

PILLAR III DISCLOSURE: REPORT 2025



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1. Glossary

ALCO	Asset-Liability Committee	ExCo	Executive Committee
ALM	Asset and Liability Management	FVOCI	Fair Value through Other Comprehensive Income
AMC	Authorized Management Committee	FX	Foreign Exchange
AML	Anti-Money Laundering	GDPR	General Data Protection Regulation
AT1	Additional Tier 1	GHG	Greenhouse gas
AuM	Assets under Management	GMRA	Global Master Repurchase Agreement
BRCC	Board Risk and Compliance Committee	GRC	Group Risk Committee (AMC level)
BRM	Business Risk Management	HQLA	High-Quality Liquid Assets
BRNC	Board Remuneration & Nomination Committee	HVaR	Historical Value at Risk
BSCo	Brown Shipley	IC(L)AAP	Internal Capital (and Liquidity) Adequacy Assessment Process
CCR	Counterparty Credit Risk	ISDA	International Swaps and Derivatives Association
C&E	Climate-related and Environmental	ITS	Implementing Technical Standards
CEO	Chief Executive Officer	KPI	Key Performance Indicator
CET1	Common Equity Tier 1	KRI	Key Risk Indicator
CFO	Chief Finance Officer	LCR	Liquidity Coverage Ratio
CRO	Chief Risk Officer	LoD	Line of Defence
CIO	Chief Investment Officer	LR	Leverage Ratio
CIU	Collective Investment Undertaking	MRT	Material Risk Taker
COO	Chief Operating Officer	NACE	Nomenclature of Economic Activities
CQS	Credit Quality Step	NSFR	Net Stable Funding Ratio
CRD	Capital Requirements Directive Package	OCI	Other Comprehensive Income
CRM	Credit Risk Mitigation	OTC	Over the Counter
CRR	Capital Requirements Regulation	P&L	Profit & Loss
CSA	Credit Support Annex	PVR	Pledge Value Rate
CSR	Corporate Social Responsibility	RAF	Risk Appetite Framework
CSSF	Commission de Surveillance du Secteur Financier	RAS	Risk Appetite Statement
CVA	Credit Valuation Adjustment	RCSA	Risk Control Self-Assessment
EaD	Exposure at Default	RWA	Risk Weighted Assets
EBA	European Banking Authority	SFT	Securities Financing Transaction
ECAI	External Credit Assessment Institution	STA	Standardized Approach
ECap	Economic Capital	VaR	Value at Risk
ECB	European Central Bank	YtD	Year to Date
ESG	Environmental, Social and Governance		

2. Declaration of the Management Body

Quintet's Management attests that the disclosures provided in accordance with Part Eight of the CRR (i.e. the present Pillar III Disclosure report) have been prepared in accordance with the formal policies and internal control processes, systems and controls it has established. The information presented in this report has not been audited.

The present Pillar 3 Disclosure Report was subject to an internal review and approval process. It was recommended by the Chief Risk Officer for approval by the Authorized Management and by the Board Risk and Compliance Committee. The respective approvals were granted in June 2026.

Quintet's Management also declares that the risk management arrangements of Quintet Group are adequate with regard to the Group's risk appetite and strategy.

3. Introduction

3.1 Regulatory background

This Pillar III Disclosure Report provides disclosures for Quintet Private Bank (Europe) S.A., hereinafter referred to as the 'Bank', the 'Group' or 'Quintet'. Quintet is a banking group headquartered in Luxembourg that provides private banking services through its network of European offices. Quintet is directly supervised by the CSSF and supervised indirectly by the ECB under the 'Single Supervisory Mechanism.'

This document has been prepared in accordance with Regulation (EU) No 575/2013 (the Capital Requirements Regulation, "CRR"), as amended by Regulation (EU) 2024/1623 ("CRR3").

It also reflects the applicable Implementing Technical Standards on disclosure, notably Commission Implementing Regulation (EU) 2024/3172, which establishes the uniform disclosure framework under Pillar 3 and incorporates the amendments introduced by CRR3.

With respect to ESG-related disclosures under Article 449a CRR, Quintet currently applies the proportionality framework in accordance with Article 449a CRR and is therefore not subject to the full set of detailed ESG disclosure templates as of the reporting date. The bank continues to monitor ongoing regulatory developments, including forthcoming amendments to the EBA disclosure Implementing Technical Standards.

Appendix 1 – CRR Mapping includes a table that maps each CRR article to the relevant section(s) and/or annex(es) within the present report.

3.2 Structure of the report

The report is organized as follows:

Section 2

is the declaration of the management body;

Section 3

provides the regulatory background, an overview of the report and outlines the results and main events of 2025;

Section 4

presents the structure of the Bank and more precisely its entities in the accounting and prudential scopes of consolidation as of 31/12/2025;

Section 5

describes the corporate governance structure;

Section 6

describes the risk management framework of the bank;

Section 7

focuses on own funds, capital adequacy and solvency;

Section 8

focuses on credit risk, dilution and credit quality, with related credit risk management and mitigation;

Section 9

focuses on counterparty credit risk;

Section 10

focuses on market risk and related risk management;

Section 11

focuses on liquidity risk and liquidity risk management;

Section 12

focuses on non-financial and strategic risks;

Section 13

focuses on climate and environmental risks;

Section 14

presents the remuneration policy of the Bank;

Section 15

is dedicated to appendices and provides additional information related to the above-mentioned sections.

All figures published in this report refer to Group consolidated figures, unless otherwise stated. When “Quintet Europe” is mentioned in this report, it refers to the Luxembourg headquarters and its EU-based branches, but excluding the subsidiary Brown Shipley (BSCo) in the United Kingdom.

The quantitative tables in the following pages may sometimes show minor differences due to the use of concealed decimals. These differences, however, do not in any way affect the true and fair view of this document. Similarly, the value zero ‘0.0’ in the following tables indicates the presence of a number after the decimal, while ‘-’ represents the value nil.

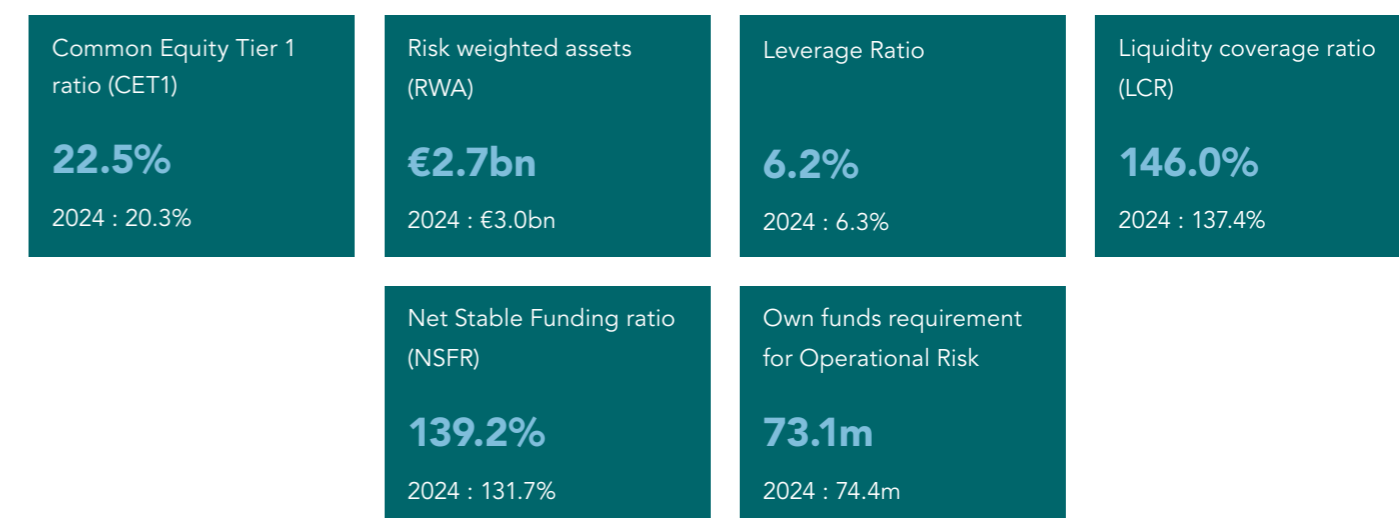
The figures shown in the quantitative tables are presented in EUR million unless another measure is specified.

Throughout this report, references are made to the annual financial statements, which are available on Quintet’s website (www.quintet.com) and filed with the Registre de Commerce et des Sociétés in Luxembourg.

3.3 Results and events in 2025

Against a backdrop of continued geopolitical uncertainty and evolving macroeconomic conditions, Quintet delivered a solid performance in 2025. Income remained broadly stable, cost discipline contributed to lower expenses, and total client assets increased over the year. The Group recorded a fourth consecutive year of strong profitability and continues to be well positioned from both a capital and liquidity perspective. As at 31 December 2025, key prudential and liquidity ratios were as follows:

Figure 1 – High-level risk profile



For additional information, please refer to the Annual report on www.quintet.com.

Strategy

In 2025, Quintet continued to execute its strategic agenda in line with Strategy 2028; its roadmap for the next three years. In a complex and evolving environment, the Bank remained focused on disciplined execution and the continuous strengthening of its operating model.

The Group's priorities include:

- Driving expansion in Wealth Management;
- Unlocking new levers to scale our Asset Servicing & FIM business;
- Deepening the impact of our strategic collaboration with BlackRock, the world's leading asset manager.

Recognizing that innovation is core to our competitiveness, we will accelerate our investments in new technology – particularly AI – to improve collaboration, enhance efficiency and deliver client experience that is increasingly digital yet always deeply personal.

By investing in talent, technology and targeted growth initiatives, we are positioning Quintet to deliver even greater value to our clients while expanding market share. Our focus on agility, efficiency and excellence will ensure we remain competitive and resilient in any market environment.

Through these initiatives, Quintet continues to position itself to scale sustainably, innovate with purpose and deliver long-term value to its clients.

Further information can be found in the annual report.

Governance

The Ordinary General Meeting of 30 April 2025 noted that the terms of office of the following Directors:

- Giulia Fitzpatrick
- Inès de Dinechin
- Anne Ruth Herkes
- Antoine Marcolin

were due to expire and unanimously approved the renewal of the mandates of Inès de Dinechin and Antoine Marcolin of their terms of office until the General Meeting of 2027 and the renewal of the mandate of Anne Ruth Herkes and Giulia Fitzpatrick until 31/12/2025. Giulia Fitzpatrick and Anne Ruth Herkes resigned as Independent Directors on 31/05/2025.

Major developments regarding the composition of the Board of Directors in 2025:

- Hugo Bänziger was appointed Chairman on 08/04/2025
- Marie-Christine Schlag stepped down as an Employee Representative for Quintet in Belgium on 30/06/2025. She was reappointed on 12/11/2025 following her designation by the Belgian Works Council and the reintegration of the Belgian Employee Representative to the Board
- Antoine Marcolin resigned as a Director on 15/09/2025
- Mitchel Lenson, Antonio Lorenzo and Carolina Minio-Paluello were appointed as Independent Directors on 04/09/2025

Events after the statement of financial position date of 31/12/2025

There has been, after the closing date, no significant event requiring an update to the notes, or adjustments that would have a material impact on the financial statements as at 31 December 2025.

4. Structure of Quintet Group

Since July 2012, Quintet Group is more than 99.9% owned by Precision Capital LLC, a Qatari-based company governed by Qatar law representing the interests of a group of Qatari private investors. In December 2021, Precision Capital was transferred from Luxembourg to Qatar via a transfer of legal personality.

Quintet – as the sole participation of Precision Capital – was directly supervised by the European Central Bank ('ECB') and the Commission de Surveillance du Secteur Financier until the end of 2024. As of January 2025, Quintet is directly supervised by the CSSF and continues to be supervised indirectly by the ECB under the 'Single Supervisory Mechanism.'

This change has no impact on Quintet's regulatory requirements, including its capital and liquidity requirements, nor on overall supervisory monitoring. Quintet's commitment to maintaining the highest standards of regulatory compliance, and the prudent management of capital and liquidity, remains unchanged.

Precision Capital, as a strong and committed shareholder, continues to fully support the long-term strategy of Quintet.

As at 31 December 2025, the Quintet Europe business unit incorporates the following markets: Luxembourg (including Quintet Luxembourg and Quintet Asset Management (QAM – former Kredietrust Luxembourg)), Belgium, Germany, the Netherlands and Denmark. Quintet Private Bank now operates from two hubs: Europe and the UK.

Table 1 - List of Branches, Subsidiaries & Affiliates

2025.12				
DENOMINATION	CAPITAL HELD	STATUTORY PRUDENTIAL SUPERVISION	PRUDENTIAL SCOPE OF CONSOLIDATION	DESCRIPTION
Quintet Private Bank (Europe) S.A.	100.00%	Yes	Yes	Private banking, Luxembourg
Branches				
Quintet Danmark	100.00%			Private banking, Denmark
Merck Finck	100.00%			Private banking, Germany
Puillaetco	100.00%			Private banking, Belgium
InsingerGilissen	100.00%			Private banking, The Netherlands
Fully Consolidated Subsidiaries				
Brown, Shipley & Co. Limited	100.00%	Yes	Yes	Private banking, United-Kingdom
Quintet Asset Management S.A.	100.00%	Yes	Yes	Financial services, Luxembourg
InsingerGilissen Bewind & Exeutele B.V.	100.00%	Yes	Yes	Financial services, The Netherlands
Non-Consolidated Subsidiaries				
Forest & Biomass Holding S.A.	26.63%	No	No	SICAV-SIF, Luxembourg

The accounting scope of consolidation includes all entities with the exception of Forest & Biomass Holding S.A., which falls below the consolidation materiality threshold.

The prudential scope of consolidation is identical to the accounting scope of consolidation.

There is no difference between accounting and regulatory scopes of consolidation.

5. Governance

The governance of Quintet is based on the principles of integrated and consolidated supervision. Corporate bodies and officers are, subject to applicable local laws, regulations and best practice standards, bound to ensure transparency and collaboration across the Group, in particular through the appropriate flow of information and cooperation within and across all businesses and organizational structures. In addition, it is an important principle that conflicts of interest shall, to the extent possible, be avoided, disclosed and aligned.

The governance structure of Quintet aims primarily at:

- Protecting the interest of Quintet's shareholders and all stakeholders including clients;
- Enhancing the efficiency of corporate governance and compliance control;
- Preventing fraud;
- Creating an efficient mechanism for Quintet's employees to report and discuss potential issues;
- Preventing illegal behavior.

The Group and its subsidiaries ensure the governance arrangements, processes and mechanisms are consistent and well-integrated on a consolidated and sub-consolidated basis. Competent functions within the organization and its subsidiaries interact and exchange data and information as appropriate. The subsidiary boards adopt and implement at an individual level the group-wide governance policies established at the consolidated level in a manner that complies with all specific requirements under EU and national law.

The Group ensures adherence to the Group-wide governance policies by all entities within the scope of the prudential consolidation. When implementing governance policies, the organization ensures robust governance arrangements are in place for each subsidiary and considers specific arrangements, processes and mechanisms where business activities are organized not in separate legal entities but within a matrix of business lines that encompass multiple legal entities and branches.

To sustain the ambitions of Quintet in terms of commercial positioning and financial targets while leveraging the benefits of being a group, a strong and integrated governance framework has been approved by the Group Board of Directors and rolled out throughout the Group taking into account the proportionality principle as well as local laws and regulations.

The governance framework is characterised notably by:

- a clear allocation of responsibilities within the Group;
- the definition of decision delegation right per key domain;
- functional reporting lines between the Group and subsidiary functions.

5.1 Board & Authorized Management Committees: structure and key governance principles

The appointment of the members of the management bodies is subject to regulatory approval when the approval is ongoing and not yet granted.

5.2 Group Board

The Group Board sets the overall Quintet strategy and ensures that effective control mechanisms are put in place. This Board is composed of 11 directors, of which seven independent directors and four employee representatives.¹

The Group Board is supported by five sub-committees: Risk & Compliance, Audit, Remuneration & Nomination, Investment, Products and Solutions² and Information Technology Resilience³ each of them being composed of a sub-set of the Group Board of Directors. Each committee is chaired by a non-executive director and assisted by the occasional/permanent presence of managers and external advisors when relevant.

The Board Remuneration & Nomination Committee approves all decisions related to the individual nomination, dismissal/retirement and remuneration of AMC members, the management team members of the subsidiaries and group wide Material Risk Takers. This Committee also approves the nomination of Group Board members and Subsidiary Board members. Decisions regarding the nomination of a director, or the termination of his/her mandate, lie with the Shareholder Assembly of the respective entity. The Board Remuneration & Nomination Committee also determines the Board Remuneration Policy, which is submitted to the Board and ultimately the Shareholder meeting for approval.

The Group Board of Directors meets at least on a quarterly basis and whenever required. The different sub-committees meet with the same frequency. In 2025, the Board met four times for ordinary meetings and had five additional ad-hoc meetings.

5.3 Subsidiary Board of Directors

Subsidiaries have their own governance framework and related documentation. These comply with all applicable local laws and regulations and, to the extent possible from a regulatory and legal point of view, are consistent with the same principles and rules as stated in the Group Governance Charter. The subsidiary board of directors has a minimum of one representative of the Group among its members. Nominations to the subsidiary board of directors need to be pre-approved by the Group Board Remuneration & Nomination Committee. The local Chair ensures, together with the representatives of the Group, the information flow to and alignment with the Group Board. Committee Chairs, where applicable, are asked to do the same with their Group counterparts.

5.4 Authorized Management Committee and Subsidiary Management Team

The Authorized Management Committee (AMC) operates under delegated authority of the Group Board to implement the Group strategy and objectives set by the Group Board by ensuring a robust set of guiding principles, policies and risk frameworks are developed and implemented.

The AMC defines an internal Code of Conduct applicable to all persons working within the Quintet Group.

The AMC is currently composed of six permanent members, each with a focused individual mandate translating into clear accountability and separation between business and support/internal control roles.

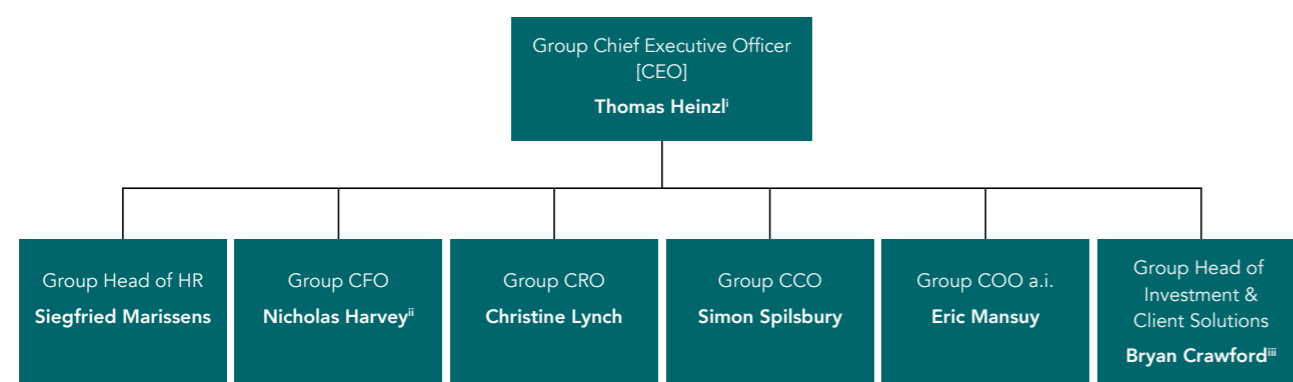
The Group CEO ensures communication with the shareholders, coordinates and steers discussion at AMC level and ensures that all actions undertaken individually by AMC members are aligned with the overall strategic and budgetary targets. He promotes risk-conscious behavior and individual accountability for Group strategic achievements.

To further enhance the effectiveness on transversal topics that are either technical and/or require a specific emphasis, the AMC delegates certain decision-making powers to specialized committees, in which at least two Authorized Managers need to be present in order to be validly composed, among others⁴:

- Group Executive Committee
- Group Credit Committee
- Group Credit Risk Oversight Committee
- Group Digital & Operational Resilience Risk Committee
- Group Asset & Liability Management Committee
- Group Reputational Risk and Client Selection Committee
- Group Investment & Product Committee
- Group Data Protection Committee
- Group Depositary Bank Oversight Committee

The AMC is kept informed on a regular basis about the workings of these committees. The composition, scope of responsibility and authority and functioning of these committees is laid down in the Terms of Reference of each committee.

Figure 2 - Authorized Management Committee Structure



ⁱ As of 14/04/2026, replacing Chris Allen, who resigned effective 31/03/2026

ⁱⁱ As of 22/06/2026, Otto Huber will replace Nicholas Harvey, who resigned effective 01/08/2026

ⁱⁱⁱ As of 15/06/2026, Lars Kalbreier will replace Bryan Crawford, who resigned effective 17/04/2026

The AMC is in charge of the effective, sound and prudent day-to-day business and inherent risk management. The management is exercised in compliance with the strategies and guiding principles laid down by the Board of Directors and existing regulations.

⁴ As of 31/03/2026

The AMC has in particular, the following authorities and responsibilities:

- Implement through internal policies and procedures all strategies and guiding principles laid down by the Group Board in relation to central administration and internal governance, in compliance with the legal and regulatory provisions and after having heard the internal control functions.
- Verify the implementation of and compliance with internal policies and procedures.
- Verify the robustness of the central administration and internal governance arrangements on a regular basis.
- Define an internal code of conduct applicable to all the persons working in the Institution and in the Group.
- Confirm on an annual basis compliance with the CSSF circular 12/552 and where applicable on the EBA guidelines of Internal Governance.
- Consider the advice and opinions of the internal control functions in its day-to-day management.
- Promptly and effectively implement corrective measures to address the weaknesses identified by the internal control functions, the external auditor or through the internal alerts, by considering the recommendations issued in this respect (including designating the business units or persons in charge of the implementation of corrective measures by allocating resources required for that purpose)

Each subsidiary has an Authorized Management Committee⁵, the composition of which must be in line with the local regulatory requirements.

Following the cross-border merger in 2020, Country Management Committees (CMC) were set up in each booking branch. The composition of the country management team needs to be agreed with the Group CEO but includes at least the country manager, the local Head(s) of Private Banking where applicable, the local Head of ICS, a representative of the COO function, the local Head of Compliance and the local Head of HR.

6. Risk management framework

6.1 Risk culture

6.1.1 Our risk culture

At Quintet, we seek to create an environment where managing risk is front of mind in all business activity. We encourage all colleagues to take personal responsibility for doing the right thing and to act in our clients' best interest.

Underpinning our risk culture are:

- **Values & Behaviors:** Employees are expected to live our values and behaviors and maintain high ethical standards in accordance with our Code of Conduct.
- **Tone from the top:** A clear and consistent tone is set by the management body in respect of risk taking and risk avoidance. Leaders and line managers are expected to role model strong risk behaviors, to encourage speak-up and to actively seek to learn from mistakes.

⁵ The precise terminology may be adjusted to the local requirements

- **Accountability & ownership:** Accountability for and ownership of risks is clear and roles and responsibilities for managing risk are understood by employees across the organization.
- **Training & awareness:** The Internal Control functions provide regular training to the first line of defence on risk and compliance matters. Internal Control functions are properly resourced and have sufficient strength and stature to challenge.
- **Incentives & rewards:** Appropriate risk-taking behaviors are rewarded and encouraged, and inappropriate behaviors are challenged and sanctioned. This includes a front office risk scorecard which contributes to risk-conscious and compliant conduct by our client advisers.

The guiding principles related to risk culture are formalized in Quintet's Group Risk Management Framework which is accessible to all employees.

6.1.2 Roles & responsibilities for managing risk

The management of risk is supported by the 'three lines of defence' model, which defines and assigns responsibilities and accountabilities for the management of risk across the business and ensures a clear segregation between risk ownership (first line of defence), risk oversight (second line of defence) and independent assurance (third line of defence) to help support effective identification, assessment, management and reporting of risks.

The first line of defence has ultimate ownership for risk and controls. Named risk owners are accountable for identifying, assessing, managing, and reporting risks inherent in their business area, in line with the risk appetite set by the Board. They are responsible to ensure that appropriate systems and controls are in place to effectively mitigate the day-to-day risks in the business. They are also responsible for compliance with policies and procedures and for the escalation of issues. Control owners are accountable for designing, documenting and operating controls on behalf of Risk Owners and for control monitoring processes. They are supported by the Business Risk Management team who monitor and report on control effectiveness for non-financial risks.

The second line of defence provides subject matter expertise, advice, guidance and review and challenge of the first line of defence's activities to ensure that risk management decisions and actions are appropriate and adhere to the bank's approved risk appetite. The second line of defence is independent of the first line of defence and comprises the Chief Risk Officer and the Chief Compliance Officer and their teams. Other functions provide support to the second line of defence for certain risk types, including Legal, Finance and HR.

The third line of defence is Internal Audit who provide assurance that the first line of defence and the second line of defence accountabilities for managing risk are adequately discharged.

6.2 Risk appetite setting

6.2.1 Risk appetite framework

Risk appetite defines the amount and type of risk that Quintet is able and willing to accept in the pursuit of its business objectives and strategy. The overall objective is to protect the Group from unacceptable levels of risk while supporting and enabling the overall business strategy (including the assessment of new business opportunities).

Risk appetite is articulated through the Risk Appetite Statement, which forms part of Quintet's Risk Appetite Framework. The Group Risk Appetite Statement is approved by the Quintet Group Board and sets out how much risk is acceptable in pursuing the firm's strategy and objectives. It provides the foundation for policies, limits and minimum control standards so that it is effectively embedded in day-to-day activities. It is incorporated into the planning and budgeting process, in order to ensure full alignment or define mitigating measures if needed. These form the basis of the process and decision making that the first line of defence undertakes in its management of risks.

Quintet's risk appetite is reviewed, updated and approved by the Quintet Group Board of Directors on at least an annual basis, considering the evolution of risk appetite, the regulatory and internal capital requirements and the evolution of the risk-bearing capacity of the firm. These updates may be more frequent if there is a material change in business structure, strategy or external environment.

6.2.2 Risk appetite

Overall, Quintet has a limited appetite for risk. Activities that are not aligned to our commercial strategic objectives or that generate risks that are not adequately rewarded or that cannot be adequately controlled are avoided. Concretely,

- We avoid business activities that are not aligned with our strategic objectives, or that generate risks that are not adequately rewarded, or that cannot be adequately controlled.
- We accept taking financial risks, such as credit risk, to achieve our strategic priorities. We set limits to control our level of exposure, taking into account capital, earnings, liquidity and other regulatory requirements.
- We are inherently exposed to non-financial risks (e.g. financial crime risk, conduct risk, digital & operational resilience risks) in our business as a private bank. We seek to mitigate non-financial risks as far as possible through controls.
- We have zero tolerance for any unethical behavior, any deliberate breach of laws and/or regulations, or for deliberately or knowingly facilitating business that gives rise to illicit activities (e.g. financial crime).

We cascade our risk appetite into policies, which define the minimum risk management and control requirements that must be adopted throughout the organization to ensure appropriate management of each risk, and, where appropriate, set risk limits.

6.3 Risk identification and assessment

6.3.1 Risk identification and materiality assessment process

The risk identification and materiality assessment process is performed on an annual basis and departs from Quintet's internal risk taxonomy. This process is conducted to verify whether the strategic, financial and non-financial risk taxonomies are still relevant for the Bank, to determine which risk types are material and require an allocation of internal capital and/or liquidity and to ensure that key controls to manage the risks are functioning effectively.

Risks are assessed, using quantitative and/or qualitative techniques, and on a consistent basis where feasible.

More detailed information on each of Quintet's identified material risks is provided in the subsequent sections.

6.3.2 Stress testing

Internal and regulatory stress testing is used to inform the level of adequate capital and liquidity required to withstand external shocks such as a global economic downturn or operational risk events such as a system failure or cyber attack. Stress testing results are used by management to inform risk mitigation actions and support the appropriate allocation of financial resources across the Bank.

6.4 Risk management & response

Minimum control requirements are defined in our policies to ensure that risks are managed effectively and consistently across the group. Key controls are expected to be tested and monitored regularly by the relevant control owners to ensure design and operating effectiveness.

Independent oversight is performed by the second line of defence to ensure key controls are functioning effectively and that adequate action plans are defined and appropriately prioritized to mitigate risks that are outside of risk appetite.

6.5 Risk aggregation & risk reporting

The authorized management and the board of directors, through its dedicated risk & compliance committee, are informed about risk exposures on at least a quarterly basis through regular risk reporting processes.

Three types of risk metrics are used to measure the effectiveness of internal controls and risk mitigation techniques:

- **Key Risk Indicators (KRI):** The KRIs are monitored against risk appetite limits and triggers defined by the Board. They are periodically reported to AMC and BRCC and should interlink with the Bank's strategic decisions and ICLAAP. A subset of the KRIs are also recovery indicators with a defined invocation trigger point (ITP) level as defined in the Group Risk Appetite Framework and Group Recovery Plan.
- **Management Risk Indicators (MRI):** Those indicators are monitored against thresholds defined by executive management, namely the AMC or a dedicated sub-committee, and in case of significant risk issue, also escalated to the Board. Whilst the KRI thresholds translate the macroscopic Board risk appetite, the MRIs allow a more granular monitoring and constitute relevant data for decision-making and risk management.

In addition, specific liquidity risk indicators are defined and used as Early Warning Indicators (EWI) for the Liquidity Contingency Plan (LCP). These EWI indicators do not only include firm specific but also market based indicators, to reflect the risk of deteriorating market environment. These indicators are detailed in Group Liquidity Contingency Plan.
- **Additional Risk Metrics (ARM):** Additional metrics are reported to management and/or regulators in order to give more insight on the financial risk position of the Bank without being framed by any specific limits or triggers.

The management body monitors compliance with the limits set out in the risk appetite statement and lower-level key risk indicators and ensures adequate escalation of breaches or adverse trends.

7. Own funds, capital adequacy & group solvency

Quintet aims at maintaining a solid capital position in terms of both prudential and internal capital adequacy, with capital primarily formed of Common Equity Tier 1 (CET1) instruments and to a lesser extent Additional Tier 1 (AT1) instruments. The strategy in terms of capital buffers is expressed through the level of the management buffers (as defined in the Risk Appetite) and the early warning system built upon it to detect any potential capital depletion from an early stage. Quintet has a single private shareholder, Precision Capital, with a demonstrated long-term commitment to the Group.

7.1 Regulatory capital adequacy

The Bank monitors its solvency using rules and ratios issued by the Basel Committee on Banking Supervision and the European Union Capital Requirements Regulation.

The below table provides a quarterly view of key prudential metrics covering the Bank's available capital (including buffer requirements and ratios), its risk weighted assets (RWA), leverage ratio (LR), liquidity coverage ratio (LCR) and net stable funding ratio (NSFR).

The consolidated figures presented in the Quintet Group's 2025 Pillar 3 report have been prepared in accordance with Regulation (EU) No 2024/1623 amending Regulation No 575/2013, known as CRR3.

Table 2 – Key metrics

Key metrics template (Template EU KM1 – EBA/ITS/2020/04)		a	b	c	d	e
		2025-12-31	2025-09-30	2025-06-30	2025-03-31	2024-12-31
Available own funds (amounts)						
1	Common Equity Tier 1 (CET1) capital	602.1	609.4	613.6	611.8	611.8
2	Tier 1 capital	742.1	749.4	737.2	735.3	735.4
3	Total capital	742.1	749.4	737.2	735.4	735.4
Risk-weighted exposure amounts						
4	Total risk exposure amount	2,671.9	2,735.8	2,926.3	3,092.9	3,010.1
4a	Total risk exposure pre-floor	2,671.9	2,735.8	2,926.3	3,092.9	3,010.1
Capital ratios (as a percentage of risk-weighted exposure amount)						
5	Common Equity Tier 1 ratio (%)	22.53%	22.27%	20.97%	19.78%	20.33%
5a	Not applicable	–	–	–	–	–
5b	Common Equity Tier 1 ratio considering unfloored TREA (%)	22.53%	22.27%	20.97%	19.78%	20.33%
6	Tier 1 ratio (%)	27.77%	27.39%	25.19%	23.77%	24.43%
6a	Not applicable	–	–	–	–	–
6b	Tier 1 ratio considering unfloored TREA (%)	27.77%	27.39%	25.19%	23.77%	24.43%
7	Total capital ratio (%)	27.77%	27.39%	25.19%	23.78%	24.43%
7a	Not applicable	–	–	–	–	–
7b	Total capital ratio considering unfloored TREA (%)	27.77%	27.39%	25.19%	23.78%	24.43%
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 (%)	3.10%	3.10%	3.10%	3.10%	3.00%
EU 7e	of which: to be made up of CET1 capital (percentage points)	1.74%	1.74%	1.74%	1.74%	1.69%
EU 7f	of which: to be made up of Tier 1 capital (percentage points)	2.33%	2.33%	2.33%	2.33%	2.25%
EU 7g	Total SREP own funds requirements (%)	11.10%	11.10%	11.10%	11.10%	11.00%
Combined buffer and overall capital requirement (as a percentage of risk-weighted exposure amount)						
8	Capital conservation buffer (%)	2.50%	2.50%	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 (%)	1.18%	1.15%	1.13%	1.11%	1.12%

(Continued) Table 2 – Key metrics

Key metrics template (Template EU KM1 – EBA/ITS/2020/04)		a	b	c	d	e
		2025-12-31	2025-09-30	2025-06-30	2025-03-31	2024-12-31
Combined buffer and overall capital requirement (as a percentage of risk-weighted exposure amount)						
EU 9a	Systemic risk buffer (%)	-	-	-	-	-
10	Global Systemically Important Institution buffer (%)	-	-	-	-	-
EU 10a	Other Systemically Important Institution buffer (%)	-	-	-	-	-
11	Combined buffer requirement (%)	3.68%	3.65%	3.63%	3.61%	3.62%
EU 11a	Overall capital requirements (%)	14.78%	14.75%	14.73%	14.71%	14.62%
12	CET1 available after meeting the total SREP own funds requirements (%)	16.29%	16.03%	14.09%	12.68%	13.43%
Leverage ratio						
13	Total exposure measure	11,904.9	11,541.6	12,045.0	11,797.5	11,718.5
14	Leverage ratio (%)	6.23%	6.49%	6.12%	6.23%	6.28%
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%	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 requirement (%)	3.00%	3.00%	3.00%	3.00%	3.00%
Liquidity Coverage Ratio (figures based on 12-month rolling averages, as given in Table 34 (Template EU LIQ1) in this report)						
15	Total high-quality liquid assets (HQLA) (Weighted value -average)	4,725.4	4,608.0	4,551.6	4,442.3	4,408.2
EU 16a	Cash outflows – Total weighted value	3,776.2	3,724.7	3,778.5	3,786.1	3,781.2
EU 16b	Cash inflows – Total weighted value	578.5	607.6	650.9	684.1	714.0
16	Total net cash outflows (adjusted value)	3,197.8	3,117.1	3,127.6	3,102.0	3,067.2
17	Liquidity coverage ratio (%)	148.03%	148.02%	145.55%	143.29%	143.85%
Net Stable Funding Ratio						
18	Total available stable funding	6,590.4	6,339.6	6,522.7	6,431.5	6,614.0
19	Total required stable funding	4,735.6	4,783.0	4,864.6	4,869.6	5,022.1
20	NSFR ratio (%)	139.17%	132.54%	134.09%	132.07%	131.70%

Capital Adequacy

As at 31 December 2025, the total capital ratio stood at 27.77% compared with 24.43% at year-end 2024, while the Common Equity Tier 1 ratio (CET1) reached 22.53% (2024: 20.33%). Both ratios remained comfortably above the applicable regulatory requirements, confirming the Group's solid solvency position.

The minimum regulatory requirement for the total capital ratio amounted to 14.78%, while the minimum CET1 ratio stood at 9.93% as at 31 December 2025.

These minimum requirements include the Pillar 2 Requirement (P2R), which is determined annually by the ECB as part of the Supervisory Review and Evaluation Process (SREP). For 2025, the applicable P2R for Quintet amounted to 3.10%.

In addition to minimum own funds requirements, credit institutions are required to hold a countercyclical capital buffer (CCyB) in order to accumulate capital during periods of economic growth, which can subsequently be used to absorb losses in stressed conditions. As at 31 December 2025, Quintet group's CCyB rate stood at 1.18%, compared with 1.12% in 2024. The increase was mainly driven by changes in the distribution of exposures as well as the introduction of a 0.5% countercyclical buffer in Spain, which became effective in December 2025.

Leverage ratio

Under the Basel III framework, the leverage ratio is defined as Tier 1 capital divided by the exposure measure, which includes on-balance-sheet exposures, derivative exposures, securities financing transactions (SFTs), and off-balance-sheet (OBS) items. This ratio is subject to a minimum regulatory requirement of 3%.

As at 31 December 2025, Quintet Group's consolidated leverage ratio amounted to 6.23% as at 31 December 2025, compared with 6.28% in 2024 and ratio remained well above the regulatory minimum.

The year-on-year evolution of the leverage ratio can be explained as follows:

Increase of Tier 1 capital (+6 bps), as further described in section 7.1.1

Increase of the total leverage exposure (-10bps), mainly driven by:

- higher on-balance sheet exposure (-29bps), reflecting increased cash balances with banks and central banks, as well as an expansion of the bonds portfolio
- An increase in off-balance sheet exposures (-3bps), primarily attributable to the application of CRR3 requirements
- These effects were partly offset by a decrease in securities financing transactions (+21bps) and lower derivative exposures (+1bps)

Liquidity ratios

The liquidity coverage ratio (LCR) disclosed in the KM1 table is presented in accordance with Pillar 3 disclosure requirements, whereby each quarterly observation represents the average of the 12 months preceding the end of that quarter, as specified in Article 447(f)(i) of the CRR, while the net stable funding ratio (NSFR) is based on spot information as at the reporting date.

Compared with the previous year, the LCR increased significantly and remains far above the regulatory and internal limit; the increase was primarily driven by improved asset quality within the bond investment portfolio, a reduction in customer loan volumes and higher share of longer-term deposits. The end of period LCR stood at 146.0% as of 31 December 2025, compared with 137.4% as of 31 December 2024, and remained significantly above the regulatory minimum.

The NSFR followed similar dynamics as the LCR. The increase was primarily driven by an improved funding profile, notably higher asset quality within the bond investment portfolio, a greater share of longer-term deposits, and a reduction in customer loan volumes. Quintet Group's NSFR remained robust and stood at 139.17% as of 31 December 2025, well above the prudential requirement.

7.1.1 Own funds instruments

With regard to ordinary shares – On 31 December 2025, the share capital of the Bank consisted of 27,339,716 ordinary shares without par value (31 December 2024: 27,339,716). No participation certificate or non-voting right share were issued.

In the context of preference shares – On 31 December 2025, 4,336 preference shares were outstanding (31 December 2024: 4,336). These shares are entitled to receive an initial dividend of EUR 0.248 per share. If there are no profits, this dividend entitlement is carried forward to subsequent periods. Any remaining profits, once this first dividend has been paid, are shared out between all shareholders.

The regulatory capital follows the Basel III rules as defined in Regulation (EU) 2024/1623.

The negative evolution of the CET1 (EUR 602.1 million as of 31 December 2025 versus EUR 611.8 million as of 31 December 2024) is the result of various effects:

- The increase in the ALM revaluation reserve (EUR 1.4 million, net of deferred tax)
- The defined benefit pension plans mainly due to the increase of the applied discount rate combined with the performance of the plan's assets (EUR 2.9 million)
- The depreciation of purchased goodwill and software (EUR 6.7 million)
- The yearly AT1 coupon paid to investors (EUR -16.6 million) and AT1 fees (EUR -3.0 million)

The regulatory own funds are also impacted by the new issuance of EUR 140 million in Additional tier 1 (AT1) notes, refinancing its existing EUR 125 million AT1 notes originally issued in 2020. The new issuance is listed on the Luxembourg Stock Exchange (Euro MTF). Quintet's AT1 instruments, denominated in euros and paying interest on a semi-annual and fully discretionary basis, are perpetual, loss-absorbing capital instruments with a first call date in 2030.

Table 3 – Own funds

(In EUR million)	31/12/2025	31/12/2024
Regulatory capital	742.1	735.4
Common Equity Tier 1 capital	602.1	611.8
Capital, share premium, reserves and retained earnings	1,067.1	1,083.1
Profit or loss eligible	-	-
Accumulated other comprehensive income/loss on remeasurement of defined benefit pension plans	-18.4	-22.3
Defined benefit pension fund assets	-3.3	-2.3
Fair value changes of instruments measured at fair value through other comprehensive income	-0.2	-1.6
Intangible assets and goodwill	-413.3	-420.0
Deferred tax assets	-21.3	-22.5
Asset Value Adjustment	-2.4	-1.6
Additional deductions of CET1	-6.1	-1.0
Additional Tier 1 capital	140.0	123.5
Paid up capital instruments	140.0	123.5
Tier 2 capital	-	0.1
Preference shares	-	0.1

More information concerning the reconciliation between the accounting own funds and the prudential own funds is shown in Appendix 2 and Appendix 3.

7.1.2 Capital requirements

Complementary to the internal own funds' adequacy, the Bank complies with supervisory capital requirements brought by the entry into force of the CRD package, including the following regulations:

- "Capital Requirements Regulation" (CRR3 Regulation (EU) No 2024/1623 of the European Parliament and of the Council), amending Regulation (EU) No 575/2013

- "Capital Requirements Regulation" (CRR Regulation (EU) No 2019/876 of the European Parliament and of the Council), amending Regulation (EU) No 575/2013
- "Capital Requirements Directive" (CRD Regulation (EU) No 2013/36/EU as amended by Directive (EU) 2019/878 (CRD V) and Directive (EU) 2024/1619 (CRD VI), which sets out capital buffer requirements and governance provisions
- "Liquidity Coverage Requirement" (Commission Delegated Regulation (EU) 2015/61)
- CSSF Regulation No 18-03 regarding the implementation of some national discretions included in Regulation (EU) No 575/2013
- Regulatory technical standards as defined by the European Banking Authority

These requirements are related to Credit Risk, Credit Valuation Adjustment (CVA), Market Risk (broken down in Settlement Risk, Position Risk and Foreign Exchange Risk) and Operational Risk.

Prudential ratios are computed as the quotients between the appropriate measure of own funds and the Risk Weighted Assets equivalent of Minimum Capital Requirements.

The improvement in the CET1 ratio was driven by higher regulatory capital alongside a significant reduction in risk-weighted assets (RWA).

The overall RWA stood at EUR 2.7 billion at year-end 2025, compared with EUR 3.0 billion at year-end 2024. Capital efficiency was supported by several factors, including client deleveraging, enhanced collateralization, review of lending relationships with high risk-weighted assets, a more liquid ALM portfolio and reduced market-risk consumption.

RWA are calculated in accordance with the CRR III regulation, which reflects the finalised Basel III standards. The implementation of this updated regulatory framework introduces revised methodologies for the computation of credit risk, operational risk, and credit valuation adjustments (CVA). The main impacts of this implementation are as follows:

- Revised volatility haircuts applied to eligible collateral
- Updated Credit Conversion Factors (CCFs)
- Introduction of a foreign exchange (FX) risk factor on loans where the credit currency differs from the borrower's main income currency, increasing sensitivity to currency mismatches
- New classification and treatment of real estate exposures, distinguishing between Income-Producing Real Estate (IPRE) and General Real Estate (GRE), with revised risk weightings aligned with CRR III definitions
- For operational risk, with a Business Indicator (BI) below EUR 1 billion, the marginal coefficient of 12% is applied under the new Standardized Approach
- Market Risk calculations remain unchanged as the CRR III amendments related to market risk have been postponed until after 2026

Table 4 – Overview of total risk exposure amounts

Overview of total risk exposure amounts (Template EU OV1 – EBA/ITS/2020/04)		Total risk exposure amounts (TREA)		Total own funds requirements
		a	b	c
		2025-12-31	2025-09-30	2025-12-31
1	Credit risk (excluding CCR)	1,681.9	1,770.5	134.6
2	Of which the Standardized Approach	1,681.9	1,770.5	134.6
3	Of which the Foundation IRB (F-IRB) approach	–	–	–
4	Of which slotting approach	–	–	–
EU 4a	Of which equities under the simple risk weighted approach	–	–	–
5	Of which the Advanced IRB (A-IRB) approach	–	–	–
6	Counterparty credit risk – CCR	33.4	30.5	2.7
7	Of which the Standardized Approach	33.2	29.7	2.7
8	Of which internal model method (IMM)	–	–	–
EU 8a	Of which exposures to a CCP	0.2	0.2	0.0
9	Of which other CCR	0.0	0.6	0.0
10	Credit valuation adjustments risk – CVA risk	16.3	12.8	1.3
EU 10a	Of which the Standardized Approach (SA)	–	–	–
EU 10b	Of which the basic approach (F-BA and R-BA)	16.3	12.8	1.3
EU 10c	Of which the simplified approach	–	–	–
11	Not applicable			
12	Not applicable			
13	Not applicable			
14	Not applicable			
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)	26.1	31.6	2.1
21	Of which the Alternative Standardized Approach (A-SA)	–	–	–
EU 21a	Of which the Simplified Standardized Approach (S-SA)	26.1	31.6	2.1
22	Of which the Alternative Internal Models Approach (A-IMA)	–	–	–
EU 22a	Large exposures	–	–	–
23	Reclassifications between trading and non-trading books	–	–	–
24	Operational risk	914.3	890.3	73.1
EU 24a	Exposures to crypto-assets	–	–	–
25	"Amounts below the thresholds for deduction (subject to 250% risk weight)"	–	–	–
26	Output floor applied (%)	–	–	–
27	Floor adjustment (before application of transitional cap)	–	–	–
28	Floor adjustment (after application of transitional cap)	–	–	–
29	Total	2,671.9	2,735.8	213.8

7.2 Internal Capital Adequacy

The internal capital adequacy is determined under an economic internal perspective and a normative internal perspective. The economic internal perspective assumes a time horizon of one year (in contrast to the forward-looking normative perspective which considers a time horizon of three years), and a static balance sheet.

Under the economic internal perspective, Quintet identifies and quantifies material risks that may cause economic losses and deplete internal capital. Internal capital, also referred to as available financial resources (AFR), is the risk-bearing component under the economic perspective and should be of sound quality and determined in a prudent and conservative manner. For the economic capital requirements, the Bank leverages internal models and stress testing modules. Where quantitative models are used, recourse to Monte Carlo simulation is made to estimate the loss distributions associated with the risk category; economic capital is then quantified as the value-at-risk (VaR) corresponding to a confidence level of 99.9%. This is equivalent to calibrating the capital demand to absorb losses that Quintet would face once every thousand years.

The normative internal perspective is a multi-year assessment of Quintet's ability to fulfil all its capital- and liquidity-related regulatory minimum requirements on an ongoing basis, under baseline and adverse scenarios.

The ICLAAP is subject to an annual review process with Quintet's Senior Management and Board, covering the key assumptions and methodological choices underlying the ICLAAP.

The ICLAAP is integrated with management reporting via the monthly and quarterly risk appetite reporting, including key ratios as per the normative internal perspective (including CET1 ratio, TCR, LCR, NSFR) and economic internal perspective (including ICAAP ratio, ILER).

8. Credit risk

Credit risk at Quintet derives from the lending offering to clients (Lombard and real estate loans, auxiliary services to the core wealth management offering) as well as its exposures to the interbank market and ALM portfolio (high quality bond portfolio). The residual risk is managed through a high level of collateralization, conservative haircuts applied, and a thorough credit risk assessment and monitoring process. The overall risk appetite for credit risk is defined through prudential and internal capital allocation as well as a suite of credit quality metrics at portfolio level.

8.1 Credit risk, dilution risk and credit quality

8.1.1 Standardized Approach to credit risk

Quintet applies the Standardized Approach (SA) for risk weighting exposures to credit risk. This method uses a combination of exposures' segregation by type of debtor/transaction (i.e. exposure classes) and a differentiation by creditworthiness in order to weight exposure values used to compute the required corresponding own funds.

As stated under the CRR3, the Bank divides its banking book credit risk and counterparty credit risk into exposure classes: central governments or central banks; regional governments or local authorities; public-sector entities; multilateral development banks; international organizations; institutions; corporates; retail; secured by mortgages on immovable properties; exposures in default; items associated with particularly high risk; covered bonds; claims on institutions and corporates with a short-term credit assessment; collective investment undertakings (CIU); equity exposures; other items; securitisation.

The prudential risk weights assigned to exposures within most classes depends on the credit assessment, published by an External Credit Assessment Institution (ECAI), related to the obligor Quintet is exposed to. ECAIs informing the Bank's credit assessments are Moody's and Standard & Poor's Ratings. These assessments are used following the principle of the "worst rating", which corresponds to selecting the higher risk weight. This is relevant for determining the risk weight applicable to exposures belonging to the following credit risk classes: central governments or central banks, regional governments or local authorities, public-sector entities, multilateral development banks, international organizations, institutions, corporates, covered bonds, claims on institutions and corporates with a short-term credit assessment, and finally securitisations.

For debt securities, if an issue rating is available, it is applied. If an issue rating is not available, but the issuer rating is, the latter is applied. In the context of debt securities received as collateral, issue ratings are the only ones used, with issuer ratings being disregarded. If an issue rating for debt security received as collateral is not available, then it is treated as an unrated debt security received as collateral.

When by nature or by the rules, no external credit assessment can be used for weighting credit risk, the regulatory rules determine the risk weight to apply, e.g., under the Standardized Approach, exposures in default that are not secured by a mortgage on an immovable property receive a risk weight depending on their level of impairment.

8.1.2 Performing and non-performing exposures and related provisions

In 2025, EUR 113.2 million of exposures were considered as non-performing, representing 1% of the total exposures.

The counterparties making up the highest level of non-performing exposures are non-financial corporations with EUR 61.9 million (55%) and households with EUR 46.8 million (41%, of which EUR 40.8 million on-balance-sheet exposures and EUR 6.0 million off-balance-sheet exposures).

The debt securities shown in this table only include the ones at amortized cost and evaluated at fair value through other comprehensive income.

Table 5 – Performing and non-performing exposures and related provisions

Performing and non-performing exposures and related provisions. (Template EU CR1 – EBA/ITS/2020/04)	Gross carrying amount/nominal amount				Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions								Accumulated partial write-off	Collateral 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	Of which stage 2	Of which stage 3						
005 Cash balances at central banks and other demand deposits	2,011.4	2,002.8	8.5	–	–	–	-0.3	-0.2	-0.0	–	–	–	–	–	–	–
010 Loans and advances	4,745.6	4,631.9	113.7	107.2	–	107.2	-3.3	-1.8	-1.5	-8.2	–	-8.2	-16.4	4,564.6	95.4	–
020 Central banks	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
030 General governments	0.6	0.6	–	–	–	–	-0.0	-0.0	–	–	–	–	–	–	–	–
040 Credit institutions	12.7	12.7	–	–	–	–	-0.0	-0.0	–	–	–	–	–	–	–	–
050 Other financial corporations	1,363.1	1,333.3	29.8	4.6	–	4.6	-0.5	-0.5	-0.0	-0.8	–	-0.8	–	1,255.9	0.2	–
060 Non-financial corporations	1,038.8	967.0	71.9	61.9	–	61.9	-1.7	-0.5	-1.2	-3.5	–	-3.5	-16.4	1,032.7	58.3	–
070 Of which SMEs	257.3	247.2	10.0	2.4	–	2.4	-1.0	-0.1	-0.9	–	–	–	–	256.2	2.4	–
080 Households	2,330.5	2,318.4	12.1	40.8	–	40.8	-1.0	-0.6	-0.4	-3.9	–	-3.9	–	2,276.1	36.8	–
090 Debt securities	4,226.3	4,226.3	–	–	–	–	-0.7	-0.7	–	–	–	–	–	392.4	–	–
100 Central banks	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
110 General governments	2,580.8	2,580.8	–	–	–	–	-0.5	-0.5	–	–	–	–	–	240.4	–	–
120 Credit institutions	1,392.5	1,392.5	–	–	–	–	-0.2	-0.2	–	–	–	–	–	111.8	–	–
130 Other financial corporations	150.9	150.9	–	–	–	–	-0.0	-0.0	–	–	–	–	–	10.2	–	–
140 Non-financial corporations	102.1	102.1	–	–	–	–	-0.0	-0.0	–	–	–	–	–	30.0	–	–
150 Off-balance-sheet exposures	1,534.9	1,534.9	–	6.0	–	6.0	0.1	0.1	–	0.0	–	0.0	–	1,285.3	5.9	–
160 Central banks	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
170 General governments	0.2	0.2	–	–	–	–	–	–	–	–	–	–	–	0.2	–	–
180 Credit institutions	0.4	0.4	–	–	–	–	–	–	–	–	–	–	–	0.4	–	–
190 Other financial corporations	682.6	682.6	–	–	–	–	0.1	0.1	–	–	–	–	–	543.5	–	–
200 Non-financial corporations	181.9	181.9	–	–	–	–	0.0	0.0	–	–	–	–	–	172.3	–	–
210 Households	669.9	669.9	–	6.0	–	6.0	0.0	0.0	–	0.0	–	0.0	–	568.9	5.9	–
220 Total	12,518.2	12,395.9	122.3	113.2	–	113.2	-4.2	-2.6	-1.5	-8.2	–	-8.2	-16.4	6,242.4	101.3	–

8.1.3 Credit quality of forborne exposures

According to the EBA definition: "Forborne exposures are debt contracts in respect of which forbearance measures have been extended. Forbearance measures consist of concessions towards a debtor facing or about to face difficulties in meeting their financial commitments ("financial difficulties")." The template below refers to Article 442 (c) of the CRR3 regulation and displays the credit quality of forborne exposures in 2025. In this context, 52% of the forborne exposures are non-performing. Non-performing forborne exposures relates to non-financial corporations' counterparties (65%) and to households (35%).

Table 6 – Credit quality of forborne exposures

Performing and non-performing exposures and related provisions. (Template EU CQ3 – EBA/ITS/2020/04)	Gross carrying amount/nominal amount of exposures with forbearance measures				Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions due to credit risk and provisions		Collateral received and financial guarantees received on forborne exposures	
	Performing forborne	Non-performing forborne		On performing forborne exposures	On non-performing forborne exposures		Of which collateral and financial guarantees received on non-performing exposures with forbearance measures	
		Of which defaulted	Of which impaired					
005 Cash balances at central banks and other demand deposits	–	–	–	–	–	–	–	–
010 Loans and advances	67.9	74.8	74.8	74.8	-0.0	-4.3	138.4	70.5
020 Central banks	–	–	–	–	–	–	–	–
030 General governments	–	–	–	–	–	–	–	–
040 Credit institutions	–	–	–	–	–	–	–	–
050 Other financial corporations	48.1	0.2	0.2	0.2	-0.0	–	48.3	0.2
060 Non-financial corporations	12.9	48.6	48.6	48.6	-0.0	-0.9	60.6	47.7
070 Households	6.9	26.0	26.0	26.0	-0.0	-3.4	29.5	22.6
080 Debt Securities	–	–	–	–	–	–	–	–
090 Loan commitments given	–	–	–	–	–	–	–	–
100 Total	67.9	74.8	74.8	74.8	-0.0	-4.3	138.4	70.5

8.1.4 Credit quality of performing and non-performing exposures by past due days

The table below presents the breakdown of performing and non-performing exposures by past due bucket as of 31 December 2025. Non-performing exposures account for 1% of total exposures. Overall, 52% of non-performing exposures are either not past due or are less than 90 days past due. A further 14% are between 90 days and one year past due, while 2% fall within the one and two years. The remaining 32% correspond to exposures that are more than two years past due.

Table 7 – Credit quality of performing and non-performing exposure by past due days

Performing and non-performing exposures and related provisions. (Template EU CQS – EBA/ITS/2020/04)	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 are 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 years <= 5 years	Past due > 5 years <= 7 years	Past due > 7 years	Of which defaulted		
005 Cash balances at central banks and other demand deposits	2,011.4	2,011.4	-	-	-	-	-	-	-	-	-	-	-
010 Loans and advances	4,745.6	4,732.8	12.8	107.2	58.9	3.3	6.9	1.9	34.4	0.3	1.5	107.2	
020 Central banks	-	-	-	-	-	-	-	-	-	-	-	-	-
030 General governments	0.6	0.6	-	-	-	-	-	-	-	-	-	-	-
040 Credit institutions	12.7	12.7	-	-	-	-	-	-	-	-	-	-	-
050 Other financial corporations	1,363.1	1,363.1	0.0	4.6	4.2	0.0	0.0	0.1	0.2	0.0	-	4.6	
060 Non-financial corporations	1,038.8	1,038.8	0.0	61.9	48.7	0.0	-	0.0	13.2	0.1	0.0	61.9	
070 Of which SMEs	257.3	257.3	-	2.4	2.4	-	-	-	-	-	-	2.4	
080 Households	2,330.5	2,317.7	12.8	40.8	6.1	3.2	6.9	1.8	21.1	0.2	1.5	40.8	
090 Debt securities	4,226.3	4,226.3	-	-	-	-	-	-	-	-	-	-	
100 Central banks	-	-	-	-	-	-	-	-	-	-	-	-	
110 General governments	2,580.8	2,580.8	-	-	-	-	-	-	-	-	-	-	
120 Credit institutions	1,392.5	1,392.5	-	-	-	-	-	-	-	-	-	-	
130 Other financial corporations	150.9	150.9	-	-	-	-	-	-	-	-	-	-	
140 Non-financial corporations	102.1	102.1	-	-	-	-	-	-	-	-	-	-	
150 Off-balance-sheet exposures	1,534.9	-	-	6.0	-	-	-	-	-	-	-	6.0	
160 Central banks	-	-	-	-	-	-	-	-	-	-	-	-	
170 General governments	0.2	-	-	-	-	-	-	-	-	-	-	-	
180 Credit institutions	0.4	-	-	-	-	-	-	-	-	-	-	-	
190 Other financial corporations	682.6	-	-	-	-	-	-	-	-	-	-	-	
200 Non-financial corporations	181.9	-	-	-	-	-	-	-	-	-	-	-	
210 Households	669.9	-	-	6.0	-	-	-	-	-	-	-	6.0	
220 Total	12,518.2	10,970.5	12.8	113.2	58.9	3.3	6.9	1.9	34.4	0.3	1.5	113.2	

8.1.5 Additional disclosure related to the credit quality of assets

Quintet has aligned its definition of default and credit impairment with the relevant regulatory requirements, notably Article 178 of the CRR3. In particular, a default of an obligor shall be considered to have occurred when:

- there is an exposure for which the obligor is considered unlikely to pay its credit obligations at any level of the Group without realizing its security, or
- there is a material exposure where the obligor is past due more than 90 days on any material credit obligation to the Group (the notion of unlikeliness to pay, as per Article 178.3 of the regulation)

In all entities of the Group, the need for impairment on non-performing exposures is justified on a case-by-case analysis, ratified by formal governance (local credit committees and Group credit committee) and through the consolidation process.

Impairment levels take into account the expected future cash flows, including those from realization of collateral, if any, less estimated foreclosure costs (reference to market valuation, discounted cash flow approach or percentage of residual exposure).

The Credit Risk department recommends impairment adjustments to the Group Credit Committee on the basis of proposals from lending entities of the Group and after discussion with the Accounting Department. For the first three quarters of the financial year, the Group Credit Committee decides the adjustments to perform. In the last quarter, impairments are decided by the Authorized Management Committee, relying on the opinion of the Group Credit Committee.

Various elements can justify classification under the default exposure category and booking of specific impairments. Most of the indicators leading to recognition of impairments are derived from the permanent monitoring of the portfolio by the first line of defence. Potential triggers for classification under this category may also arise from formal review of credit files (including by the second line of

defence), request for waiver or modifications of covenants, renegotiation of terms and conditions, late payments of interest and/or principal, decrease of the value of the pledged portfolio (for Lombard loans), “downgrades” or “credit watches” of external credit ratings, the price evolution of quoted assets, external information (press articles, published financial results).

Impairments are also monitored in the risk appetite indicator reported to the Board, reflecting the non-performing exposure (NPE) ratio. The NPE ratio tracks gross NPEs as a percentage of gross loans. The gross NPE figure includes exposures where the contract has been expired for 90 or more days, which while not being true non-performing exposure, are nonetheless included to reflect that these may be problematic exposures once the review is finalised. As a result of these inclusions, the NPE ratio could reflect breaches, which would correct once the respective review is completed. Gross NPE exposure is tracked in the context of the EBA thresholds for elevated level of NPEs, which is currently set at a ratio of 5%.

8.2 Credit risk management

8.2.1 Business strategy and credit risk profile

Quintet lends to high quality private clients, serving the purpose of supporting and enabling our asset gathering objectives. Credit facilities are primarily in the form of secured Lombard loans (secured by liquid and diversified collateral and, to a lesser extent, residential mortgages).

The loan book is managed within a defined RWA envelope, and we seek to wholly fund it from client deposits.

In addition to these private banking activities, proprietary credit risks within the Group also originate from:

- Uncommitted lines covering counterparty exposures with banks (e.g., foreign exchange transactions, money markets, swaps, reverse repurchase agreements, securities lending, derivatives);
- Bond positions in ALM portfolio in the form of liquid floating/fixed rate notes and synthetic asset swaps;
- Uncommitted lines granted to clients of Asset Servicing & Financial Intermediaries (mainly Undertakings for Collective Investment) to cover temporary overdrafts or exposures on FX-operations;
- Credit risk linked to the sub-custodian network.

Quintet does not use any credit derivatives.

8.2.2 Structure and organization of credit risk management function

The Group maintains a clear separation between the business origination and credit risk management activities.

Credit facilities are granted either by individual authority or by local credit committees according to delegated credit approval authorities. Exposures exceeding defined thresholds or meeting defined criteria are escalated centrally to the Group Credit Committee for review and, if appropriate, approval. Group Credit Risk carries out analysis and issues opinions about credit files that are approved under delegated authorities and/or presented to the Local Country Credit Committees or the Group Credit Committee.

The ongoing oversight of the credit portfolio is assured by the Group’s Credit Risk function, overseen by the Group Credit Risk Oversight Committee.

The Credit Risk function sits within the second line of defence, managed by the Group Head of Financial Risk, reporting to the Group Chief Risk Officer. The primary responsibilities of the Credit Risk function are to:

- Define credit risk policy and frameworks to manage the credit portfolio in line with Board approved risk appetite
- Review and approve / recommend for approval credit requests
- Monitor & oversee the Group-wide credit risk portfolio and the end-to-end processes and controls
- Develop credit risk measurements and deliver reporting on risk exposures to AMC and the Board.
- Support the first line of defence in the identification and active management of increased credit risk
- Deliver credit risk related training
- Deliver input for strategic decisions regarding credit risk through useful and timely information to senior management.

The first line of defence of the credit risk management process is composed of the business teams: Wealth Management, Asset Servicing & Financial Intermediaries, Global Markets, Lending and ALM & Treasury.

8.2.3 Credit risk reporting and measurement

The Board of Directors has expressed its risk appetite for credit risk through a set of limits and triggers applying to credit risk indicators: credit risk VaR estimation, asset quality monitoring and several concentration measures of some relevant types of exposures in relation to the total credit book and to the Group Credit Policy. They are monitored monthly via the Group Credit Risk Oversight Committee and reported quarterly to both AMC and the Board.

In addition, Group Credit Risk produces regular and ad-hoc reporting of the consolidated loan portfolio, including a detailed view of outstanding exposures by Group entity, type of credit, maturity, sector concentration, profitability, type of collateral, and quality (watch list), among others.

Bond investment portfolios are managed by the ALM team. All proposals within the Group are subject to concentration limits defined by issuer type (Sovereign, Corporate and Bank), as well as country limits. Group Credit Risk may decline any investment based on its own credit risk assessment (based on international rating agencies' comments and analysis of the published financial statements).

Various standards or specific reports are generated to monitor any deterioration in the quality of the portfolio. Finally, a set of risk appetite indicators completes this monitoring.

8.2.4 Credit risk policies

Quintet's Group Credit Policy provides the framework within which lending to customers and related credit risk is managed. It encompasses the following:

- Definition and identification of credit exposures;
- Evaluation, measurement and quantification of risks;
- Criteria and procedures for approval;
- Maximum prudential exposure: amount and maturity;

- Monitoring, reviewing and controlling credits;
- Procedures for taking and preserving security;
- Procedures relating to the management of watchlist exposures, including problem loan credits.

Policies and procedures cover all bilateral relations between the Group and its clients with a lending activity, given that this lending activity remains within the framework set by the Group's Risk Appetite Statement.

The Group Credit Policy is informed by the business lending strategy and ensures an appropriate balance between strategic growth objectives and prudent risk-taking. The Group Credit Policy is updated on an annual basis in view of market evolutions, regulations, internal changes, innovations and local specificities of entities of the Group. It applies to every entity of the Group as a minimum standard to be complied with – should an entity require a deviation from the policy, such deviation is approved by the Group Credit Committee.

9. Counterparty credit risk

The counterparty credit risk relating to professional market activities is managed through the interbank limit system that aims at managing Quintet's Dealing Room credit risk exposures. The following exposures are part of this sub-section:

- Treasury exposure (money-market loans, commercial papers, certificates of deposit, treasury portfolios, interest rate swaps, floating-rate notes, cross-currency interest rate swap, repurchase agreements, securities lending transactions, etc.).
- Foreign exchange (FX) exposure (outright, FX swaps, etc.).
- Structured products exposure (equity swaps, OTC options, etc.).

Additionally, the interbank limit system covers long and medium-term exposures on banking counterparties under the form of credit lines granted and securities held. The management of the credit risk related to banking counterparties is carried out on a consolidated basis, including all of the Group's entities exposures and their related counterparties/groups of counterparties. The interbank limit system defines ceilings that represent the maximum exposure the Bank deems acceptable to undertake upon banking counterparties and groups of banking counterparties given their size and credit quality. Ultimately, the system ensures compliance with the large exposure limit, where the largest theoretical limits must always be lower than the regulatory Large Exposure limit (the standard case is 25% of Quintet's eligible own funds). The calculation of the Bank's internal eligible own funds, for the purpose of the interbank limit system, incorporates a buffer of minimum 10%.

Limits are the maximum amount of risk Quintet is ready to take on a counterparty. Such limits are based on the quality of the counterparty as well as on the Bank's own funds. Exposures are monitored against their respective counterparty and product specific limits which also include a maturity dimension. In addition to individual counterparty limits, the aggregated exposures per country also must stay below limits approved by the Board taking into consideration factors such as explicit/implicit rating and GDP.

OTC derivative transactions are concluded under standard ISDA/CSA agreements with daily margining requirements and no independent amount. CSA schedules do not specify the automated delivery of additional collateral upon rating downgrade. The same applies to market repo and reverse repo transactions which are concluded under GMRA agreements.

The management and supervision of the collateral received for secured transactions is handled by the Collateral Management team, which is part of the Operations Function. The eligibility of the collateral received, as well as of the concentration and correlation limits, is monitored by Group Financial Risk.

10. Market risk

Market risk in the banking book affects the asset side (loan book and ALM portfolio) and liability side (predominantly cash and short-term client deposits) and materialises in interest rate risk, credit spread risk, and equity risk. Interest rate risk is managed through internal limits on the residual risk exposure arising from the maturity transformation of assets vs. liabilities. Credit spread risk (mainly present in the ALM portfolio) and equity risk (mainly present in the own book equities) are equally managed via internal limits on the residual risk exposure. Quintet is exposed to trading risk through its limited trading operations (treasury, forex, and structured products) and managed through a granular limit framework.

10.1 Standardized Approach to credit valuation adjustment (CVA)

According to Article 439 (h) of the CRR3 Regulation, the table below indicates the exposure value and RWA of transactions subject to capital requirements for credit valuation adjustment (CVA). The Standardized Approach is used to calculate this capital charge. The risk weighted assets for these transactions amounts to EUR 16.3 million in 2025 compared to EUR 9.3 million in 2024. This increase is related to the CRR3 application.

Table 8 – Transactions subject to own funds requirements for CVA risk

RWEA flow statements of credit valuation adjustment risk under the Standardized Approach (SA) (Template EU CVA4 – EBA/ITS/2020/04)		a
		Risk weighted exposure amount
1	Risk weighted exposure amount as at the end of the previous reporting period	9.3
2	Risk weighted exposure amount as at the end of the current reporting period	16.3

10.2 Market risk management

10.2.1 Business strategy and market risk profile

Market risk management operates under the oversight of the Group ALCO and is divided between two functions: trading activities managed by Group Treasury and banking book activities managed by Group ALM. Both functions are led by the Group Head of ALM & Treasury. While market risk arises from both trading and non-trading activities, regulatory capital requirements for market risk apply to trading activities only.

Trading book strategy

Group Treasury is responsible for operational liquidity management, investments in financial instruments, and the associated financial risk management. It also provides intra-group sales coverage for foreign exchange and precious metals products. Key activities include:

- **Liquidity management:** Focused on optimizing the Group's cash position and managing Nostro account balances across currencies, including the active monitoring and timely balancing of accounts through market operations, in line with counterparty cut-off requirements.

- **Foreign exchange & bullion:** The Treasury FX desk provides pricing and execution services for clients, branches, and subsidiaries across spot, forward, and related products. Client transactions are typically hedged promptly, although limited proprietary positions may be maintained within a defined risk framework.
- **Structured products:** The Group offers structured products to clients following a formal approval process that assesses all relevant risks. A limited level of positions may be held to support market-making and secondary market activity.

For trading book activities, risk is managed through a set of limits aligned with key risk drivers, including:

- Notional amounts for activities exposed to currency risk (Forex);
- Notional amounts and Historical Value at Risk (HVaR and stressed HVaR) for activities exposed to price variation risk (e.g. structured products);
- Sensitivities (10 bpv), HVaR and stressed HVaR for activities exposed to interest rate risk.

Non-trading book (ALM) strategy

The Asset & Liability Management (ALM) function is responsible for optimizing the balance sheet, ensuring sustainable funding, and supporting profitability within controlled levels of financial risk, primarily interest rate risk, credit risk and credit spread risk, in line with the Group's Risk Appetite.

A defined limit structure and risk framework govern banking book activities and investment decisions. Within this framework, investment, divestment and hedging activities are centrally managed and regularly reported to the Group ALCO.

- **ALM portfolio:** The ALM portfolio primarily consists of fixed-income instruments aimed at stabilising the commercial margin on liabilities and supporting Net Interest Income. Investments are made within conservative credit quality parameters, with restrictions on lower-rated or unrated instruments. The strategy emphasises alignment between asset and funding maturities where appropriate and maintains a significant share of liquid, high-quality assets.

The portfolio mainly reflects the reinvestment of stable funding sources and available capital. Active portfolio management and cyclical strategies are applied to mitigate the impact of interest rate fluctuations.

The portfolio exposes the Bank to a range of risks, including credit, liquidity, market (interest rate, credit spread and foreign exchange), concentration and other non-financial risks.

- **ALM Hedging Policy:** The primary objective of hedging activities is to manage interest rate risk and protect Net Interest Income, notably by stabilising the commercial margin on deposits and loans. Hedging strategies are regularly reviewed within the governance framework and may result in controlled exposure to interest rate risk in the banking book, which is managed within defined risk appetite limits.

Interest rate risk is managed using a combination of modeling approaches and hedging instruments, including derivatives and balance sheet positioning. Key approaches include:

- Modeling of non-maturing deposits to reflect behavioral maturities, with associated hedging strategies
- Hedging of fixed-rate liabilities through derivatives, investments and asset allocation

- Macro-hedging of fixed-rate loan exposures
- Active management of the bond portfolio to steer overall interest rate exposure
- **Equities portfolio:** Equity investments are not a core component of the Bank's asset allocation strategy and are limited to residual positions such as strategic participations, legacy exposures and seed capital in investment funds. These exposures are managed on a run-off or selective basis and are generally measured at fair value through profit or loss.
- **Risk measurement:** Market risk in the banking book is assessed using a combination of regulatory and internal metrics. These include sensitivity measures for both economic value and earnings, as well as Value-at-Risk methodologies incorporating diversified market scenarios. These metrics support internal risk management and capital adequacy assessments.

10.2.2 Structure and organization of market risk management function

First line of defence

The ALM & Treasury department operates under the Group ALCO (which reports to the AMC) delegation on all Assets and Liabilities matters and is responsible for:

- Centrally managing investments decisions made by the ALM & Treasury function across the Group;
- Defining guidelines and limits for investment proposals made by the Group Head of ALM & Treasury;
- Assuming final accountability for managing the Group's financial risk, i.e., liquidity risk, funding risk, market risk (interest rate, equity risks), and credit risk (from ALM and Treasury portfolios).
- Ensuring that risk exposures remain within the risk limits as set by the bank's risk appetite;
- Monitoring implementation of ALM portfolios and policies.

The ALM & Treasury department hierarchically reports to the Group Chief Financial Officer. The department is led by the Group Head of Treasury & ALM and represents the first line of defence, having the responsibility as risk owner to define and implement effective supervisory controls, reporting and escalation procedures to ensure policy and procedures are applied consistently.

Global Markets Back Office and Market Middle Office (within Operations Function), independent from the Dealing Room, are in charge of computing and reporting the P&L and ensuring that all products are correctly reflected in the Front Office system and in the accounting system of the Bank.

Second line of defence

Group Financial Risk, reporting to the Group Chief Risk Officer, constitutes the second line of defence for financial risk activities. It is responsible for identifying, measuring, monitoring and reporting risks across both consolidated and solo balance sheets. Where risk indicators are produced by other functions, it performs independent review and challenge.

Group Financial Risk is responsible for:

- Identifying, assessing, monitoring and escalating market risks arising from both trading and banking book activities
- Translating the Group Risk Appetite into a detailed and operational limit framework

- Overseeing the implementation of ALCO decisions by ALM & Treasury
- Monitoring limit utilization and reporting risk exposures to the Group ALCO
- Defining and maintaining risk measurement models and stress testing frameworks
- Ensuring compliance with applicable regulatory requirements
- Providing independent advice on ALM-related matters, including policy implementation
- Developing and maintaining risk data infrastructure and supporting risk-related data initiatives

10.2.3 Market risk reporting and measurement

Internal reporting

Group Financial Risk produces regular risk reporting for internal stakeholders, including business lines, senior management and the Board. These reports provide relevant risk indicators, limit utilizations and threshold monitoring to support day-to-day risk management and decision-making.

At governance level, risk indicators are reported regularly to the Group ALCO and Risk Committees, including analyses of trends, limit utilizations and any emerging risks. Breaches of limits are subject to formal escalation, root cause analysis and the definition of remedial actions.

External reporting

Group Financial Risk also prepares and contributes to external reporting, including:

- Annual ICLAAP package;
- Official IRRBB – CSRBB regulatory report;
- Daily liquidity report;
- Recovery Plan;
- Liquidity Contingency plan.

10.2.4 Market risk policies

The Financial Risk Policy sets out the high-level processes established by Group Financial Risk to monitor, report and escalate breaches of Key Risk Indicators (KRIs), Management Risk Indicators (MRIs) and other risk metrics. It defines the production timelines, monitoring arrangements and escalation procedures applicable to each type of indicator.

11. Liquidity risk

Quintet's funding is primarily based on client deposits linked to the core service offering: wealth management & investment advice for Private Banking clients, as well as custody/depository banking services for institutional clients (investment funds, insurances etc.). These deposits have proven to be a stable source of funding, also in times of stress due to their operational need for the execution of transactions, trades etc. With this stable source of client funding, the use of and dependency on external funding on the market is limited but remains an effective liquidity contingency measure.

Quintet aims at maintaining a high-quality buffer of liquid assets and performs regular stress testing on the outflow behavior of its deposit base (from both internal and prudential standpoint). The strategy in terms of liquidity buffers is expressed through the size of the management buffers (as defined in the Risk Appetite) and the early warning system built upon it to detect any potential liquidity/funding problems from an early stage.

The following subsections describe the Bank's liquidity risk management framework in accordance Article 435 of Regulation (EU) No 575/2013 (EBA/GL/2017/01).

Business strategy and liquidity risk profile

The Bank distinguishes between:

1. Operational (short-term) liquidity risk, i.e., the risk that the Bank does not have a liquidity buffer able to absorb the net effects of day-to-day transactions and changes in liquidity in the short term;
2. Structural (long-term) liquidity risk, i.e., the risk that the Bank's structural, long-term assets cannot be funded adequately;
3. Contingent liquidity risk, i.e., the risk that the Bank is unable to attract additional funds, replace maturing liabilities or generate sufficient liquidity by mobilising its liquid assets in stressed market conditions (while operational & structural liquidity risks are incurred in the normal course of business).

The Bank's policy in terms of operational liquidity is to manage liquidity surpluses centrally at the level of Head Office (within the limits of local regulatory constraints) and to limit maturities' transformations at local level. Short term/operational liquidity in the domestic currency of non-euro subsidiary is managed daily by the local Treasurer on its local market within group approved counterparty limits. Liquidity excesses in other currencies are up streamed to Quintet Europe according to the local needs and regulatory constraints.

In terms of structural liquidity management, stable deposits are firstly used to support Core Business growth (e.g., loan book), then are reinvested in ALM portfolios having strict liquidity constraints (ECB and Basel III eligibility). Non-stable deposits are invested with the Central Bank or through short term Money Market transactions (mostly secured).

Since the Bank is established in different geographical locations, the funding sources are diversified in terms of customer base. Through its branches and subsidiary, the Bank collects mainly retail and non-financial corporates funding while the headquarter has also access to the wholesale market thanks to the developed FIM and Assets Servicing business lines, the issuance of ECP and EMTN, as well as deposit collection via the retail deposit broker platform Raisin. Finally, the Bank's reliance on long term funding remains rather limited given its highly liquid balance sheet and the proven stickiness of its long-lasting relationship clientele.

A liquidity crisis is managed through the Liquidity Contingency Plan and the conduct of liquidity stress tests as detailed in the following paragraphs.

Structure and organization of liquidity risk management function

In the Liquidity risk management process:

- Group ALM & Treasury is in charge of the first line of defence through the responsibility of operational and structural liquidity management (by respectively Group Treasury and Group ALM);
- Group Financial Risk is in charge of the second line of defence. In this role, it identifies, measures, monitors, mitigates and reports liquidity risks inherent to the consolidated and solo balance sheets of the Bank.

The following bodies also play an important role in the liquidity management process:

- The Board is informed of the evolution of liquidity risk, through the measure of risk appetite indicators compared to their limits, in addition to complementary recurrent or one-off analyzes of liquidity matters;
- Group ALCO is responsible for the (strategic) management of (financial) risks including liquidity risks. It is responsible for establishing the ALM / liquidity policy in accordance with the Risk Appetite Statement. It makes all strategic ALM / liquidity decisions, except those that are formally delegated to Group ALM & Treasury.

Liquidity centralization and interaction between Group entities

As mentioned above, the Group strategy is to upstream all the Group's liquidity excesses to the Head Office (Luxembourg) where they are centrally managed. With this strategy, the Group acts as a lender of last resort for all entities, reallocating liquidity where it is needed.

Following the 2020 legal transformation of Quintet's entities in Belgium, Netherlands and Germany from subsidiaries into branches, the liquidity position of Quintet Europe has been reinforced and intragroup liquidity constraints existing between Quintet Luxembourg and its branched former subsidiaries have been waived. This corporate structure also has a positive impact on the Group's capacity to raise funding as liquidity from each local market benefits the whole Group. It is however worth mentioning that such restrictions still exist between Quintet Europe and Brown Shipley for which large exposure limitations still apply and restrict the size of liquidity excess that can be upstreamed to the Group.

Liquidity risk reporting and measurement

Liquidity risk is monitored through the following indicators:

- 5-day operating liquidity gaps are computed daily and escalated to the Central Bank of Luxembourg;
- Weekly evolution of total deposits;
- Daily collateral inventory (stock of securities, from Quintet portfolios or from the reverse repo/ securities lending activity that are available for mobilization in the event of liquidity needs);
- Daily indicators of the Liquidity Contingency Plan;
- Daily assessment of the Liquidity Coverage Ratio for Quintet Europe (according to the EU Delegated Act) which moreover constitutes a risk appetite indicator; and for Brown Shipley.
- Daily assessment of the Net Stable Funding Ratio for Quintet Europe and Brown Shipley.

Structural Liquidity Risk is reported monthly through standardized risk appetite indicators in local and Group Committees. These risk indicators include:

- Loan-to-Deposit ratio;
- Net deposits outflows;
- Net Stable Funding Ratio;
- Asset Encumbrance ratio.

These metrics are further complemented by internal stress testing measures that assess the robustness of the liquidity position of the Bank in case of different stress scenarios. The outcome of these stress tests is summarised in an Internal Liquidity Excess Ratio, which compares (i) the post stress internal liquidity excess (i.e. the surplus of the liquidity buffer vs. the net funding gap under stress conditions), with (ii) the amount of the gross client (private and institutional) potential deposit outflows under stress conditions.

Liquidity policies

Liquidity policies are managed along with the financial risk policy which provides the framework for measuring, monitoring and mitigating the liquidity risk within the group. The financial risk framework has been validated by the Board and is reviewed on a yearly basis.

Liquidity Contingency Plan (LCP)

The procedure defines qualitative (reputational issue, among others) and quantitative indicators (based on both market and Quintet-specific metrics: evolution of cash curves, client deposits, among others), alerting to a potential liquidity crisis. These metrics are monitored daily. In the case of a breach, the procedure foresees an escalation process: from Financial Risk (for analysis) to the Heads of Group ALM & Treasury and Global Markets or, in case of major crisis, to the ALCO Committee. The LCP is tested on a yearly basis.

Liquidity stress tests

Stress tests analyze the capacity of the Bank to resist a potential liquidity crisis. The impact of a combination of a market and of a specific stress scenario on the liquidity buffer is assessed. The results reflect among others the need for additional funding or the free available buffer for a further extension of the loan book or investments in less liquid assets.

Liquidity risk mitigating measures

The stock of available collateral in Luxembourg Head Office represents the principal counterbalancing capacity of the Group that can be swiftly repo-ed or sold to cover unexpected liquidity outflows that would materialise in a crisis situation. The size, quality, and availability of this stock is monitored on an ongoing basis.

Next to the availability of the collateral stock, the ongoing monitoring of the LCP indicators ensures that external or internal factors that may affect the liquidity position of the Group are swiftly spotted, analyzed and reported to the management body. The LCP provides guidelines for the handling of minor and major liquidity crisis events, defines clear responsibilities and escalation processes and includes a list of recovery options that can be directly activated to restore the liquidity situation of the Group.

Management statement on the adequacy of liquidity risk management arrangements

The financial risk framework of the Group, covering liquidity risk among others, is built around the following key elements:

- A set of risk appetite indicators with limits and triggers which provides Management with a view of the evolution of the liquidity risk profile of the Group;
- A Liquidity Contingency Plan (including the monitoring of a set of internal and external early warning risk indicators and the escalation process to deal with liquidity crisis events), used as a risk-detection tool that enables Management to promptly react to any liquidity event which could potentially affect the liquidity position of the Group;

- Internal stress test scenarios carried out at the Head Office level that provide information on the robustness of the Bank under severe global market and firm-specific scenarios.

Given its strong operational liquidity, its large, diversified and historically stable funding sources and the highly liquid profile of the Group's investments, Management considers that its financial risk framework provides an adequate response to liquidity risks the Group is exposed to. This risk framework includes risk measures and early warning system that are proportionate to the Group's risk profile and strategy.

Management statement on the overall liquidity risk profile of the Group

The Management considers that the operational liquidity position of the Group is strong, which is evidenced by large Central Bank deposits (EUR 1.7 billion as of 31 December 2025) and ALM investment portfolio (EUR 4.3 billion of which 94% is HQLA as of 31 December 2025).

12. Non-financial and strategic risks

Non-financial risk captures the risk of loss resulting from people, inadequate or failed internal processes, (including those undertaken by a third party), data or systems, or external events. These risks arise during our day-to-day operations, while taking financial risks. Non-financial risks include those risks captured under the Basel definition for Operational Risk, as well as other risks, such as change execution risk, climate & environmental, reputational risks (collectively 'Strategic' risks) which can lead to both financial and non-financial impacts for the bank.

Non-financial risk identification, measurement and mitigation

When assessing non-financial risk, the Bank measures the likelihood of a risk occurring and the impact on our business against risk appetite. The outcome of the risk assessment should provide a forward-looking view that enables the prioritization of appropriate management actions to mitigate the most material risks.

The Group Risk Assessment Matrix is used to ensure that there is a consistent, bank-wide approach to assessing the materiality of risks, issues and events/incidents based on 'likelihood' and potential 'impact'. The matrix is used for:

- Assessing the materiality of inherent and residual risks in a consistent manner across all non-financial risk types.
- To enable differentiation in the treatment of risks based on their materiality.
- To enable the prioritisation of control monitoring activities.
- Assessing the materiality of incidents and outlining the appropriate escalation activity.

The first line of defence is accountable, with oversight from the second line of defence, for identifying risks and assessing risk impacts and risk likelihood for key processes to understand the cost and potential consequences of risk materialising.

The Risk Control Self-Assessment (RCSA) process supports the first line of defence to identify risks within their business activities, assess the impact and likelihood of these risks (both inherent and residual), identify the key controls in place to mitigate these risks, define actions in relation to the residual risks or risk issues and measure and manage the residual risks within risk appetite. The RCSA process is completed by Risk Owners, facilitated by Business Risk Management and reviewed and challenged by the second line of defence.

Quintet uses a Group-wide risk management system to record the results of the RCSA process as well as operational risk incidents and losses.

Material non-financial risks

The main non-financial risks affecting Quintet's business and operations are outlined below. These risks are:

- subject to clear roles and responsibilities assigned to the respective risk owners in the first line of defence and responsible second line of defence;
- measured by reference to risk appetite and a set of risk indicators, risk event assessments, and the judgement and assessment of the respective second line of defence;
- monitored against the first line of defence risk and control assessments, the results of the control assurance activities of the second line of defence functions and the results of internal and external audits and regulatory inspections; and
- managed by creating and communicating appropriate policies and procedures detailing control expectations, training colleagues in their application, and supervising their adoption to ensure operational effectiveness.

Material risk types for Quintet as at 31 December 2025

Material risk type	Definition
Non-Financial Risks	
Financial Crime Risk	Risk that the bank's products and services are used for criminal activity including money laundering, terrorist financing and proliferation financing, sanctions violations, tax crimes, bribery & corruption or fraud, and the risk of KYC and transaction monitoring control failure. The bank has invested significant resources \ to strengthen its financial crime risk controls and data quality including client due diligence, transaction monitoring & screening, name and adverse media screening in order to support early risk identification and strengthen overall risk management and to support the work of client advisers.
Conduct Risk	Risk of failing to act in accordance with client's best interest, fair market practices and codes of conduct. Quintet delivers holistic investment advice and portfolio management services to its clients and the Bank has significantly improved its investment processes to ensure it continues to meet client needs. The Bank maintains close oversight over sales suitability processes and the compliance of advisory and discretionary mandates with the client agreed investment profile, and continues to invest in tooling to increase the consistency of processes across Quintet locations and to support client advisers in their work. Senior management receive regular reporting on the volume and nature of complaints from clients.
Regulatory Compliance Risk	Risk of failing to maintain effective relations with our regulators, failure to implement regulatory change, breach of cross-border licensing requirements. The volume and pace of regulatory change remains high with increased regulatory focus on operational resilience, financial resilience, consumer protection (including instant payments), data management and risk management practices. In addition, we maintain governance and controls to prevent or reduce the risks associated with the servicing of cross-border clients.
Digital & Operational Resilience risk , including risk from third parties in our supply chain	Risk of service disruption or loss of data resulting from technology failure or malicious activities by internal or external threats. Quintet monitors changes to the threat landscape, operates a continuous improvement program to protect our technology landscape and maintains close oversight over third parties providing ITC services supporting our critical and important functions. The Bank has implemented a crisis management process to enable it to respond and recover swiftly from a variety of crisis events that could impact our operational resilience. In 2025, the Bank continued to develop and enhance its data management framework and practices across the organization.
Workforce Management risk	Risk of breaching employment legislation or regulatory requirements, ineffective employee relations, diversity & discrimination towards employees.
Legal & Data Privacy risks	Risk of financial loss, legal or regulatory action resulting from contractual and dispute mismanagement, breach of competition law, IP law and data privacy/protection laws. The Bank is committed to protecting the data it processes in accordance with data privacy laws; it conducts regular employee training and awareness sessions on data privacy and the Bank's dedicated data privacy team oversees the effectiveness of our data privacy controls, policies and processes and reports regularly to senior management on data privacy risks.
Statutory Reporting & tax risks	Risk of failing to meet statutory & regulatory reporting and tax payments/filing requirements.

(Continued) Material risk types for Quintet as at 31 December 2025

Model & AI risk	Risk of incorrect model or AI system design, improper development, implementation, use or ongoing monitoring, including risks arising from data quality, model assumptions, algorithmic bias, lack of explainability, or unintended behavior of AI systems. The Bank maintains an inventory of models and AI use cases and has established a robust development, implementation and governance framework, including independent review and validation, to ensure the appropriate use, performance, transparency and ethical application of models and AI systems throughout their lifecycle.
Material risk type	Definition
Strategic Risks	
Strategy & Business Model Risk	Risk of failing to deliver sustainable profitability over the medium term. Quintet is exposed to earnings volatility that we seek to limit by focusing on our core business activities in line with business strategy and through active management of the cost base.
Investment Risk	Quintet aims to protect and grow its client's wealth. The Bank is exposed to a reduction in assets under management and /or loss of client relationships as a result of not meeting client expectations for the investment performance of discretionary managed portfolios. Quintet has partnered with Blackrock, giving us access to expertise, tools and analytics from the leading global asset manager, strengthening our ability to meet the needs of our clients.
Change Execution Risk	Risk of failing to prioritize, manage and /or deliver change (individual change initiatives and/or portfolio of change programs) effectively (excluding routine/run the bank change). Quintet is undertaking significant transformation in pursuit of its strategic objectives. The Bank continues to improve its change management processes and governance over major change initiatives to ensure it delivers change effectively, whilst fulfilling client and stakeholder expectations.
People risk	Risk of not having enough people (capacity) with the right skills (capability) to deliver our business objectives in a manner aligned to our business values and behaviors (culture). Risk of failing to manage a diverse & inclusive (D&I) workforce. We continue to sustainably develop existing front office talent within our organization, to invest in systems and tooling and to implement process changes to maximize the amount of time that our client facing teams can devote to clients.
Reputational Risk	Risk of failing to meet stakeholder expectations as a result of any event, behavior, action or inaction by the Bank, its employees, clients or associated parties resulting in a loss of confidence in the Bank or other financial or non-financial consequences.

13. Environmental, social and governance (ESG) risks

ESG risks are defined as risk drivers stemming from environmental, social, and governance (ESG) risk drivers which are defined as follows:

- Environmental risk drivers arise from the impact of an organization on the natural environment, or from environmental changes that affect the organization. Environmental risks can be drilled down further into:
 - Physical risk drivers arising from the direct physical impacts of climate change and environmental degradation, including both acute events (e.g. droughts, floods, storms) and chronic changes (e.g. rising temperatures, sea-level rise, water stress, biodiversity loss, resource scarcity, pollution).
 - Transition risk drivers arising from the adjustment to a lower-carbon and more environmentally sustainable economy, driven by policy and regulatory changes, technological developments, and shifts in market and stakeholder preferences, potentially leading to asset repricing or stranded assets.
- Social risk drivers arise from how an organization manages relationships with employees, customers, suppliers, and communities
- Governance risk drivers arise from weaknesses in how an organization is directed, managed, and controlled

13.1 Strategy and Risk Appetite

Quintet's sustainability strategy is anchored in four pillars – corporate culture, responsible client services, workforce management and climate change – and is supported by clear decarbonisation targets across both own operations and selected financed emissions. The strategy is informed by an annual Business Environment Scan assessing how climate and environmental risk drivers may affect the Group over the short, medium and long term.

Oversight sits with the Board, which approves the sustainability strategy and ESG risk appetite, supported by the BRCC, while the AMC is responsible for implementation within defined risk parameters. ESG risk management is embedded through policies, KRIs, governance forums and audit coverage, and sustainability objectives are also reflected in management performance assessment and remuneration.

More information on the sustainability strategy, the GHG emission reduction targets, and the outcomes of the business environment scan is included in Quintet's Sustainability Statement.

13.2 Risk Identification and Materiality Assessment

Our ESG risk materiality assessment applies a structured three-step methodology to identify how ESG risk drivers may affect existing risk categories across our internal risk taxonomy. The assessment first identifies relevant ESG transmission channels based on ECB and EBA guidance as well as external reference sources. It then evaluates those channels using a blended quantitative and qualitative approach, with quantitative analysis preferred wherever reliable data and estimates are available and qualitative assessment used as a complement or fallback. A final top-down review by governance bodies may challenge or refine the outcome based on strategic, macroeconomic, business, or competitive considerations.

The assessment covers all financial and non-financial risk types and distinguishes between transition, physical, social, and governance risk drivers across short-, medium-, and long-term horizons. These horizons are aligned respectively with the ICAAP economic capital horizon (1 year), the Group's financial planning cycle (1-5 years), and longer-term public policy commitments such as the EU transition agenda (5-10 years).

To support the identification of sector sensitivities, an in-house NACE sector mapping is employed. Transition risk sensitivities are based on policy, technological, and behavioral drivers; physical risk sensitivities are informed by dependency and hazard considerations; and social/governance sensitivities are assessed with reference to workers, value chains, communities, consumers, and business conduct. The mapping relies primarily on recognised external sources, but also incorporates expert judgment.

Based on this process, the following risk types have been found to be materially impacted by ESG risk drivers:

- **Credit risk:** Material in the medium/long term due to transition risks affecting sovereigns and mortgage collateral, and across all horizons due to governance risks for financial counterparties.
- **Market risk (banking book):** Material across all horizons due to repricing of ESG-sensitive securities.
- **Investment risk:** Material in the long term due to impacts on AUM-related fee income from physical and transition risks.
- **Investor protection risk:** Material in the long term, reflecting increasing client sustainability preferences.
- **Greenwashing risk:** Material across all horizons; scenario analysis applied to assess potential losses.
- **Reputational risk:** Material across all horizons, closely linked to AML/CFT risks.

The detailed results of the materiality assessment for each ESG risk driver are documented in the ICLAAP package approved by Board and submitted to the CSSF on an annual basis.

Quintet's direct impact on the climate stems from its carbon footprint. Moreover, being a private bank, Quintet has a relatively lower impact on the climate as compared to other institutions operating in commercial or retail banking. Further details can be found in Quintet's Sustainable Statement.

13.3 Risk Management Framework

Quintet has established a ESG Risk Management Framework setting out principles, governance, and processes to identify, measure, monitor, report, and manage ESG risks.

ESG risk management is operationalised across all material risk types by embedding ESG considerations into existing risk frameworks and controls. This includes credit underwriting, investment and product governance, client suitability, financial crime controls, market risk management and third-party risk processes, as well as transition planning. Risk indicators and risk appetite limits are in place for all material risks affected by ESG risk drivers, enabling consistent oversight of ESG-related exposures.

These metrics cover, inter alia, ESG alignment of investments, sustainability preferences, energy performance of real estate collateral, exposure to high-risk sectors or geographies, and portfolio-level ESG characteristics such as carbon intensity and exclusion list exposure.

13.4 Scenario Analysis and Stress Testing

ESG risks - primarily climate-related transition and physical risks beyond historical observations – are incorporated into stress testing under both the normative and the economic perspective of the ICLAAP. This includes forward-looking scenario analysis (e.g. NGFS scenarios) and the assessment of impacts on key financial metrics such as capital and credit losses, including differentiated treatment of real estate exposures.

Results indicate limited impact on capital, liquidity and profitability, with no breaches of risk appetite, demonstrating resilience of the Group's balance sheet to severe climate-related shocks.

14. Remuneration Policy

14.1 Context and Principles

Compensation schemes are designed to take into account competences required, evaluations, skills and performance. These schemes aim at aligning long-term shareholder's interests and long-term group-wide profitability while taking into account the Bank's Risk Framework (including the Solvency ratio). Moreover, they should be compatible with the relevant stakeholders' interests and the Bank's Corporate Social Responsibility Policy.

The Board of Directors and the Authorized Management Committee

The remuneration policy related to the Board of Directors and Authorized Management Committee ("AMC") members is based on the prevailing legislation, the Group Governance Charter and industry benchmarks. This policy is monitored and regularly reviewed by the Group Board Remuneration & Nomination Committee ("BRNC") with the assistance of specialist members of staff (with all safeguards implemented to prevent any conflicts of interest) in order to ensure its continuous compliance with the law, the aforementioned code, and the prevailing market practices and trends.

The Chairperson of the BRNC informs the Board of Directors of the Group of the Committee's activities and submits for approval by the Board any changes to be made to the Group Remuneration Policy and its practical implementation as recommended by the BRNC. The Board may also make its own proposal to the BRNC in order to examine potential changes to the Group Remuneration Policy and advise it accordingly.

Material Risk Takers

The allocation mechanism and the acquisition rule of the variable remuneration of those defined as Material Risk Takers (risk taking employees, control functions and members of executive bodies) are determined primarily in accordance with the Law of 5 April 1993 (as amended), CSSF Circulars 15/622, 11/505, the regulation issued by the European Banking Authority ("EBA") (including the Regulatory Technical Standard or RTS) or any prevailing local regulation. Where the variable compensation of these employees may exceed EUR 50,000 in gross terms⁶ (proportionality principle), this variable remuneration is i) composed of 50% of shares or equivalent instruments (phantom-shares at Quintet), and ii) is partly (minimum 40%) deferred over a minimum of 3 years; the subsequent vesting of remuneration being thereafter subject to performance conditions and ex-post risk adjustments.

14.2 The Group Board Remuneration & Nomination Committee

Mission

The mission of the BRNC is to define, implement and maintain a remuneration policy in accordance with the Law of 5 April 1993 (as amended). The BRNC makes recommendations to the Board regarding notably the nomination and remuneration of the members of the Group Authorized Management Committee and the local Executive Committees as well as of the Board of Directors of the parent company and the subsidiaries, particularly with regard to the structure and the level of the individual remuneration.

The BRNC is authorized to undertake any activity within its Terms of Reference and provide any additional advice or support within the Group that is required in the scope of its duties. The BRNC shall carry out the duties for the Group, the parent company and each subsidiary of the Group, as appropriate and in order to assure the alignment of the standards across the Group. The BRNC may, however, delegate some duties to Local Remuneration & Nomination Committees.

Composition

Table 9 – Composition of the Group BRNC (as per 31 March 2026; changes vs. 31 December 2025 highlighted)

Name	Position
Hugo BÄNZIGER ⁷	Chairman
Bernard COUCKE	Member
Frank HECKER	Member
Marco MAZZUCHELLI	Member
Shahzad SHABHAZ	Member

The Group CEO, the Group Head of Human Resources and the Secretary General of Quintet Private Bank (Europe) are invited as permanent guests to the meetings of the Group BRNC but are excluded for discussions where they are potentially conflicted.

⁶ Or any lower threshold if applicable according to local regulation.

⁷ Hugo Bänziger assumed the role of Chairman as of 01/01/2026, replacing Bernard Coucke, who remains a Member of the committee.

Role and responsibilities

The role and responsibilities of the BRNC are defined by the regulations approved by the Board. The main tasks of the BRNC are the following (non-exhaustive list):

Remuneration Responsibilities:

- Recommend for approval by the Board a Group-wide remuneration policy that is aligned with the Bank's long-term business strategy, its business objectives, its risk appetite and values, whilst recognizing the interests of relevant stakeholders;
- Advise the Board on any material exemption or change to the principles of the Group Remuneration Policy;
- Reviews and deliberates on the bonus pools (Group-wide) and the allocation to each branch and subsidiary of the Group, for subsequent recommendation to the Board;
- Recommend for approval by the Board the remuneration of the Group CEO, the AMC members, the Group ExCo members, the local ExCo members (Group-wide) and other Material Risk Takers;
- Recommend for approval by the Shareholder Assembly the remuneration of the members of the Group BoD and the members of the local Board of Directors;
- Advise the Board on retention/incentive bonuses in exceptional circumstances;
- Monitor the implementation of the remuneration-related matters delegated to the AMC and Local Remuneration & Nomination Committees to ensure that policies and principles are being consistently and effectively applied across the Group, seeking support and input from Control Functions (especially Group Risk) and Group Human Resources;
- Liaise as required with the other Board Specialized Committees and with the Group Risk and Compliance functions and Group Human Resources in relation to risk-adjusted performance measure;
- Ensure that all provisions regarding disclosure of remuneration are fulfilled and approve the contents of the annual Remuneration Policy Statement for Pillar III external disclosure;
- Review major changes in remuneration and/or governance regulations as well as in Labor Law when deemed necessary;
- Approve all occupational pension plans of the Bank and any change in the terms and conditions of any current pension plan, including any winding up in whole or in part.

Nomination Responsibilities:

- Define the specific profile to be met by a candidate, run the recruitment process, make the selection and recommend to the Board – for approval – the appointment of (i) a member of the Group Board, (ii) Chairman of a Board Specialized Committee, (iii) a member of a Board of Directors of a Group's subsidiary, (iii) a member of the AMC or local ExCo, including the Group CEOs, Head of Control Functions and Country Managers;
- Define and review as necessary, subject to approval by the Board, the criteria which shall be used in selecting new member of the Board or new member of management (AMC, ExCo, Head of Control Functions);
- Draw up and review as necessary, subject to approval by the Board of Directors, the succession plan for members of the Board of Directors, the AMC members and the local ExCo members (Group wide), the Country Managers and any position defined as critical at senior level;
- Draw up and review, as necessary, subject to approval by the Board of Directors, the evaluation process of the members of the Board;
- Draw up and review as necessary the training program for newly appointed members of the Board of Directors and the training sessions for current members;
- Propose to the Board for approval dismissal of members of 1) the Board, 2) the Board of Directors of subsidiary, 2) AMC, 3) Group ExCo, 4) Local ExCo or 5) Head of Control Functions.

Other Responsibilities:

- Review the Terms of References of the BRNC as necessary and recommend any amendments, as appropriate, to the Board for approval;
- Carry out annual self-assessment on the effectiveness and efficiency of the Board and AMC.

14.3 Activity in 2025

In the course of 2025, the Group BRNC met seven (7) times and the attendance rate of members was 100%. The Chairman of the BRNC reported to the Board on the work of the Committee after each meeting and presented his proposals on matters subject to a decision by the Committee.

The main topics handled by the BRNC during 2025 were the following:

- Review of fixed remuneration and performance bonuses granted to the members of the AMC, the Group ExCo and local ExCo (Group-wide), to the Material Risk Takers and key performers in 2025;
- Evaluation of the activities and Key Performance Indicators (KPI) of the AMC and ExCo members (Group-wide) throughout 2024 (based on which 2024 bonuses were awarded in 2025);
- Definition of Key Performance Indicators (KPI) of the AMC members and Country Heads for 2025 (based on which 2025 bonuses will be awarded in 2026);
- Assessment of previous years unvested bonus before vesting and pay-out to Material Risk Takers;
- 2025 revision of the Material Risk Takers list within the Group; Material Risk Takers recruitment, appointment, new role or exit;

- Appointment and suitability assessment of new AMC members or ExCo members, Group Board members and local Board members within the Group;
- Recruitment of senior management roles (AMC, country managers, Head of Control Functions) group wide in the context of Quintet's new strategic and transformation plan;
- Approval and implementation of specific remuneration proposals within the Group;
- Review and approval of the Group Remuneration Policy and the Terms of Reference;
- Regular review of people management and compensation topics in line with industry standards and regulatory provisions.
- Assessment of the suitability of the members of the Board of Directors.

14.4 Information on the Management Body

The Bank strives to represent in its workforce the diversity of the communities in which it is based and recognises its talented and diverse workforce as a key competitive advantage. As part of its Group Diversity Policy, in the selection of the Management Body members (supervisory function and management function), the Bank seeks a balance in age, nationality, gender, seniority and background. In addition, the Bank seeks a balance in experience and affinity with the nature and the culture of the different businesses of the Bank. In this context, statistics are monitored and presented to the BRNC.

For 2025, those statistics evidenced at the level of the management body Group-wide a proper balance in nationalities, reflecting locations where Quintet Private Bank (Europe) is present. The educational background of the Management Body – while mainly deriving from business administration, economics, and commercial – also showed diversity.

When assessing the relevance of a Management Body member's candidature (recruitment or appointment), the Bank pays specific attention to the need to include and assess candidates from diverse backgrounds as well as to their individual performance, competencies and potential. In addition, and as part of the suitability assessment, the following criteria are assessed: reputation, experience, managerial abilities, governance and independence, as appropriate.

These criteria are assessed according to the recommendations provided jointly by the ESMA and the EBA (EBA/GL/2017/12/ESMA71-99-598) on the assessment of the suitability of members of the management body and key function holders.

Assessing the initial and ongoing suitability of the members of the Management Body is the ultimate responsibility of the Bank and this assessment is carried out according to the Group's Suitability Policy for key function holders and Board members.

Group AMC

The Quintet AMC members have significant experience in strategy, business administration, legal, regulatory and finance and all have broad experience in the banking sector, including at the international level. Most AMC members held senior executive or/and director positions before joining the AMC and all members have strong multicultural competencies.

Group Board of Directors

Non-executive members of the Board of Directors bring demonstrated experience at senior level within the financial sector as well as in different fields such as law, consulting, politics, diplomacy or auditing. The balance within the Board of Directors of different experiences and backgrounds facilitates independent thinking and constructive challenging in the decision-making process. Individual profiles are available on the Quintet website.

The number of commercial directorships held by the members of the Management Body is as follows:

Table 10 – Composition of Group AMC (as per 31 March 2026; with changes highlighted)

Name	Position	Executive Directorship ⁸	Non-Executive Directorship	
			Group Mandate	External Mandate
Thomas HEINZL ⁹	Group CEO	1	1	0
Bryan CRAWFORD ¹¹	Group Head GPS	1	0	0
Nicholas HARVEY ¹⁰	Group CFO	1	0	0
Christine LYNCH	Group CRO	1	0	0
Eric MANSUY	Group COO a.i.	1	0	0
Siegfried MARISSSENS	Secretary General	1	0	0
Simon SPILSBURY	Chief Compliance Officer	1	0	0

Table 11 – Composition of the Group Board (as per 31 March 2026)

Name	Executive Directorship ¹²	Non-Executive Directorship	
		Group mandate	External Mandate
Hugo BÄNZIGER (Chairman)	0	1	0
Bernard COUCKE	0	1	0
Frank HECKER*	0	1	0
Mitchel LENSON	0	1	0
Antonio LORENZO MUNOZ	0	1	0
Marco MAZZUCHELLI	0	2	2
Carolina MINIO-PALUELLO	1	1	1
Marie-Christine SCHLAG*	0	1	0
Shahzad SHAHBAZ	1	1	0
Jeroen TEN BRINK*	0	1	0
Jan TOMASEK*	0	1	0

⁸ Directorship as defined in CRD V regulations (article 91) onwards.

⁹ As of 14/04/2026, replacing Chris Allen, who resigned effective 31/03/2026

¹⁰ As of 22/06/2026, Otto Huber will replace Nicholas Harvey, who resigned effective 01/08/2026.

¹¹ As of 15/06/2026, Lars Kalbreier will replace Bryan Crawford, who resigned effective 17/04/2026

¹² Directorship as defined in CRD V regulations (article 91) onwards.

* Employee directors.

14.5 Identification of the Material Risk Takers

In accordance with the Law of 5 April 1993 (as amended), the population of Material Risk Takers has been determined based on the Bank's risk management self-assessment.

The Material Risk Takers' list was revised in 2025 based on the definition criteria set by the EU delegated Regulation No 604/2014. Additionally, in 2025 the Bank assessed its staff members against AIFMD/UCITS sectorial definition of Material Risk Takers.

The Bank updates the list at least on an annual basis. The following staff members (non-exhaustive list) are considered to be Material Risk Takers based on qualitative criteria; therefore, their remuneration is subject to a supplementary set of rules:

- Members of the Boards and of the AMC, country managers and CMCs Group-wide, including CEOs and the Group Head of Asset Servicing and FIM;
- Heads of control functions (i.e. Risk Management, Audit, Compliance) as well as assimilated roles i.e. Heads of Finance and Human Resources;
- Heads of function responsible at Group level for Legal Affairs, IT, Remuneration Policy;
- Business Units Head members (Luxembourg and foreign locations) and General Management based in Luxembourg ("Group Head"/"Head of Luxembourg");
- Some staff members of the credit and trading departments.

Apart from 3 individuals, staff members who were presumed to be Material Risk Takers based only on their remuneration level (quantitative criteria) were excluded from the final Material Risk Takers' list given their limited impact on the Bank's risk profile. A thorough risk analysis by the Bank led to the following figures¹³ for 2025:

Table 12 – Material Risk Takers as of the 31/12/2025

Material Risk Taker category	Number of employees
Total number of identified Material Risk Takers based on qualitative and quantitative criteria (Group-wide):	65 ¹⁴
o/w Quintet AMC and Group Exco	12

14.6 The remuneration process

An overall remuneration governance process is in place to cover all remuneration practices within the Group. The approach, principles and objectives of compensation schemes are disclosed to the relevant stakeholders, regulators and to the public, if requested and based upon the governance rules and codes in force.

¹³ As assessed and approved by the Board end-2025.

¹⁴ Apart from independent non-executive Board members.

Compensation of the Board members

The compensation of the Board members is ruled by a system of fixed remuneration (incl. coverage of expenses).

Employees of the Bank who hold a mandate in any board of directors of a subsidiary are not compensated for this specific role unless otherwise decided by the Board of Directors.

Compensation of the Members of the AMC

The Board determines the remuneration of the members of the AMC upon recommendation from the BRNC. In accordance with the Group Remuneration Policy, the total individual remuneration paid to the members of the AMC comprises a fixed and a variable component, if any.

Fixed compensation

Decisions related to the fixed compensation of the members of the AMC are taken by the Board based on a proposal made by the BRNC. This proposal is itself based on analyzes related to market practices and compensations observed for similar functions and level of seniority in the industry.

Variable compensation

The principles determining the annual variable compensation of the members of the AMC are based on the achievement of objectives that are set by the Board at the beginning of the year on the basis of the advice provided by the BRNC. Those pre-agreed objectives are balanced between economic and financial objectives (Quantitative Key Performance Indicators) on the one hand and non-economic objectives (Qualitative Key Performance Indicators) on the other hand and in line with the Group's risk appetite statement. Those elements are based on the combination of "Firm-wide impact", "People/Continuous Improvement", "Risk/Control/Governance" and "Commercial" criteria, e.g.:

- Profitability (e.g., adjusted net profit-based measures – assessed at Group and entity levels);
- Risk measures: solvency (e.g., CET 1 ratio, total capital ratio);
- Individual performance-based measures such as: strategic project implementation, compliance with applicable rules and risk standards, managerial behaviors/skills, ethical behavior, management of incidents, internal audit results follow-up, planning and organization.

Currently, a proportion of 60% of the annual variable compensation is deferred over a period of 5 years, the vesting of which is delayed proportionally and gradually over this period and subject to the achievement of performance objectives as well as risk adjustments. 50% of the annual variable compensation is awarded in Phantom Shares (or/and any other equity-like instruments as per regulation).

Control Functions Compensation

In order to prevent conflicts of interests, the variable compensation devoted to Control Functions and assimilated roles (i.e. Finance, Human Resources, Compliance, Risk) is not based on the specific financial results of the underlying businesses being controlled.

When profit-based variable compensation is being considered for Control Functions, the level of such compensation is based on the results of the Group, or on the results of an entity, which is at least one organizational level higher than the level of the control function entity.

The remuneration of the senior staff responsible for managing the Control Functions is not solely left to direct superiors; instead, it is directly overseen by the Board Remuneration & Nomination Committee.

Unless the proportionality principle¹⁵ applies, the variable compensation of these employees comprises at least 50% phantom shares and is partly (40%) deferred over a minimum of 3 years, the vesting of which is subject to ex-post risk adjustments.

Compensation of other Material Risk Takers

The total compensation follows the same principles as those followed for the AMC members' compensation; however, quantitative and qualitative objectives only reflect their scope of responsibilities.

Unless the proportionality principle¹⁵ applies, the variable compensation of these employees comprises at least 50% phantom shares and is partly (40%) deferred over a minimum of 3 years, the vesting of which is subject to ex-post risk adjustments.

14.7 Remuneration, Performance and Risk Appetite

The total amount available for granting variable compensation is determined on the basis of a 'bonus pool', which is determined in accordance with the strategy of the bank, predefined quantitative and qualitative targets and the impact of such pool on both the solvency and the liquidity position of the bank.

The bonus pool for the Group to be allocated to each entity is reviewed and validated by the Board upon recommendation of the BRNC. Once the amount of the global bonus pool has been defined at the level of the Board, envelopes are allocated to business lines that, in turn, allocate them to departments, sub-departments, etc. until the individual level is reached.

In any case, the Board (upon recommendation of the BRNC) in consultation with AMC may revise significantly the bonus pool in case the economic situation of the Group or macro-economic conditions justify such revision.

Individual performance is assessed annually based on an appropriate balance between quantitative objectives (based on Group or/and Business entity or/and individual components) on the one hand and qualitative objectives (non-economic) on the other.

The variable compensation related to qualitative objectives is based on the evaluation of a number of pre-agreed criteria including a risk and compliance awareness goal acting as a "circuit breaker"/"modifier". For 2025, these qualitative criteria were for example: compliance with applicable rules and risk standards, managerial behaviors/skills, ethical behavior, management of incidents, internal audit results follow-up, planning & organization, communication & transparency, quality of reporting and proactivity & initiative.

The BRNC has the sole discretion to recommend to the Board a revision of variable performance for specific individuals in case they have not acted in compliance with the Group's qualitative objective (especially on compliance and risk awareness objectives) and core values.

14.8 Level of Remuneration

For the members of the AMC, ExCos Group-wide, the Senior Management of the Bank ("Group ExCo"), the Material Risk Takers (MRT) and the staff as a whole, the variable compensation is capped at a certain level of the fixed remuneration, depending on the nature of the function:

Table 13 – Maximum variable-to-fixed remuneration ratio by function

Function	Maximum variable-to-fixed remuneration ratio
AMC, Group ExCo, Local ExCos, other Material Risk Takers (excluding Control Functions)	100% each individual. A ratio above 100% must be specifically approved during the shareholders' annual meeting
Control Functions and assimilated roles	100% (50%-75% max recommended for MRT)
All other roles	100% each individual. A ratio above 100% must be specifically approved during the shareholders' annual meeting

14.9 Risk-Adjusted Remuneration, Malus and Clawback Provisions

The profit-based variable compensation paid out to Material Risk Takers is subject to ex-ante and to ex-post risk adjustment measures.

Ex-ante risk adjustments measures are based on two main criteria:

- Quantitative: solvency (CET1 and total capital ratios over the last business/risk cycle.) and liquidity (Liquidity Coverage Ratio);
- Qualitative: risk and compliance goal acting as a “circuit breaker”/“modifier”.

Ex-post risk adjustments can be operated either by reducing deferred (but not yet vested) amounts of compensation (malus) or by reclaiming ownership of upfront amounts or deferred amounts already vested (clawback).

A malus will be applied in particular:

- in case of evidence of serious misbehavior or serious error by the staff member (e.g. breach of code of conduct and other internal rules, especially concerning risk and compliance);
- if Quintet Private Bank (Europe) or an underlying entity suffers a significant downturn in its financial performance;
- if Quintet Private Bank (Europe) or an underlying entity suffers a significant failure of risk management;
- in case of significant changes in the Bank’s economic or regulatory capital base.

A clawback will be applied¹⁶ for example in the case of:

- established and proven serious fraud by the staff member; dissemination or use of misleading information by the staff member;
- situations where the individual directly participated in actions that caused substantial losses for the Bank or did not comply with applicable rules in terms of reputability and competences;
- regulatory sanction of the Bank where the deliberate conduct of the staff member contributed directly to the sanction.

The BRNC has the sole discretion to recommend to the Board a malus/clawback on specific individual cases.

14.10 Remuneration figures

The remuneration structure of identified Material Risk Takers was as follows in 2025.

10 employees were granted in 2025 a total remuneration exceeding EUR 1 million: nine in the “payment” band [1 million to below EUR 1.5 million] and one in the “payment” band [3 million to below EUR 3.5 million]. These categories include all types of fixed remuneration and variable compensation, including exceptional variable compensation granted in the hiring context and individuals are categorized accordingly. The remuneration data are reported in: Templates on remuneration EU REM1 to EU REM4.

Notes:

- All amounts are expressed in EUR;
- Fixed and Variable Remuneration are defined as per EBA guidelines and cover full year 2025;
- MRT headcount and FTE are assessed end of 2025.

Quintet did not benefit from the derogation as listed in Article 94(3) of CRD as per Article 450(1)(k) CRR.

15. Appendix

Appendix 1 – CRR Mapping

The table below makes the link between the Bank's table of contents and Part 8 of Regulation (EU) No 575/2013, as amended.

Table 14 – CRR mapping

CRR Article	Theme	Quintet Pillar 3 location	Template(s)
431	Disclosure requirements	Pillar 3 published on Quintet's website	–
432	Non-material, proprietary or confidential information	-	–
433	Frequency of disclosure	-	–
433a	Disclosures by large institutions	N/A	N/A
433b	Disclosures by small and non-complex institutions	N/A	N/A
433c	Disclosures by other institutions	Pillar 3 published on Quintet's website	N/A
434	Means of disclosures	Pillar 3 published on Quintet's website	N/A
434a	Uniform disclosure formats	Pillar 3 aligned with EBA ITS	All relevant templates
435	Disclosure of risk management objectives and policies	Sections 4, 5, 6, 10.2, 12, 13, 14.2	N/A
436	Disclosure of the scope of application	Section 4	N/A
437	Disclosure of own funds	Appendix 2, Appendix 3	CC1, CC2
437a	Disclosure of own funds and eligible liabilities	N/A	N/A
438	Disclosure of own funds requirements and risk-weighted exposure amounts	Section 7, Appendix 2, Appendix 3	KM1, OV1
439	Disclosure of exposures to counterparty credit risk	N/A	N/A
440	Disclosure of countercyclical capital buffers	N/A	N/A
441	Disclosure of indicators of global systemic importance	N/A	N/A
442	Disclosure of exposures to credit risk and dilution risk	Section 8	CR1, CQ1, CQ3
443	Disclosure of encumbered and unencumbered assets	N/A	N/A
444	Disclosure of the use of the Standardized Approach	N/A	N/A
445	Disclosure of exposure to market risk	N/A	N/A
446	Disclosure of operational risk management	N/A	N/A
447	Disclosure of key metrics	Sub-section 7.1	KM1
448	Disclosure of exposures to interest rate risk on positions not held in the trading book	N/A	N/A
449	Disclosure of exposures to securitisation positions	N/A	N/A
449a	Disclosure of environmental, social and governance risks (ESG risks)	While Art. 449a currently does not impose disclosure requirements for Quintet, ESG risks are qualitatively covered in section 13	N/A
450	Disclosure of remuneration policy	Section 14, Appendix 4	REM1, REM2, REM3, REM4
451	Disclosure of the leverage ratio	N/A	N/A
451a	Disclosure of liquidity requirements	N/A	N/A
452	Disclosure of the use of the IRB Approach to credit risk	N/A	N/A
453	Disclosure of the use of credit risk mitigation techniques	N/A	N/A
454	Disclosure of the use of the Advanced Measurement Approaches to operational risk	N/A	N/A
455	Use of internal market risk models	N/A	N/A

Appendix 2 – Composition of regulatory own funds

European Commission Implementing Regulation (EU) No 1423/2013, Annex I

Table 15 – Composition of regulatory own funds

Composition of regulatory own funds (Template EU CC1 – EBA/ITS/2020/04)		(a)	(b)
		Amounts	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	880.4	a
	of which: Instrument type 1	–	
	of which: Instrument type 2	–	
	of which: Instrument type 3	–	
2	Retained earnings	168.4	b
3	Accumulated other comprehensive income (and other reserves)	- 0.2	c
EU-3a	Funds for general banking risk	–	
4	Amount of qualifying items referred to in Article 484 (3) 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	1,048.5	
Common Equity Tier 1 (CET1) capital: regulatory adjustments			
7	Additional value adjustments (negative amount)	- 2.4	d
8	Intangible assets (net of related tax liability) (negative amount)	- 413.3	e
9	Not applicable	–	
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) are met) (negative amount)	- 21.3	f
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	–	
15	Defined-benefit pension fund assets (negative amount)	- 3.3	g
16	Direct and indirect holdings by an institution of own CET1 instruments (negative amount)	–	
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)	–	
20	Not applicable	–	
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) 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	–	
24	Not applicable	–	

(Continued) Table 15 – Composition of regulatory own funds

Composition of regulatory own funds (Template EU CC1 – EBA/ITS/2020/04)		(a)	(b)
		Amounts	Source based on reference numbers/ letters of the balance sheet under the regulatory scope of consolidation
Common Equity Tier 1 (CET1) capital: regulatory adjustments			
25	of which: deferred tax assets arising from temporary differences	–	
EU-25a	Losses for the current financial year (negative amount)	–	
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)	–	
26	Not applicable	–	
27	Qualifying AT1 deductions that exceed the AT1 items of the institution (negative amount)	–	
27a	Other regulatory adjustments	- 6.1	h
28	Total regulatory adjustments to Common Equity Tier 1 (CET1)	- 446.5	
29	Common Equity Tier 1 (CET1) capital	602.1	
Additional Tier 1 (AT1) capital: instruments			
30	Capital instruments and the related share premium accounts	140.0	i
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) and the related share premium accounts subject to phase out from AT1	–	
EU-33a	Amount of qualifying items referred to in Article 494a(1) subject to phase out from AT1	–	
EU-33b	Amount of qualifying items referred to in Article 494b(1) 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	140.0	
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)	–	
41	Not applicable	–	
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	140.0	
45	Tier 1 capital (T1 = CET1 + AT1)	742.1	
Tier 2 (T2) capital: instruments			
46	Capital instruments and the related share premium accounts	–	
47	Amount of qualifying items referred to in Article 484 (5) 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) subject to phase out from T2	–	
EU-47b	Amount of qualifying items referred to in Article 494b (2) 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	–	
49	of which: instruments issued by subsidiaries subject to phase out	–	
50	Credit risk adjustments	–	
51	Tier 2 (T2) capital before regulatory adjustments	–	

(Continued) Table 15 – Composition of regulatory own funds

Composition of regulatory own funds (Template EU CC1 – EBA/ITS/2020/04)		(a)	(b)
		Amounts	Source based on reference numbers/ letters of the balance sheet under the regulatory scope of consolidation
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 and indirect 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)	–	
54a	Not applicable	–	
55	Direct and indirect 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)	–	
56	Not applicable	–	
EU-56a	Qualifying eligible liabilities deductions that exceed the eligible liabilities items of the institution (negative amount)	–	
EU-56b	Other regulatory adjustments to T2 capital	–	
57	Total regulatory adjustments to Tier 2 (T2) capital	–	
58	Tier 2 (T2) capital	–	
59	Total capital (TC = T1 + T2)	742.1	
60	Total risk exposure amount	2,671.9	
Capital ratios and requirements including buffers			
61	Common Equity Tier 1	22.53%	
62	Tier 1	27.77%	
63	Total capital	27.77%	
64	Institution CET1 overall capital requirements	9.93%	
65	of which: capital conservation buffer requirement	2.50%	
66	of which: countercyclical capital buffer requirement	1.18%	
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	1.74%	
68	Common Equity Tier 1 capital (as a percentage of risk exposure amount) available after meeting the minimum capital requirements	16.29%	
National minima (if different from Basel III)			
		–	
69	Not applicable	–	
70	Not applicable	–	
71	Not applicable	–	
Amounts below the thresholds for deduction (before risk weighting)			
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)	0.0	j
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)	–	
74	Not applicable	–	
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) are met)	–	
Applicable caps on the inclusion of provisions in Tier 2			
76	Credit risk adjustments included in T2 in respect of exposures subject to Standardized Approach (prior to the application of the cap)	–	
77	Cap on inclusion of credit risk adjustments in T2 under Standardized Approach	–	
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	–	

(Continued) Table 15 – Composition of regulatory own funds

Composition of regulatory own funds (Template EU CC1 – EBA/ITS/2020/04)		(a)	(b)
		Amounts	Source based on reference numbers/ letters of the balance sheet under the regulatory scope of consolidation
Capital instruments subject to phase-out arrangements (only applicable between 1 Jan 2014 and 1 Jan 2023)			
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)	–	

Appendix 3 – Reconciliation of regulatory own funds to balance sheet

As there are no differences between accounting and regulatory scopes of consolidation (see chapter “Structure of Quintet”), the Bank only presents the balance sheet figures in the template EU CC2.

Table 16 – Reconciliation of regulatory own funds to balance sheet

Reconciliation of regulatory own funds to balance sheet in the audited financial statements (Template EU CC2 – EBA/ITS/2020/04)		a	c
		Balance sheet as in published financial statements	Reference
As at period end			
Assets – Breakdown by asset classes according to the balance sheet in the published financial statements			
	Total assets	11,910.8	
	Cash, cash balances at central banks and other demand deposits	2,014.7	
	Financial assets held for trading	93.6	
	of which AVA computation	0.1	d
	Non-trading financial assets mandatorily at fair value through profit or loss	16.4	
	of which AVA computation	0.0	d
	of which insignificant holdings in FSE	0.0	j
	Financial assets designated at fair value through profit or loss	–	
	Financial assets at fair value through other comprehensive income	2,316.1	
	of which AVA computation	2.3	d
	Financial assets at amortised cost	6,751.8	
	of which additional capital deductions linked to insufficient coverage for non-performing exposures*	6.1	h
	Derivatives – Hedge accounting	113.2	
	of which AVA computation	0.0	d
	Fair value changes of the hedged items in portfolio hedge of interest rate risk	- 84.0	
	of which AVA computation	–	d
	Investments in subsidiaries, joint ventures and associates	–	
	Tangible assets	43.9	
	Intangible assets	424.0	
	of which goodwill	374.6	e
	of which other intangible assets including the new prudential treatment of software assets	38.8	e
	Tax assets	23.8	
	of which deferred tax assets	21.3	f

* including Pillar II and Pillar II stock requirements for non-performing exposures originated before 26/04/2019

(Continued) Table 16 – Reconciliation of regulatory own funds to balance sheet

Reconciliation of regulatory own funds to balance sheet in the audited financial statements (Template EU CC2 – EBA/ITS/2020/04)		a	c
		Balance sheet as in published financial statements	Reference
As at period end			
	Total assets	11,910.8	
	Other assets	197.3	
	of which defined benefit pension plan assets	3.3	g
	Non-current assets and disposal groups classified as held for sale	–	
Liabilities – Breakdown by liability classes according to the balance sheet in the published financial statements			
	Total liabilities	10,655.9	
	Financial liabilities held for trading	62.3	
	of which AVA computation	0.0	d
	Financial liabilities measured at amortised cost	10,372.5	
	Derivatives – Hedge accounting	8.4	
	of which AVA computation	0.0	d
	Fair value changes of the hedged items in portfolio hedge of interest rate risk	1.5	
	of which AVA computation	0.0	d
	Provisions	38.8	
	Tax liabilities	1.3	
	Other liabilities	171.1	
	Liabilities included in disposal groups classified as held for sale	–	
Shareholders' Equity			
	Total shareholders' equity	1,254.9	
	Capital	254.2	
	of which capital excluding preference shares	254.2	a
	Share Premium	626.3	
	of which share premium excluding preference shares	626.2	a
	Equity instruments issued other than capital	140.0	i
	Accumulated other comprehensive income	- 0.2	c
	Retained earnings	- 18.9	b
	Other reserves	187.2	b
	Profit or loss attributable to owners of the parent	66.3	

Appendix 4 – Templates on remuneration EU REM1 to EU REM4

Table 17 – Template EU REM1 – Remuneration awarded for the financial year

		a	b	c	d	
		MB Supervisory function	MB Management function	Other senior management	Other identified staff	
1	Fixed remuneration	Number of identified staff	14.80	17.00	–	43.80
2		Total fixed remuneration	2,271,175.63	10,646,267.29	–	12,607,016.00
3		Of which: cash-based	2,271,175.63	10,646,267.29	–	12,607,016.00
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	–	–	–	–	
8	(Not applicable in the EU)					
9	Variable remuneration	Number of identified staff	3.00	17.00	–	40.80
10		Total variable remuneration	13,625.90	5,242,675.76	–	5,211,051.28
11		Of which: cash-based	13,625.90	2,860,087.88	–	3,115,255.55
12		Of which: deferred	–	1,399,535.15	–	988,999.09
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	–	2,382,587.88	–	2,095,795.73
EU-14b		Of which: deferred	–	1,383,535.15	–	988,999.09
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)	2,284,801.53	15,888,943.05	–	17,818,067.28	

Table 18 – Template EU REM2 – Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		a	b	c	d
		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	–	1.00	–	2.00
2	Guaranteed variable remuneration awards -Total amount	–	337,500.00	–	325,000.07
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	–	–	–	–
5	Severance payments awarded in previous periods, that have been paid out during the financial year – Total amount	–	–	–	–
Severance payments awarded during the financial year					
6	Severance payments awarded during the financial year – Number of identified staff	–	–	–	–
7	Severance payments awarded during the financial year – Total amount	–	–	–	–
8	Of which paid during the financial year	–	–	–	–
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	–	–	–	–

Table 19 – Template EU REM3 – Deferred remuneration

		a	b	c	d	e	f	EU - g	EU - h
		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	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total 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	9,239,512.60	3,242,460.14	5,997,052.46	–	–	154,516.36	3,878,212.59	861,000.00
8	Cash-based	4,689,756.30	1,683,230.07	3,006,526.23	–	–	–	2,298,941.99	–
9	Shares or equivalent ownership interests	–	–	–	–	–	–	–	–
10	Share-linked instruments or equivalent non-cash instruments	4,549,756.30	1,559,230.07	2,990,526.23	–	–	154,516.36	1,579,270.60	861,000.00
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	7,528,646.00	3,288,169.49	4,240,476.51	–	–	128,007.65	3,433,202.36	824,921.64
20	Cash-based	3,858,274.73	1,691,060.01	2,167,214.72	–	–	–	1,830,312.21	–
21	Shares or equivalent ownership interests	–	–	–	–	–	–	–	–
22	Share-linked instruments or equivalent non-cash instruments	3,670,371.27	1,597,109.48	2,073,261.79	–	–	128,007.65	1,602,890.15	824,921.64
23	Other instruments	–	–	–	–	–	–	–	–
24	Other forms	–	–	–	–	–	–	–	–
25	Total amount	16,768,158.60	6,530,629.63	10,237,528.97	–	–	282,524.01	7,311,414.95	1,685,921.64

Table 20 – Template EU REM4 – Remuneration of 1 million EUR or more per year

		a
		EUR
		Identified staff that are high earners as set out in Article 450(i) CRR
1	1 000 000 to below 1 500 000	9.00
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	1.00
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	



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