corporate strategy, as well as its risk taxonomy. Any material new risk types and subtypes identified are included in the Risk Appetite Statement (RAS), so that all relevant (strategic) risks are not only identified in a timely way but also managed and monitored accordingly.

Once Triodos Bank's strategic direction has been established taking into account the findings from

period risk assessments as well as the annual RAS review process, the execution of the strategy is monitored by the Enterprise Risk Committee (ERC). In the event of sudden and/or severe changes in either the internal and/or external environment, the strategic direction is reviewed and, if needed, modified.

Our mission is to make money work for positive change in society. Triodos Bank is in business to help create a society that promotes the quality of life of all its members on a thriving planet, with human dignity at its core. Although we continually make conscious choices about how to best position ourselves in an ever-changing environment, the pace and variety of change are challenging and come with a level of uncertainty and associated risk. To manage this risk, Triodos Bank focuses on the timely identification of any internal and external developments that may adversely impact the mission and continuity of our organisation. The ERC is responsible for overseeing the (strategic) risk identification and management process and establishing a risk appetite that allows the bank to effectively realise its purpose along with the derived Group strategy and business objectives. In addition, the ERC maintains an overview of Triodos Bank's integral risk profile to promote management's awareness of how strategic dilemmas and choices may impact its risk profile.

Strategic risk developments in 2025

As highlighted in the World around us section (as part of the Annual Report), 2025 saw the emergence of an increasingly fragmented, volatile and unpredictable political and macro-economic environment. Increased competition from banks and non-bank financial institutions, continuously increasing customer expectations, expanding regulatory requirements and the rapid adoption and implementation of AI at scale require Triodos Bank to focus and continuously adapt its strategy to an accelerating pace of change, while remaining true to its mission and values.

Reputational risk

Reputational risk arises from the negative perception of customers, counterparties, investors, co-workers, regulators or other stakeholders that can harm Triodos Bank's ability to maintain existing business relationships, establish new ones or continue to access sources of funding.

Triodos Bank aims to manage its reputation and the associated risk by acting in line with its mission and purpose. As a mission-driven bank, Triodos Bank's reputation is very valuable and vital to its ability to perform its activities and realise its mission. Reputational risk matters are managed in a Group-wide consistent way and are aligned with and support its strategic goals.

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In 2025, litigation risk has been a prominent factor driving reputational risk. However, litigation risk has been significantly reduced over the course of 2025. Favourable Spanish Supreme Court rulings in May 2025 reduced cases brought by DR Holders, especially in Spain. In addition, over 82% of DR Holders registered for settlement. The Identity and Reputational Risk Committee plays a pivotal role in guarding Triodos Bank's identity by ensuring that overarching questions, dilemmas and challenges that affect or (may) compromise Triodos Bank's identity are consistently addressed and managed Group wide.

Model risk

Model risk refers to the potential for negative consequences arising out of the decisions made based on incorrect or misused model outputs and reports. This can result in financial loss, incorrect decision-making and damage to Triodos Bank's reputation.

Triodos Bank wants to prevent adverse consequences arising from decision-making based on incorrect or misused model outputs and reports. The Model and Assumptions Review Committee monitors and approves the review of models and underlying assumptions used within Triodos Bank Group in order to make sure the models are in line with the model risk management framework. It also ensures that related model risks are in line with the defined normative framework. The applicable risk committee is always involved and consulted in advance regarding the fundamental methodology of a model and its underlying assumptions, as well as material changes made to it.

Environmental, social and governance risk factors

Environmental, social and governance (ESG) risk factors are diverse, thereby affecting risk policies and frameworks across the Group.

Environmental risk refers to the risk of any negative impact on the bank stemming from the current or prospective impact of environmental factors on our counterparties or invested assets, including factors related to the transition towards the objectives set out in Article 9 of Regulation (EU) 2020/852 of the European Parliament and of the Council (Taxonomy regulation). These are: climate change mitigation, climate change adaptation, the sustainable use and protection of water and marine resources, the transition to a circular economy, pollution, prevention and control, the protection and restoration of biodiversity and ecosystems. Environmental risk includes the two main risk drivers: physical risk (the risk of any negative financial impact on the bank from the current or prospective impact of the physical effects of environmental factors on acute and chronic risks) and transition risk (the negative financial impact from the current or prospective impact of the transition to an environmentally sustainable economy). Social risk refers to the risk of any negative financial impact on the bank stemming from the current or prospective social factors on our counterparties or invested assets. Governance risk refers to the risk of any negative financial impact on the bank stemming from the current or prospective impact of governance factors on our counterparties or invested assets.

The management of ESG risk factors takes place within each relevant risk type: credit risk, operational risk (including legal risk), market risk, liquidity risk, strategic risk and reputational risk.

An ESG risk management framework is in place, ensuring the effective management of ESG risk factors to support the realisation of Triodos Bank's purpose and strategy in line with the relevant ESG-related regulation. The framework serves as the main governing document for embedding ESG risk factors within all three lines of defence according to regulatory requirements. It describes the assigned responsibilities for managing and reporting ESG risk factors within the organisation in accordance with the three lines of defence model. The ESG Risk Committee (ESGRC) – a subcommittee of the Enterprise Risk Committee – started its activities after finalisation of the ESG programme (a bank-wide project) in April 2025. The ESGRC ensures ESG risk factors are integrated and considered across the Group, thereby safeguarding effective oversight of ESG risk factors.

Environmental, social and governance risk developments in 2025

As a result of climate change, Triodos Bank's asset portfolio is exposed to physical climate risks. On an annual basis, Triodos Bank carries out climate-risk stress tests to assess the potential impact of extreme weather events such as storms, floods and droughts on its asset portfolio. These assessments are partly based on external climate-risk data. Following the ESG risk materiality assessment, new ESG risk KRIs have been introduced aimed at better monitoring the level of climate-risk, as a driver of credit risk and operational risk. Triodos Bank uses strict criteria, the minimum standards, in its day-to-day activities and credit granting process. Due to Triodos Bank's sustainable and value-based mission, the bank is only exposed to transition risks to a limited extent.

Risk Management Statement

The Executive Board is responsible for designing, implementing and maintaining an adequate system of risk management and internal controls over financial reporting and for the risk management and compliance functions.

The risk management function works together with management to develop, embed and monitor adherence to risk policies and procedures involving identification, measurement, assessment, mitigation and monitoring of financial and non-financial risks. The compliance function plays a key role in monitoring Triodos Bank's adherence to compliance aspects within Triodos Bank's internal policies and external rules and regulations. The adequate functioning of the risk management and compliance functions as part of the internal control system are frequently discussed in the Audit and Risk Committee of the Supervisory Board.

Triodos Bank seeks to control operational and compliance risks in the manner and to the extent as described in this report. The Executive Board recognises the inherent limitations of the risk management and internal control systems. In forming its view on effectiveness, Triodos Bank considered, among other things, inherent limitations to risk management, business considerations such as the company's risk appetite, the complexity of its operations and the dynamic nature of the business environment. Certain risks remain outside the direct control of Triodos Bank, as they depend on third parties or external circumstances outside the control of Triodos Bank. The Executive Board also acknowledges identified challenges regarding control systems. The principal risks Triodos Bank faces are described in the

Risk management chapter in the Triodos Bank Annual Report 2025.

Triodos Bank's internal audit function provides independent and objective assurance of Triodos Bank's corporate governance, internal controls, compliance and risk management systems. The Executive Board, under the supervision of the Supervisory Board and its Audit and Risk Committee, is responsible for determining the overall internal audit annual plan and for monitoring the integrity of risk and compliance management systems.

In fulfilling these responsibilities, and in accordance with the revised Corporate Governance Code (CGC 2025), the Executive Board is of the opinion, with clear substantiation, that:

- Deficiencies in the Triodos Bank's internal risk management and control systems are sufficiently highlighted.
- These systems provide reasonable assurance that the consolidated financial statements and parent company financial statements do not contain any material inaccuracies.
- These systems provide limited assurance that the Consolidated sustainability statements are free of material misstatements.

- Considering our risk appetite and the complexity of our bank, Triodos Bank's internal risk management and control systems provide some certainty regarding the effectiveness with which material operational and compliance risks are being managed. There are inherent limitations of such systems, as well as ongoing efforts to remediate identified challenges with these systems as described in the Risk management chapter.
- The preparation of the consolidated financial statements and parent company financial statements on a going concern basis is justified.
- The report includes material risks and uncertainties that may affect Triodos Bank's continuity over the next 12 months.

This statement is based on a structured substantiation process coordinated across relevant content owners, reviewed and approved by the Executive Board, and overseen by the Audit and Risk Committee as a committee of the Supervisory Board. Considering the inherent limitations to risk management and internal control systems, Triodos Bank does not imply that the systems in place provide complete assurance as to the realisation of strategic, business or financial objectives nor that they can prevent misstatements, inaccuracies, fraud, operational issues and non-compliance with laws and regulations. Whilst Triodos Bank works towards improving its processes and procedures, these systems cannot provide absolute or confined certainty.

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For detailed information on the relevant risks for Triodos Bank, the risk management framework and the risk appetite, please refer to the Risk management chapter in the Triodos Bank Annual Report 2025.

Driebergen-Rijsenburg, 11 March 2026

Triodos Bank Executive Board:

Marcel Zuidam, CEO and Chair

Kees van Kalveen, CFO

Marjolein Landheer, CRO

Jacco Minnaar, CCO

Barbara van Duijn, CIO

Suzanne Schilder, CTO

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Capital assessment and monitoring

Triodos Bank's capital strategy is assessed in its internal capital adequacy assessment process (ICAAP). The ICAAP covers, for example, the calculation of adequate capital buffers, capital stress testing and a capital contingency assessment. The ICAAP is subject to the De Nederlandsche Bank (DNB) Supervisory Review and Evaluation Process (SREP), which is conducted annually.

Triodos Bank's capital position is forecasted for a five-year horizon and updated on a monthly basis. The capital position is stressed regularly based on a number of stress scenarios including negative litigation scenarios. A capital contingency process is set up for Triodos Bank in case of a potential shortfall in available capital, which can be a threat to its solvency by reducing risks and/or increasing capital and provides a specific governance structure for managing such a stressed situation.

Triodos Bank's capital position is monitored internally by the Group Asset and Liability Committee, the Enterprise Risk Committee and the Executive Board. The Asset and Liability Committee also assesses on a monthly basis whether available capital is sufficient to support current and future bank activities.

External reporting is provided to the DNB and in Triodos Bank's Annual and Half Year Report including Pillar 3 Reports.

Capital allocation

Capital is allocated to the different business units and products in Triodos Bank's annual budget process in the form of risk-weighted assets targets. The specific allocation is made based on the forecasted return on risk-weighted assets and contribution to Triodos Bank's mission and strategy.

MREL capital management strategy

The minimum requirement for own fund and eligible liabilities (MREL) apply to Triodos Bank at the consolidated level of the resolution group. MREL provides additional capacity to absorb losses and facilitate recapitalisation in the case of resolution. Triodos Bank has a single point of entry resolution strategy. MREL requirements were 21.7% on RWA as of 1 January 2026 and 5.25% on leverage exposure as of December 2025. Triodos Bank meets these MREL requirements with a MREL ratio of 31.0% on RWA and 11.4% on leverage exposure at the end of December 2025.

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The calculation of the Common Equity Tier 1 ratio and the total capital ratio is based on the reporting requirement under the Capital Requirements Directive (CRD) and Capital Requirements Regulation (CRR).

Own funds

EU CC1 - Composition of regulatory own funds

	Amounts 2025 (in EUR 1,000)	^a Amounts	^b Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation
Common Equity Tier 1 (CET1) capital: instruments and reserves			
1	Capital instruments and the related share premium accounts	924,164	27+28
	of which: Triodos bank Certificates	924,164	
2	Retained earnings	286,622	33
3	Accumulated other comprehensive income (and other reserves)	35,846	29+30+31+32
EU-3a	Funds for general banking risk	-	
4	Amount of qualifying items referred to in Article 484 (3) CRR and the related share premium accounts subject to phase out from CET1	-	
5	Minority interests (amount allowed in consolidated CET1)	-	
EU-5a	Independently reviewed interim profits net of any foreseeable charge or dividend	-	
6	Common Equity Tier 1 (CET1) capital before regulatory adjustments	1,240,637	
Common Equity Tier 1 (CET1) capital: regulatory adjustments			
7	Additional value adjustments (negative amount)	-254	
8	Intangible assets (net of related tax liability) (negative amount)	-30,664	6 +21
10	Deferred tax assets that rely on future profitability excluding those arising from temporary differences (net of related tax liability where the conditions in Article 38 (3) CRR met) (negative amount)	-1,009	11
11	Fair value reserves related to gains or losses on cash flow hedges of financial instruments that are not valued at fair value	-	
12	Negative amounts resulting from the calculation of expected loss amounts	-	
13	Any increase in equity that results from securitised assets (negative amount)	-	
14	Gains or losses on liabilities valued at fair value resulting from changes in own credit standing	-	

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		Amounts	Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation
		Amounts 2025 (in EUR 1,000)	
15	Defined-benefit pension fund assets (negative amount)	-	
16	Direct, indirect and synthetic holdings by an institution of own CET1 instruments (negative amount)	-24,080	33
17	Direct, indirect and synthetic holdings of the CET 1 instruments of financial sector entities where those entities have reciprocal cross holdings with the institution designed to inflate artificially the own funds of the institution (negative amount)	-	
18	Direct, indirect and synthetic holdings by the institution of the CET1 instruments of financial sector entities where the institution does not have a significant investment in those entities (amount above 10% threshold and net of eligible short positions) (negative amount)	-	
19	Direct, indirect and synthetic holdings by the institution of the CET1 instruments of financial sector entities where the institution has a significant investment in those entities (amount above 10% threshold and net of eligible short positions) (negative amount)	-	
EU-20a	Exposure amount of the following items which qualify for a RW of 1250%, where the institution opts for the deduction alternative	-	
EU-20b	of which: qualifying holdings outside the financial sector (negative amount)	-	
EU-20c	of which: securitisation positions (negative amount)	-	
EU-20d	of which: free deliveries (negative amount)	-	
21	Deferred tax assets arising from temporary differences (amount above 10% threshold, net of related tax liability where the conditions in Article 38 (3) CRR are met) (negative amount)	-	
22	Amount exceeding the 17,65% threshold (negative amount)	-	
23	of which: direct, indirect and synthetic holdings by the institution of the CET1 instruments of financial sector entities where the institution has a significant investment in those entities	-	
25	of which: deferred tax assets arising from temporary differences	-	
EU-25a	Losses for the current financial year (negative amount)	-25,040	34
EU-25b	Foreseeable tax charges relating to CET1 items except where the institution suitably adjusts the amount of CET1 items insofar as such tax charges reduce the amount up to which those items may be used to cover risks or losses (negative amount)	-	
27	Qualifying AT1 deductions that exceed the AT1 items of the institution (negative amount)	-	
27a	Other regulatory adjustments	-8,974	
28	Total regulatory adjustments to Common Equity Tier 1 (CET1)	-90,021	
29	Common Equity Tier 1 (CET1) capital	1,150,615	

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		Amounts	Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation
		Amounts 2025 (in EUR 1,000)	
Additional Tier 1 (AT1) capital: instruments			
30	Capital instruments and the related share premium accounts	-	
31	of which: classified as equity under applicable accounting standards	-	
32	of which: classified as liabilities under applicable accounting standards	-	
33	Amount of qualifying items referred to in Article 484 (4) CRR and the related share premium accounts subject to phase out from AT1	-	
EU-33a	Amount of qualifying items referred to in Article 494a(1) CRR subject to phase out from AT1	-	
EU-33b	Amount of qualifying items referred to in Article 494b(1) CRR subject to phase out from AT1	-	
34	Qualifying Tier 1 capital included in consolidated AT1 capital (including minority interests not included in row 5) issued by subsidiaries and held by third parties	-	
35	of which: instruments issued by subsidiaries subject to phase out	-	
36	Additional Tier 1 (AT1) capital before regulatory adjustments	-	
Additional Tier 1 (AT1) capital: regulatory adjustments			
37	Direct and indirect holdings by an institution of own AT1 instruments (negative amount)	-	
38	Direct, indirect and synthetic holdings of the AT1 instruments of financial sector entities where those entities have reciprocal cross holdings with the institution designed to inflate artificially the own funds of the institution (negative amount)	-	
39	Direct, indirect and synthetic holdings of the AT1 instruments of financial sector entities where the institution does not have a significant investment in those entities (amount above 10% threshold and net of eligible short positions) (negative amount)	-	
40	Direct, indirect and synthetic holdings by the institution of the AT1 instruments of financial sector entities where the institution has a significant investment in those entities (net of eligible short positions) (negative amount)	-	
42	Qualifying T2 deductions that exceed the T2 items of the institution (negative amount)	-	
42a	Other regulatory adjustments to AT1 capital	-	
43	Total regulatory adjustments to Additional Tier 1 (AT1) capital	-	
44	Additional Tier 1 (AT1) capital	-	
45	Tier 1 capital (T1 = CET1 + AT1)	1,150,615	
Tier 2 (T2) capital: instruments			
46	Capital instruments and the related share premium accounts	249,554	25
47	Amount of qualifying items referred to in Article 484 (5) CRR and the related share premium accounts subject to phase out from T2 as described in Article 486 (4) CRR	-	
EU-47a	Amount of qualifying items referred to in Article 494a (2) CRR subject to phase out from T2	-	
EU-47b	Amount of qualifying items referred to in Article 494b (2) CRR subject to phase out from T2	-	
48	Qualifying own funds instruments included in consolidated T2 capital (including minority interests and AT1 instruments not included in rows 5 or 34) issued by subsidiaries and held by third parties	-	-

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Amounts 2025 (in EUR 1,000)		a Amounts	b Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation
49	of which: instruments issued by subsidiaries subject to phase out	-	
50	Credit risk adjustments	-	
51	Tier 2 (T2) capital before regulatory adjustments	249,554	
Tier 2 (T2) capital: regulatory adjustments			
52	Direct and indirect holdings by an institution of own T2 instruments and subordinated loans (negative amount)	-	
53	Direct, indirect and synthetic holdings of the T2 instruments and subordinated loans of financial sector entities where those entities have reciprocal cross holdings with the institution designed to inflate artificially the own funds of the institution (negative amount)	-	
54	Direct, indirect and synthetic holdings of the T2 instruments and subordinated loans of financial sector entities where the institution does not have a significant investment in those entities (amount above 10% threshold and net of eligible short positions) (negative amount)	-	
55	Direct, indirect and synthetic holdings by the institution of the T2 instruments and subordinated loans of financial sector entities where the institution has a significant investment in those entities (net of eligible short positions) (negative amount)	-	
EU-56a	Qualifying eligible liabilities deductions that exceed the eligible liabilities items of the institution (negative amount)	-	
56b	Other regulatory adjustments to T2 capital	-	
57	Total regulatory adjustments to Tier 2 (T2) capital	-	
58	Tier 2 (T2) capital	249,554	
59	Total capital (TC = T1 + T2)	1,400,170	
60	Total Risk exposure amount	6,600,424	
Capital ratios and requirements including buffers			
61	Common Equity Tier 1	17.43%	
62	Tier 1	17.43%	
63	Total capital	21.21%	
64	Institution CET1 overall capital requirements	10.79%	
65	of which: capital conservation buffer requirement	2.50%	
66	of which: countercyclical capital buffer requirement	1.44%	
67	of which: systemic risk buffer requirement		
EU-67a	of which: Global Systemically Important Institution (G-SII) or Other Systemically Important Institution (O-SII) buffer requirement		
EU-67b	of which: additional own funds requirements to address the risks other than the risk of excessive leverage	2.35%	
68	Common Equity Tier 1 capital (as a percentage of risk exposure amount) available after meeting the minimum capital requirements	8.30%	
Amounts below the thresholds for deduction (before risk weighting)			

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		a	b
		Amounts	Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation
Amounts 2025 (in EUR 1,000)			
72	Direct and indirect holdings of own funds and eligible liabilities of financial sector entities where the institution does not have a significant investment in those entities (amount below 10% threshold and net of eligible short positions)	16,693	
73	Direct and indirect holdings by the institution of the CET1 instruments of financial sector entities where the institution has a significant investment in those entities (amount below 17.65% thresholds and net of eligible short positions)	-	
75	Deferred tax assets arising from temporary differences (amount below 17.65% threshold, net of related tax liability where the conditions in Article 38 (3) CRR are met)	6,004	
Applicable caps on the inclusion of provisions in Tier 2			
76	Credit risk adjustments included in T2 in respect of exposures subject to standardised approach (prior to the application of the cap)	-	
77	Cap on inclusion of credit risk adjustments in T2 under standardised approach	73,615	
78	Credit risk adjustments included in T2 in respect of exposures subject to internal ratings-based approach (prior to the application of the cap)	-	
79	Cap for inclusion of credit risk adjustments in T2 under internal ratings-based approach	-	
Capital instruments subject to phase-out arrangements (only applicable between 1 Jan 2014 and 1 Jan 2022)			
80	Current cap on CET1 instruments subject to phase out arrangements	-	
81	Amount excluded from CET1 due to cap (excess over cap after redemptions and maturities)	-	
82	Current cap on AT1 instruments subject to phase out arrangements	-	
83	Amount excluded from AT1 due to cap (excess over cap after redemptions and maturities)	-	
84	Current cap on T2 instruments subject to phase out arrangements	-	
85	Amount excluded from T2 due to cap (excess over cap after redemptions and maturities)	-	

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EU CC2 - reconciliation of regulatory own funds to balance sheet in the audited financial statements

Amounts (in EUR 1,000)		a + b	c
		Balance sheet as in published financial statements 31.12.2025	Reference
Assets - Breakdown by asset classes according to the balance sheet in the published financial statements			
1	Cash and cash equivalents	1,613,073	
2	Loans and advances to banks	277,571	
3	Loans and advances to customers	11,491,533	
4	Debt securities at amortised cost	3,679,182	
5	Investment securities	30,547	
6	Intangible assets	48,202	8
7	Property and equipment	71,618	
8	Investment property	4,781	
9	Right-of-use assets	15,756	
10	Non-trading derivatives	239,922	
11	Deferred tax assets	7,013	9
12	Current tax receivable	17,949	
13	Other assets	66,776	
14	Non-current assets held for sale	4,690	
15	Total assets	17,568,613	
Liabilities - Breakdown by liability classes according to the balance sheet in the published financial statements			
16	Deposits from banks	256,200	
17	Deposits from customers	15,075,330	
18	Debt securities in issue	657,035	
19	Lease liabilities	9,972	
20	Non-trading derivatives	11,466	
21	Deferred tax liabilities	8,058	8
22	Current tax liabilities	16,153	
23	Other liabilities	61,662	
24	Provisions	26,594	
25	Subordinated debt	254,627	46+48
26	Total liabilities	16,377,097	
Equity - Breakdown by Equity classes according to the balance sheet in the published financial statements			

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Amounts (in EUR 1,000)		a + b	c
		Balance sheet as in published financial statements 31.12.2025	Reference
27	Share Capital	14,467	1
28	Share premium reserve	909,697	1
29	Translation reserve	- 8,325	3
30	Cost of hedging reserve	877	3
31	Fair value reserve	- 3,691	3
32	Other reserve	46,985	3
33	Retained earnings	265,061	2+16
34	Unappropriated result for the period ¹	- 33,555	2+25a
35	Total shareholders' equity	1,191,516	

¹ The result for the period is after deduction of distributed interim dividend.

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Triodos Bank capital instruments

Triodos Bank has issued two capital instruments: shares and subordinated liability

Shares

EU CCA (1): Main features of regulatory own funds instruments and eligible liabilities instruments

a		
Ad 1. Shares		
1	Issuer	Triodos Bank N.V.
2	Unique identifier (e.g. CUSIP, ISIN or Bloomberg identifier for private placement)	NL0010407946
2a	Public or private placement	Private
3	Governing law(s) of the instrument	Dutch law
3a	Contractual recognition of write down and conversion powers of resolution authorities	N/A
<i>Regulatory treatment</i>		
4	Current treatment taking into account, where applicable, transitional CRR rules	Common Equity Tier 1
5	Post-transitional CRR rules	Common Equity Tier 1
6	Eligible at solo/(sub-)consolidated/ solo&(sub-)consolidated	Solo and consolidated
7	Instrument type (types to be specified by each jurisdiction)	Depository Receipts for ordinary shares Triodos Bank N.V.
8	Amount recognised in regulatory capital or eligible liabilities (Currency in million, as of most recent reporting date)	EUR 1,240 million capital and reserves before regulatory adjustments.
9	Nominal amount of instrument	The nominal amount per share is EUR 1. At reporting date 14,467,056 shares were issued and fully paid up so that the total nominal amount is EUR 14.467 million.
EU-9a	Issue price	
EU-9b	Redemption price	N/A
10	Accounting classification	Shareholders equity
11	Original date of issuance	Triodos Bank N.V. was founded as a public limited company under Dutch law by deed of 30 June 1980. The issuance of shares started from that date.
12	Perpetual or dated	Perpetual
13	Original maturity date	No maturity
14	Issuer call subject to prior supervisory approval	No
15	Optional call date, contingent call dates and redemption amount	N/A
16	Subsequent call dates, if applicable	No
<i>Coupons / dividends</i>		
17	Fixed or floating dividend/coupon	Floating dividend
18	Coupon rate and any related index	N/A

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a		
Ad 1. Shares		
19	Existence of a dividend stopper	No
EU-20a	Fully discretionary, partially discretionary or mandatory (in terms of timing)	Fully discretionary
EU-20b	Fully discretionary, partially discretionary or mandatory (in terms of amount)	Fully discretionary
21	Existence of step up or other incentive to redeem	No
22	Noncumulative or cumulative	Noncumulative
23	Convertible or non-convertible	Non-convertible
24	If convertible, conversion trigger(s)	N/A
25	If convertible, fully or partially	N/A
26	If convertible, conversion rate	N/A
27	If convertible, mandatory or optional conversion	N/A
28	If convertible, specify instrument type convertible into	N/A
29	If convertible, specify issuer of instrument it converts into	N/A
30	Write-down features	No
31	If write-down, write-down trigger(s)	N/A
32	If write-down, full or partial	N/A
33	If write-down, permanent or temporary	N/A
34	If temporary write-down, description of write-up mechanism	N/A
34a	Type of subordination (only for eligible liabilities)	N/A
EU-34b	Ranking of the instrument in normal insolvency proceedings	N/A
35	Position in subordination hierarchy in liquidation (specify instrument type immediately senior to instrument)	The shares are immediately subordinate to the subordinated liability.
36	Non-compliant transitioned features	N/A
37	If yes, specify non-compliant features	N/A
37a	Link to the full term and conditions of the instrument (signposting)	N/A

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Subordinated liability

EU CCA (2.1): Main features of regulatory own funds instruments and eligible liabilities instruments

a		
Ad 2. Subordinated liability		
1	Issuer	Triodos Bank N.V.
2	Unique identifier (e.g. CUSIP, ISIN or Bloomberg identifier for private placement)	XS3170908118
2a	Public or private placement	Public
3	Governing law(s) of the instrument	Dutch law
3a	Contractual recognition of write down and conversion powers of resolution authorities	Yes
Regulatory treatment		
4	Current treatment taking into account, where applicable, transitional CRR rules	MREL eligible
5	Post-transitional CRR rules	MREL eligible
6	Eligible at solo/(sub-)consolidated/ solo&(sub-)consolidated	Solo and consolidated
7	Instrument type (types to be specified by each jurisdiction)	Bond
8	Amount recognised in regulatory capital or eligible liabilities (Currency in million, as of most recent reporting date)	EUR 299.77 million
9	Nominal amount of instrument	EUR 300.0 million
EU-9a	Issue price	99.818%
EU-9b	Redemption price	1
10	Accounting classification	Liability – amortised cost
11	Original date of issuance	03 September 2025
12	Perpetual or dated	Dated
13	Original maturity date	03 September 2030
14	Issuer call subject to prior supervisory approval	Yes
15	Optional call date, contingent call dates and redemption amount	Optional redemption date 3 September 2029
16	Subsequent call dates, if applicable	Issuer (Clean-up) Call, MREL Disqualification Event Call
<i>Coupons / dividends</i>		
17	Fixed or floating dividend/coupon	Fixed rate up to (but excluding) the optional redemption date on 3 September 2029. Thereafter, the floating rate period starts starting on the Optional Redemption Date, 3 September 2029.
18	Coupon rate and any related index	Fixed 3.875% , floating 3-month EURIBOR + 1.70 per cent
19	Existence of a dividend stopper	N/A
EU-20a	Fully discretionary, partially discretionary or mandatory (in terms of timing)	
EU-20b	Fully discretionary, partially discretionary or mandatory (in terms of amount)	

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a		
Ad 2. Subordinated liability		
21	Existence of step up or other incentive to redeem	
22	Noncumulative or cumulative	
23	Convertible or non-convertible	Convertible
24	If convertible, conversion trigger(s)	Yes (Statutory Loss Absorption or Recapitalisation)
25	If convertible, fully or partially	all or part of the nominal amount
26	If convertible, conversion rate	N/A
27	If convertible, mandatory or optional conversion	Mandatory
28	If convertible, specify instrument type convertible into	Converted into claims which may give right to Common Equity Tier 1 instruments or otherwise be applied to absorb losses, as prescribed by the Applicable Resolution Framework
29	If convertible, specify issuer of instrument it converts into	Triodos Bank N.V.
30	Write-down features	Yes (Statutory Loss Absorption or Recapitalisation)
31	If write-down, write-down trigger(s)	As prescribed by the Applicable Resolution Framework
32	If write-down, full or partial	All or part of the nominal amount
33	If write-down, permanent or temporary	Permanent (the relevant Noteholders will have no further claims in respect of the amount so written down or subject to conversion or otherwise as a result of such Statutory Loss Absorption or Recapitalisation.)
34	If temporary write-down, description of write-up mechanism	N/A
34a	Type of subordination (only for eligible liabilities)	Category 6: the rest of eligible liabilities, including senior unsecured debt instruments
EU-34b	Ranking of the instrument in normal insolvency proceedings	The Senior Preferred Notes, the Receipts and Coupons constitute direct, unconditional, unsecured and unsubordinated obligations of the Issuer and shall at all times rank pari passu and without any preference among themselves.
35	Position in subordination hierarchy in liquidation (specify instrument type immediately senior to instrument)	Eligible liabilities in category 6 include senior unsecured debt instruments (such as the Senior Preferred Notes) and other liabilities that are not excluded from the scope of the Bail-in Tool pursuant to the BRRD, such as non-covered deposits or financial instruments that are not secured. Instruments of the same ranking are generally written down, reduced, cancelled or otherwise be applied or converted into claims which may give right to common equity Tier 1 instruments on a pro rata basis subject to certain exceptional circumstances set out in the BRRD
36	Non-compliant transitioned features	N/A
37	If yes, specify non-compliant features	N/A
37a	Link to the full term and conditions of the instrument (signposting)	N/A

(1) Insert 'N/A' if the question is not applicable

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EU CCA (2.2): Main features of regulatory own funds instruments and eligible liabilities instruments

a		
Ad 3. Subordinated liability		
1	Issuer	Triodos Bank N.V.
2	Unique identifier (e.g. CUSIP, ISIN or Bloomberg identifier for private placement)	ISIN: XS2401175927
2a	Public or private placement	Public
3	Governing law(s) of the instrument	Dutch law
3a	Contractual recognition of write down and conversion powers of resolution authorities	Yes
Regulatory treatment		
4	Current treatment taking into account, where applicable, transitional CRR rules	Tier 2 eligible capital
5	Post-transitional CRR rules	Tier 2 eligible capital
6	Eligible at solo/(sub-)consolidated/ solo&(sub-)consolidated	Solo and consolidated
7	Instrument type (types to be specified by each jurisdiction)	Bond
8	Amount recognised in regulatory capital or eligible liabilities (Currency in million, as of most recent reporting date)	EUR 249.6 million
9	Nominal amount of instrument	EUR 250.0 million
EU-9a	Issue price	99.497%
EU-9b	Redemption price	100%
10	Accounting classification	Liability – amortised cost
11	Original date of issuance	5 November 2021
12	Perpetual or dated	Dated
13	Original maturity date	5 February 2032
14	Issuer call subject to prior supervisory approval	Yes
15	Optional call date, contingent call dates and redemption amount	Each calendar day falling in the period from (and including) 5 November 2026 to (and including) 5 February 2027
16	Subsequent call dates, if applicable	Any Interest Payment Date after the first redemption period
<i>Coupons / dividends</i>		
17	Fixed or floating dividend/coupon	Fixed
18	Coupon rate and any related index	2.25%
19	Existence of a dividend stopper	N/A
EU-20a	Fully discretionary, partially discretionary or mandatory (in terms of timing)	Mandatory
EU-20b	Fully discretionary, partially discretionary or mandatory (in terms of amount)	Mandatory
21	Existence of step up or other incentive to redeem	No
22	Noncumulative or cumulative	Noncumulative
23	Convertible or non-convertible	Convertible

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a		
Ad 3. Subordinated liability		
24	If convertible, conversion trigger(s)	Pre-emptive action to avoid insolvency
25	If convertible, fully or partially	Fully
26	If convertible, conversion rate	N/A
27	If convertible, mandatory or optional conversion	Mandatory
28	If convertible, specify instrument type convertible into	CET1 instruments
29	If convertible, specify issuer of instrument it converts into	Triodos Bank N.V.
30	Write-down features	Yes
31	If write-down, write-down trigger(s)	Pre-emptive action to avoid insolvency
32	If write-down, full or partial	Fully
33	If write-down, permanent or temporary	Permanent
34	If temporary write-down, description of write-up mechanism	N/A
34a	Type of subordination (only for eligible liabilities)	N/A
EU-34b	Ranking of the instrument in normal insolvency proceedings	The Notes will constitute unsecured and subordinated obligations of the Issuer and will rank pari passu and without preference among themselves
35	Position in subordination hierarchy in liquidation (specify instrument type immediately senior to instrument)	The subordinated liability is immediately subordinated to the claims of depositors and the unsubordinated claims with respect to the repayment of borrowed money.
36	Non-compliant transitioned features	N/A
37	If yes, specify non-compliant features	N/A
37a	Link to the full term and conditions of the instrument (signposting)	N/A

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EU CCA (2.3): Main features of regulatory own funds instruments and eligible liabilities instruments

Ad 4. Subordinated liability		
1	Issuer	Triodos Bank N.V.
2	Unique identifier (e.g. CUSIP, ISIN or Bloomberg identifier for private placement)	XS2897322769
2a	Public or private placement	Public
3	Governing law(s) of the instrument	Dutch law
3a	Contractual recognition of write down and conversion powers of resolution authorities	Yes
Regulatory treatment		
4	Current treatment taking into account, where applicable, transitional CRR rules	MREL eligible
5	Post-transitional CRR rules	MREL eligible
6	Eligible at solo/(sub-)consolidated/ solo&(sub-)consolidated	Solo and consolidated
7	Instrument type (types to be specified by each jurisdiction)	Bond
8	Amount recognised in regulatory capital or eligible liabilities (Currency in million, as of most recent reporting date)	EUR 350.61 million
9	Nominal amount of instrument	EUR 350.0 million
EU-9a	Issue price	99.940%
EU-9b	Redemption price	100%
10	Accounting classification	Liability – amortised cost
11	Original date of issuance	12 September 2024
12	Perpetual or dated	Dated
13	Original maturity date	12 September 2029
14	Issuer call subject to prior supervisory approval	Yes
15	Optional call date, contingent call dates and redemption amount	Optional redemption date 12 September 2028
16	Subsequent call dates, if applicable	Issuer (Clean-up) Call, MREL Disqualification Event Call
<i>Coupons / dividends</i>		
17	Fixed or floating dividend/coupon	Fixed rate up to (but excluding) the optional redemption date on 12 September 2028. Thereafter, the floating rate period starts starting on the optional redemption date, 12 September 2028.
18	Coupon rate and any related index	Fixed 4.875% , floating 3-month EURIBOR + 2.5%
19	Existence of a dividend stopper	N/A
EU-20a	Fully discretionary, partially discretionary or mandatory (in terms of timing)	
EU-20b	Fully discretionary, partially discretionary or mandatory (in terms of amount)	
21	Existence of step up or other incentive to redeem	
22	Noncumulative or cumulative	
23	Convertible or non-convertible	Convertible

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Ad 4. Subordinated liability		
24	If convertible, conversion trigger(s)	Yes (Statutory Loss Absorption or Recapitalisation)
25	If convertible, fully or partially	All or part of the nominal amount
26	If convertible, conversion rate	N/A
27	If convertible, mandatory or optional conversion	Mandatory
28	If convertible, specify instrument type convertible into	Converted into claims which may give right to common equity Tier 1 instruments or otherwise be applied to absorb losses, as prescribed by the Applicable Resolution Framework
29	If convertible, specify issuer of instrument it converts into	Triodos Bank N.V.
30	Write-down features	Yes (Statutory Loss Absorption or Recapitalisation)
31	If write-down, write-down trigger(s)	As prescribed by the Applicable Resolution Framework
32	If write-down, full or partial	All or part of the nominal amount
33	If write-down, permanent or temporary	Permanent (the relevant Noteholders will have no further claims in respect of the amount so written down or subject to conversion or otherwise as a result of such Statutory Loss Absorption or Recapitalisation.)
34	If temporary write-down, description of write-up mechanism	N/A
34a	Type of subordination (only for eligible liabilities)	Category 6: the rest of eligible liabilities, including senior unsecured debt instruments
EU-34b	Ranking of the instrument in normal insolvency proceedings	The Senior Preferred Notes, the Receipts and Coupons constitute direct, unconditional, unsecured and unsubordinated obligations of the Issuer and shall at all times rank pari passu and without any preference among themselves.
35	Position in subordination hierarchy in liquidation (specify instrument type immediately senior to instrument)	Eligible liabilities in category 6 include senior unsecured debt instruments (such as the Senior Preferred Notes) and other liabilities that are not excluded from the scope of the Bail-in Tool pursuant to the BRRD, such as non-covered deposits or financial instruments that are not secured. Instruments of the same ranking are generally written down, reduced, cancelled or otherwise be applied or converted into claims which may give right to Common Equity Tier 1 instruments on a pro rata basis subject to certain exceptional circumstances set out in the BRRD
36	Non-compliant transitioned features	N/A
37	If yes, specify non-compliant features	N/A
37a	Link to the full term and conditions of the instrument (signposting)	N/A

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Risk-Weighted Exposure Amounts

EU OV1 – Overview of total risk exposure amounts

Amounts (in EUR 1,000)		a		b		c	
		Total risk exposure amounts (TREA)		Total own funds requirements			
		31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
1	Credit risk (excluding CCR)	5,888,082	6,370,260	471,047			
2	Of which the standardised approach	5,888,082	6,370,260	471,047			
3	Of which the Foundation IRB (F-IRB) approach						
4	Of which: slotting approach						
EU 4a	Of which: equities under the simple riskweighted approach						
5	Of which the Advanced IRB (A-IRB) approach						
6	Counterparty credit risk - CCR	1,126	1,337	90			
7	Of which the standardised approach	414	882	33			
8	Of which internal model method (IMM)						
EU 8a	Of which exposures to a CCP	712	455	56			
9	Of which other CCR						
10	Credit valuation adjustments risk - CVA risk	391	1,002	31			
EU 10a	Of which the standardised approach (SA)		1,002				
EU 10b	Of which the basic approach (F-BA and R-BA)	391		31			
EU 10c	Of which the simplified approach						
15	Settlement risk						
16	Securitisation exposures in the non-trading book (after the cap)						
17	Of which SEC-IRBA approach						
18	Of which SEC-ERBA (including IAA)						
19	Of which SEC-SA approach						
EU 19a	Of which 1250%/ deduction						
20	Position, foreign exchange and commodities risks (Market risk)						
21	Of which the standardised approach						
EU 21a	Of which the Simplified standardised approach (S-SA)						
22	Of which IMA						
EU 22a	Large exposures						
23	Reclassifications between trading and non-trading books						

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Amounts (in EUR 1,000)		a		b		c	
		Total risk exposure amounts (TREA)		Total own funds requirements			
		31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
24	Operational risk		710,824		816,118		56,866
EU 24a	Exposures to crypto-assets						
25	Amounts below the thresholds for deduction (subject to 250% risk weight)		15,010		19,179		1,201
26	Output floor applied (%)						
27	Floor adjustment (before application of transitional cap)						
28	Floor adjustment (after application of transitional cap)						
29	Total		6,600,424		7,188,716		528,034

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Leverage ratio

The leverage ratio is a measure indicating the level of the Tier 1 capital compared to the total exposure. Leverage is managed as part of capital assessment and monitoring.

Factors that had an impact on the leverage ratio

In 2025, there were no specific factors that impacted the leverage ratio of Triodos Bank.

Leverage ratio tables

EU LR1 - LRSum: Summary reconciliation of accounting assets and leverage ratio exposures

Amounts 2025 (in EUR 1,000)		a Applicable amount
1	Total assets as per published financial statements	17,568,613
2	Adjustment for entities which are consolidated for accounting purposes but are outside the scope of prudential consolidation	-
3	(Adjustment for securitised exposures that meet the operational requirements for the recognition of risk transference)	-
4	(Adjustment for temporary exemption of exposures to central banks (if applicable))	-
5	(Adjustment for fiduciary assets recognised on the balance sheet pursuant to the applicable accounting framework but excluded from the total exposure measure in accordance with point (i) of Article 429a(1) CRR)	-
6	Adjustment for regular-way purchases and sales of financial assets subject to trade date accounting	-
7	Adjustment for eligible cash pooling transactions	-
8	Adjustments for derivative financial instruments	-202,956
9	Adjustment for securities financing transactions (SFTs)	-
10	Adjustment for off-balance sheet items (ie conversion to credit equivalent amounts of off-balance sheet exposures)	652,835
11	(Adjustment for prudent valuation adjustments and specific and general provisions which have reduced Tier 1 capital)	-
EU-11a	(Adjustment for exposures excluded from the total exposure measure in accordance with point (c) of Article 429a(1) CRR)	-
EU-11b	(Adjustment for exposures excluded from the total exposure measure in accordance with point (j) of Article 429a(1) CRR)	-
12	Other adjustments	-48,021
13	Total exposure measure	17,970,470

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EU LR2 - LRCom: Leverage ratio common disclosure

Amounts (in EUR 1,000)		a	a
		31.12.2025	31.12.2024
On-balance sheet exposures (excluding derivatives and SFTs)			
1	On-balance sheet items (excluding derivatives, SFTs, but including collateral)	17,328,634	16,787,770
2	Gross-up for derivatives collateral provided where deducted from the balance sheet assets pursuant to the applicable accounting framework	-	-
3	(Deductions of receivables assets for cash variation margin provided in derivatives transactions)	-	-
4	(Adjustment for securities received under securities financing transactions that are recognised as an asset)	-	-
5	(General credit risk adjustments to on-balance sheet items)	-	-
6	(Asset amounts deducted in determining Tier 1 capital)	-47,965	-47,281
7	Total on-balance sheet exposures (excluding derivatives and SFTs)	17,280,669	16,740,489
Derivative exposures			
8	Replacement cost associated with SA-CCR derivatives transactions (ie net of eligible cash variation margin)	496	3,566
EU-8a	Derogation for derivatives: replacement costs contribution under the simplified standardised approach	-	-
9	Add-on amounts for potential future exposure associated with SA-CCR derivatives transactions	36,470	24,090
EU-9a	Derogation for derivatives: Potential future exposure contribution under the simplified standardised approach	-	-
EU-9b	Exposure determined under Original Exposure Method	-	-
10	(Exempted CCP leg of client-cleared trade exposures) (SA-CCR)	-	-
EU-10a	(Exempted CCP leg of client-cleared trade exposures) (simplified standardised approach)	-	-
EU-10b	(Exempted CCP leg of client-cleared trade exposures) (original Exposure Method)	-	-
11	Adjusted effective notional amount of written credit derivatives	-	-
12	(Adjusted effective notional offsets and add-on deductions for written credit derivatives)	-	-
13	Total derivatives exposures	36,966	27,656
Securities financing transaction (SFT) exposures			
14	Gross SFT assets (with no recognition of netting), after adjustment for sales accounting transactions	-	-
15	(Netted amounts of cash payables and cash receivables of gross SFT assets)	-	-
16	Counterparty credit risk exposure for SFT assets	-	-
EU-16a	Derogation for SFTs: Counterparty credit risk exposure in accordance with Articles 429e(5) and 222 CRR	-	-
17	Agent transaction exposures	-	-
EU-17a	(Exempted CCP leg of client-cleared SFT exposure)	-	-
18	Total securities financing transaction exposures	-	-
Other off-balance sheet exposures			

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Amounts (in EUR 1,000)		a	a
		CRR leverage ratio exposures	
		31.12.2025	31.12.2024
19	Off-balance sheet exposures at gross notional amount	1,599,934	1,699,657
20	(Adjustments for conversion to credit equivalent amounts)	-945,257	-881,455
21	(General provisions deducted in determining Tier 1 capital and specific provisions associated with off-balance sheet exposures)	-1,843	-1,751
22	Off-balance sheet exposures	652,835	816,451
Excluded exposures			
EU-22a	(Exposures excluded from the total exposure measure in accordance with point (c) of Article 429a(1) CRR)	-	-
EU-22b	(Exposures exempted in accordance with point (j) of Article 429a (1) CRR (on and off balance sheet))	-	-
EU-22c	(Excluded exposures of public development banks (or units) - Public sector investments)	-	-
EU-22d	(Excluded exposures of public development banks (or units) - Promotional loans)	-	-
EU-22e	(Excluded passing-through promotional loan exposures by non-public development banks (or units))	-	-
EU-22f	(Excluded guaranteed parts of exposures arising from export credits)	-	-
EU-22g	(Excluded excess collateral deposited at triparty agents)	-	-
EU-22h	(Excluded CSD related services of CSD/institutions in accordance with point (o) of Article 429a(1) CRR)	-	-
EU-22i	(Excluded CSD related services of designated institutions in accordance with point (p) of Article 429a(1) CRR)	-	-
EU-22j	(Reduction of the exposure value of pre-financing or intermediate loans)	-	-
	(Exposures excluded from the total exposure measure in accordance with point (n) of Article 429a(1) CRR)	-	-
EU-22k	(Total exempted exposures)	-	-
Capital and total exposure measure			
23	Tier 1 capital	1,150,615	1,180,749
24	Total exposure measure	17,970,470	17,584,597
Leverage ratio			
25	Leverage ratio	6.40%	6.71%
EU-25	Leverage ratio (excluding the impact of the exemption of public sector investments and promotional loans) (%)	6.40%	6.71%
25a	Leverage ratio (excluding the impact of any applicable temporary exemption of central bank reserves)	6.40%	6.71%
26	Regulatory minimum leverage ratio requirement (%)	3.00%	3.00%
EU-26a	Additional own funds requirements to address the risk of excessive leverage (%)	0.00%	0.00%
EU-26b	of which: to be made up of CET1 capital	0.00%	0.00%
27	Leverage ratio buffer requirement (%)	0.00%	0.00%
EU-27a	Overall leverage ratio requirement (%)	3.00%	3.00%
Choice on transitional arrangements and relevant exposures			
EU-27b	Choice on transitional arrangements for the definition of the capital measure	N/A	N/A

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Amounts (in EUR 1,000)		a	a
		31.12.2025	31.12.2024
Disclosure of mean values			
28	Mean of daily values of gross SFT assets, after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables	-	-
29	Quarter-end value of gross SFT assets, after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables	-	-
30	Total exposure measure (including the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)	17,970,470	17,584,597
30a	Total exposure measure (excluding the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)	17,970,470	17,584,597
31	Leverage ratio (including the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)	6.40%	6.71%
31a	Leverage ratio (excluding the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)	6.40%	6.71%

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EU LR3 - LRSpl: Split-up of on balance sheet exposures (excluding derivatives, SFTs and exempted exposures)

Amounts 2025 (in EUR 1,000)		^a CRR leverage ratio exposures
EU-1	Total on-balance sheet exposures (excluding derivatives, SFTs, and exempted exposures), of which:	17,328,634
EU-2	Trading book exposures	-
EU-3	Banking book exposures, of which:	17,328,634
EU-4	Covered bonds	0
EU-5	Exposures treated as sovereigns	6,174,588
EU-6	Exposures to regional governments, MDB, international organisations and PSE, not treated as sovereigns	94,697
EU-7	Institutions	159,679
EU-8	Secured by mortgages of immovable properties	7,932,090
EU-9	Retail exposures	144,227
EU-10	Corporates	2,163,695
EU-11	Exposures in default	214,151
EU-12	Other exposures (eg equity, securitisations, and other non-credit obligation assets)	445,507

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EU CCyB1 - Geographical distribution of credit exposures relevant for the calculation of the countercyclical buffer

Amounts 2025 (in EUR 1,000)	a General credit exposures ¹		c Relevant credit exposures – Market risk		e Securitisation exposures Exposure value for non-trading book	f Total exposure value	Own fund requirements			j Total	k Risk-weighted exposure amounts	l Own fund requirements weights (%)	m Countercyclical buffer rate (%)
	b Exposure value under the standardised approach	b Exposure value under the IRB approach	d Sum of long and short positions of trading book exposures for SA	d Value of trading book exposures for internal models			g Relevant credit risk exposures – Credit risk	h Relevant credit exposures – Market risk	i Relevant credit exposures – Securitisation positions in the non-trading book				
010 Breakdown by country:													
Netherlands	6,679,751		-		-	6,679,751	196,851	-	-	196,851	2,460,638	42%	2.00%
Spain	1,832,753		-		-	1,832,753	89,754	-	-	89,754	1,121,925	19%	0.50%
Belgium	1,520,231		-		-	1,520,231	68,601	-	-	68,601	857,513	14%	1.00%
United Kingdom	1,412,373		-		-	1,412,373	62,009	-	-	62,009	775,113	13%	2.00%
Germany	529,153		-		-	529,153	29,771	-	-	29,771	372,138	6%	0.75%
France	370,715		-		-	370,715	24,349	-	-	24,349	304,363	5%	1.00%
Luxembourg	20,970		-		-	20,970	1,579	-	-	1,579	19,738	0%	0.50%
Denmark	6,156		-		-	6,156	402	-	-	402	5,025	0%	2.50%
Ireland	9,173		-		-	9,173	387	-	-	387	4,838	0%	1.50%
United States	976		-		-	976	78	-	-	78	975	0%	0.00%
Italy	152		-		-	152	12	-	-	12	150	0%	0.00%
Australia	69		-		-	69	7	-	-	7	88	0%	1.00%
Norway	96		-		-	96	6	-	-	6	75	0%	2.50%
Singapore	195		-		-	195	6	-	-	6	75	0%	0.00%
Sweden	68		-		-	68	6	-	-	6	75	0%	2.00%
Canada	181		-		-	181	4	-	-	4	50	0%	0.00%
Chile	172		-		-	172	4	-	-	4	50	0%	0.50%
Austria	37		-		-	37	2	-	-	2	25	0%	0.00%
Switzerland	17		-		-	17	1	-	-	1	13	0%	0.00%
Argentina ²	35		-		-	35	1	-	-	1	13	0%	0.00%

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Amounts 2025 (in EUR 1,000)	General credit exposures ¹		Relevant credit exposures – Market risk		Securitisation exposures Exposure value for non-trading book	Total exposure value	Own fund requirements			Risk-weighted exposure amounts	Own fund requirements weights (%)	Countercyclical buffer rate (%)	
	Exposure value under the standardised approach	Exposure value under the IRB approach	Sum of long and short positions of trading book exposures for SA	Value of trading book exposures for internal models			Relevant credit risk exposures – Credit risk	Relevant credit exposures – Market risk	Relevant credit exposures – Securitisation positions in the non-trading book				Total
Other countries	30		-		-	30	2	-	-	2	25	0%	2.75%
Total	12,383,273		-		-	12,383,273	473,830	-	-	473,830	5,922,875	100% ³	

1 The general credit risk exposure value is the exposure value after credit risk mitigation and after conversion factor for off-balance sheet exposures. This value relates to all exposure classes excluding central governments and central banks, regional governments and local authorities, public sector entities, multilateral development banks and institutions.

2 Countries with an Own Fund requirement of less than EUR 1.000 are included under Other Countries.

3 All own fund requirement weights rounded to 0% make the remaining 2% in the total requirement.

EU CCyB2 - Amount of institution-specific countercyclical capital buffer

Amounts 2025 (in EUR 1,000)		a
1	Total risk exposure amount	6,600,424
2	Institution specific countercyclical capital buffer rate	1.436%
3	Institution specific countercyclical capital buffer requirement	94,763

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Triodos Bank has a Minimum Requirement for own funds and Eligible Liabilities (MREL) expressed as a percentage of the total exposure measure as per 1 January 2025. Triodos Bank complies with this minimum requirement.

Minimum Requirement for own funds and Eligible Liabilities (MREL) and Total Loss-Absorbing Capacity (TLAC) are regulatory frameworks designed to ensure that banks have sufficient loss-absorbing capacity to withstand financial stress and to protect taxpayers from having to bail out failing banks.

EU TLAC1 - Composition - MREL and, where applicable, G-SII Requirement for own funds and eligible liabilities

Amounts 2025 (in EUR 1,000)		a	b	c
		Minimum requirement for own funds and eligible liabilities (MREL)	G-SII requirement for own funds and eligible liabilities (TLAC)	Memo item: Amounts eligible for the purposes of MREL, but not of TLAC
Own funds and eligible liabilities and adjustments				
1	Common Equity Tier 1 capital (CET1)	1,150,615		
2	Additional Tier 1 capital (AT1)	-		
6	Tier 2 capital (T2)	249,554		
11	Own funds for the purpose of Articles 92a of Regulation (EU) No 575/2013 and 45 of Directive 2014/59/EU	1,400,170		
Own funds and eligible liabilities: Non-regulatory capital elements				
12	Eligible liabilities instruments issued directly by the resolution entity that are subordinated to excluded liabilities (not grandfathered)	-		
EU-12a	Eligible liabilities instruments issued by other entities within the resolution group that are subordinated to excluded liabilities (not grandfathered)			
EU-12b	Eligible liabilities instruments that are subordinated to excluded liabilities issued prior to 27 June 2019 (subordinated grandfathered)			
EU-12c	Tier 2 instruments with a residual maturity of at least one year to the extent they do not qualify as Tier 2 items			
13	Eligible liabilities that are not subordinated to excluded liabilities (not grandfathered pre-cap)	648,387		
EU-13a	Eligible liabilities that are not subordinated to excluded liabilities issued prior to 27 June 2019 (pre-cap)			
14	Amount of non subordinated eligible liabilities instruments, where applicable after application of Article 72b (3) CRR	648,387		
17	Eligible liabilities items before adjustments	648,387		
EU-17a	Of which subordinated liabilities items	-		

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Amounts 2025 (in EUR 1,000)		a	b	c
		Minimum requirement for own funds and eligible liabilities (MREL)	G-SII requirement for own funds and eligible liabilities (TLAC)	Memo item: Amounts eligible for the purposes of MREL, but not of TLAC
Own funds and eligible liabilities: Adjustments to non-regulatory capital elements				
18	Own funds and eligible liabilities items before adjustments	2,048,557		
19	(Deduction of exposures between multiple point of entry (MPE) resolution groups)			
20	(Deduction of investments in other eligible liabilities instruments)			
22	Own funds and eligible liabilities after adjustments	2,048,557		
EU-22a	Of which: own funds and subordinated liabilities	1,400,170		
Risk-weighted exposure amount and leverage exposure measure of the resolution group				
23	Total risk exposure amount (TREA)	6,600,424		
24	Total exposure measure (TEM)	17,970,470		
Ratio of own funds and eligible liabilities				
25	Own funds and eligible liabilities as a percentage of TREA	31.04%		
EU-25a	Of which own funds and subordinated liabilities	21.21%		
26	Own funds and eligible liabilities as a percentage of TEM	11.40%		
EU-26a	Of which own funds and subordinated liabilities	7.79%		
27	CET1 (as a percentage of the TREA) available after meeting the resolution group's requirements	8.30%		
28	Institution-specific combined buffer requirement			
29	of which capital conservation buffer requirement			
30	of which countercyclical buffer requirement			
31	of which systemic risk buffer requirement			
EU-31a	of which Global Systemically Important Institution (G-SII) or Other Systemically Important Institution (O-SII) buffer			
Memorandum items				
EU-32	Total amount of excluded liabilities referred to in Article 72a(2) of Regulation (EU) No 575/2013			

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EU TLAC3b: creditor ranking - resolution entity

EU TLAC3b: creditor ranking - resolution entity		Insolvency ranking									Sum of 1 to 11
Amounts 2025 (in EUR 1,000)		1 <small>(most junior)</small>	3	5	7	8	9	10	11 <small>(most senior)</small>		
1	Description of insolvency rank (free text)	Common equity Tier 1 instruments	Tier 2 capital instruments	Other subordinated debt	Other liabilities	Preferred deposits retail + SME	Covered deposits - claims of a DGS	Employee liabilities that have a preferential status by law	Dutch Tax and social security authority Claims with preferential status by law		
2	Empty set in the EU										
3	Empty set in the EU										
4	Empty set in the EU										
5	Own funds and liabilities potentially eligible for meeting MREL	995,363	249,554	5,073	2,774,361	1,547,246	-	-	-	5,571,596	
6	of which residual maturity ≥ 1 year < 2 years	-	-	5,073	2,091,159	1,528,395	-	-	-	3,624,627	
7	of which residual maturity ≥ 2 year < 5 years	-	-	-	677,448	4,322	-	-	-	681,770	
8	of which residual maturity ≥ 5 years < 10 years	-	249,554	-	5,754	1,217	-	-	-	256,525	
9	of which residual maturity ≥ 10 years, but excluding perpetual securities	-	-	-	-	13,311	-	-	-	13,311	
10	of which perpetual securities	995,363	-	-	-	-	-	-	-	995,363	

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Credit risk is the risk that a counterparty fails to meet contractual or other agreed obligations (such as those in respect of credits or loans granted, exposures incurred or guarantees received). Within credit risk, Triodos Bank distinguishes three risk subtypes: obligor risk, counterparty risk and concentration risk.

Risk management

Triodos Bank applies a comprehensive approach to the credit risk cycle by considering the transaction, the customer and the portfolio in order to assess, evaluate and make effective decisions regarding credit risk. This is covered in the different credit risk policies.

Credits are granted in alignment with Triodos Bank's target markets and lending strategy guided by its mission and expertise. Before granting a credit facility, Triodos Bank assesses the customer's creditworthiness by analysing the debt serviceability and available collateral, including an assessment of the integrity and reputation of the customer. Triodos Bank operates within a predefined set of criteria, taking into account the risk appetite for accepting credit risk. Analysing compliance with Triodos Bank's lending criteria is an integral part of each credit proposal. Credit risk is mitigated by collateral through pledges on assets, contracts and/or guarantees including government guarantees.

At local and Group level, individual credit files are subjected to a second line review, and the portfolio is monitored and reviewed on a continuous basis. The aggregated portfolio is monitored at Group level. The resulting analysis is provided to the Local Credit

Committee and/or to the Central Credit Committee for credit risk-related decisions on individual customers, lending criteria for sectors and limits on sectors, countries or individual obligors. Credit risk departments on local level are headed by the local Head of Credit Risk who reports directly to the Group Director Financial Risk Management.

The management of defaulted customers is the responsibility of Special Asset Management, a part of Credit Risk Management. The primary objective is to resolve any defaults and minimise losses by either realising the collateral or restructuring the loans.

Triodos Bank measures the non-performing loans as a percentage of the loan book. Furthermore, Triodos Bank measures the coverage ratio that takes into account the ECL3 provisions as a percentage of the defaulted exposure.

Obligor risk

An obligor is a legal entity that commits to the terms and conditions of a credit agreement. Triodos Bank carefully analyses the obligor to ensure it meets the bank's lending criteria and has the capacity to repay a credit. The risk related to the obligor is that it fails to meet its contractual obligations towards Triodos Bank.

Triodos Bank aims to finance specific projects and assets that are in line with its mission and minimum standards. When financing a project, Triodos Bank usually has a pledge on the underlying contracts. For financing objects, in general Triodos Bank will take a pledge or mortgage on the specific object. Triodos Bank applies a conservative valuation method (by using haircuts), in all cases, based on the market value. The

level of this haircut will depend on the marketability of the asset in a negative scenario. This enables Triodos Bank to make a proper assessment of the overall risk of the loan and the value of the asset in case of a downturn. The value of the collateral is reviewed annually. For large loans with a mortgage, an external valuation by an expert is requested, at least every three years.

Obligors are rated through an internal rating methodology. Triodos Bank makes an assessment of each obligor and the structure of its loan before it provides any loan. Triodos Bank reviews the approved credit at least once a year to assess the business and financial performance of the obligor and its capacity to meet its obligations. The quality of collateral against outstanding loans mitigates the credit risk. Examples of principal collateral include mortgage registrations for business or private properties, guarantees from public authorities, companies or private individuals, and pledges on receivables and/or contracts for projects.

Triodos Bank has an early warning system in place that helps to identify distressed or non-performing loans early on, to allow for more available options and remedial measures. Once a loan is identified as being in default (i.e. unlikely to pay or has overdue payments that exceed 90 days), it is managed under a dedicated remedial process, with a focus on full recovery.

Within obligor risk, as well as single exposures, Triodos Bank also distinguishes group exposures. The risk related to a group is that if one obligor fails to meet its contractual obligations, so will the remaining obligors within the group. A group is defined as two or more obligors that are interrelated in such a way that they are considered as a single risk.

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Counterparty risk is defined as the risk that the counterparty to a financial transaction could default before the final settlement of the transaction. An economic loss would occur if the transactions or portfolio of transactions with the counterparty have a positive economic value at the time of default.

Liquidity not invested in loans to borrowers is invested in bonds or placed with central banks. Triodos Bank's policy is to primarily invest the liquidity in the countries where it is active or has a subsidiary.

Triodos Bank's bond portfolio comprises government bonds, including local government bonds, from countries where it is active and investment-grade bonds issued by European supranational organisations.

All counterparties are selected according to their creditworthiness. Banking business units place excess liquidity with the country's central banks (minimum reserve requirements and deposit facility).

Concentration risk

Concentration risk is the risk that any single exposure or group of exposures will produce losses large enough (relative to Triodos Bank's capital, total assets or overall risk level) to threaten Triodos Bank's financial stability or ability to maintain its core operations.

Concentration risk is key to risk management. Triodos Bank provides loans to retail customers, businesses and projects that contribute to achieving its mission. Given this involves a small number of sustainable sectors, a certain level of sector concentration is inherent in the loan portfolio. Concentration in the existing sectors is acceptable as Triodos Bank has considerable expertise in these sectors. Triodos Bank

actively invests in further expanding its knowledge, and it diversifies through geographies.

Triodos Bank focuses primarily on the quality and diversification of the loan portfolio. Triodos Bank puts extra effort into identifying loans to frontrunners with a track record in their sectors and entrepreneurs developing the sustainable industries of the future.

A diversified credit risk portfolio is the result of assets spread over customers, sectors and geographies that are not inter- or intra-related. Triodos Bank maintains a set of concentration limits to manage concentration risks. The limits are based on its capital base and reflect the risk appetite.

Triodos Bank measures and limits the following concentrations in its lending activities: obligor exposures, group exposures, government exposures, top 20 exposures, sector exposures, shadow banking exposures (non-bank financial intermediation) and mortgage exposures.

In addition to lending activities, Triodos Bank has established limits related to its investment portfolio on the maximum exposures on government and sub-governments, supranational institutions, banks and financial institutions.

Sector concentrations

Triodos Bank is active in well-defined sectors where it has extensive expertise and that align with its mission.

Triodos Bank has set limits on sectors at Group and banking business unit level, all based on Tier 1 capital.

At Group level, Triodos Bank categorises sector concentration limits into distinct tiers. Country-specific limits for each sector are set factoring in the unique

risks associated with each sector and country, based on regular sector analyses.

Larger sectors hold strategic importance for Triodos Bank. They exhibit a well-balanced distribution across banking business units and countries, contributing to an overall low risk profile that warrants a higher consolidated concentration. The three largest sectors are renewable energy, healthcare and sustainable property. Annual sector analyses on larger sectors are conducted and presented to the Central Credit Committee in order to respond to developments that may impact the portfolio's risk profile.

Private mortgages are treated as a sector and form an integral part of the impact strategy of the bank. Interest rate differentiation on the mortgages based on energy labels incentivises lower energy consumption. In general, mortgage products are highly standardised and regulated. Triodos Bank holds a portfolio of private mortgages in the Netherlands, Belgium and Spain. Since 2025, no new mortgage loans are granted to new clients in Belgium and Spain. The loan amounts per counterparty in the private mortgage portfolio are usually relatively small and the portfolio is well diversified (for example in terms of geography, source of repayment or maturity). This mitigates credit risk to a large degree, which is evidenced by low defaults. Triodos Bank limits the overall exposure to mortgages as a percentage of the balance sheet to have a balanced mix between business loans and mortgages to private individuals.

Country concentrations

Triodos Bank is a European bank with banking business units in four countries (the Netherlands, Belgium, Spain and Germany) and a bank subsidiary in the United Kingdom.

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Triodos Bank's business banking loan portfolio is well-diversified across the five countries where it operates, with the largest exposures in the Netherlands and Spain, followed by the United Kingdom, Belgium and Germany, and additional exposures in France. When adding the private mortgages, the Netherlands represents a relatively larger share of Triodos Bank's total loan portfolio, reflecting the bank's presence and mortgage activity in the Netherlands.

Credit risk developments in 2025

Triodos Bank's loan portfolio was impacted by a EUR 61 million credit loss provision related to the German fibre optic sector (EUR 27.3 million ECL stage 3 provision and EUR 33.7 million stage 2 provision). The provision was triggered by the downward trend in this sub-sector in Germany, which started to accelerate in Q3 2025. On 31 December 2025, the total portfolio related to this sub-sector in Germany amounted to EUR 180 million. This was an unusual combination of events specific to one sector in one country. Apart from this sub-sector in Germany, Triodos Bank's stage 2 and stage 3 ECL provisions remained stable in 2025.

Credit risk quality

Scope and definition of past due and impaired

Impairment is assessed when an obligor is in default. An obligor is in default if either one of the following events have occurred:

1. The obligor has a total credit obligation past due that has been material for at least 90 consecutive days or, when at least one of the exposures of the obligor is currently reported as forborne and the obligor has a

total credit obligation past due that has been material for at least 30 consecutive days, or

2. The obligor is considered unlikely to pay (UTP).

Past due exposures not considered to be impaired

Not applicable as impairment is assessed for defaulted exposures.

Methods used for determining general and specific credit risk adjustments

Business loans in the portfolio are periodically reviewed on an individual basis. The review frequency depends on the debtor's creditworthiness, the degree of market exposure and the market in which the debtor operates. Small business and private loans are reviewed at portfolio level and on an individual basis when appropriate.

The credit committees discuss and, if necessary, take action with respect to overdue payments from debtors. If there is any doubt regarding the continuity of the debtor's core operations and/or a debtor fails to settle agreed interest and repayment instalments for a prolonged period, this debtor falls under the category of doubtful debtors and will be managed intensively.

Provisions for loan losses are taken for doubtful debtors at an individual level based on the difference between the total amount of the debtor's outstanding liability to Triodos Bank and the future expected cash flows, discounted at the original effective interest rate of the contract. These individual provisions include

provisions for concessions or refinancing given to debtors who face financial difficulties. They are only granted to the debtor in question to overcome their difficulties in these exceptional circumstances. These are described as forbearance measures.

The credit risk in the loan portfolio is reported each month to the Central Credit Committee, and quarterly to the Enterprise Risk Committee and the Audit and Risk Committee of the Supervisory Board as part of the ERM report.

In addition to a minimum standards check, external credit ratings – if available – are used to determine the creditworthiness of the counterparties of the investment portfolio, including banks and some corporates. External ratings are also used to calculate the minimum capital requirement for credit risk under the standardised approach. Fitch and Moody's ratings are used for this purpose.

Allowance for expected credit losses reconciliation to statement of profit or loss

The following table provides a reconciliation between:

- amounts shown in the tables below reconciling opening and closing balances of allowance for expected credit losses per class of financial instrument.
- the 'impairment losses on financial instruments line item in the consolidated statement of profit or loss and other comprehensive income, refer to [Impairment result on financial instruments](#) in the financial statements.

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Impairment result on financial instruments	2025 Audited			
Amounts in thousands of EUR	Stage 1	Stage 2	Stage 3	Total
Loans and advances to banks	-9	-	-	-9
Loans and advances to customers	-448	32,701	39,203	71,456
Debts securities at amortised cost	-5	-	-	-5
Financial guarantees	-11	-173	-	-184
Loan commitments issued	-124	375	-	251
Other assets	-1	-	-	-1
Impairment result on financial instruments for the year	-598	32,903	39,203	71,508

Impairment result on financial instruments	2024 Audited			
Amounts in thousands of EUR	Stage 1	Stage 2	Stage 3	Total
Loans and advances to banks	-	-	-	-
Loans and advances to customers	-1,479	768	12,089	11,378
Debts securities at amortised cost	-9	-	-	-9
Financial guarantees	11	175	-	186
Loan commitments issued	-81	173	-	92
Other assets	-	-	-	-
Impairment result on financial instruments for the year	-1,558	1,116	12,089	11,647

We have an annual incurred loss rate of 34bps (2024: 11 bps). The annual incurred loss rate is the ratio of stage 3 impairment losses over the average loan book.

Own definition of restructured exposure

Not applicable.

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Credit risk quality tables

EU CR1: Performing and non-performing exposures and related provisions.

Amounts (in EUR 1,000)	Gross carrying amount/nominal amount						Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions						Accumulated partial write-off	Collaterals and financial guarantees received		
	Performing exposures		Non-performing exposures				Performing exposures - Accumulated impairment and provisions		Non-performing exposures - Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions					On performing exposures	On non-performing exposures	
	of which: stage 1	of which: stage 2	of which: stage 2	of which: stage 3	of which: stage 1	of which: stage 2	of which: stage 2	of which: stage 3								
005 Cash balances at central banks and other demand deposits	1,772,143	1,772,143	-	-	-	-	-	- 1	- 1	-	-	-	-	-	-	-
010 Loans and advances	11,629,413	10,806,726	822,687	331,652	-	331,652	-	- 41,396	- 4,997	- 36,399	- 77,039	-	- 77,039	-	10,346,975	211,443
020 Central banks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
030 General governments	96,448	96,448	-	-	-	-	-	- 17	- 17	-	-	-	-	-	25,532	-
040 Credit institutions	130,019	130,019	-	-	-	-	-	- 83	- 83	-	-	-	-	-	5,211	-
050 Other financial corporations	465,863	353,537	112,326	50,625	-	50,625	-	- 3,951	- 385	- 3,566	- 28,218	-	- 28,218	-	361,689	10,275
060 Non-financial corporations	5,259,950	4,775,159	484,790	239,637	-	239,637	-	- 36,141	- 3,512	- 32,630	- 47,947	-	- 47,947	-	4,322,265	166,634
070 Of which: SMEs	4,225,697	3,811,698	413,999	211,706	-	211,706	-	- 6,410	- 2,724	- 3,686	- 40,216	-	- 40,216	-	3,608,638	147,021
080 Households	5,677,132	5,451,562	225,570	41,390	-	41,390	-	- 1,203	- 1,000	- 204	- 873	-	- 873	-	5,632,278	34,533
090 Debt Securities	3,679,260	3,679,260	-	-	-	-	-	- 21	- 21	-	-	-	-	-	404,939	-
100 Central banks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
110 General governments	2,805,181	2,805,181	-	-	-	-	-	-	-	-	-	-	-	-	71,237	-
120 Credit institutions	767,397	767,397	-	-	-	-	-	-	-	-	-	-	-	-	299,599	-
130 Other financial corporations	34,605	34,605	-	-	-	-	-	- 0	- 0	-	-	-	-	-	34,103	-
140 Non-financial corporations	72,077	72,077	-	-	-	-	-	- 21	- 21	-	-	-	-	-	-	-
150 Off-balance sheet exposures	1,588,436	1,521,961	66,474	11,499	-	11,499	-	1,843	905	938	0	-	0	-	587,658	1,887
160 Central banks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
170 General governments	3,429	3,429	-	-	-	-	-	0	- 0	-	-	-	-	-	32	-
180 Credit institutions	290	290	-	-	-	-	-	1	1	-	-	-	-	-	-	-

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Amounts (in EUR 1,000)	Gross carrying amount/nominal amount						Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions						Collaterals and financial guarantees received		
	Performing exposures		Non-performing exposures		Performing exposures - Accumulated impairment and provisions		Non-performing exposures - Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions		Accumulated partial write-off	On performing exposures	On non-performing exposures				
	of which: stage 1	of which: stage 2	of which: stage 2	of which: stage 3	of which: stage 1	of which: stage 2	of which: stage 2	of which: stage 3							
190 Other financial corporations	149,671	131,042	18,629	250	-	250	115	40	75	-	-	-	26,873	-	
200 Non-financial corporations	1,191,655	1,144,311	47,344	11,052	-	11,052	1,632	777	855	0	-	0	364,136	1,861	
210 Households	243,391	242,889	502	196	-	196	94	87	8	-	-	-	196,618	26	
220 Total	18,669,251	17,780,089	889,161	343,151	-	343,151	- 43,261	- 5,924	- 37,337	- 77,039	-	- 77,039	-	11,339,573	213,330

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EU CR5 – standardised approach

		Amounts 2025 (in EUR 1,000)	Risk weight														
			0%	2%	4%	10%	20%	30%	35%	40%	45%	50%	60%	70%	75%	80%	90%
Exposure classes		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
1	Central governments or central banks	3,152,666	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	Non-central government public sector entities	1,940,261	-	-	-	94,753	-	-	-	-	-	-	-	-	-	-	-
EU 2a	Regional governments or local authorities	1,571,679	-	-	-	5,828	-	-	-	-	-	-	-	-	-	-	-
EU 2b	Public sector entities	368,582	-	-	-	88,925	-	-	-	-	-	-	-	-	-	-	-
3	Multilateral development banks	506,717	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EU 3a	International organisations	592,815	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	Institutions	-	-	-	-	142,601	14,013	-	-	-	1,000	-	-	-	-	-	-
5	Covered bonds	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	Corporates	-	-	-	-	-	-	-	-	-	43,246	-	-	104,752	-	-	1,706,450
6.1	Of which: Specialised Lending	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,041,099
7	Subordinated debt exposures and equity	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21,379
EU 7a	Subordinated debt exposures	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EU 7b	Equity	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21,379
8	Retail exposures	-	-	-	-	-	-	-	-	-	-	-	-	168,590	-	-	5,593
9	Secured by mortgages on immovable property and ADC exposures	6,160	-	-	-	4,812,803	141,391	74,721	-	17,004	-	1,405,583	-	702,911	-	90,383	303,905
9.1	Secured by mortgages on residential immovable property - non IPRE	3,214	-	-	-	4,501,600	-	-	-	-	-	-	-	700,638	-	-	75,353
9.1.1	No loan splitting applied	-	-	-	-	-	-	-	-	-	-	-	-	21,220	-	-	24,155
9.1.2	loan splitting applied (secured)	-	-	-	-	4,501,600	-	-	-	-	-	-	-	-	-	-	-
9.1.3	loan splitting applied (unsecured)	3,214	-	-	-	-	-	-	-	-	-	-	-	679,418	-	-	51,198

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		Amounts 2025 (in EUR 1,000)	Risk weight														
			0%	2%	4%	10%	20%	30%	35%	40%	45%	50%	60%	70%	75%	80%	90%
Exposure classes		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
9.2	Secured by mortgages on residential immovable property - IPRE	2,946	-	-	-	311,203	141,391	74,721	-	17,004	-	128	-	1,157	-	-	65,576
9.3	Secured by mortgages on commercial immovable property - non IPRE	-	-	-	-	-	-	-	-	-	-	1,405,455	-	1,116	-	-	98,404
9.3.1	No loan splitting applied	-	-	-	-	-	-	-	-	-	-	-	-	438	-	-	10,694
9.3.2	loan splitting applied (secured)	-	-	-	-	-	-	-	-	-	-	1,405,455	-	-	-	-	-
9.3.3	loan splitting applied (unsecured)	-	-	-	-	-	-	-	-	-	-	-	-	679	-	-	87,710
9.4	Secured by mortgages on commercial immovable property - IPRE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	90,383	-
9.5	Acquisition, Development and Construction (ADC)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	64,572
10	Exposures in default	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	131,046
EU 10a	Claims on institutions and corporates with a short-term credit assessment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EU 10b	Collective investment undertakings (CIU)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EU 10c	Other items	105,770	-	-	-	-	-	-	-	-	-	-	-	-	-	-	173,843
11	not applicable																
EU 11c	TOTAL	6,304,389	-	-	-	5,050,156	155,404	74,721	-	17,004	44,246	1,405,583	-	976,252	-	90,383	2,342,216

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	Amounts 2025 (in EUR 1,000)	Risk weight								Total	Of which unrated		
		105%	110%	130%	150%	250%	370%	400%	1250% Others				
	Exposure classes	q	r	s	t	u	v	w	x	y	z	aa	
1	Central governments or central banks	-	-	-	-	6,004	-	-	-	-	-	3,158,671	1,397,131
2	Non-central government public sector entities	-	-	-	-	-	-	-	-	-	-	2,035,013	271,252
EU 2a	Regional governments or local authorities	-	-	-	-	-	-	-	-	-	-	1,577,506	182,327
EU 2b	Public sector entities	-	-	-	-	-	-	-	-	-	-	457,507	88,925
3	Multilateral development banks	-	-	-	-	-	-	-	-	-	-	506,717	47,888
EU 3a	International organisations	-	-	-	-	-	-	-	-	-	-	592,815	-
4	Institutions	-	-	-	2,345	-	-	-	-	-	-	159,959	2,345
5	Covered bonds	-	-	-	-	-	-	-	-	-	-	-	-
6	Corporates	-	-	605,586	-	-	-	-	-	-	-	2,460,033	2,312,036
6.1	Of which: Specialised Lending	-	-	605,586	-	-	-	-	-	-	-	1,646,685	1,646,685
7	Subordinated debt exposures and equity	-	-	-	658	-	-	-	-	-	-	22,037	19,680
EU 7a	Subordinated debt exposures	-	-	-	501	-	-	-	-	-	-	501	-
EU 7b	Equity	-	-	-	157	-	-	-	-	-	-	21,536	19,680
8	Retail exposures	-	-	204	-	-	-	-	-	-	-	174,387	174,387
9	Secured by mortgages on immovable property and ADC exposures	535	36,049	-	170,909	-	-	-	-	-	449,848	8,212,200	8,212,200
9.1	Secured by mortgages on residential immovable property - non IPRE	-	-	-	-	-	-	-	-	-	-	5,280,804	5,280,804
9.1.1	No loan splitting applied	-	-	-	-	-	-	-	-	-	-	45,375	45,375
9.1.2	loan splitting applied (secured)	-	-	-	-	-	-	-	-	-	-	4,501,600	4,501,600
9.1.3	loan splitting applied (unsecured)	-	-	-	-	-	-	-	-	-	-	733,829	733,829
9.2	Secured by mortgages on residential immovable property - IPRE	535	-	-	3,566	-	-	-	-	-	-	621,792	621,792

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	Amounts 2025 (in EUR 1,000)	Risk weight								Total	Of which unrated		
		105%	110%	130%	150%	250%	370%	400%	1250% Others				
	Exposure classes	q	r	s	t	u	v	w	x	y	z	aa	
9.3	Secured by mortgages on commercial immovable property - non IPRE	-	-	-	0	-	-	-	-	-	-	1,504,975	1,504,975
9.3.1	No loan splitting applied	-	-	-	0	-	-	-	-	-	-	11,131	11,131
9.3.2	loan splitting applied (secured)	-	-	-	-	-	-	-	-	-	-	1,405,455	1,405,455
9.3.3	loan splitting applied (unsecured)	-	-	-	-	-	-	-	-	-	-	88,389	88,389
9.4	Secured by mortgages on commercial immovable property - IPRE	-	36,049	-	17,654	-	-	-	-	-	449,848	593,933	593,933
9.5	Acquisition, Development and Construction (ADC)	-	-	-	149,689	-	-	-	-	-	-	214,261	214,261
10	Exposures in default	-	-	-	88,611	-	-	-	-	-	-	219,657	219,657
EU 10a	Claims on institutions and corporates with a short-term credit assessment	-	-	-	-	-	-	-	-	-	-	-	-
EU 10b	Collective investment undertakings (CIU)	5,395	-	-	-	-	-	-	-	-	3,503	8,898	8,898
EU 10c	Other items	-	-	-	-	-	-	-	-	-	-	279,613	279,613
11	not applicable												
EU 11c	TOTAL	5,930	36,049	605,790	262,523	6,004	-	-	-	-	453,351	17,830,000	12,945,087

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EU CR1-A: Maturity of exposures

	Amounts 2025 (in EUR 1,000)	Net exposure value ¹				No stated maturity	Total
		a On demand	b <= 1 year	c > 1 year <= 5 years	d > 5 years		
1	Loans and advances ²	668,740	477,057	1,729,194	10,512,859	-	13,387,850
2	Debt securities	-	1,190,459	2,240,889	247,891	-	3,679,239
3	Total	668,740	1,667,516	3,970,083	10,760,750	-	17,067,089

¹ Maturity of exposures are based on contractual maturities.

² including loan commitments

EU CQ7: Collateral obtained by taking possession and execution processes

	Amounts 2025 (in EUR 1,000)	Collateral obtained by taking possession accumulated	
		a Value at initial recognition	b Accumulated negative changes
010	Property Plant and Equipment (PP&E)	-	-
020	Other than Property Plant and Equipment	14,481	-5,009
030	Residential immovable property	-	-
040	Commercial Immovable property	14,481	-5,009
050	Movable property (auto, shipping, etc.)	-	-
060	Equity and debt instruments	-	-
070	Other	-	-
080	Total	14,481	-5,009

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

	Amounts 2025 (in EUR 1,000)	Gross carrying amount
010	Initial stock of non-performing loans and advances	290,746
020	Inflows to non-performing portfolios	164,804
030	Outflows from non-performing portfolios	-123,898
040	Outflows due to write-offs	-6,758
050	Outflow due to other situations	-117,140
060	Final stock of non-performing loans and advances¹	331,652

¹ including non performing loan commitments

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EU CQ1: Credit quality of forborne exposures

Amounts (in EUR 1,000)	Gross carrying amount/ Nominal amount of exposures with forbearance measures				Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions		Collaterals received and financial guarantees received on forborne exposures	
	Performing forborne	Non-performing forborne		On performing forborne exposures	On non-performing forborne exposures	g	h	
		Of which defaulted	Of which impaired					
005 Cash balances at central banks and other demand deposits	-	-	-	-	-	-	-	-
010 Loans and advances	100,932	145,663	145,663	145,663	-125	-40,402	172,032	83,890
020 Central banks	-	-	-	-	-	-	-	-
030 General governments	-	-	-	-	-	-	-	-
040 Credit institutions	-	-	-	-	-	-	-	-
050 Other financial corporations	4,994	24,414	24,414	24,414	-9	-17,191	11,211	6,226
060 Non-financial corporations	91,510	114,898	114,898	114,898	-106	-23,123	150,654	71,793
070 Households	4,428	6,350	6,350	6,350	-10	-87	10,167	5,871
080 Debt Securities	-	-	-	-	-	-	-	-
090 Loan commitments given	3,732	1,709	1,709	1,709	-4	-123	4,442	1,216
100 Total	104,664	147,371	147,371	147,371	-128	-40,525	176,475	85,106

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EU CQ3: Credit quality of performing and non-performing exposures by past due days

	Amounts (in EUR 1,000)	Gross carrying amount / Nominal amount											
		Performing exposures				Non-performing exposures							
		Not past due or Past due < 30 days	Past due > 30 days < 90 days	Unlikely to pay that are not past-due or past-due < = 90 days	Past due > 90 days < = 180 days	Past due > 180 days < = 1 year	Past due > 1 year < = 2 years	Past due > 2 year < = 5 years	Past due > 5 year < = 7 years	Past due > 7 years	Of which defaulted		
005	Cash balances at central banks and other demand deposits	1,772,143	1,772,143	-	-	-	-	-	-	-	-	-	-
010	Loans and advances	11,629,413	11,611,173	18,239	331,652	236,635	19,110	22,361	16,259	27,613	4,335	5,338	331,652
020	Central banks	-	-	-	-	-	-	-	-	-	-	-	-
030	General governments	96,448	96,448	-	-	-	-	-	-	-	-	-	-
040	Credit institutions	130,019	130,019	-	-	-	-	-	-	-	-	-	-
050	Other financial corporations	465,863	465,863	-	50,625	49,352	-	504	-	770	-	-	50,625
060	Non-financial corporations	5,259,950	5,251,354	8,596	239,637	167,251	13,184	11,265	12,895	26,116	4,029	4,898	239,637
070	Of which SMEs	4,225,697	4,217,403	8,294	211,706	144,421	11,210	10,569	12,773	23,805	4,029	4,898	211,706
080	Households	5,677,132	5,667,489	9,644	41,390	20,032	5,926	10,593	3,365	728	307	439	41,390
090	Debt Securities	3,679,260	3,679,260	-	-	-	-	-	-	-	-	-	-
100	Central banks	-	-	-	-	-	-	-	-	-	-	-	-
110	General governments	2,805,181	2,805,181	-	-	-	-	-	-	-	-	-	-
120	Credit institutions	767,397	767,397	-	-	-	-	-	-	-	-	-	-
130	Other financial corporations	34,605	34,605	-	-	-	-	-	-	-	-	-	-
140	Non-financial corporations	72,077	72,077	-	-	-	-	-	-	-	-	-	-
150	Off-balance sheet exposures	1,588,436			11,499								11,499
160	Central banks	-			-								-
170	General governments	3,429			-								-
180	Credit institutions	290			-								-
190	Other financial corporations	149,671			250								250
200	Non-financial corporations	1,191,655			11,052								11,052
210	Households	243,391			196								196
220	Total	18,669,251	17,062,575	18,239	343,151	236,635	19,110	22,361	16,259	27,613	4,335	5,338	343,151

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EU CQ4: Quality of non-performing exposures by geography

	a	c	e	f
	Gross carrying/Nominal amount	of which: non-performing	Accumulated impairment	Provisions on off-balance sheet commitments and financial guarantee given
	Amounts 2025 (in EUR 1,000)	of which: defaulted		
010	On balance sheet exposures	17,412,467	331,652	-118,457
020	<i>Netherlands</i>	7,395,118	73,937	-9,254
030	<i>Spain</i>	2,289,482	95,497	-24,039
040	<i>Belgium</i>	1,914,928	50,297	-10,714
050	<i>United Kingdom</i>	1,943,624	22,893	-5,590
060	<i>Germany</i>	2,112,465	66,150	-64,339
070	<i>France</i>	589,436	22,877	-4,509
080	<i>Other countries¹</i>	1,167,414	1	-12
090	Off balance sheet exposures	1,599,934	11,499	1,843
100	<i>Netherlands</i>	665,610	9,810	168
110	<i>Spain</i>	447,918	678	689
120	<i>Belgium</i>	167,584	310	190
130	<i>United Kingdom</i>	153,811	548	119
140	<i>Germany</i>	84,149	152	659
150	<i>France</i>	50,188	0	0
160	<i>Other countries</i>	30,673	0	18
170	Total	19,012,401	343,151	-118,457

¹ All countries with an exposure under 1% of the total amount are combined under Other countries

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EU CQ5: Credit quality of loans and advances to non-financial corporations by industry

	a	c	e	f	
	Gross carrying amount	of which: non-performing	Accumulated impairment	Accumulated negative changes in fair value due to credit risk on non-performing exposures	
		of which: defaulted			
	Amounts 2025 (in EUR 1,000)				
010	Agriculture, forestry and fishing	176,252	28,654	-6,060	-
020	Mining and quarrying	0.00	-	-	-
030	Manufacturing	112,313	25,491	-4,423	-
	Electricity, gas, steam and air conditioning supply				
040		1,337,697	5,695	-34,506	-
050	Water supply	9,836	439	-190	-
060	Construction	442,059	7,951	-4,731	-
070	Wholesale and retail trade	94,758	13,395	-3,975	-
080	Transport and storage	13,420	76	-96	-
	Accommodation and food service activities				
090		107,392	17,064	-2,434	-
100	Information and communication	165,945	3,883	-1,488	-
110	Real estate activities	1,283,889	34,017	-5,615	-
120	Financial and insurance activities	-	-	-	-
	Professional, scientific and technical activities				
130		274,463	38,461	-8,277	-
	Administrative and support service activities				
140		70,953	2,638	-711	-
	Public administration and defense, compulsory social security				
150		-	-	-	-
160	Education	297,149	8,622	-1,160	-
	Human health services and social work activities				
170		855,931	33,295	-7,129	-
180	Arts, entertainment and recreation	121,156	5,953	-1,554	-
190	Other services	136,374	14,003	-1,738	-
200	Total	5,499,587	239,637	-84,089	-

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Any pledge or assignment of eligible collateral must be legally perfect, effective and enforceable in all relevant jurisdictions to classify as collateral. Mortgages, liens and other security interests in 56 assets or rights (including guarantees etc.) have to be filed punctually and be legally perfect in order to effectively enforce the collateral in a reasonable timeframe in all relevant jurisdictions. Valuation of real estate is done by an independent valuer, and statistical methods are used for monitoring the value.

Any guarantor that is considered for credit risk mitigation purposes subjects Triodos Bank to certain risks. This means that:

- Guarantees may only be taken as a subsidiary support of the credit and should never be considered as replacing the borrower's independent ability to repay.
- Guarantees must be legally perfect, direct, explicit, irrevocable and unconditional.

Main types of collateral to mitigate credit risk

Triodos Bank recognises the following types of collateral: mortgages, guarantees, and pledges and assignments (deposits, receivables, marketable securities). Other collateral may include:

- Inventory, livestock, plant and equipment
- Business enterprise with no listed shares
- Assignments of (life) insurance cash values
- Agricultural charge and concessions to carry out a specific activity

Main types of guarantor counterparty and their creditworthiness used for the purposes of reducing capital requirements

Main eligible guarantors are central governments, regional and local authorities, and multilateral development banks. These have generally external credit ratings which are used to assess creditworthiness.

Market or credit risk concentrations within the credit mitigation taken

Triodos Bank reports on a monthly basis the evolution of the portfolio's performance and concentrations by largest obligors, sector and geography by exposure, by rating and by collateral value.

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Credit risk mitigation tables

EU CR4 – standardised approach – Credit risk exposure and CRM effects

	Amounts 2025 (in EUR 1,000)	a		b		c		d		e		f	
		Exposure classes	Exposures before CCF and before CRM		Exposures post CCF and post CRM		RWAs and RWAs density		RWAs	RWAs density (%)			
		On-balance-sheet exposures	Off-balance-sheet exposures	On-balance-sheet exposures	Off-balance-sheet exposures	RWAs	RWAs density (%)						
1	Central governments or central banks	2,181,743	1,578	3,142,898	15,773	15,010	0.5%						
2	Non-central government public sector entities	1,997,520	100	2,034,879	134	15,707	0.8%						
EU 2a	Regional government or local authorities	1,467,097	100	1,577,428	78	1,166	0.1%						
EU 2b	Public sector entities	530,423	0	457,451	56	14,541	3.2%						
3	Multilateral development banks	425,848	0	498,692	8,024	0	0.000000000%						
EU 3a	International organisations	597,909	0	592,815	0	0	0.000000000%						
4	Institutions	272,568	280	159,679	280	36,742	23.0%						
5	Covered bonds	0	0	0	0	0							
6	Corporates	2,484,956	758,418	2,163,695	296,338	2,046,196	83%						
6.1	Of which: Specialised Lending	1,572,704	356,045	1,505,877	140,808	1,365,140	83%						
7	Subordinated debt exposures and equity	22,037	0	22,037	0	22,366	101%						
EU 7a	Subordinated debt exposures	501	0	501	0	752	150%						
EU 7b	Equity	21,536	0	21,536	0	21,614	100%						
8	Retail	192,665	87,711	144,227	30,160	113,509	65%						
9	Secured by mortgages on immovable property and ADC exposures	8,576,982	734,421	7,932,090	280,110	3,190,212	39%						
9.1	Secured by mortgages on residential immovable property - non IPRE	5,672,431	517,033	5,088,561	192,243	1,492,502	28%						
9.2	Secured by mortgages on residential immovable property - IPRE	604,474	35,837	603,892	14,335	173,413	28%						
9.3	Secured by mortgages on commercial immovable property - non IPRE	1,525,392	65,623	1,477,604	27,371	827,901	55%						
9.4	Secured by mortgages on commercial immovable property - IPRE	593,220	16,357	587,421	6,512	407,292	69%						

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	Amounts 2025 (in EUR 1,000)	Exposures before CCF and before CRM		Exposures post CCF and post CRM		RWAs and RWAs density	
		On-balance-sheet exposures	Off-balance-sheet exposures	On-balance-sheet exposures	Off-balance-sheet exposures	RWAs	RWAs density (%)
9.5	Acquisition, Development and Construction (ADC)	181,465	99,571	174,612	39,649	289,105	135%
10	Exposures in default	242,197	15,585	214,151	5,506	263,963	120%
EU 10a	Claims on institutions and corporates with a short-term credit assessment	0	0	0	0	0	
EU 10b	Collective investment undertakings	8,898	0	8,898	0	10,534	118%
EU 10c	Other items	173,843	0	263,103	16,510	173,843	62%
12	TOTAL	17,177,165	1,598,092	17,177,165	652,835	5,888,082	33%

EU CR3 – CRM techniques overview: Disclosure of the use of credit risk mitigation techniques

	Amounts 2025 (in EUR 1,000)	Unsecured carrying amount		Secured carrying amount		
		a	b	Of which secured by collateral	Of which secured by financial guarantees	Of which secured by credit derivatives
1	Loans and advances ¹	2,273,468	11,114,382	10,689,682	424,700	-
2	Debt securities	3,274,300	404,939	-	404,939	-
3	Total	5,547,768	11,519,321	10,689,682	829,639	-
4	Of which non-performing exposures	52,583	213,269	193,199	20,070	-
EU-5	Of which defaulted	52,583	213,269	193,199	20,070	-

¹ including loan commitments

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In addition to a minimum standards check, external credit ratings – if available – are used to determine the creditworthiness of the counterparties of our investment portfolio, including banks and some corporates. External ratings are also used to calculate the minimum capital requirement for credit risk under the standardised approach. For this purpose, Triodos Bank uses the ratings of S&P, Fitch and Moody's.

Exposure classes for which an ECAI is used:

- Regional governments or local authorities
- Public sector entities
- Institutions
- Corporates

Offsetting financial assets and financial liabilities

Triodos Bank does not make use of any netting under master agreements for its financial instruments.

The International Swaps and Derivatives Association (ISDA) and similar master netting arrangements do not meet the criteria for offsetting in the consolidated balance sheet. This is because they create a right of set-off of recognised amounts that is enforceable only following an event of default, insolvency or bankruptcy of the Group or the counterparties or following other predetermined events. In addition, Triodos Bank and its counterparties do not intend to settle on a net basis or to realise the assets and settle the liabilities simultaneously.

Triodos Bank receives and gives collateral in the form of cash in respect of the derivatives held for risk management. This collateral is subject to standard industry terms including, when appropriate, an ISDA credit support annex. The terms give each party the right to terminate the related transactions on the counterparty's failure to post collateral.

Collateral needs stemming from FX forwards decreased in 2025 because of a decrease in Triodos Bank's FX forwards portfolio market value. At the end of 2025, a total net amount of EUR 1.0 million cash collateral was posted (2024: EUR 2.5 million).

Interest rate swaps are centrally cleared with LCH.Clearnet. At the end of 2025, a total net amount of EUR 104 million cash collateral was posted for initial margin requirements (2024: EUR 101 million). Due to the higher market interest rates than contract rates, the variation margin resulted in cash collateral received of EUR 221.0 million at the end of 2025 (2024: EUR 132.1 million). Both the cash collateral received and placed are part of the clearing agreement.

Debt securities and loans are deposited with the Dutch central bank (DNB), resulting in a credit line for a possible debit balance and participation in open market operations of the European Central Bank. At the end of 2025, a collateral value of EUR 832 million was deposited with the Dutch central bank (2024: EUR 995 million).

Balance sheet netting

Balance sheet netting is not applied.

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Methodology used to assign internal capital and credit limits for counterparty credit exposures

Triodos Bank applies the standardised approach to assign capital for counterparty credit exposures.

Triodos Bank has a Concentration Limit policy to assign credit limits for counterparty credit exposures, which is based on differences between activities (such as loan business and liquidity management) and where limits are related to counterparty types, counterparty credit ratings and Tier 1 capital.

Policies related to guarantees and other credit risk mitigants

Triodos Bank centrally clears interest rate derivatives via LCH.Clearnet, which takes away any counterparty credit risk. Market value differences are covered by cash collateral.

Policies with respect to wrong-way risk

Wrong-way risk pertains to situations where the counterparty credit exposure resulting from over-the-counter (OTC) or securities lending transactions is positively correlated with the counterparty's likelihood of default. In other words, credit exposure increases as the counterparty's credit quality declines. Triodos Bank does not have credit exposure arising from OTC or securities lending transactions with clients. Triodos Bank exclusively engages in standard interest rate and currency derivative transactions with financial

institutions for balance sheet steering. These are either centrally cleared through a central counterparty (CCP) or governed by ISDA/CSA agreements with daily general collateral settlement. As such, Triodos Bank effectively minimizes its counterparty credit risk exposure, including any potential wrong-way risk.

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EU CCR1 – Analysis of CCR exposure by approach

Amounts 2025 (in EUR 1,000)		a	b	c	d	e	f	g	h
		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	-	-		1.4	-	-	-	-
EU2	EU - Simplified SA-CCR (for derivatives)	-	-		1.4	-	-	-	-
1	SA-CCR (for derivatives)	355	26,050		1.4	36,966	36,966	36,966	1,126
2	IMM (for derivatives and SFTs)			-	-	-	-	-	-
2a	<i>Of which securities financing transactions netting sets</i>			-		-	-	-	-
2b	<i>Of which derivatives and long settlement transactions netting sets</i>			-		-	-	-	-
2c	<i>Of which from contractual cross-product netting sets</i>			-		-	-	-	-
3	Financial collateral simple method (for SFTs)					-	-	-	-
4	Financial collateral comprehensive method (for SFTs)					-	-	-	-
5	VaR for SFTs					-	-	-	-
6	Total					36,966	36,966	36,966	1,126

1 Non CCP exposures

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EU CVA 1 – Credit valuation adjustment risk under the Reduced Basic Approach (R-BA)

Amounts 2025 (in EUR 1,000)		a		b	
		Components of Own Funds Requirements		Own Funds Requirements	
1	Aggregation of systematic components of CVA risk		48		
2	Aggregation of idiosyncratic components of CVA risk		48		
3	Total				31

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EU CCR3 – Standardised approach – CCR exposures by regulatory exposure class and risk weights

Amounts (in EUR 1,000)		Risk weight											Total exposure value
		a	b	c	d	e	f	g	h	i	j	k	
Exposure classes		0%	2%	4%	10%	20%	50%	70%	75%	100%	150%	Others	
1	Central governments or central banks	-	-	-	-	-	-	-	-	-	-	0	-
2	Regional government or local authorities	-	-	-	-	-	-	-	-	-	-	0	-
3	Public sector entities	-	-	-	-	-	-	-	-	-	-	0	-
4	Multilateral development banks	-	-	-	-	-	-	-	-	-	-	0	-
5	International organisations	-	-	-	-	-	-	-	-	-	-	0	-
6	Institutions	-	35,584	-	-	-	-	-	-	-	-	1,382	36,966
7	Corporates	-	-	-	-	-	-	-	-	-	-	0	-
8	Retail	-	-	-	-	-	-	-	-	-	-	0	-
9	Institutions and corporates with a short-term credit assessment	-	-	-	-	-	-	-	-	-	-	0	-
10	Other items	-	-	-	-	-	-	-	-	-	-	0	-
11	Total exposure value	-	35,584	-	-	-	-	-	-	-	-	1,382	36,966

EU CCR5 – Composition of collateral for CCR exposures

Amounts 2025 (in EUR 1,000)	Collateral used in derivative transactions				Collateral used in SFTs				
	Fair value of collateral received		Fair value of posted collateral		Fair value of collateral received		Fair value of posted collateral		
	Segregated	Unsegregated	Segregated	Unsegregated	Segregated	Unsegregated	Segregated	Unsegregated	
1	Cash – domestic currency	221,035	-	103,504	1,000	-	-	-	-
2	Cash – other currencies	-	-	-	-	-	-	-	-
3	Domestic sovereign debt	-	-	-	-	-	-	-	-
4	Other sovereign debt	-	-	-	-	-	-	-	-
5	Government agency debt	-	-	-	-	-	-	-	-
6	Corporate bonds	-	-	-	-	-	-	-	-
7	Equity securities	-	-	-	-	-	-	-	-
8	Other collateral	-	-	-	-	-	-	-	-
9	Total	221,035	-	103,504	1,000	-	-	-	-

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EU CCR8 – Exposures to CCPs

		^a	^b
		Exposure value	RWEA
1	Exposures to QCCPs (total)		712
2	Exposures for trades at QCCPs (excluding initial margin and default fund contributions); of which	35,584	712
3	(i) OTC derivatives	35,584	712
4	(ii) Exchange-traded derivatives	-	-
5	(iii) SFTs	-	-
6	(iv) Netting sets where cross-product netting has been approved	-	-
7	Segregated initial margin	103,504	
8	Non-segregated initial margin	-	-
9	Prefunded default fund contributions	-	-
10	Unfunded default fund contributions	-	-
11	Exposures to non-QCCPs (total)		-
12	Exposures for trades at non-QCCPs (excluding initial margin and default fund contributions); of which	-	-
13	(i) OTC derivatives	-	-
14	(ii) Exchange-traded derivatives	-	-
15	(iii) SFTs	-	-
16	(iv) Netting sets where cross-product netting has been approved	-	-
17	Segregated initial margin	-	
18	Non-segregated initial margin	-	-
19	Prefunded default fund contributions	-	-
20	Unfunded default fund contributions	-	-

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Market risk is the risk of losses arising from movements in market prices. For Triodos Bank, market risk mainly consists of interest rate risk and foreign exchange risk.

Interest rate risk

Interest rate risk is the risk that changes in relevant interest rates will adversely affect the market value of assets versus that of liabilities and/or income versus expenses.

Interest rate risk results from the mismatch between assets and liabilities. For Triodos Bank, this is mainly driven by the interest rate dependency of client savings and current accounts on the liabilities side, and the bank's business loan and mortgage portfolio on the asset side.

Risk management

Triodos Bank has established an interest rate risk management framework that covers all relevant aspects of interest rate risk. As Triodos Bank only has a banking book, all its interest rate risk is captured under its interest rate risk in the banking book (IRRBB) management. The Interest Rate Risk policy specifies the risk metrics, limits, key assumptions, and governance surrounding the management of interest rate risk.

To assess its IRRBB exposure, Triodos Bank runs a broad variety of interest rate scenarios, including but not limited to those prescribed by regulatory guidelines, such as the decline in net interest income

as a percentage of Tier 1 capital and the decline in economic value of equity as a percentage of Tier 1 capital. The scenarios are expressed as shocks to the relevant market rate curves. These shocks include parallel and non-parallel shocks, both upward and downward, and both instant and gradual.

Steering of Triodos Bank's interest rate risk position happens in various ways. Firstly, by means of adjustments of volume and interest rate terms of new assets and liabilities. Secondly, by adjustments of the amount and duration of the marketable investments in the liquidity buffer and lastly, by using interest rate swaps. The resulting hedge positions are taken into account in all IRRBB calculations, subject to hedge accounting, and are designed to limit profit or loss volatility.

IRRBB is continuously monitored and managed by the Balance Sheet Management and Modelling department, within limits set by the Asset and Liability Committee. In addition, management of underlying risk models, including periodical reviews and changes to model assumptions, are to be discussed and approved by the Model and Assumptions Review Committee. In relation to IRRBB, Group Treasury is responsible for the execution of the bank's interest rate risk steering.

The Asset and Liability Committee meets monthly and reviews management actions taken and planned. Both first line and second line risk representatives contribute to the Asset and Asset and Liability Committee. The Balance Sheet Management and Modelling department submits market risk steering proposals for approval by the Asset and Liability Committee. The Liquidity and Market risk department provides a second line challenge for each proposal. When proposals are

approved by the Asset and Asset and Liability Committee, Group Treasury executes the required transactions. Submitting proposals to the Asset and Liability Committee is not exclusive to the Balance Sheet Management and Modelling department.

In addition, management of underlying risk models including periodical reviews and changes to model assumptions are discussed and approved by the Model and Assumptions Review Committee on a monthly basis.

All Triodos Bank's transactions subject to CVA risk are subject to the reduced basic approach of calculating required own funds.

Interest rate risk developments in 2025

In 2025, the European Central Bank reduced policy rates four times, bringing them to their lowest levels since 2022. Despite these rate cuts, future rate expectations in the eurozone have increased over the course of 2025. Amidst these changes, Triodos Bank's interest rate risk profile has increased from an equity point of view and marginally decreased from an earnings point of view.

Triodos Bank's economic value of equity at risk (EVE at risk) increased in 2025. The EVE supervisory outlier test (SOT), as measured under a parallel-up scenario, increased from 10.9% to 12.0%. Increases in the bond portfolio have pushed up the EVE at risk. In addition, model updates were done to account for the wind-down of Triodos Bank Germany's operations.

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Net interest income at risk (NII at risk) decreased marginally in 2025 as a result of balance sheet movements and steering of the liquidity portfolio. The change in NII SOT under the parallel-down scenario decreased from 4.4% to 4.3%.

The average repricing maturity assigned to non-maturing deposits is 2.2 years.

The duration of equity, calculated under the assumption of a 100 basis points parallel shift in interest rates, increased from 3.8 to 4.1 years over the course of 2025.

Duration of equity increased from 3.8 to 4.1 years over the course of 2025. The developments resembled those of EVE at risk since the underlying drivers are similar to those for the SOT and EVE at risk, although a

difference is that duration of equity is calculated under the assumption of a 100 basis points parallel shift in interest rates.

Over 2025, the average repricing maturity assigned to retail non-maturing deposits is 2.5 years and 2.2 years for non-financial wholesale deposits. For the core parts, this is respectively 4.8 and 3.1 years. The longest maturity used in the model is 20 years.

Interest rate risk in the banking book tables

EU IRRBB1 - Interest rate risks of non-trading book activities

Supervisory shock scenarios	a		b		c		d	
	Changes of the economic value of equity				Changes of the net interest income			
	31.12.2025		31.12.2024		31.12.2025		31.12.2024 ¹	
1 Parallel up	-12.0%		-10.8%		4.2%		4.3%	
2 Parallel down	2.8%		2.1%		-4.3%		-4.4%	
3 Steepener	-5.5%		-5.3%					
4 Flattener	0.0%		-0.1%					
5 Short rates up	-6.6%		-4.1%					
6 Short rates down	3.4%		2.2%					

¹ The NII metrics reported are produced based on the supervisory outlier test, hence using constant balance sheet and instantaneous shock assumptions. These are different from the assumptions used previously, whereas the balance sheet was following the budget and the shocks were ramped over 12 months.

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Foreign exchange risk

Foreign exchange (FX) risk is the risk to earnings and capital that arises from adverse movements in FX rates. Triodos Bank's base currency is the euro. The base currency of Triodos Bank UK (TBUK) is British pounds.

The risk appetite for FX exposure for all currencies is low, with the exception of Triodos Bank's investment in TBUK. Triodos Bank does not hold significant positions in currencies other than EUR and GBP. Triodos Bank aims to reduce the GBP FX exposure, as measured by impact on the total capital ratio, as much as

possible. Triodos Bank excludes its investment in TBUK from its FX-risk position for the own funds requirement calculation.

Monitoring and decision-making related to FX risk is delegated by the Executive Board to the Asset and Liability Committee.

Market risk tables

EU PV1: Prudent valuation adjustments (PVA)

Amounts 2025 (in EUR 1,000)	Risk category					EU e1		EU e2		f		g		h	
	Category level AVA	Equity	Interest Rates	Foreign exchange	Credit	Commodities	Unearned credit spreads AVA	Investment and funding costs AVA	Category level AVA - Valuation uncertainty		Total category level post-diversification		Of which: Total core approach in the trading book	Of which: Total core approach in the banking book	
1	Market price uncertainty	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	Not applicable														
3	Close-out cost	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	Concentrated positions	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5	Early termination	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	Model risk	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	Operational risk	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8	Not applicable														
9	Not applicable														
10	Future administrative costs	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11	Not applicable														
12	Total Additional Valuation Adjustments (AVAs)											254			

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EU MR1 - Market risk under the standardised approach

		a
		RWEAs
		Amounts 2025 (in EUR 1,000)
Outright products		
1	Interest rate risk (general and specific)	-
2	Equity risk (general and specific)	-
3	Foreign exchange risk	-
4	Commodity risk	-
Options		
5	Simplified approach	-
6	Delta-plus approach	-
7	Scenario approach	-
8	Securitisation (specific risk)	-
9	Total	-

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Liquidity risk originates from Triodos Bank's inherent mismatch in maturities of assets and liabilities. Liquidity risk would materialise if Triodos Bank would not be able to quickly convert assets into cash or secure funding at a reasonable cost. From a contractual point of view, bank assets (loans) have on average a longer maturity than the typical bank liabilities (deposits from customers). Most of Triodos Bank's deposits are in current accounts and demand saving accounts, which allow for the immediate withdrawal of funds. In the event of adverse market conditions or a decrease in customer confidence, liquidity risk could materialise and lead to unexpected withdrawals and, as such, an outflow of liquid assets.

Triodos Bank has established a liquidity risk management framework that ensures the maintenance of an adequate liquidity buffer to withstand a wide range of stress events. The Liquidity Risk Management policy is the risk framework which specifies the risk metrics, limits and key assumptions.

Liquidity risk exposure is managed within limits of the Risk Appetite Statement (RAS). Triodos Bank defines, monitors and manages various aspects of these risks through different lenses on an ongoing basis. Developments in funds entrusted and the total liquidity position are monitored daily by those responsible in the individual banking business units and at Group level.

Liquidity risk is identified, measured and managed in line with the applicable regulations and supervisory guidelines by the Balance Sheet Management and Modelling department, within risk appetite limits set by the Asset and Liability Committee. Group Treasury

is responsible for executing the capital and funding planning process, which includes working on realising the bank's liquidity and funding requirements in various scenarios.

Risk management

Stress testing

Stress testing is part of the liquidity risk management process. Triodos Bank uses stress testing to assess our liquidity position against several severe stress scenarios. These scenarios focus on specific stress related to Triodos Bank itself, market-wide stress, a combination of the two and a climate specific scenario. The results of these stress tests are included in the RAS. This sets limits on how long Triodos Bank can withstand a severe stress scenario. The outcome of these stress tests is shared with the Asset and Liability Committee each month.

Liquidity contingency management

The aim of Triodos Bank's liquidity contingency management is to ensure sufficient liquidity is maintained during times of bank-specific or broader market stress. Effective liquidity contingency management is crucial to withstand both immediate and extended periods of liquidity stress. The methods and responsibilities necessary for addressing potential liquidity deficits during times of stress are outlined in the liquidity and capital contingency plan and the recovery plan. These plans are structured in line with regulatory requirements, and are subject to periodical testing, reviews and updates. These plans are activated when there is a significant threat to the liquidity position or when there are clear indicators of impending liquidity stress. These plans enable Triodos

Bank to adeptly manage its liquidity requirements, mitigate the potential negative impact on commercial activities and reduce the impact of a potential rise in funding costs under difficult market conditions. Among the various tools available to manage liquidity in times of need, the ability to use the retained residential mortgage-backed securitisation (RMBS) called Sinopel and qualifying loans that can be pledged as collateral to central banks are especially important in addition to the bank's sizable cash and bond portfolio. They equip Triodos Bank with the ability to quickly obtain additional liquidity, reinforcing its financial resilience.

Reporting and measurement system

Triodos Bank monitors and reports its liquidity position at different levels and frequencies. Firstly, the total liquidity position is monitored by Group Treasury and the individual banking business units on a daily basis. Secondly, the detailed liquidity position is reported to the Chief Financial Officer (CFO) and the Chief Risk Officer (CRO) on a weekly basis. Finally, every month the liquidity ratios are reported to the Asset and Liability Committee (ALCO). The main liquidity ratios are part of the quarterly ERM report.

Liquidity risk developments in 2025

Triodos Bank's business model is primarily based on using customer deposits to fund loans and investments in line with its strategy and risk appetite. As a result, deposits are its largest source of funding. The total amount of funds entrusted is EUR 15.1 billion at year-end 2025 and comprises 92% of total liabilities. These funds are collected from retail and business customers in all countries where Triodos Bank operates. This

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provides a stable source of funding, thanks to Triodos Bank's strong relationships with its customers and the granularity of funds entrusted. 75% of deposits are guaranteed under the Dutch or UK deposit guarantee scheme.

Debt funding increased in 2025 due to the issuance of the second tranche of MREL eligible preferred bond of EUR 300 million. This issuance was in addition to the first issuance of that programme in 2024 and Green Subordinated Tier 2 bond in 2021. All of these bonds are listed on Euronext Amsterdam and have contributed to the diversification of Triodos Bank's funding base.

Triodos Bank's LCR increased in 2025 to 206% (2024: 201%). Given the bank's balance sheet composition, the ratio is mostly impacted by developments in funds entrusted and lending activities. Compared to 2024, the liquidity buffer increased to EUR 5.1 billion (2024: EUR 4.5 billion), while the net outflow increased by EUR 0.2 billion to EUR 2.5bn.

Triodos Bank's LCR HQLA buffer consists of 71% (2024: 61%) of level 1 tradable assets and 29% (2024: 39%) of central bank reserves. If considering the full counterbalancing capacity, the main difference is the addition of the retained RMBS (Sinopel). In that case, relations change to 58% (2024: 50%) level 1 assets, 24% (2024: 32%) central bank reserves and 16% (2024: 16%) retained RMBS. There are no other items in the LCR calculation that are considered relevant but not captured in the LCR disclosure template.

Approximately 80% of the buffer is denominated in EUR, while the remainder is in GBP. Triodos Bank UK Ltd has its own LCR target set by the Prudential Regulation Authority (PRA).

The main funding source for Triodos Bank is funds entrusted, which consists of saving deposits (62%, 2024: 60%), current accounts (26%, 2024: 27%), as well as fixed-term accounts (12%, 2024: 13%) from personal banking clients (68%, 2024: 68%) and business banking clients (32%, 2024: 32%). The composition of the funds entrusted is stable. Aligned with its mission and core strategy, Triodos Bank aims to remain predominantly deposit-funded, prioritising customer deposits over capital markets-based funding.

Triodos Bank has derivative positions mainly in the form of interest rate swaps to steer its interest rate position. Related cash collateral requirements are taken into account when calculating the LCR and in liquidity stress testing.

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EU LIQ2: Net stable funding ratio

	Amounts 2025 (in EUR 1,000)	Unweighted value by residual maturity				Weighted value
		a No maturity	b < 6 months	c 6 months to < 1yr	d ≥ 1yr	
Available stable funding (ASF) Items						
1	Capital items and instruments	1,191,516	-	-	249,554	1,441,071
2	Own funds	1,191,516	-	-	249,554	1,441,071
3	Other capital instruments		-	-	-	-
4	Retail deposits		11,274,403	49,311	3,482.45	10,628,663
5	Stable deposits		8,652,378	24,390	2,056.92	8,244,987
6	Less stable deposits		2,622,025	24,921	1,425.54	2,383,676
7	Wholesale funding:		3,679,858	76,950	688,599	2,333,450
8	Operational deposits		-	-	-	-
9	Other wholesale funding		3,679,858	76,950	688,599	2,333,450
10	Interdependent liabilities		-	-	-	-
11	Other liabilities:	491.35	346,895	8,063	-	4,031
12	NSFR derivative liabilities	491.35				
13	All other liabilities and capital instruments not included in the above categories		346,895	8,063	-	4,031
14	Total available stable funding (ASF)					14,407,216
Required stable funding (RSF) Items						
15	Total high-quality liquid assets (HQLA)					41,341
EU-15a	Assets encumbered for a residual maturity of one year or more in a cover pool		-	-	-	-
16	Deposits held at other financial institutions for operational purposes		-	-	-	-
17	Performing loans and securities:		663,927	551,033	10,483,267	8,560,271
18	Performing securities financing transactions with financial customers collateralised by Level 1 HQLA subject to 0% haircut		-	-	-	-
19	Performing securities financing transactions with financial customer collateralised by other assets and loans and advances to financial institutions		185,594	68,948	383,719	436,752
20	Performing loans to non-financial corporate clients, loans to retail and small business customers, and loans to sovereigns, and PSEs, of which:		268,574	275,080	5,792,124	5,102,561

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	Amounts 2025 (in EUR 1,000)	Unweighted value by residual maturity			Weighted value	
		No maturity	< 6 months	6 months to < 1yr		≥ 1yr
21	<i>With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk</i>		19,864	22,478	462,857	322,028
22	<i>Performing residential mortgages, of which:</i>		209,760	196,886	4,259,828	2,972,211
23	<i>With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk</i>		209,760	196,886	4,259,828	2,972,211
24	<i>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</i>		-	10,120	47,596	48,747
25	Interdependent assets		-	-	-	-
26	Other assets:		204,855	8,572	536,202	592,206
27	<i>Physical traded commodities</i>				-	-
28	<i>Assets posted as initial margin for derivative contracts and contributions to default funds of CCPs</i>		-	-	103,504	87,978
29	<i>NSFR derivative assets</i>		-			-
30	<i>NSFR derivative liabilities before deduction of variation margin posted</i>		17,625			881
31	<i>All other assets not included in the above categories</i>		187,229	8,572	432,698	503,346
32	Off-balance sheet items		636,423	29,055	934,456	90,373
33	Total required stable funding (RSF)					9,284,191
34	Net Stable Funding Ratio (%)					155.18%

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EU LIQ1 - Quantitative information of LCR

Scope of consolidation: consolidated		a	b	c	d	e	f	g	h
Amounts (in EUR 1,000)		Total unweighted value (average)				Total weighted value (average)			
EU 1a	Quarter ending on (DD Month YYY)	31.12.2025	30.09.2025	30.06.2025	31.03.2025	31.12.2025	30.09.2025	30.06.2025	31.03.2025
EU 1b	Number of data points used in the calculation of averages	12	12	12	12	12	12	12	12
HIGH-QUALITY LIQUID ASSETS									
1	Total high-quality liquid assets (HQLA), after application of haircuts in line with Article 9 of regulation (EU) 2015/61					4,822,622	4,651,351	4,505,440	4,332,922
CASH - OUTFLOWS									
2	Retail deposits and deposits from small business customers, of which:	11,003,305	10,885,557	10,752,642	10,600,017	772,708	761,862	753,851	747,320
3	Stable deposits	8,374,008	8,301,655	8,184,536	8,025,008	418,700	415,083	409,227	401,250
4	Less stable deposits	2,580,272	2,532,871	2,524,816	2,543,503	354,008	346,779	344,624	346,069
5	Unsecured wholesale funding	3,565,382	3,507,368	3,460,326	3,443,127	1,538,068	1,511,872	1,486,291	1,454,611
6	Operational deposits (all counterparties) and deposits in networks of cooperative banks	-	-	-	-	-	-	-	-
7	Non-operational deposits (all counterparties)	3,563,392	3,505,378	3,460,315	3,443,115	1,536,078	1,509,882	1,486,280	1,454,599
8	Unsecured debt	1,990	1,990	11	11	1,990	1,990	11	11
9	Secured wholesale funding	17,192	17,387	17,358	17,431	17,192	17,387	17,358	17,431
10	Additional requirements	1,248,774	1,260,133	1,287,213	1,303,661	246,604	254,055	262,654	275,428
11	Outflows related to derivative exposures and other collateral requirements	96,997	99,495	100,946	103,602	96,997	99,495	100,946	103,602
12	Outflows related to loss of funding on debt products	0	0	0	0	0	0	0	0
13	Credit and liquidity facilities	1,151,778	1,160,638	1,186,267	1,200,059	149,608	154,560	161,708	171,826
14	Other contractual funding obligations	61,838	61,985	55,301	39,655	29,013	27,876	22,301	8,254
15	Other contingent funding obligations	394,651	408,644	428,155	458,060	55,845	54,197	56,258	60,363

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Scope of consolidation: consolidated		a	b	c	d	e	f	g	h
Amounts (in EUR 1,000)		Total unweighted value (average)				Total weighted value (average)			
16	TOTAL CASH OUTFLOWS					2,659,430	2,627,248	2,598,713	2,563,406
CASH - INFLOWS									
17	Secured lending (e.g. reverse repos)	-	-	-	-	-	-	-	0
18	Inflows from fully performing exposures	257,589	280,134	278,035	262,109	225,572	245,011	244,317	229,717
19	Other cash inflows	176	1,827	1,817	5,552	176	1,827	1,817	5,552
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)					-	-	-	-
EU-19b	(Excess inflows from a related specialised credit institution)					-	-	-	-
20	TOTAL CASH INFLOWS	257,765	281,960	279,852	267,660	225,748	246,838	246,134	235,269
EU-20a	Fully exempt inflows	0	0	0	0	-	-	-	-
EU-20b	Inflows subject to 90% cap	0	0	0	0	-	-	-	-
EU-20c	Inflows subject to 75% cap	257,765	281,960	279,852	267,660	225,748	246,838	246,134	235,269
TOTAL ADJUSTED VALUE									
21	LIQUIDITY BUFFER					4,822,622	4,651,351	4,505,440	4,332,922
22	TOTAL NET CASH OUTFLOWS					2,433,683	2,380,411	2,352,579	2,328,137
23	LIQUIDITY COVERAGE RATIO					198.32%	195.49%	191.53%	186.19%

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Asset encumbrance

Assets can be differentiated between assets which are used for collateral requirements (encumbered assets)

EU AE1 - Encumbered and unencumbered assets

Amounts 2025 (in EUR 1,000)	Carrying amount of encumbered assets		Fair value of encumbered assets		Carrying amount of unencumbered assets		Fair value of unencumbered assets	
	of which notionally eligible EHQLA and HQLA		of which notionally eligible EHQLA and HQLA		of which EHQLA and HQLA		of which EHQLA and HQLA	
	010	030	040	050	060	080	090	100
010 Assets of the reporting institution	324,599	39,978			16,979,640	4,862,824		
030 Equity instruments	-	-	-	-	21,504	-	21,504	-
040 Debt securities	39,978	39,978	39,937	39,937	3,306,909	3,266,766	3,314,580	3,275,845
050 of which: covered bonds	-	-	-	-	-	-	-	-
060 of which: securitisations	-	-	-	-	-	-	-	-
070 of which: issued by general governments	39,978	39,978	39,937	39,937	2,512,840	2,502,568	2,521,012	2,511,013
080 of which: issued by financial corporations	-	-	-	-	747,431	746,819	746,235	745,646
090 of which: issued by non-financial corporations	-	-	-	-	72,151	44,598	70,529	43,835
120 Other assets	289,757	-			13,610,215	1,578,866		

and assets which are unencumbered. The encumbered assets mainly consist of cash and bonds (amongst which part of the Class A notes from the Sinopel 2019 retained securitisation transaction).

Triodos Bank's business model is predominantly based on attracting customer deposits to fund the

assets of the bank. There is some covered money market funding to respond to short- and medium-term fluctuations in the liquidity position of the bank by using repo transactions.

All amounts presented are median values of the previous four quarters of the reporting period.

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EU AE2 - Collateral received and own debt securities issued

Amounts 2025 (in EUR 1,000)		Fair value of encumbered collateral received or own debt securities issued		Unencumbered	
		of which notionally eligible EHQLA and HQLA		Fair value of collateral received or own debt securities issued available for encumbrance	
		010	030	040	060
130	Collateral received by the reporting institution	-	-	-	-
140	Loans on demand	-	-	-	-
150	Equity instruments	-	-	-	-
160	Debt securities	-	-	-	-
170	of which: covered bonds	-	-	-	-
180	of which: securitisations	-	-	-	-
190	of which: issued by general governments	-	-	-	-
200	of which: issued by financial corporations	-	-	-	-
210	of which: issued by non-financial corporations	-	-	-	-
220	Loans and advances other than loans on demand	-	-	-	-
230	Other collateral received	-	-	-	-
240	Own debt securities issued other than own covered bonds or securitisations	-	-	-	-
241	Own covered bonds and asset-backed securities issued and not yet pledged			919,785	-
250	Total assets, collateral received and own debt securities issued	324,599	39,978		

EU AE3 - Sources of encumbrance

Amounts 2025 (in EUR 1,000)		Matching liabilities, contingent liabilities or securities lent		Assets, collateral received and own debt securities issued other than covered bonds and securitisations encumbered	
		010		030	
010	Carrying amount of selected financial liabilities		124,828		275,740

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Triodos Bank has one retained residential mortgage-backed securitisation (RMBS) called Sinopel 2019 B.V. ("Sinopel").

A securitisation is a transaction where a pool of assets is sold to a special purpose vehicle (SPV). The SPV issues notes with different tranches to finance the purchase price of the assets. With Sinopel, Triodos Bank structured a retained RMBS whereby Triodos Bank is the sole buyer of the issued notes and has, as such, not transferred any credit risk. Through the retained RMBS, Triodos Bank strengthens its financial resilience and gains additional access to (central bank) liquidity by pledging the notes as collateral

with the Dutch central bank or by selling the notes under repurchase agreements. The Sinopel RMBS is collateralised by Dutch residential mortgage loans. The structure is fully compliant with the new simple, transparent and standardised EU regulation. For notes issued by Sinopel 2019 B.V., the following ECAsI were involved: DBRS Ratings Limited and S&P Global Ratings Europe. As there is no risk transfer with the Sinopel transaction, the securitisation exposures (notes) are not risk weighted separately. The securitised assets (mortgage loans) are taken into account as if they were not securitised. Triodos Bank consolidates Sinopel in its annual accounts.

Apart from the Sinopel transaction, Triodos Bank is not active as originator, investor or sponsor of securitisation exposures. As a result, Triodos Bank does not hold any re-securitisation positions and does not provide securitisation related services to any other SPV.

The notes of the securitisation are partially placed at the Dutch central bank to be able to use a credit line and partially sold under a repurchase transaction. The carrying amount of the financial assets placed at the Dutch central bank is EUR 932.4 million (2024: 932.4 million).

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EU-SEC1 - Securitisation exposures in the non-trading book

Amounts 2025 (in EUR 1,000)	Institution acts as originator						Institution acts as sponsor				Institution acts as investor				
	Traditional			Synthetic			Traditional		Synthetic		Traditional		Synthetic	Sub-total	
	STS	of which SRT		Non-STS	of which SRT		Sub-total	STS	Non-STS	Sub-total	STS	Non-STS	Sub-total		
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o
1 Total exposures	1,370,764	-	-	-	-	-	1,370,764	-	-	-	-	-	-	-	-
2 Retail (total)	1,370,764	-	-	-	-	-	1,370,764	-	-	-	-	-	-	-	-
3 residential mortgage	1,370,764	-	-	-	-	-	1,370,764	-	-	-	-	-	-	-	-
4 credit card	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 other retail exposures	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 re-securitisation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 Wholesale (total)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 loans to corporates	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 commercial mortgage	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 lease and receivables	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 other wholesale	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 re-securitisation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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EU-SEC5 - Exposures securitised by the institution - Exposures in default and specific credit risk adjustments

Amounts 2025 (in EUR 1,000)		a	b	c
		Exposures securitised by the institution - Institution acts as originator or as sponsor		
		Total outstanding nominal amount		Total amount of specific credit risk adjustments made during the period
		Of which exposures in default		
1	Total exposures		1,370,764	-
2	Retail (total)		1,370,764	-
3	residential mortgage		1,370,764	-
4	credit card	-	-	-
5	other retail exposures	-	-	-
6	re-securitisation	-	-	-
7	Wholesale (total)	-	-	-
8	loans to corporates	-	-	-
9	commercial mortgage	-	-	-
10	lease and receivables	-	-	-
11	other wholesale	-	-	-
12	re-securitisation	-	-	-

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Operational risk means the risk of loss resulting from inadequate or failed internal processes, people and systems or from external events, including, but not limited to legal risk, model risk or information and communication technology (ICT) risk, but excluding strategic and reputational risk. Operational risk is inherent to all Triodos Bank's products, activities, processes and systems. Triodos Bank limits these risks with policies, procedures and controls for its business processes. Activities to manage risks related to these subjects are, from a second-line perspective, executed under the responsibility of the Chief Risk Officer (CRO) in line with the Operational Risk Management (ORM) framework.

Within Triodos Bank, operational risk involves identifying, analysing, managing and monitoring the risks within the following risk subtypes: legal risk, statutory reporting and tax risk, physical security & safety risk, process risk, people risk, systems related risk and third party risk. Model risk is internally managed and governed under the responsibility of Enterprise Risk Management and will not be discussed further in this section. Only the subtypes with the most important risk developments in 2025 will be discussed below.

Disclosure of risk management objectives and policies

Triodos Bank's ORM framework sets out guiding principles for managing operational risk in alignment with the bank's corporate values of sustainability, transparency, excellence, and entrepreneurship. The objectives of the ORM framework are to safeguard the stability and reliability of the bank for all stakeholders, support the achievement of financial

objectives and comply with regulatory requirements. It provides a structured approach to identifying, assessing, managing and monitoring risks arising from day-to-day business activities. The framework is intended to enhance risk awareness across the organisation, support informed decision-making and minimise operational losses. The policies are aimed at preventing and mitigating operational risk events, learning from incidents and protecting the assets and reputation of the bank.

Structure and organisation of the operational risk management function

The operational risk function is headed by the Group Director Operational Risk Management, who reports directly to the Chief Risk Officer (CRO). The ORM function is organised as a cross-border team, with areas of expertise supported by Operational Risk Managers who report directly to the head of ORM, and partly to the Group Director ORM for overarching ORM activities. The head of ORM reports hierarchically to the Group Director ORM. The function operations through single points of contact (SPOC) roles in each of the business units and operating units, except for Germany. For each primary or secondary process or domain, two SPOC representatives are assigned. This structure is intended to promote expertise within specific areas and reduce key person risk. The ORM team works collaboratively with business units and other risk functions, while maintaining its challenger role. Triodos Investment Management and Triodos Bank UK have a functional reporting line to the Group Director ORM.

Scope and nature of the operational risk management systems

The risk management system includes risk identification, assessment and scenario analysis. The Risk and Control Self-Assessment Policy outlines the process for identifying and assessing operational risks within business processes. The Non-Financial Scenario Analysis Policy provides a framework for expert-led assessment of rare but high-impact events.

Policies and strategies for operational risk mitigation

Once the risks have been identified and assessed, appropriate risk responses must be determined. There are four strategies: avoid, transfer, mitigate or accept the risk.

- Risk avoidance involves refraining from activities or markets deemed excessively risky, ensuring that Triodos Bank does not incur undue exposure.
- Risk transfer shifts the financial impact of certain risks to third parties, typically through insurance. The procedures for transferring risk are detailed in the Corporate Insurance Policy, though it is important to note that insurance also comes at a cost.
- Risk mitigation entails managing risks by implementing (key) controls. Key controls are documented and implemented as described in the Key Control Management Policy. These systems facilitate the quantification and monitoring of operational risk exposures across the bank. Where controls are assessed as insufficient, remediation actions are defined and documented,

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with accountability assigned to action owners in accordance with the Action Tracking Policy.

- Risk acceptance is applied when certain risks cannot be reduced to an acceptable level or further mitigation is not cost-effective. The criteria and procedures for accepting risks are governed by the Non-Financial Risk Acceptance Policy.

Together, these systems and strategies help Triodos Bank manage operational risks across the organisation. They are supplemented by continuous improvement efforts and the application of lessons learned from operational incidents.

Scope and nature of the operational risk reporting framework

The operational risk reporting framework is supported by several instruments. Operational risk events are reported and escalated based on defined thresholds, including actual losses or gains above EUR 50,000, potential losses or near-miss exposures above EUR 100,000 and significant non-financial exposure events. Root cause analyses are conducted for significant events, and the findings are presented and discussed at the Operational Risk Committee (ORC). The Group Non-Financial Risk Report, produced quarterly, consolidates key risk indicators and risk type overviews from across the bank. It is discussed at the ORC with a short summary to the Non-Financial Risk Committee. Additionally, a summary of operational risk status via the ORM-related key risk indicators is included in the Enterprise Risk Management Report for discussion at the Enterprise Risk Committee meetings. Major operational risk events and the bank's overall approach are disclosed in the Annual Report to inform stakeholders.

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Legal risk

Triodos Bank defines legal risk as the risk of errors in legal procedures and processes.

Multiple civil proceedings have been initiated against Triodos Bank by DR Holders, with proceedings pending in Spain, the Netherlands, Belgium and Germany. As a result of the settlement offer of a one-off payment of EUR 10 per DR in exchange for full and final discharge of any legal claims related to the DRs, which covered approximately 14.2 million DRs in total, the impact of DR litigation has been reduced with a total of 11.7 million DRs (representing 82.4% DRs) which have been registered as accepting the settlement offer.

More information on ongoing legal proceedings is available in the Legal proceedings section on page 343 of the Triodos Bank Annual Report 2025.

Statutory reporting risk

Statutory reporting risk is the risk of failing to meet statutory reporting (including both financial and regulatory reporting) requirements. Implementation of new regulation in relation to regulatory reporting resulted in identification of operational risks and challenges in project implementation.

Independent review of the implementation is ongoing as well as enhancing Triodos Bank's internal control frameworks to strengthen statutory regulatory reporting.

Process risk

Process risk is the risk that processes, including the management or execution of transactions, are performed incorrectly or inappropriately. To manage such risks, frameworks regarding risk assessment, risk identification and control testing are implemented and supported by formal policies and regular reviews. During the reporting period, several shortcomings in process management, control design and implementation and risk identification have been identified and confirmed by both internal and external audits. These audit results highlight findings related to improving the timely completion of risk and control self-assessments, addressing control deficiencies and overcoming challenges in implementing controls.

In view of these findings, existing programmes are being enhanced to actively address the identified areas through strengthened actions, including reducing manual processes, accelerating the timely execution of control activities and increasing automation.

Documentation and inventory of internal processes remain a key focus area, with ongoing efforts to broaden coverage and support a more comprehensive risk identification and control implementation. Triodos Bank also recognises the potential to further enhance its risk management framework by expanding the integration of non-key risks and non-key controls into its policies, procedures and the inventory maintained within its governance, risk and compliance (GRC) tooling.

While these targeted improvements are designed to drive progress, visible results from the programmes have been gradual. Additionally, ongoing challenges with the implementation and adoption of GRC tooling continue to affect the automation and efficiency of risk assessment and control testing activities.

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Strengthening Triodos Bank's risk culture is essential to reducing process risk and includes clarifying roles and responsibilities, enhancing risk awareness and ownership, improving risk monitoring and reporting, and ensuring better alignment between risk management activities and business decisions.

With respect to the operating (control) environment of Triodos Bank's German branch, Triodos Bank continues to face persistent challenges. The strategic decision to exit the German market has increased key person and employee engagement risks, requiring enhanced and ongoing operational risk monitoring and mitigation.

People risk

Triodos Bank defines people risk as the risk of breaching employment legislation, mismanaging employee relations and failing to ensure a safe work environment. The successful execution of Triodos Bank's substantial change portfolio relies heavily on the capacity and capability of management and staff who are called upon to deliver the change. Failure to attract or retain sufficient key co-workers could adversely affect Triodos Bank's business, operations and results. There is no certainty that the bank will be able to attract and retain qualified personnel on acceptable terms in the future.

Challenges remain in attracting specialised commercial and operational talent particularly in certain markets where high turnover and strong competition for permanent contracts persist. In addition, cost conscious choices have resulted in an overall lower number of vacancies available.

From an operational risk perspective, people risk continues to be a key focus area, especially in light of the recently announced reorganisation, which may lead to higher attrition in the coming period. While in 2025, overall attrition rates have been

stable and were generally within acceptable levels, the new organisational changes introduce uncertainty, with potential for increased departures as employees respond to evolving structures and roles. First-year attrition has remained low across most entities (except for the German branch, due to the wind-down announcement), requiring further close monitoring as Triodos Bank navigates this period of change.

Sickness absence continues to present an operational risk, particularly where long-term illness drives up rates and a significant share of cases remains beyond Triodos Bank's control. Positive trends are evident in some areas, with the return of co-workers from long-term sick leave, while other areas report increased absence due to seasonal factors and organisational changes.

Triodos Bank is implementing a centralised global HR system to create a central data source for employee data across business units and enable more efficient workforce management.

People risk: External fraud

External fraud risk is a risk subtype of people risk. Triodos Bank defines external fraud risk as the risk of fraud attempted or perpetrated against the bank and its customers by an external party (i.e. a party without a direct relationship to Triodos Bank) without the involvement of an employee or affiliate of the bank.

Fraud threats in financial services continue to evolve rapidly, driven by emerging technologies such as generative AI and deepfakes. These developments increase the complexity of detecting and managing fraud, both in the short and long term. Generative AI has become a permanent part of the technological landscape, enabling criminals to operate more efficiently, convincingly and at greater scale than previously possible.

Social engineering fraud, including impersonation of trusted suppliers and bank staff continue to impact customers across all countries. Fraudsters increasingly use sophisticated psychological tactics, including 'scripting', where they coach victims on what to say when the bank contacts them to verify payments flagged in fraud detection. Triodos Bank also sees a rise in long-running investment and romance scams, which cause both financial loss and considerable emotional harm. Although options to prevent authorised transactions are limited, Triodos Bank focuses on reducing risk through strengthened processes, enhanced technology and continuous customer education and awareness initiatives.

Triodos Bank continuously monitors existing and emerging external fraud trends through peer discussions, industry participation and collaboration with law enforcement and financial intelligence units. Ongoing improvements in fraud detection and customer awareness campaigns help Triodos Bank to educate and warn customers about evolving risks. Internally, Triodos Bank maintains training and awareness initiatives to support staff in identifying and preventing fraud affecting customers or the bank.

People risk: Internal fraud

The number of internal fraud incidents within Triodos Bank is relatively low and these have minimal impact. Controls such as internal training and awareness, controlled systems access, and where required, additional authorisations are in place. Triodos Bank conducts pre- and in-employment screening and ongoing internal fraud monitoring.

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Systems related risk: Data management

Triodos Bank defines data management risk as the risk of failing to appropriately manage and maintain data, including all types of data, including client data, employee data and the bank's proprietary data.

Effective data risk management is necessary for identifying, assessing and mitigating risks to data quality, security and availability, thereby supporting business operations and the fulfilment of regulatory requirements. As data volumes grow and Triodos Bank's reliance on data-driven insights continues to accelerate, data management practices have become increasingly important.

Over the past year, Triodos Bank has implemented a comprehensive data governance framework supported by relevant policies to define responsibilities, access and standards for its data. This framework established clear roles and responsibilities and promotes consistent data ownership across the organisation. Recognising the rapid evolution of data usage and the emergence of advanced technologies such as AI and real-time data analysis, Triodos Bank acknowledges the importance of continuously refining and developing its approach.

Programmes have been put in place to support the goal of achieving more efficient, integrated and actionable data management and reporting across the organisation. These initiatives aim to enhance management information, strengthen decision-making and accelerate remediation of identified issues. A continuing challenge is the reliance on manual processes and tools, such as Excel, in certain areas to improve data integrity, operational efficiency and auditability.

Systems related risk: Cybersecurity, operational resilience and business continuity management

Information security risk (including cyber) is the risk of information security incidents, including the loss, theft or misuse of data/information. This risk covers all types of data, such as client data, employee data and the bank's proprietary data, and can include the failure to comply to rules concerning information security. Resilience risk is defined as the risk of failing to prevent, adapt and respond to, recover and learn from operational disruptions, including cyber threats that would cause intolerable harm to customers and market integrity. Business continuity risk refers to the risk of failure of the business continuity management framework.

The year 2025 has been marked by heightened geopolitical instability, a significant rise in cyber threats and ongoing concerns regarding operational resilience. Increased reporting of supply chain risks has been particularly evident, as demonstrated by high-profile security breaches affecting major technology providers, some of whose services Triodos Bank also uses. Uncertainty has become the norm. A notable development has been the substantial rise in 'now' threats compared to previous years. These are threats that are assessed as posing an immediate and credible risk. This requires the continued investment in capabilities including in continuous threat exposure management to proactively address emerging risks.

The Digital Operational Resilience Act (DORA) is in force and forms a key focus of supervisory oversight by De Nederlandsche Bank (DNB). Our ICT risk management framework is aligned with applicable regulations, including DORA requirements, and is integrated into the broader operational risk

management system. Ongoing work focuses on further strengthening and embedding existing controls and documentation, particularly in relation to ICT third-party risk management, as part of Triodos Bank's broader operational and ICT risk framework.

In response to these developments, Triodos Bank has continued to invest in strengthening its cybersecurity defences and enhancing its business continuity processes. While Triodos Bank has made significant progress in process maturity, it acknowledges that ongoing vigilance and adaptability are required to meet the challenges of an increasingly complex and dynamic threat landscape, which is amplified by AI and the use of cloud.

Triodos Bank conducts regular assessments of cyber threats, as well as risk and control self-assessments, to evaluate the adequacy of its information security strategy and strengthen its security controls. A security operations centre monitors, detects and responds to cybersecurity events. Triodos Bank invests in increasing security awareness among its co-workers through dedicated security and behavioural programmes and targeted security testing. Triodos Bank enhances customer awareness through its corporate websites, where it provides alerts and information on secure banking practices and common fraud types, including practical guidance on fraud prevention.

Notwithstanding these efforts, several challenges remain, including the need for improved alignment of risk, security and governance frameworks, more streamlined processes and updates to relevant policies and documentation. Ongoing initiatives are therefore focussed on enhancing the overall effectiveness of ICT governance and risk management processes. Recent external assessments have identified a number of improvement areas but none were assessed as critical. In response, Triodos Bank initiated a remediation

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programme in 2025. These activities support the bank's ongoing alignment with DORA.

Third-party risk

Triodos Bank defines third-party risk as the risk of failing to manage third-party relationships and risks appropriately, for example, not taking reasonable steps to identify and mitigate additional operational risks resulting from the outsourcing of services or functions.

A robust procurement framework is important to Triodos Bank's operational resilience. In the context of evolving regulatory expectations, including DORA, weaknesses in procurement processes could increase exposure to operational disruption, concentration risk or inadequate contractual safeguards.

Progress has been made in strengthening third-party risk management activities. Challenges continue to be addressed in relation to demonstrating compliance with internal policy requirements, key control testing and completeness of Triodos Bank's contract management system.

To address these challenges, Triodos Bank has designed initiatives to drive efficiency, strengthen internal controls and improve risk mitigation across all procurement activities.

Future operational risk outlook

While Triodos Bank's cyber defences have proven robust to date, continuous investment and increased maturity are essential to sustain and strengthen the bank's cybersecurity position. The cyber threat landscape is evolving at an unprecedented pace, requiring Triodos Bank to further develop its capabilities to effectively manage, prioritise and respond to the growing number of threats. The management of key third-party providers and increased use of outsourcing, including cloud will be a key area of focus for Triodos Bank.

A significant challenge in this context is the shortage of essential talent and skills in the fields of cybersecurity and AI. As technology advances and threats become more sophisticated, the demand for specialised expertise continues to outstrip supply. This widening skills gap poses a risk going forward. Sustained focus and investment in talent acquisition, training and retention as well as cultivating strong partnerships with external security experts will continue to be required. This will contribute to resilience and Triodos Bank's capability of meeting future security demands amid evolving and increasingly sophisticated threats.

Additionally, the emergence of AI and agent-based technologies underscores the need to enhance Triodos Bank's capabilities in guiding and securing the application of AI within its business processes. Proactive measures will be necessary to ensure that AI technologies are implemented safely and responsibly.

From a process risk perspective, process management, control design and implementation, and risk identification deficiencies have been identified. Existing programmes are being enhanced to actively address the identified areas through strengthened actions, including reducing manual processes, accelerating the timely execution of control activities and increasing automation. Failure to successfully implement such remedial actions could lead to persistently high process risks.

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The effective management of operational and compliance risk

In 2025, Triodos Bank conducted a structured maturity assessment of our operational and compliance risk management framework, using the Committee of Sponsoring Organizations of the Treadway Commission (COSO) Internal Control-Integrated Framework (2013) as a reference point. The six COSO criteria are used to assess the maturity of the bank's risk management and control framework. Triodos Bank's maturity assessment (first element) identified that components of the framework, such as governance, risk identification and assessment, monitoring and reporting are in place at a sufficient level of maturity.

The effectiveness of the risk management and control framework was then assessed through the internal In Control Statement process (second element). The outcome including the areas for improvement were presented to higher management. This process is based on the ability to demonstrate robust control over operations by assessing in control activities across the bank, such as key risk indicators, key control activities, internal regulatory change management, timely remediation of internal and external audit findings, risk identification activities and contract management. The outcome of this assessment identified clear areas of improvement. Please refer to the Operational risk and Compliance risk sections.

The final elements used to assess the risk management and control framework's effectiveness lies in the existence and effectiveness of remediation programmes (third element) and any external audit and supervisory findings (fourth element). Although remediation programmes and activities have been established to address these areas for improvement, progress has in some instances not been achieved in the anticipated time. Therefore, some areas for improvement have been persistent. Enhanced remediation activities have been set up to accelerate the required progress. The external and supervisory findings identified similar areas for improvement as those identified in the internal In Control Statement process. This therefore underlines the importance of remediating those areas for improvement effectively and adequately to improve the effectiveness of our Operational risk and Compliance framework when taking all four elements into account. Given these ongoing areas for improvement, our risk and compliance management frameworks currently provide for some certainty regarding the effectiveness of our internal control environment.

This assessment is the basis for part of the Risk Management Statement under principle 1.4.3 (iv) of the Code.

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Triodos Bank applies the business indicator to calculate minimum capital requirements for operational risk.

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EU OR2 - Business indicator, components and subcomponents

Amounts 2025 (in EUR 1,000)		a	b	c	d
BI and its subcomponents		2025	2024	2023	Average value
1	Interest, lease and dividend component (ILDC)				345,853
EU 1	ILDC related to the individual institution/ consolidated Group (excluding entities considered by Article 314(3))				345,853
1a	Interest and lease income	538,837	574,086	483,787	532,237
1b	Interest and lease expense	207,620	226,317	127,553	187,163
1c	Total assets/Asset component	17,652,406	16,879,185	16,119,769	16,883,787
1d	Dividend income/dividend component	870	774	695	780
2	Services component (SC)				125,787
2a	Fee and commission income	121,370	128,590	125,119	125,026
2b	Fee and commission expense	12,087	13,245	12,876	12,736
2c	Other operating income	719	595	968	761
2d	Other operating expense	21	-	30	17
3	Financial component (FC)				2,243
3a	Net profit or loss applicable to trading book (TB)	-	-	8	3
3b	Net profit or loss applicable to banking book (BB)	386	2,300	4,034	2,240
EU 3c	Approach followed to determine the TB/BB boundary (PBA or accounting approach)				(eba_qAO:qx2024) Accounting approach
4	Business Indicator (BI)				473,883
5	Business indicator component (BIC)				56,866
Disclosure on the BI:					
		a			
6a	BI gross of excluded divested activities	473,883			
6b	Reduction in BI due to excluded divested activities	-			
EU 6c	Impact in BI of mergers/acquisitions	-			

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EU OR3 - Operational risk own funds requirements and risk exposure amounts

Amounts 2025 (in EUR 1,000)		a
1	Business Indicator Component (BIC)	56,866
EU1	Alternative Standardised Approach (ASA) Own Funds Requirements (OROF) under Article 314(4)	-
2	Not applicable	
3	Minimum Required Operational Risk Own Funds Requirements (OROF)	56,866
4	Operational Risk Exposure Amounts (REA)	710,824

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Triodos Bank defines compliance risk as the risk of fines, penalties, regulatory sanctions, enforcement actions, restrictions on business activities, litigation or remediation costs and/or the damage to reputation that Triodos Bank may suffer because of a failure to comply with laws, regulatory standards, related internal policies and codes of conduct applicable to its banking and investment activities.

To monitor the level of compliance with relevant laws and regulations, Triodos Bank has developed key risk indicators. These target the bank's risks related to the primary compliance risks related to the areas of financial crime, conduct and data protection.

Regulatory change management has been strengthened through ongoing initiatives that are improving process maturity. However, the In Control Statement outcomes point to further opportunities to clarify roles, accelerate implementation and expand monitoring to ensure regulatory changes are tracked and fully incorporated into Triodos Bank's daily operations.

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Financial crime refers to illegal activities that involve the unlawful acquisition or management of money, assets or financial resources. These crimes are committed to the detriment of the bank and/or its customers, whether they are natural persons or legal entities, governments or other financial institutions, for personal or corporate gain. Financial crime can take many forms and includes but is not limited to:

- **Fraud:** Deceptive practices intended to secure an unlawful financial gain, such as credit card fraud and investment fraud.
- **Money laundering:** The process of concealing the origins of illegally obtained money, typically by means of transfers or financial transactions designed to make the money appear legitimate.
- **Sanction violation:** The risk of violating sanctions imposed by governments or international organisations.
- **Bribery and corruption:** Offering, giving, receiving or soliciting something of value to influence the actions of an individual or institution, often involving public officials.
- **Embezzlement:** The theft or misappropriation of funds placed in our trust or care, often by co-workers or public officials.
- **Tax evasion:** The illegal act of deliberately avoiding paying taxes owed to the government.
- **Forgery:** The act of falsely creating or altering documents, such as cheques, contracts or identity documents, to deceive others and gain financial benefits.

The purpose of the compliance function is to assist Triodos Bank Group in managing its overall compliance and financial crime risks.

Triodos Bank continues to strengthen its compliance with financial crime regulations across all jurisdictions in which it operates, and expects to initiate further improvement initiatives, including the increased use of technology and data analytics, to enhance the effectiveness of the current organisation. Triodos Bank identified areas of improvement in financial crime prevention activities, with further challenges arising from the operating framework including key control testing, data quality and process complexity. Efforts are continuing to implement such improvements as well as the implementation of new regulations.

To address these areas for improvement and to strengthen KYC and broader financial crime controls, Triodos Bank has initiated a multiphased remediation programme. This programme aims to establish a controlled and compliant foundation, while also creating the basis for subsequent improvement phases through improved coordination and acceleration of existing initiatives, taking into account upcoming regulatory requirements.

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Conduct risk is the risk that the behaviour of Triodos Bank or any of its co-workers will result in unfavourable customer outcomes. This may be the result of faulty product design, errors in the adherence to defined target markets, issues related to the distribution and sales of products or market abuse, such as insider trading.

Compliance independently monitors and challenges the extent to which Triodos Bank complies with conduct related laws, regulations and internal policies. Within this, there is an emphasis on treating customers fairly, preventing and managing conflicts of interest, ensuring that products and services meet customer needs, achieving desirable customer outcomes, and maintaining ethical and sound business practices.

Triodos Bank has defined key risk indicators to assess whether it operates in a compliant manner. During 2025, there were no significant changes to the way Triodos Bank managed conduct risk.

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Data protection risk encompasses a range of threats to personal data, including potential data breaches, non-compliance with regulatory requirements that may result in fines or penalties, and reputational damage affecting relationships with customers, stakeholders and supervisory authorities.

These risks include harm to natural persons arising from the compromise of their personal data, such as identity theft, discrimination or loss of privacy. As an organisation, Triodos Bank has a legal and ethical obligation to protect personal data and to mitigate such risks. Failure to do so may result in reputational damage and adverse financial consequences. Any personal data breach may trigger regulatory scrutiny, sanctions, fines, compensation claims and, in the most severe cases, collective legal actions, all of which could significantly affect the bank's reputation and financial performance. Triodos Bank manages its data protection risks through regular data protection impact assessments, which are used to identify and mitigate risks associated with business activities and processes. These assessments support the consistent application of data protection by design and by default in Triodos Bank's daily operations. In addition, formal procedures and working instructions are in place for identifying, recording and managing data protection risks. This includes maintaining a register of processing activities and monitoring compliance with established policies and procedures.

To safeguard personal data and protect it against breaches, close cooperation and coordination with information security functions is ensured, including the implementation of appropriate technical and organisational measures. In the event of a personal data breach, procedures are in place to ensure timely

notification to affected individuals and the relevant supervisory authorities.

During 2025, the data protection framework and related policies were revised to enhance role clarity and strengthen the segregation of duties within the data protection function. Further improvements in role definition and the assignment of responsibilities within operational departments remain necessary. In parallel, Triodos Bank is enhancing documentation of processes and controls to address recent audit and compliance findings.

Risk awareness is further promoted among co-workers through mandatory participation in security and behavioural programmes, including regular information security and data protection e-learning and testing. Customers are also informed about secure banking practices and fraud prevention through Triodos Bank's websites, including alerts with practical guidance and tips.

For further information, please refer to the Sustainability Statements in the Annual Report 2025.

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Triodos Bank's remuneration approach is rooted in its mission to use banking as a force for positive social, environmental and cultural change. Fair and responsible remuneration supports a sustainable and inclusive organisational culture. Our remuneration policy is based on the principle of human dignity and aims to enhance social coherence within the organisation.

This view translates into principles such as offering fair and relatively modest remuneration in the form of fixed pay for all co-workers and the Executive Board. We do not offer performance-related bonuses such as variable remuneration linked to predefined targets or achievements, nor deferred or share-based compensation schemes to members of the Executive Board, the Supervisory Board or co-workers. We believe that long-term value creation is by its very nature the result of a joint accomplishment of co-workers.

This remuneration report contains information about the remuneration policies for the Executive Board, Supervisory Board and co-workers. It follows the Dutch Civil Code and the Dutch Corporate Governance Code and reflects our broader principles of fairness, transparency and long-term value creation.

Board changes and business events

In 2025, several changes took place within the Executive Board. Marcel Zuidam succeeded Jeroen Rijpkema as CEO at the AGM on 23 May 2025. The roles of CTO and CIO were added to the Executive Board. During the EGM on 26 September, Suzanne Schilder was appointed as CTO and Barbara van Duijn

as CIO. The role of COO ceased to exist, and Nico Kronemeijer left Triodos Bank during this EGM. Jacco Minnaar was reappointed during this EGM as CCO for a second term.

We updated our Executive Board and Supervisory Board remuneration policies in 2025 to comply with the statutory and regulatory requirements associated with the listing of Triodos Bank's DRs on Euronext. The revised Executive Board remuneration policy was approved at the AGM on 23 May 2025 with 90.63% of votes cast in favour. The Supervisory Board remuneration policy received 90.89% support. Points of attention raised during the AGM on the remuneration policies are addressed in the Stakeholder engagement section below. The Supervisory Board remuneration policy became effective as per date of the AGM on 23 May 2025. The Executive Board remuneration policy became effective as the date of the listing on 18 June 2025. The remuneration policies are presented in full on the Triodos Bank website.

In 2025, we prepared a new Group-wide job architecture and remuneration framework that will be implemented in March 2026 for the entire co-worker population. Our intention is to harmonise the job architecture and reward practices across all operating units with the purpose of enhancing transparency and supporting international collaboration and internal mobility.

Stakeholder engagement

Triodos Bank's Nomination and Remuneration Committee led an extensive stakeholder engagement process in early 2025, gathering input from the Board of SAAT, DR Holders and their representatives

including several of our largest institutional investors and co-worker representative bodies. The outcome of the engagement process reflected stakeholder priorities: transparency, modesty, alignment with long-term value creation, and responsible governance. This input has been used in the review and changes to the Executive Board remuneration policy and creating a formal Supervisory Board remuneration policy.

Remuneration for board members is viewed differently across stakeholder groups and therefore requires careful balance. Internal stakeholders, including co-workers and the co-worker representative bodies, emphasise that board remuneration must remain aligned with our mission and culture.

With respect to Executive Board remuneration, customers expect the Executive Board remuneration policy to reflect Triodos Bank's purpose as a values-driven, sustainable bank. Different points of view were expressed due to the diversified investor base as a result of the listing of Triodos Bank DRs on Euronext. In the context of the challenge faced by DR Holders, a modest and mindful approach towards board remuneration was required. Institutional investors, as well as attendees of the General Meeting, meanwhile, expressed interest in terms of long-term financial alignment such as DR ownership or performance related elements for Executive Board members. Any future consideration of such mechanisms will be assessed cautiously against our mission, values and the long-term interests of all stakeholders. At present no such DR scheme is offered to Executive Board members. During the AGM on 23 May 2025 attendees raised questions about the composition and appropriateness of the reference group used for benchmarking

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Executive Board remuneration. In reaction to this, the remuneration report contains detailed information about this topic in the Benchmarking and reference group section. For Supervisory Board remuneration, stakeholder engagement resulted in no significant changes to the existing fees or fee structure even though a substantial gap has been identified between Supervisory Board fees at Triodos Bank compared to peers. The Supervisory Board considered it not the right time to make significant changes to the fees or fee structure. If future changes to fees and/or the fee structure are considered, the Supervisory Board will reach out to stakeholders for feedback and alignment before submitting a proposal to the AGM.

For the co-worker population, stakeholder engagement led to the creation of a new Group-wide job architecture and remuneration framework with involvement of all co-worker representative bodies.

Main decisions on the remuneration of the Executive Board and Supervisory Board in 2025

On 1 January 2025, Executive Board salaries increased by 4% collectively, with additional individual increases based on the current salaries compared to the market.

An additional salary increase was granted in 2025 to the Executive Board members based on the recent benchmark to close a significant gap compared to the reference group (see section Benchmarking and reference group). As of the date of listing of DRs on Euronext Amsterdam, the Executive Board salaries were increased close to the 25th percentile of base pay of the reference peer group. The Supervisory Board may, in the future, consider a gradual path towards the median to reduce the substantial gap between

the remuneration of the Executive Board members and its peers.

Under the new Supervisory Board remuneration policy, changes to the remuneration of the Supervisory Board members were kept to a minimum. Instead, it aimed at future inflation-indexation and the elimination of international travel allowance to creation of consistency between Supervisory Board members. The Supervisory Board fees were indexed with an increase of 1% per July 2025 based on the Dutch CLA Banks increase.

Remuneration Governance Structure

The Supervisory Board installed a Nomination and Remuneration Committee, appointed by the Supervisory Board from its own members. The Nomination and Remuneration Committee is responsible for advising and preparing the discussions and decision-making of the Supervisory Board with respect to selection, nomination, talent management and remuneration policies and executions thereof for the members of the Executive Board.

The Supervisory Board remains responsible for decisions prepared by the Nomination and Remuneration Committee. Kristina Flügel (Chair), Mike Nawas (up to 23 May 2025) Danielle Melis (up to 23 May 2025) and Simone Huis in 't Veld (from 23 May 2025) were members of the Nomination and Remuneration Committee in 2025.

In 2025 the Nomination and Remuneration Committee had six formal meetings in accordance with the corporate calendar and one additional meeting. The extra meeting focused on the new job family framework and reward policy. In addition to these meetings, the Nomination and Remuneration

Committee committed substantial time to internal meetings and recruitment efforts.

The Nomination and Remuneration Committee sought external advice from 5 external consultants. The first one is a global consulting firm performing benchmarking on remuneration. The second and third are law firms with specialisation in remuneration for financial institutions. They are commissioned for their services by the Group HR or Legal department insofar it concerns co-worker remuneration and by the Supervisory Board insofar it concerns remuneration of the Executive Board and Supervisory Board. The fourth consultant is an HR analytics firm specialising in conducting gender pay gap analyses and remuneration reporting commissioned by the Group HR department. The fifth is a consultant providing support and advice for the implementation of CRD-VI.

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Principles

The Executive Board's remuneration policy is designed to attract and retain qualified members who support delivering our mission. Consistent with our values, no variable remuneration or bonus schemes are offered. Executive Board members receive fixed pay only, fostering responsible decision-making and long-term value creation, avoiding short-term incentives that could lead to sustainability risks. Sign-on bonuses may be granted only in exceptional cases and must be kept to a minimum.

Remuneration components

Component	Explanation
Fixed Salary	<ul style="list-style-type: none">• Customary cash salary of a predetermined amount that reflects the role and responsibilities• Fixed salary can be adjusted by the Supervisory Board, based on benchmark data, input from the Executive Board themselves, collective increases for the applicable co-worker population within Triodos Bank and the internal pay ratio
Variable remuneration	<ul style="list-style-type: none">• No variable remuneration and/or a bonus scheme• Not eligible for collective or individual tokens of appreciations
Pension	<ul style="list-style-type: none">• Pension scheme offered as available to the wider co-worker community in the Netherlands• Participation in the applicable defined contribution pension plan• Gross monthly allowance above statutory gross maximum pensionable income
Benefits	<ul style="list-style-type: none">• Same local benefits that apply to other co-workers, lease car scheme and telephone costs coverage• Disability insurance premium for shortfall of standard company coverage
Severance	<ul style="list-style-type: none">• Contractual severance up to six months; within policy always capped at 12 months• Compliant with statutory and regulatory rules
Other arrangements	<ul style="list-style-type: none">• No personal loans, guarantees or advances outside normal business terms.• No access to favourable conditions governing products and services offered by Triodos Bank, our customers or subsidiaries

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Remuneration of the members of the Executive Board is based on the Executive Board Remuneration policy adopted by the General Meeting. The Executive Board Remuneration policy is designed in accordance with the International Remuneration and Nomination policy which is available on the website. The Supervisory Board, advised by the Nomination and Remuneration Committee, may adjust Executive Board remuneration annually in line with the Executive Board Remuneration policy.

Every four years, the Executive Board remuneration policy is submitted to the AGM for approval. Input from the Works Council and relevant stakeholders is obtained before submission.

Benchmarking and reference group

The responsibility of the members of the Executive Board is to safeguard our mission and sustainable long-term value creation. In order to attract and retain these Executive Board members, the salaries should stay in line with remuneration as compared to sector peers which are deemed most comparable with Triodos Bank.

We use the following benchmark approach: the benchmark is the Euronext Amsterdam AMS Next 20 (AScX) within the bandwidth of selected sector peers deemed most comparable with Triodos Bank, recognising the need for contextualisation by a broader social analysis. The Dutch Banking Code (Code Banken) stresses the importance of cross-industry remuneration benchmarking. In terms of size parameters, we position around the median of the

AScX. Therefore, the AScX is a natural reference group for Triodos Bank.

The latest benchmark was conducted in 2024 and consisted of 25 companies (composition AScX, September 2024) as detailed in the table.

Reference group (benchmark 2024)

#	Company
1	Koninklijke BAM Groep
2	PostNL
3	ForFarmers
4	Sligro Food Group
5	B&S Group
6	Koninklijke Heijmans
7	Renewi
8	Brunel International
9	Acomo
10	TomTom
11	Kendrion
12	Azerion Group
13	Sif Holding
14	CM.com
15	Nedap
16	Pharming Group
17	Theon International
18	Wereldhave
19	Accsys Technologies
20	Ebusco Holding
21	Vastned Retail
22	NSI
23	Fastned
24	Avantium
25	NX Filtration

In addition to the AScX benchmark, selected peers deemed most comparable with Triodos Bank provided an additional bandwidth to align with. These are primarily Dutch peers: de Volksbank, NIBC, Van Lanschot Kempen, BNG, FMO and NWB Bank.

According to the Executive Board Remuneration policy, remuneration of the Executive Board should remain below the median of the base pay of the reference group of comparable companies. The current position of Executive Board members, as per the moment of listing, falls close to the 25th percentile of base pay of the reference peer group. The Executive Board members' fixed salary is benchmarked at least every three years.

Performance management

The performance of Executive Board members is evaluated annually by the Supervisory Board, based on joint financial and non-financial objectives. The Supervisory Board assesses both the collective performance of the Executive Board and the individual contribution of each member. The objectives are grounded in the Group Year Plan and encompass both quantitative and qualitative elements linked to our mission, impact ambition, client focus, co-worker experience, operational effectiveness, responsibilities relating to risk, compliance and control and financial targets. These objectives are complemented by specific individual objectives for each Executive Board member. In line with our approach to performance management, the FLOW methodology - feedback, learning, objectives and wellbeing - frames these annual evaluations. As part of the evaluation process, each Executive Board member collects 360 degree feedback based on Triodos Bank behavioural competencies, enabling reflection and development.

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Internal pay ratio

The internal pay ratio serves as an important indicator for the Supervisory Board when determining the individual remuneration of each Executive Board member. The ratio is reviewed by the Supervisory Board in light of developments inside and outside the organisation. We seek to maintain a healthy balance between external developments (competition and tensions in the labour market, balanced inflow and outflow of co-workers) and internal consistency. Similar to previous years, we monitor the ratio of the highest full-time salary to the median full-time salary. This ratio was 5.9 in 2025 (2024: 4.9) and is further reported under Remuneration of co-workers and Identified Staff. The higher ratio in 2025 compared to 2024 is caused by change in job holders for the CEO position, overlap for handover and the increased CEO remuneration close to the 25th percentile of the base salary compared to the reference market.

We also monitors the internal pay ratio calculated according to European Sustainability Reporting Standards (ESRS). This ratio stands at 6.2 (2024: 5.3) and includes total annual compensation comprising fixed and variable remuneration, as well as employer pension contributions. More information can be found in the Sustainability Statements section of the Annual Report.

Lastly, we monitor the internal pay ratio calculated according to the Dutch Corporate Governance Code. This internal pay ratio represents the CEO's total remuneration, including pension costs and social security charges, divided by the average co-worker remuneration including pension costs and social security charges. The average annual remuneration of co-workers is determined by dividing the total wage costs in the financial year (as included in the consolidated financial statements as salary expenses, pension expenses and social security expenses) by the average number of FTEs during the financial year. For 2025, this ratio stands at 5.2. For 2024, 2023, 2022, 2021 and 2020, this ratio was 4.6, 4.6, 4.7, 6.2 and 9.0. The higher ratio in 2021 can be explained by higher total CEO remuneration due to overlap in months for handover. The high ratio in 2020 was caused by a severance payment paid based on labour law.

The outcomes to all internal pay ratio calculations suggest that there is a moderate wage gap within Triodos Bank that aligns with fair and equitable pay distribution.

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Supervisory Board Remuneration

Principles

The Supervisory Board's Remuneration policy is designed to attract and retain qualified members who support delivering our mission. Supervisory Board members' remuneration should promote an adequate performance of their role, should not be dependent on the results of the company and should reflect the responsibilities of their role and the time spent fulfilling it. Given the nature and responsibility of members of the Supervisory Board, their compensation only comprises fixed remuneration and will only be paid out in cash. No notice period or severance provisions apply and no DRs and/or rights to shares or DRs are awarded by way of remuneration. The members of the Supervisory Board may hold privately acquired Triodos Bank DRs as a long-term investment, in which case the DRs will be held at least until the end of the membership of the Supervisory Board.

Remuneration components

Component	Explanation
Fees	<ul style="list-style-type: none"> Fixed annual base fee Fixed annual committee fee Indexed equally and at the same time as indexation adjustments take effect in accordance with the collective labour agreement applicable to Triodos Bank in the Netherlands Fees are benchmarked against the AScX Index and sector peers Compensation maintained below the median of the reference group
Cost reimbursement	<ul style="list-style-type: none"> Reasonable costs incurred in connection with attendance of meetings are reimbursed Any other expenses only with prior consent of the Chair of the Supervisory Board Up to and including 23 May 2025, Supervisory Board members who travel to a meeting outside their home country received EUR 1,000 per return travel (to a maximum of EUR 12,000 per annum) as compensation for travelling time

Remuneration policy and procedure

Remuneration of members of the Supervisory Board is set by the AGM of shareholders based on the Supervisory Board Remuneration policy adopted by the General Meeting on 23 May 2025.

Benchmarking and reference group

Supervisory Board remuneration is benchmarked regularly against the full AScX Index and within a bandwidth of selected sector peers deemed most comparable with Triodos Bank. The remuneration benchmark for the Supervisory Board is conducted against the same reference market as the Executive Board. In line with company practice the compensation of the members of the Supervisory Board shall remain below the median of the reference group of comparable companies used in the benchmark.

The last benchmark analysis from September 2024 showed a substantial gap between Supervisory Board fees at Triodos Bank compared to peers. Both annual fees and committee fees are significantly below the 25th percentile of the reference market.

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Our general remuneration principles are rooted in the core values of the bank: freedom, equity, and responsibility. By reflecting these values-based remuneration principles, the general Remuneration policy aligns with the overall people strategy within Triodos Bank and with the overall mission and culture of the organisation. We are committed to ensuring a fair and inclusive workplace and to treating all co-workers equally, regardless of personal characteristics or background. We award fair and relatively modest remuneration in the form of fixed pay for all co-workers, based on the principle that our results are the joint accomplishment of all co-workers. We operate in the financial sector. Therefore, our remuneration practice needs to be within the scope of what is expected in the financial sector to allow for a healthy inflow and outflow of co-workers. At the same time, we maintain a relatively low ratio between the median salary and highest salary. Variable components are modest, discretionary and exceptional – only granting tokens of appreciation, and they are not an incentive to favour the co-workers' or the bank's own interest to the detriment of our customers. This all contributes to a strong sense of being jointly responsible for realising the mission of Triodos Bank.

More details on the Triodos Bank International Remuneration and Nomination policy are available on www.triodos.com.

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Component	Explanation
Fixed Salary	<ul style="list-style-type: none">• Base salary determined by a reputable job evaluation method• Collective and individual increases apply to the base salary in accordance with local markets and labour law
Variable remuneration	<ul style="list-style-type: none">• No regular variable remuneration (e.g. performance-related bonuses (such as variable remuneration linked to predefined targets or achievements or other short-term incentive schemes)• No share / DRs option schemes offered to co-workers• Limited collective or individual tokens of appreciation may be awarded on a discretionary basis, not based on preset targets and always offered retrospectively. Tokens of appreciations are subject to clawback regulations in accordance with remuneration requirements.• Individual token of appreciation:<ul style="list-style-type: none">• only awarded for extraordinary non-financial contributions subject to specific criteria and governance controls• capped at one month's salary or EUR 10,000 gross each year• Collective token of appreciation:<ul style="list-style-type: none">• awarded by the Executive Board for the overall achievement and contribution of all co-workers subject to specific criteria and governance controls• Capped at EUR 500 per co-worker• Not awarded in 2025
Pension	<ul style="list-style-type: none">• Participation in defined country specific pension plan or collective pension policy• Individual arrangements are made if there is no local policy• Pension rights are not used to reward specific achievements
Benefits	<ul style="list-style-type: none">• Country specific benefits options apply to all co-workers• Benefits adhere to local customs and local legislation and at the same time ensure that Triodos Bank's values are followed
Welcome payment	<ul style="list-style-type: none">• Welcome payments can be offered if this is deemed necessary to secure hiring of new co-workers. This discretionary power will be exercised only when the responsible senior management member believes that it is required in order to safeguard Triodos Bank's mission and sustainable long-term value creation.• Buy-out payments are not allowed• Welcome payments are subject to approval of the Group Director HR and subject to repayment and clawback clauses
Retention instruments	<ul style="list-style-type: none">• Retention instruments can only be awarded by the Executive Board if awarding such instrument is deemed necessary by the Executive Board in order to safeguard Triodos Bank's mission and long-term value creation• No retention instrument shall be awarded if such an instrument is not in compliance with applicable law or regulations.
Severance	<ul style="list-style-type: none">• Should provide for appropriate compensation upon termination of the employment contract and should never reward failure or misconduct• Do not exceed one year's salary, in line with the Dutch Financial Supervision Act and EBA guidelines on sound remuneration unless local legislation requires otherwise.

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The International Remuneration and Nomination policy of Triodos Bank is applicable to all our business units and subsidiaries. This includes Triodos Bank Belgium, Triodos Bank Germany, Triodos Bank Nederland, Triodos Bank Spain, Triodos Bank UK Ltd, Triodos Investment Management B.V. and Head Office.

The International Remuneration and Nomination policy pays attention to risk factors related to environmental, social or governance events, also known as ESG or sustainability risk factors. The management of financial and sustainability risks is integrated across all levels of the business and periodically reassessed. In addition, the management and delivery of good customer outcomes through effective conduct risk management practices is also intrinsic to the principles of this policy. In line with our mission, creating sustainable impact by addressing the intrinsic motivation of our co-workers, we do not grant regular performance-related bonuses (such as variable remuneration based on predetermined financial targets). This helps avoid a culture where co-workers might take unjustified risk for personal benefit rather than considering ESG risk supporting prudent, long-term decision making. Therefore, this policy only recognises fixed salaries and limited variable remuneration on a discretionary basis. Variable remuneration only applies in exceptional cases (e.g. tokens of appreciation, welcome payments, retention instruments), which are limited in amount and number to underline their non-risk related nature.

The International Remuneration and Nomination policy is reviewed annually to ensure it reflects our values and applicable regulations. The Group Director HR leads this review, supported by the Compensation and Benefits and Legal Departments monitoring of regulatory developments. After consulting the internal

control functions, the Group Director HR submits the Remuneration policy to the Executive Board. Following Executive Board approval, the Remuneration policy is presented to the Nomination and Remuneration Committee for recommendation and final approval by the Supervisory Board. Internal Audit assesses the execution of the policy each year.

In 2025, no material changes were made to the International Remuneration and Nomination policy. The International Remuneration and Nomination policy will be changed in 2026 to reflect the Group-wide job architecture and remuneration policy changes as mentioned in the Introduction section.

Benchmarking

We operate in the financial sector and therefore, our remuneration practice needs to be within the scope of what is expected in the financial sector. All jobs within Triodos Bank are assigned to a certain level based on our Job Family Framework, underpinned by a reputable job evaluation method of a global consultancy firm. We aim to be at the median of the base pay of the financial services sector in a specific country. These levels are periodically benchmarked.

Identified Staff

Identified Staff within Triodos Bank reflect all current co-workers whose professional activities are considered to have a material impact on our risk profile, in accordance with RTS (EU) 2021/923 (supplementing CRD-IV).

Remuneration of Identified Staff is set out in the International Remuneration and Nomination policy. We apply the rules on remuneration in a proportionate manner in line with CRD V, EBA guidelines and the

Wft. Buyout payments and retention instruments are excluded for Identified Staff.

The Identified Staff population within Triodos Bank changed in 2025 compared to 2024 due to changes in the senior leadership of Triodos Bank and reassessment of the scope of internal roles.

Within Triodos Bank the Identified Staff are:

- All members of the Executive Board and Supervisory Board;
- All group directors, managing directors and the statutory executive directors of Triodos Bank UK Ltd are considered senior management
- Local heads with managerial responsibilities over the institutions control functions
- Head of First-Line Risk
- Chief Information Security Officer

The remuneration structure laid down in the International Remuneration and Nomination policy is designed to support the independent execution of the oversight responsibilities of co-workers in internal control functions. We do not have performance-related variable remuneration and therefore no performance criteria are used that could influence the independent execution of their oversight responsibilities.

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Fair remuneration and gender pay gap

In 2025, we engaged an external HR analytics company to carry out an in-depth gender pay gap analysis.

The unadjusted total pay gap for Triodos Bank slightly increased from 14.3% (2024) to 14.8% (2025), mainly caused by in and outflow of co-workers. The unadjusted total pay gap number can be mostly explained by Triodos Bank operating in different countries. For example, when analysing only the Netherlands, which is our largest co-worker population, the unadjusted pay gap for 2025 is 7.3% (7.7% in 2024).

In addition to the unadjusted pay gap, we calculated the adjusted pay gap. The adjusted pay gap was corrected for additional background characteristics such as salary scale and country, which are highly influential factors and can provide most explanation for the difference. The adjusted pay gap improved from 1% in 2024 to 0.4% in 2025. The outcomes of the gender pay gap analysis led to the conclusion that an overall correction of salaries of female co-workers compared to male co-workers is currently unnecessary. More information can be found in the Consolidated Sustainability Statements - own workforce section and in our Metrics and targets section of the Triodos Bank Annual Report 2025.

To provide a clear insight into remuneration at Triodos Bank, we report the ratio of the highest full-time salary to the median full-time salary and the ratio of the increase of the highest full-time salary to the increase of the median full-time salary in the annual report.

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EU REM1 - Remuneration awarded for the financial year

Amounts 2025 (in EUR 1,000)		a	b	c	d
		MB Supervisory function	MB Management function	Other senior management	Other identified staff
1	Number of identified staff	5	6	28	15
2	Total fixed remuneration	148	2,070	6,212	2,047
3	Of which: cash-based ¹	148	1,679	5,249	1,857
4	(Not applicable in the EU)				
EU-4a	Of which: shares or equivalent ownership interests				
5	Of which: share-linked instruments or equivalent non-cash instruments				
EU-5x	Of which: other instruments				
6	(Not applicable in the EU)				
7	Of which: other forms ²	-	391	963	190
8	(Not applicable in the EU)				
9	Number of identified staff	-	1	8	2
10	Total variable remuneration ³		280	161	123
11	Of which: cash-based		280	161	123
12	Of which: deferred				
EU-13a	Of which: shares or equivalent ownership interests				
EU-14a	Of which: deferred				
EU-13b	Of which: share-linked instruments or equivalent non-cash instruments				
EU-14b	Of which: deferred				
EU-14x	Of which: other instruments				
EU-14y	Of which: deferred				
15	Of which: other forms				
16	Of which: deferred				
17	Total remuneration (2 + 10)	148	2,350	6,373	2,170

1 This concerns fixed salary expenses and other fixed allowances

2 This concerns pension contributions, pension allowance for salary above legal maximum and private use company car

3 This concerns welcome payments, tokens of appreciation and severance payments awarded during the year. For MB, this concerns severance payments only

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EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (Identified Staff)

		a	b	c	d
	Amounts 2025 (in EUR 1,000)	MB Supervisory function	MB Management function	Other senior management	Other identified staff
	Guaranteed variable remuneration awards				
1	Guaranteed variable remuneration awards - Number of Identified Staff				
2	Guaranteed variable remuneration awards -Total amount				
3	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				
4	Severance payments awarded in previous periods, that have been paid out during the financial year - Number of Identified Staff			2	
5	Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount			160	
	Severance payments awarded during the financial year				
6	Severance payments awarded during the financial year - Number of Identified Staff	-	1	2	1
7	Severance payments awarded during the financial year - Total amount		280	127	113
8	Of which paid during the financial year		280	45	113
9	Of which deferred		-	-	-
10	Of which severance payments paid during the financial year, that are not taken into account in the bonus cap		-	-	-
11	Of which highest payment that has been awarded to a single person		280	83	113

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EU REM3 - Deferred remuneration

Amounts 2025 (in EUR 1,000)		a	b	c	d	e	f	EU - g	EU - h
Deferred and retained remuneration ¹		Total amount of deferred remuneration awarded for previous performance periods	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments)	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
1	MB Supervisory function								
2	Cash-based								
3	Shares or equivalent ownership interests								
4	Share-linked instruments or equivalent non-cash instruments								
5	Other instruments								
6	Other forms								
7	MB Management function								
8	Cash-based								
9	Shares or equivalent ownership interests								
10	Share-linked instruments or equivalent non-cash instruments								
11	Other instruments								
12	Other forms								
13	Other senior management								
14	Cash-based								
15	Shares or equivalent ownership interests								
16	Share-linked instruments or equivalent non-cash instruments								
17	Other instruments								
18	Other forms								
19	Other identified staff								
20	Cash-based								
21	Shares or equivalent ownership interests								
22	Share-linked instruments or equivalent non-cash instruments								
23	Other instruments								
24	Other forms								
25	Total amount								

¹ Mandatory table not applicable for Triodos Bank

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EU REM4 - Remuneration of 1 million EUR or more per year

Amounts 2025 (in EUR)		Identified Staff that are high earners as set out in Article 450(i) CRR
1	1 000 000 to below 1 500 000	
2	1 500 000 to below 2 000 000	
3	2 000 000 to below 2 500 000	
4	2 500 000 to below 3 000 000	
5	3 000 000 to below 3 500 000	
6	3 500 000 to below 4 000 000	
7	4 000 000 to below 4 500 000	
8	4 500 000 to below 5 000 000	
9	5 000 000 to below 6 000 000	
10	6 000 000 to below 7 000 000	
11	7 000 000 to below 8 000 000	

EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (Identified Staff)

	Amounts 2025 (in EUR 1,000)	a									j
		Management body remuneration			Business areas						
		MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	
1	Total number of Identified Staff										55
2	Of which: members of the MB	5	6	12							
3	Of which: other senior management				-	6	2	15	5	-	
4	Of which: other Identified Staff				-	0		1	14	-	
5	Total remuneration of Identified Staff	148	2,350	2,498	-	1,610	505	3,293	3,052	-	
6	Of which: variable remuneration¹	-	280	280	-	45	0	111	128	-	
7	Of which: fixed remuneration²	148	2,070	2,217	-	1,566	505	3,182	2,924	-	

1 This concerns welcome payments, tokens of appreciation and severance payments awarded during year. For MB, this concerns severance payments only.

2 This concerns fixed salary expenses, pension contributions, pension allowance for salary above legal maximum and private use company car

