

Annual Board of Directors' Report

2025

Prepared in accordance with the National Bank of Romania Order no. 27/2010, the Financial Supervisory Authority Regulation no.5/2018, the National Bank of Romania Regulation no. 5/2013

Contains both Annual Board of Directors' Report and Consolidated Annual Board of Directors' Report

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Note: Due to rounding, numbers presented throughout this document may not add up precisely to the totals provided and percentages may not precisely reflect the absolute figures.

1. THE COMPANY AND ITS SHAREHOLDERS

BRD – GROUPE SOCIETE GENERALE PROFILE

BRD - Groupe Societe Generale (“BRD” or “the Bank”) was set up on December 1st, 1990 as an independent bank with the legal status of a joint-stock company and with the share capital mainly held by the Romanian State, by acquiring assets and liabilities of the former Banca de Investitii (“the Investment Bank”).

In March 1999, Societe Generale (“SG”) bought a stake representing 51% of the share capital, increasing its holding to 58.32% in 2004, through the acquisition of the residual stake from the Romanian State. As at December 31, 2025, SG was holding 60.17% of the share capital.

BRD–Groupe Societe Generale has been quoted on Bucharest Stock Exchange (“BVB”) with the symbol “BRD” since January 15, 2001.

BRD identification data are the following:

- **Head Office:** 1-7 Blvd. Ion Mihalache, sect. 1, Bucharest
- **Phone:** 021.301.61.00
- **Sole registration number with the Trade Registry:** J1991000608402
- **Fiscal Code:** RO 361579/10.12.1992
- **Order number with the Trade Registry:** J40-608-1991
- **Number and date of registration in the Credit Institutions Register:** RB - PJR - 40 – 007/18.02.1999
- **Share capital subscribed and paid:** 696,901,518 RON
- **Regulated market on which the issued securities are traded:** Bucharest Stock Exchange Premium Tier
- **The main characteristics of securities issued by the Bank:** ordinary shares with a nominal value of 1 RON

EXTERNAL RATING

As at December 31, 2025, the Bank had the following ratings:

Fitch (last rating update: December-2025*)	Rating
Foreign-Currency Short-Term Issuer Default Rating	F2
Foreign-Currency Long-Term Issuer Default Rating	BBB+

Moody's (last rating update: October-2025**)	Rating
Domestic Currency Short-Term Deposit	Prime-2
Domestic Currency Long-Term Deposit	Baa1
Foreign Currency Short-Term Deposit	Prime-2
Foreign Currency Long-Term Deposit	Baa1

* Fitch affirmed LT IDR at 'BBB+' with Negative Outlook, the Negative Outlook reflects that on the Romanian sovereign

** In March 2025, Moody's changed the outlook from stable to negative, following the outlook change from stable to negative for Romania sovereign. On the last update of credit analysis, as of October 2025 end, rating and outlook remained unchanged.

BRD GROUP („GROUP”) consolidates the following entities:

- BRD - Groupe Societe Generale SA;
- BRD Sogelease IFN SA;
- BRD Asset Management SAI SA.

SOCIETE GENERALE PROFILE

Societe Generale was set up in 1864 as a banking company, registered in France. Its registered office is located on 29 Boulevard Haussmann, 75009, Paris, France, and its shares are listed on the Paris Stock Exchange.

Societe Generale is one of the largest European financial services groups. Based on a diversified integrated banking model, the Group combines financial strength and proven expertise in innovation with a strategy of sustainable growth and aims to be the trusted partner for its clients, committed to the positive transformations of the world.

Active in the real economy for over 160 years, with a solid position in Europe and connected to the rest of the world, Societe Generale has around 119,000 employees in 62 countries and supports on a daily basis more than 26 million individual clients, businesses and institutional investors around the world by offering a wide range of advisory services and tailored financial solutions.

The Group operates in three complementary business areas, incorporating ESG offers for all its clients:

- *French Retail Banking, Private Banking and Insurance*, with leading retail bank SG and insurance franchise, premium private banking services, and the leading digital Bank BoursoBank.
- *Global Banking and Investor Solutions*, a top tier wholesale bank offering tailored-made solutions with distinctive global leadership in Equity Derivatives, Structured Finance and ESG.
- *Mobility, International Retail Banking and Financial Services*, comprising well-established universal banks (in Romania, Czech Republic and several African countries), and Ayvens (the new ALD LeasePlan brand), a global player in sustainable mobility, as well as specialized financing activities.

The latest credit ratings of Societe Generale are available at <https://investors.societegenerale.com/en/financial-and-non-financial-information/ratings/credit-ratings>

BRD POSITION WITHIN SOCIÉTÉ GÉNÉRALE

SG has been present in Romania since 1980, being the only significant bank from Western Europe that was present in Romania during the communist era.

In 1999, it takes part in the process of privatization of Banca Romana pentru Dezvoltare and acquires 51% of the Bank's share capital.

Starting with this period, BRD lined up its operational procedures and business practices to those of the SG Group.

BRD is part of the international network of Société Générale, managed by Mobility, International Retail Banking and Financial Services (MIBS), that aims to offer a broad range of products and services to individuals, professionals and corporates.

KEY FIGURES

	The Group	2024	2025	Change
Financial results	Net banking income (RONm)	4,032	4,350	+7.9%
	Operating expenses (RONm)	(2,023)	(2,223)	+9.9%
	Cost of risk (RONm)	(145)	(225)	+54.9%
	Net profit (RONm)	1,524	1,546	+1.4%
	Cost / Income ratio	50.2%	51.1%	+0.9 pt
	ROE	16.6%	15.4%	-1.2 pt
Loans and deposits	RON bn	Dec-24	Dec-25	Change
	Total net loans (incl. leasing)	49.7	56.1	+12.9%
	Total deposits	67.9	75.0	+10.5%
Financial results	The Bank	2024	2025	Change
	Net banking income (RONm)	3,895	4,219	+8.3%
	Operating expenses (RONm)	(1,965)	(2,161)	+10.0%
	Cost of risk (RONm)	(128)	(219)	+71.5%
	Net profit (RONm)	1,475	1,499	+1.6%
	Cost / Income ratio	50.4%	51.2%	+0.8 pt
Loans and deposits	RON bn	Dec-24	Dec-25	Change
	Total net loans	47.4	53.6	+13.3%
	Total deposits	68.2	75.5	+10.7%
RON m	Dec-24	Dec-25	Change	
	Own funds (RONm)	10,215	10,671	+4.5%
	RWA (RON bn)	35,506	42,449	+19.6%
	CAR*	28.8%	25.1%	-3.6 pt
No of branches	388	347	-41	

Notes:

*Total capital ratio for Dec '25 end is preliminary. Own funds as of 2025 end include 50% of the H1 2025 net profit. Own funds as of 2024 end include the profit for year 2024 net of the approved dividends, whereas, in the Annual Board of Directors' Report for 2024, own funds reflected partial profit integration. CAR for Dec '25 end and for Dec '24 end include the impact of the regulatory temporary treatments, that ceased to exist starting 1st of January 2026. Total capital ratio without the regulatory temporary treatments was approximately 22% at Dec '25 end and 23% at Dec '24 end.

As of December 31, 2024 the BRD Finance SA financial statements have no longer been prepared as a going concern basis. The entity has been included in the consolidated financial statements of the Group on this basis. By the end of 2025, BRD Finance S.A. was liquidated.

BRD SHARE

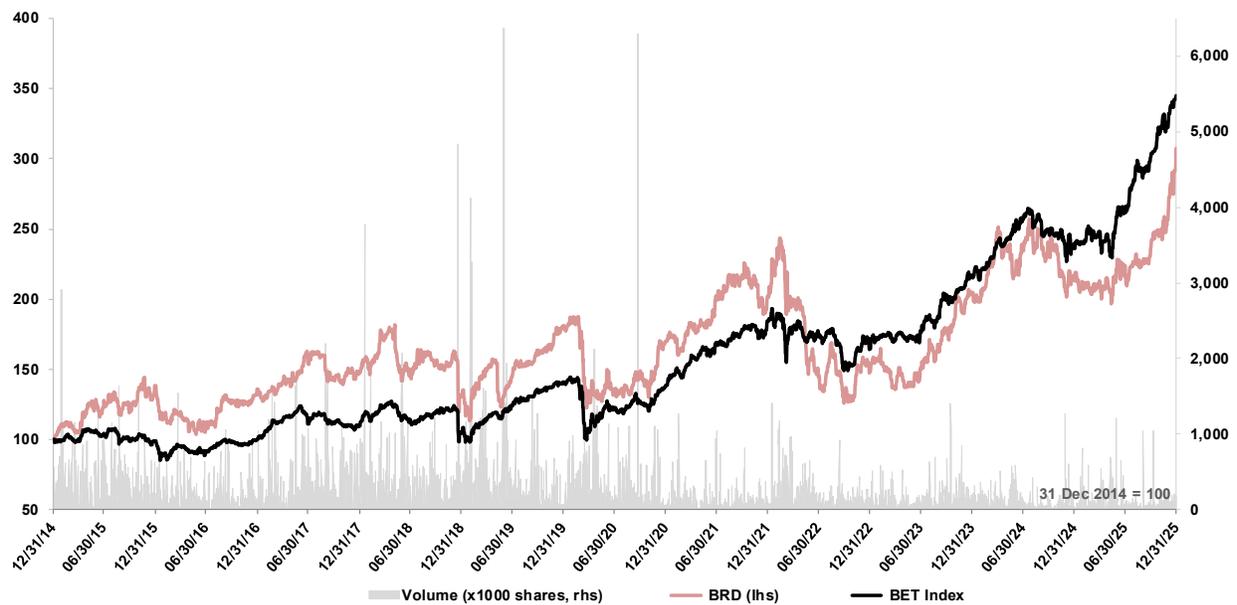
Starting with January 15th, 2001, the Bank's shares are listed in the Premium category of the Bucharest Stock Exchange. The shares are included in the BET, BET Plus, BET-XT, BET-XT-TR , BET-BK , BET-TR and ROTX indexes. The Bank's shares are ordinary, nominative, dematerialized and indivisible. According to the Articles of Incorporation, article 17, letter k, the Extraordinary General Shareholders Meeting („EGSM”) decides the capital markets on which the Banks' share are listed and traded while complying with the legislation on the trade of shares issued by bank institutions.

The closing price for BRD share as at December 31, 2025, was of RON 26.90 /share (RON 18.64/share at December 31, 2024). On the same date, the market capitalization was RON 18,746.65 million (RON 12,990.24 million at December 31, 2024).

During January – December 2025, neither the Bank, nor its subsidiaries bought back own shares.

As of December 31, 2025 neither the Bank, nor its subsidiaries held own shares.

Evolution of BRD's share price versus the BET Index and BRD's volume of shares for the period December 31, 2014 – December 31, 2025



Source: Bloomberg

DIVIDENDS

According to the Romanian legislation and the Articles of Incorporation, dividends are paid from the funds created for this purpose after the approval of the General Shareholders Meeting, within maximum 6 months from the date of the General Shareholders Meeting for deciding the dividends. In case the General Shareholders Meeting does not establish the date when dividends are paid, these shall be paid in 30 days from the date when the decision of the General Shareholders Meeting to establish dividends has been published in the Official Gazette of Romania, Part IV.

The distribution of dividends is made according to the General Shareholders Meeting' decision, upon the Board of Directors' proposal and depends on the distributable profit and of the future capitalization needs of the Bank.

The change in the volume of approved and distributed dividends for the last three years is presented below:

Dividends	2024	2023	2022
Distributable profit (RON million)	1,474.8	1,634.2	1,285.9
Total dividends (RON million)	737.4	817.1	643.0
Number of shares (millions)	696.9	696.9	696.9
Dividend per share (RON), gross	1.0581	1.17250	0.9226
Distribution rate from distributable profit	50.0%	50.0%	50.0%
Amount of dividends effectively paid by 31.12.2025 (RON million)	734.8	815.0	641.7
Percentage of dividends effectively paid by 31.12.2025	99.64%	99.74%	99.81%

The BRD's Ordinary General Shareholders Meeting (OGSM) on April 24, 2025, approved the distribution as dividends of the amount of 737,391,496 RON representing 50% from the financial result of 2024. The gross dividend was of 1.0581 RON/share. The dividends were paid on May 22, 2025 and the deferred payment date was November 28, 2025.

The number of shares remained unchanged in the last 3 years.

DIVIDEND PAYMENT

The dividends are distributed to the shareholders proportionally to their participation in the share capital. The dividend income is subject to withholding tax.

Dividends are paid in accordance with the legal provisions and the General Shareholders Meeting's resolution regarding profit distribution, dividend setting, and the dividend payment procedure made available to the shareholders on the Bank's website.

Unclaimed dividends are prescribed within 3 years from the payment start date, according to legal provisions.

RESEARCH AND DEVELOPMENT ACTIVITIES

There are no development and research activities performed by the Bank or by the BRD Group.

2. CORPORATE GOVERNANCE

The BRD-Groupe Societe Generale S.A.'s Corporate Governance Model is aligned with that of the parent company.

The Corporate Governance Model adopted by BRD ensures:

- observance of the shareholders' equal rights and treatment, by protecting and enforcing their prerogatives;
- setting of the role and observance of the rights of the groups of interest, other than the shareholders;
- setting the liability of the Board of Directors towards the credit institution and the shareholders, as well as its responsibility of supervising the activity of the Executive Committee;
- transparency and access to information, by the periodical publication, in a correct and real manner, of the relevant financial and operational information.

Constantly concerned by the principles of corporate governance, BRD - Groupe Societe Generale has adopted and applied the provisions of Corporate Governance Code of the Bucharest Stock Exchange (BSE) since 2012. "Comply or explain statement (CSE) as of December 31, 2025" is presented in Appendix 1.

BRD-Groupe Societe Generale has its own Corporate Governance Code available to the interested parties on institutional site in section: <https://www.brd.ro/en/about-brd/shareholders-and-investors/corporate-governance>.

The corporate governance of BRD-Groupe Societe Generale represents an ongoing process in which integrity, responsibility and transparency are fundamental elements in making correct decisions and setting goals that contribute to increasing the confidence of shareholders in the Bank, economic efficiency, sustainable growth and financial stability.

As at December 31, 2025, Societe Generale is the only significant shareholder of the Bank, holding 60.17% of the share capital.

THE GENERAL SHAREHOLDERS MEETING

The General Shareholders Meetings are an occasion for the members of the Board of Directors and the senior management (Executive Officers acting together in the Executive Committee), to present to the shareholders the results obtained during their office, based on the responsibilities entrusted to them.

General Shareholders Meetings are ordinary and extraordinary. The Ordinary General Shareholders Meeting is held at least once a year, within no more than 4 months from the end of the financial year, and the Extraordinary General Shareholders Meeting is held whenever necessary.

The Bank makes the best efforts, in compliance with the legal provisions in the field, to facilitate the shareholders' participation at the works of the General Shareholders Meetings, as well as the full exercise of their rights.

The Ordinary General Shareholders Meeting decides on: the consolidated and separate financial statements (based on the reports presented by the Board of Directors and by the financial auditor), the dividend, election/ revocation of the members of the Board of Directors and of the financial auditor, fixing the minimum duration of the financial audit contract, the remuneration due to the members of the Board of Directors for the current financial year, the budget and the business plan for the following financial year.

The Extraordinary General Shareholders Meeting decides on: change of the Bank duration, increase, decrease or completion of the share capital by issuance of new shares, change of the headquarters, merger or division, early dissolution of the Bank, issuance of bonds, conversion of a category of bonds into another category or into shares, approval by the Bank executive officers' of the legal papers regarding the

acquisition, alienation, rental, change or transformation into collaterals of the assets in the Bank's patrimony, the value of which exceeds the limits set forth by the applicable laws, designation of the capital markets on which the Bank's shares will be listed and traded, change of the main activity area and main activity.

The decisions on the amendment of the Articles of Incorporation shall be adopted in accordance with the principles of competence laid down in the Articles of Incorporation of the Bank.

In order to ensure equal treatment and full and equitable exercise of the shareholders' rights, the Bank makes available to them all the information related to the General Shareholders Meeting and to the adopted decisions, both by mass communication means and in the special section on its own Internet page (<https://www.brd.ro/en/about-brd/investors-and-shareholders>).

The procedures regarding the works of the General Shareholders Meeting are available to shareholders and other interested parties on the institutional site in section <https://www.brd.ro/en/about-brd/investors-and-shareholders/gsm-brd/procedure-organizing-and-running-gsm>.

Within the General Shareholders Meeting, dialogue between the shareholders and the members of the Board of Directors and/or executive management is encouraged. Each shareholder can ask the directors questions regarding the activity of the Bank.

In 2025, there were two General Shareholders Meetings (one Ordinary General Shareholders Meeting on April 24, 2025 and Extraordinary General Shareholders Meeting on April 24, 2025).

ADMINISTRATION AND MANAGEMENT OF THE BANK

BRD - Groupe Societe Generale adopted a unitary management system that is fully consistent with the principles of good corporate governance, transparency of relevant corporate information, protection of shareholders and of other categories of concerned persons (stakeholders), as well as of an efficient operation on the banking market.

The management body, the Board of Directors and the Executive Officers (acting together in the Executive Committee), operate under rules of organization and functioning clearly defined in the "Directive on the organization and functioning of the Management Body".

The Management Body promotes high ethical and professional standards and a strong internal control culture.

The Board of Directors annually assesses the adequacy of the Management Body, and its members based on the reports of the Nomination Committee, prepared in accordance with "The policy of suitability of the members of the Management Body and persons holding key functions and the policy of induction and training of the members of the Management Body".

The composition, the size and the skills of the Management Body are well suited for the dimension and the complexity of the Bank's activity.

As of December 31, 2025, the composition of the management body reflects a gender balance, and the bank complies with the objectives set by Law no. 24/2017 on issuers of financial instruments and market operations, Article 109³ paragraph (1), demonstrating a strong commitment to gender balance.

The members of the Management Body meet the eligibility conditions and criteria established in the "The policy of suitability of the members of the Management Body and persons holding key functions and the policy of induction and training of the members of the Management Body", required for an efficient administration/management of BRD-Groupe Société Générale:

- Have a good reputation and the necessary expertise to carry out their responsibilities in compliance with the rules of prudent and healthy banking practices;
- Have the professional experience that implies theoretical and practical knowledge adequate to the nature, extent and complexity of the banking business and of the entrusted responsibilities, as well

as experience in a management position, acquired in an entity comparable, in terms of size and activity, to the Bank;

- Ensure the conditions of the collective competence of the management body for an efficient and highly performing administration of the Bank's activity;
- Commit sufficient time to their responsibilities as stipulated by the law and the statutory bodies;
- Show commitment and involvement in exercising their responsibilities conferred by the law and by the statutory bodies.

The selection of candidates for positions within the Management Body is made through a rigorous process as defined in "The policy of suitability of the members of the Management Body and persons holding key functions and the policy of induction and training of the members of the Management Body".

The main objective of the selection process is to ensure the suitable candidates for the vacant positions in the Management Body or to ensure the succession of the existing members.

The selection of the candidates excludes any discrimination on gender, age, ethnicity or any other kind of discrimination, stipulated by the law.

Criteria such as reputation, theoretical knowledge and practical professional experience in specific areas of BRD's activities, diversity, ensure a suitable structure of the Management Body.

The Bank recognizes and supports the benefits of the diversity of the members of the Management Body and considers that it is an essential element in protecting and extending the competitive advantage considering that, through diversity, maximum efficiency and performance, increasing innovation and cooperation will be achieved within the Management Body, as well as within the Bank.

In this context, from the moment of the selection process, the aim must be to ensure diversity within the Management Body from the perspective of educational and professional skills, competencies, ensuring that the decision-making process of the Management Body is not dominated by any person or small group of people, in a way that is detrimental to the Bank's interests.

Gender diversity, age and geographical origin are important elements, as they determine different developments in terms of understanding cultural values, specific aspects of the financial-banking sector and legislative framework that has an impact on the activity, so as to consciously facilitate the decisional process regarding the Bank's strategy. The parameters mentioned above must be taken into account in determining the best component of the Management Body.

In order to ensure diversity within the Management Body and to achieve the established target regarding the representation of the under-represented gender, the Nomination Committee considers the following actions:

- incorporating the principles of diversity in the succession resources;
- career guidance / support and planning according to targets;
- encouraging diversity and resource preparation campaigns;
- the annual evaluation and whenever necessary of the Management Body.

The principle of diversity aims to achieve the goal of gender representation, male or female, poorly represented. In this sense, the policy also aims to ensure equal opportunities for selection within the Management Body based on their qualifications and professional experience. In the process of selecting the members of the Management Body, all candidates will be evaluated based on the same criteria, regardless of their gender.

Educational and professional training is another important element in order to achieve the diversity of the Management Body, including from the perspective of collectively understanding all procedural, economic, legal, financial, risk aspects etc.

In this sense, the existence of balance is pursued so that the members of the Management Body have theoretical knowledge and practical experience regarding:

- financial markets;
- regulatory framework and requirements;
- strategic planning and understanding of the Bank's strategy and business plan and their implementation;
- risk management (identification, evaluation, monitoring, control and reduction of the main types of risk, including previous activity / responsibilities in this regard);
- accounting and audit;
- evaluating the effectiveness of the governance framework, establishing effective governance, supervision and control mechanisms;
- interpreting the financial information of a credit institution, identifying the fundamental aspects based on this information and appropriate controls and measures.

The selection of independent directors is subject to compliance with the criteria stipulated by the Companies' Law no. 31/1990, the NBR Regulation no. 5/2013 on prudential requirements for credit institutions and by the Bucharest Stock Exchange Code of Corporate Governance.

The exercise of the responsibilities by members of the Management Body is subject to obtaining NBR approval.

BOARD OF DIRECTORS

Starting with April 18, 2015, the Board of Directors is composed of 9 members, elected by the Ordinary General Shareholders Meeting for a 4-year mandate.

As of December 31, 2025, 8 of the 9 members of the Board of Directors were exercising their mandate, while the file of one member was under review by the National Bank of Romania. The approved composition of the Board included 4 women and 4 men, ensuring the preservation of gender diversity. After the approval of the final member, the Board's composition will become 5 women and 4 men, continuing to comply with the gender diversity requirements of the capital market legislation.

The structure of the Board of Directors ensures a balance between executive and non-executive members, so that no person or limited group of persons can dominate, in general, the decision-making process of the Board of Directors. As of December 31, 2025, there was only one executive member within the structure of the Board of Directors.

As at December 31, 2025, the Board of Directors includes 4 independent members.

The year 2025 brought changes to the composition of the Board of Directors, as follows:

- Mr. Benoit Jean Marie OTTENWALTER's mandate as Independent Member of the Board of Directors ceased upon reaching its term on July 7, 2025;
- The Ordinary General Shareholders' Meeting held on April 24, 2025 approved:
 - the election of Mr. Didier Albert Yves HAUGUEL as Independent Director (4-year mandate, starting on the 3rd working day after the reception of the NBR prior approval) to fill the vacant position on the Board starting July 7, 2025.
- NBR approved:
 - Mr. Didier Albert Yves HAUGUEL as member of the Board of Directors (4-year mandate, starting July 31, 2025).
- Mrs. Delphine Mireille GARCIN – MEUNIER has decided to resign from her position as Chairwoman of the Board of Directors and from her mandate as member of the Board of Directors, effective July 11, 2025.
- The Board of Directors, held on July 30, 2025, approved:

- the election of Mr. Jean-Pierre Georges VIGROUX, Independent Board member, as Interim Chairman of the Board of Directors, effective from July 31, 2025, until the appointment of a new Chairperson, but no later than July 1, 2026.
- The Board of Directors, held on September 18, 2025, approved:
 - the nomination of Mrs. Cécile BARTENIEFF as Interim Member of the Board of Directors, until the first Ordinary General Shareholders' Meeting.
 - the election of Mrs. Cécile BARTENIEFF as Chairwoman of the Board of Directors. The appointments of Mrs. Cécile Bartenieff as Interim Member of the Board of Directors of BRD – Groupe Societe Generale S.A. and as Chairwoman are subject to prior approval of the NBR. Mrs. Cécile Bartenieff's mandates shall take effect on the 3rd working day following receipt of the prior approval from the National Bank of Romania. On the same date, Mr. Jean-Pierre Georges Vigroux's mandate as Interim Chairman will cease.

Also, pursuant the provisions of NBR Regulation no. 5/2013 on prudential requirements for credit institutions and EBA Guidelines, structure of the Committees set up in its support the Board of Directors was reviewed according to the modifications in the Board of Directors.

MEMBERS OF THE BOARD OF DIRECTORS AS AT DECEMBER 31, 2025

Jean – Pierre Georges VIGROUX

Interim Chairman¹

Chairman of the Audit Committee

Member of the Remuneration Committee

Date of birth: 31 July 1953;

Year of the appointment as Independent member in the BRD-Groupe Société Générale's Board of Directors: 2016;

Latest renewal of the mandate as Independent member: 2024;

Term of mandate expires in: 2028

Other functions exercised in the BRD-Groupe Société Générale's Board of Directors: Independent Chairman; Interim Chairman

Term of mandate as Interim Chairman: the appointment of a new Chairperson, but no later than 1st of July, 2026.

He has no shares in BRD-Groupe Société Générale's capital.

Information on mandates held

According to the information provided through the statement of affiliation, he fulfils the conditions regarding the number of mandates established by the law - two non-executive mandates: he holds one within BRD-Groupe Societe Generale and one outside the Societe Generale Group (Sole director of NUFERILOR 22A IMO SRL).

He is also member of the Management Board of "Fundatia 9".

Biography

He graduated ESSEC France. He also studied Financial Audit at the CAFR University.

Until September 2014, Mr. Jean – Pierre Georges Vigroux held various management positions such as: CEO Mazars Romania (2008-2014), partner responsible for Southeast Europe, Chairman of the Supervisory Board of Pricewaterhouse Coopers Central and Eastern Europe (2001-2004 and 2004-

¹ Effective from 31st of July, 2025, until the appointment of a new Chairperson, but no later than 1st of July, 2026.

2006), founder and CEO of the Pricewaterhouse Coopers – Romania, member of the Pricewaterhouse Coopers’s Executive Committee and Board of Directors – Central and Oriental Europe (1996-2001), Chairman of The Foreign Investors Council (2003-2004).

Liliana IONESCU – FELEAGA

Independent Member of the Board of Directors
Chairman of the Remuneration Committee
Member of the Audit Committee
Member of the Nomination Committee

Date of birth: October 31, 1969;
Term of mandate as interim independent member of BRD-Groupe Société Générale’s Board of Directors; December 20, 2018 – April 18, 2019;
Year of the appointment as Independent member of BRD-Groupe Société Générale’s Board of Directors: 2019;
Latest renewal of the mandate as Independent member of the Board of Directors: 2023;
Term of mandate as Independent member expires in: 2027;
She has no shares in BRD-Groupe Société Générale’s capital.

Information on mandates held

According to the information provided through the statement of affiliation, she fulfils the conditions regarding the number of mandates established by the law two non-executive mandates: one non-executive mandate within BRD-Groupe Societe Generale and one non-executive mandate outside the Societe Generale Group.

She is also Dean and member of ASE’s Board of Directors and Member of the Board of Directors and Vice-President of Romanian Chamber of Financial Auditors.

Biography

She graduated from the Bucharest University of Economic Studies, Finance and Accounting (ASE). Starting 2003 she is University Professor Doctor and starting 2005, she is PhD supervisor. She has also an International Management Degree obtained at Toulouse University.

She has a vast academic experience (over 32 years in Bucharest University of Economic Studies - ASE). Currently Mrs. Feleaga is Dean of Accounting and Management Information Systems Faculty, member of the ASE’s Board of Directors, member of Chamber of Financial Auditors of Romania, Member of International Association for Accounting Education and Research. Also, she is member of the Board of Directors of Fondul Național de Garantare a Creditelor pentru Intreprinderi Mici și Mijlocii SA – IFN.

Bogdan-Alexandru DRĂGOI

Independent Member of the Board of Directors
Chairman of the Nomination Committee
Member of the Risk Management Committee

Date of birth: May 27, 1980;
Year of the appointment in the BRD-Groupe Société Générale’s Board of Directors: 2019;
Latest renewal of the mandate as Independent member of the Board of Directors: 2023;
Term of mandate expires in: 2027;

He has no shares in BRD-Groupe Société Générale's capital.

Information on mandates held

According to the information provided through the statement of affiliation, he has no executive and non-executive positions in not-for-profit institutions and fulfils the conditions regarding the number of mandates established by the law – he holds one executive mandate outside Societe Generale Group and two non-executive mandates – one within BRD-Groupe Societe Generale and one outside Societe Generale Group.

Biography

He graduated from the Tufts University, Fletcher, Boston, Massachusetts, specialization International Relations and Economics, graduated Magna cum Laude. Is member of Golden Key Honor Society, has Order of the Star of Romania – rank of Knight and Sovereign Order of the Knights of Malta – Mare Cruce pro Merito Melitensi.

He has 23 years' experience in areas such as finance, capital market and banks. He has also experience in relation with public state authorities.

Currently, he is Chairman of the Board of Directors of LION CAPITAL S.A., (starting March 2015) and CEO (starting July 2015).

Other ongoing mandates: member of the Board of Directors of Vrancart SA (since December 2015), Biofarm SA (since December), Administrare Imobiliare SA (since September 2015) and Firos SA (since November 2015).

Through his previous positions, he acquired experience and expertise in different areas of activity (Presidential Adviser – The Administration of the President of Romania, May 2012 - December 2014; Ministry of Public Finance, February 2012 - May 2012; Secretary of State – Ministry of Public Finance, January 2009 - February 2012; CEC Bank – Member of the Board, April 2009 - February 2012; EximBank – President of Interministerial Committee for Financing, Warranties and Insurance (CIFGA), January 2009 - February 2012; Fondul Proprietatea – Member of the committee for selecting the manager of Fondul Proprietatea, March 2008 - October 2009; President of the Committee of the representatives of Fondul Proprietatea SA, September 2010 - February 2012; European Investment Bank – Member of the Board, January 2009 - February 2012; Council of Europe Development Bank – Member of the Board, January 2009 – February 2012; General Director, Economic Dept. – Bucharest Municipality, November 2007 - June 2008 etc.).

Valerie Marcelle Paule VILLAFRANCA

Member of the Board of Directors
Member of Nomination Committee

Date of birth: July 1, 1970;
Year of the appointment as member of BRD-Groupe Société Générale's Board of Directors: 2020;
Latest renewal of the mandate as Independent member of the Board of Directors: 2024;
Term of mandate expires in: 2028;
She has no shares in BRD-Groupe Société Générale's capital.

Information on mandates held

According to the information provided through the statement of affiliation, she fulfils the conditions regarding the number of mandates established by the law - one non-executive mandate within BRD-Groupe Société Générale.

Biography

She graduated Classe préparatoire aux grandes écoles, Lycée du Parc, Lyon (France) and has a Master degree in Finance from Paris IX Dauphine University and another Master in business administration with a specialization in Finance from Bordeaux Business School.

She has an experience of 31 years as strategy and business consultant of which over 26 years in top management positions such as Director - Head of Risk and Compliance practice for WESA region - Western Europe, South America and Africa in Boston Consulting Group (01/03/2014–17/03/2018), Managing Director - EMEA (Europe, Middle East and Africa) Head of Risk Management practice in Accenture (01/10/2010–28/02/2014), Managing Director - Founder and Global Head of Aon (01/05/2006–30/09/2010), Senior Manager in the Risk Management Practice of Ernst & Young, Paris (01/05/2002–31/03/2006), Manager in the Risk Management practice of Arthur Andersen, Paris (01/09/2000–30/04/2002), Manager in the business consulting practice - Head of Treasury services of Arthur Andersen, Paris (01/09/1998–31/08/2000).

In March 18, 2018, she joined Societe Generale as Group Head KYC Transformation, CPLE/KTP Societe Generale and she occupied this position until the end of October 2021.

Currently, since November 2021, she is Group Head of ESG Transformation (ESG by Design program).

Veronique SCHREIBER LOCTIN

Member of the Board of Directors

Member of Audit Committee

Date of birth: August 10, 1966

Term of mandate as Interim member of BRD-Groupe Société Générale's Board of Directors; January 5, 2023 – April 27, 2023;

Year of the appointment as member of BRD-Groupe Société Générale's Board of Directors: 2023

Term of mandate expires in: 2027;

She has no shares in BRD-Groupe Société Générale's capital.

Information on mandates held

According to the information provided through the statement of affiliation, she fulfils the conditions regarding the number of mandates established by the law - five non -executive mandates within Societe Generale Group, treated as one mandate.

Biography

She has a master's degree from Ecole de Management de Lyon (EM Lyon), specialization Finance, Accounting, Economy, marketing.

She is a person with over 38 years experience in banking field, in Société Générale, in management positions such as: Co-Head of Coverage France, Member of Societe Generale Group Management Committee (January 2021-March 2022), Head of Corporate Accounts for Societe Generale Retail Banking in France, Member of Societe Generale Group Management Committee (July 2018 –December 2021), General Delegate of the Regional Direction of Lille, France (June 2014 –June 2018), Chief Operating Officer of Societe Generale Retail Banking Activities in France (October 2010 to May 2014), Director of Trade Services within Societe Generale Global Transaction and Payment Services (2007 to September 2010), Commercial Director of Corporate Clients for the French Retail Network (2003 to 2007), Commercial Director of Corporate Clients within SG Chambéry Branch (2000 to 2003), Corporate Relationship Manager within SG Grenoble Branch (1997 to 2000), Head of Oil and Metals structured

Financing – Corporate and Investment Banking (1993 to 1997); Head of Multisource Export Financing - Corporate and Investment Banking (1987 -1993).

Since April 2022, she is Head of CSR Program for the French Retail Banking Network, Member of Societe Generale Group Committee. In addition, currently she is member of the Boards of Directors of Genefim & Sogefimur (companies specialised in leasing), of the Boards of Directors of Societe Generale Pour Le Développement Des Opérations De Crédit-Bail Immobilier "Sogebail" and member of the Supervisory Committee of Lumo Glba 3.

Maria ROUSSEVA

Executive Member of the Board of Directors

Date of birth: April 24, 1972;

Term of mandate as Interim member of BRD-Groupe Société Générale's Board of Directors: March 21, 2024 until April 25, 2024

Year of the last appointment as member of BRD-Groupe Société Générale's Board of Directors: 2024

Term of mandate expires in: 2028;

Information on mandates held

According to the information provided through the statement of affiliation, she fulfils the conditions regarding the number of mandates in companies established by the applicable law - she holds one executive mandate and two non-executive mandates within Societe Generale Group treated as one mandate.

At the same time, from December 2023 to December 2025, she has been a Member of the Board of Directors of Council of Banking Employers in Romania and, since May 24, 2024, she has been a Member of the Board of Directors of Romanian Association of Banks.

Biography

She studied at the University of National and World Economy, Sofia, Bulgaria, with a major in International Economic Relations, and she graduated from Leipzig University, Germany, with a master degree in Business studies.

She is a person with over 26 years' experience in the banking field, out of which over 23 in management positions, outside and inside the SG Group, such as: Relationship Manager, Corporate Clients at HypoVereinsbank Bulgaria (April 2000 –March 2002, Head of Multinational Corporates at HVB Bank Biochim, Bulgaria (April 2002 – October 2005); Head of Corporate and Investment Banking at Societe Generale Expressbank, Bulgaria (November 2005 – October 2011); Member of the Management Board / Head of Corporate and Financial Markets at Societe Generale Expressbank, Bulgaria (November 2011 – November 2012); Deputy CEO/ Deputy Chairman of the Management Board, Head of Corporate and Financial Markets at Societe Generale Expressbank, Bulgaria (November 2012 – June 2015); CEO/ Chairman of the Executive Board at Societe Generale Bank Serbia (July 2015 – July 2019); Member of the Supervisory Board at Ohridska Banka, Societe Generale Group (February 2012 – December 2019); Member of the Board of Directors at SKB Banka Slovenia, Societe Generale Group (May 2018 – December 2019), Member of the Board of Directors at Rusfinance Bank LLC, Rosbank Group (August 27, 2019 -March 1st, 2021), First Deputy CEO/ First Deputy Chairman of the Management Board at PJSC Rosbank, Societe Generale Group (August 21, 2019 - April 29, 2022), Member of the Board of Directors of Societe Generale Insurance LLC and Societe Generale Life Insurance LLC (September 18, 2019 – May 31, 2022), Chairman of the Board of Directors of BRD Sogelease IFN S.A. (July 28, 2022 - February 1st, 2024).

In 2021, she joined the Board of Directors of BRD Groupe Societe Generale S.A. as a non-executive member and held this mandate between July 26, 2021 and June 9, 2022.

Subsequently, between October 4, 2022 and November 23, 2023, she held the position of Deputy CEO, Global Corporates.

Between March 21, 2024 and April 25, 2024 she was Interim member of the Board of Directors of BRD.

Currently, since November 24, 2023, she has been holding the position as CEO of BRD, and since June 6, 2024, she holds the position of Member of the Board of Directors of BRD.

Supplementary, since March 7, 2024, she is member of the Board of Directors of ALD Automotive SRL.

At the same time, from December 2023 to December 2025 she has been a Member of the Board of Directors of Council of Banking Employers in Romania and, since May 24, 2024, she has been a Member of the Board of Directors of Romanian Association of Banks.

Mathieu Jacques Paul Michel Mary VEDRENNE	Date of birth: August 24, 1972;
Member of the Board of Directors	Year of the appointment as member of BRD-Groupe Société Générale's Board of Directors: 2024;
Member of the Risk Management Committee	Term of mandate expires in: 2028;
	He has no shares in BRD-Groupe Société Générale's capital.

Information on mandates held

According to the information provided through the statement of affiliation, he fulfils the conditions regarding the number of mandates established by the law –six mandates (one executive mandate and five non – executive mandates), all inside Société Générale, treated as one mandate :

Biography

He has a Master in Physique from the “Ecole polytechnique fédérale de Lausanne – Switzerland (EPFL)”, as well as a Physique degree from the “Ecole supérieure de Physique et de Chimie industrielles de la Ville de Paris, France”. He is also a Lauréat promotion 2012 from the 40 under 40 - European Young Leader Program. In 2018, he obtained a Professional Certification from the French Financial Markets Authority (AMF). Finally, he is an Auditor / Promotion 2011 from the “Institut des Hautes Etudes de l'Entreprise (INHES)”.

He is a person with over 24 years' experience in banking field out of which over 20 years in management positions such as: Deputy CEO of SG Private Banking (2023 – November 2024), Member of the SOCIETE GENERALE Group Management Committee (Since 2020), Head of SG Private Banking France – Paris (2019 - 2023), Chief Commercial Officer, SG Private Banking France (2017 – 2019), Head of Wealth Management Solutions, SG Private Banking France (2015 – 2017), Deputy CEO of SG Private Banking Switzerland – Geneva, Member of the Executive Committee and Secretary to the Board of Directors (2012 – 2015), Chief of Staff to the Chairman & CEO of the Group, Frédéric Oudea (2008 – 2012), Strategic Studies Manager, Corporate Strategy Department of the Group (2005 - 2008).

Other functions occupied in banking field: Team Manager, General Inspection Department (2001 – 2005).

The functions occupied in specialized field: Investor Manager for PriceLab in PriceWaterhouseCoopers (PwC) - Paris (2000 - 2001) and Senior Consultant, Banking and Insurance practice (1998 – 2000).

Currently, he is CEO of SG Private Banking (since November 2024).

Supplementary, he has other four mandates in force, all inside SG Group - as Member of the Board of directors of SOGECAP , Societe Generale Luxembourg, SG Priv Holding Limited Kleinwort Hambros and Chairman of the Board of Directors of Societe Generale Private Banking Monaco.

Didier Albert Yves HAUGUEL²

Independent Member of the Board of Directors
Chairman of the Risk Management Committee

Date of birth: December 14th, 1959
Year of the appointment in the BRD-Groupe Société Générale's Board of Directors: 2025;
Term of mandate expires in: 2029;
He has no shares in BRD-Groupe Société Générale's capital.

Information on mandates held

According to the information provided through the statement of affiliation, he fulfils the conditions regarding the number of mandates established by the law – he holds four non- executive mandates considered as two mandates (two non-executive mandates within Societe Generale Group considered as one mandate and two non-executive mandates outside Societe Generale Group, in Prévoir Group considered as one mandate).

Biography

He graduated from the Institut d'Études Politiques de Paris. He also studied Law at Paris Assas University and holds a mediator certificate from ESCP Business School / CMAP.

He has over 39 years of professional experience in the banking sector, including more than 25 years in top management positions such as: Independent Director of Riverbank Luxembourg (June 2020 – June 2023), Group Executive Director at Societe Generale (July 2000 – June 2019), Chief Country Officer of Societe Generale Group for Russia (May 2012 – June 2019), Co-Head of the SG International Banking & Financial Services Division (September 2013 – August 2017), Member of the Board of Directors (June 2010 – June 2022) and subsequently Chairman of the Board of Directors of PJSC ROSBANK RUSSIE (May 2012 – December 2020), Chairman of the Supervisory Board of Gefa Bank GmbH Germany (June 2009 – May 2021), Chairman of the Board of Directors of Commercial Bank Deltacredit Joint Stock Company (June 2012 – June 2019), Vice-Chairman of the Supervisory Board of La Banque Postale Financement (January 2012 – March 2019), Member and later Chairman of LLC Rusfinance Bank (September 2009 – March 2020), Member of the Board of Directors of Banco Cacique S.A. (March 2010 – April 2016), Member of the Board of Directors of Banco Societe Generale Brasil S.A. (April 2010 – April 2014), Member of the Supervisory Board of Euro Bank S.A. (April 2009 – December 2017) and Vice-Chairman of the Supervisory Board (April 2009 – October 2017), Member of the Board of Directors of Capital Credit Comradeship Bank (June 2009 – April 2012), Chairman of Hanseatic Bank GmbH & Co KG (June 2009 – April 2012), Head of the Specialized Financial Services & Insurance Division at Societe Generale (February 2009 – August 2013); Societe Generale Group Chief Risk Officer (July 2000 – January 2009), Chief Operating Officer of Societe Generale Americas, New York (February 1998 – June 2000).

Other relevant banking roles include: Assistant General Manager of SG USA, New York (April 1995 – January 1998), Head of Central Risk Unit – Office of the Group CEO (October 1991 – March 1995), Inspector in the General Inspection Department (December 1984 – September 1991).

Throughout his career, Mr. Hauguel has held multiple board memberships and chairmanships, including: Director of ALD Italy, now Ayvens Italy (June 2020 – April 2021), Chairman of the Board of

² Since July 31st, 2025.

Directors of Sogecap (June 2018 – June 2019), Chairman of the Board of Directors of Ayvens France (March 2017 – May 2019; November 2010 – May 2011), Chairman and later Vice-Chairman of the Association Française Des Sociétés Financières (July 2016 – June 2019), Director of Compagnie Générale De Location D'équipements (December 2014 – March 2017), Chairman of the Supervisory Board of SG Equipment Finance Czech Republic S.R.O. (June 2011 – February 2016), Chairman of the Board of Directors of Family Credit Limited (December 2010 – December 2012), Chairman of the Board of Directors of SG Consumer Finance (October 2010 – August 2017), Chairman of ALD International Participations SAS (November 2010 – September 2016), Member of Société D'Équipement Domestique Et Menager "Eqdom" (May 2010 – May 2017), Chairman of SGEF SA (May 2009 – June 2019), Director of Sogessur (June 2009 – May 2017), Member and later Chairman of ALD AutoLeasing D GmbH (July 2009 – December 2017), Chairman of ALD Automotive Russie SAS (June 2009 – September 2016), Director of SG Equipment Finance USA CORP. (June 2009 – February 2015), RUSFINANCE SAS (June 2009 – November 2014), Chief Executive Officer of ALD International Participations SAS (June 2009 – November 2011), Director of ALD Automotive Group Limited (June 2009 – October 2010), Member of the Board of Directors of Oradéa Vie (June 2009 – May 2010), Member of the Board of Directors of Sogecap (July 2009 – June 2019), Chairman of the Board of Directors of Franfinance (June 2009 – October 2014) and member until October 2018, Director of FIDITALIA S.p.A. (July 2009 – December 2017), Director of SG Consumer Finance (June 2009 – August 2017), Manager of ALD International Group Holdings GMBH (June 2009 – November 2016), Chairman of the Supervisory Board of GEFA LEASING GMBH (June 2009 – January 2016), Director of SG Financial Services Holding (April 2009 – June 2012), Director of Europe Computer Systemes SA (October 2009 – October 2010), Member of the Supervisory Board of ESSOX SRO (November 2009 – November 2012), Director of ALD Automotive Private Limited (June 2009 – December 2010), Member of the Board of Directors of Newedge Group (January 2008 – January 2009), Member of the Board of Directors of Generas SA (September 2000 – June 2003).

Currently, Mr. Hauguel is a non-voting member of the Board of Directors of Ayvens SA, a Societe Generale subsidiary specializing in long-term car leasing (since May 2023), an independent non-executive member of Société Centrale Prévoir, a holding company in the insurance sector (since June 2023), and as of June 5, 2025, he holds the position of Non-Executive Director of Prevoir Vie, a subsidiary of Société Centrale Prévoir specializing in life insurance.

He is also a Senior Advisor to Ares & Co (since February 2022), providing mediation services.

ATTRIBUTIONS AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS

The main competences of the Board of Directors, including those that cannot be delegated to members of the executive management, are set by law, by the Articles of Incorporation, Internal Regulations of the Bank, the "Directive on management of credit authorities within BRD". In cases permitted by the law, the General Shareholders Meeting may delegate other attributions to the Board of Directors as well.

The Board of Directors sets the main business and development directions of the Bank and supervises the activity of the Bank and of the executive management, and also has the ultimate responsibility for the operations and the financial strength of the Bank. The Board of Directors decides on the accounting and financial control systems and approves the financial planning.

The Board of Directors approves the Bank's business and risks management strategy, and makes sure that the activity of the executive management complies with the approved strategy and policies.

The Board of Directors approves the organisational structure of the Bank, the risk management policy, the general remuneration policy of the employees, directors and officers of the Bank.

MEETINGS OF THE BOARD OF DIRECTORS

The Board of Directors meets whenever necessary, but at least once every 3 months.

The notices of the Board of Directors' meetings specify the place, date and the draft agenda for the meeting, and no decision can be made regarding unexpected issues, except for emergency cases and provided they are ratified by the absent members at the next meeting.

Minutes are drafted for each meeting and include the names of the participants, the order of the deliberations, the decisions made, the number of votes cast and the separate opinions.

On February 10, 2016, Mrs. Flavia Popa – Corporate Secretary was nominated as Secretary of the Board of Directors.

ACTIVITY OF THE BOARD OF DIRECTORS IN 2025

In 2025, 38 meetings of the Board of Directors took place, and the decisions of the Board were generally made with unanimity of votes. In specific cases where certain directors were in conflict of interest, they abstained from voting.

The average attendance rate for Board of Directors' meetings was approximately 98%.

Throughout the year, the Board of Directors addressed a wide range of strategic, regulatory and operational topics essential for the sound management and long-term development of the Bank. The Board reviewed major corporate projects and key updates to the Bank's regulatory and governance frameworks, assessed credit-related proposals, and approved the Business and Risk Management Strategy for the 2025–2027 period, together with the corresponding evaluations of the business model and risk appetite.

Additionally, the Board examined and approved the consolidated and separate financial reports, the annual budgeting framework for the BRD Group, the risk assessment programs, liquidity and capital adequacy frameworks (including ICLAAP), as well as various policies related to risk management, internal control and compliance. The Board also reviewed reports resulting from supervisory activities, internal and external audits, as well as assessments concerning significant outsourced activities, remuneration policies, and key governance processes.

Other matters discussed included updates on major transformation initiatives, digital developments, internal audit and compliance activities, monitoring of outsourced services, implementation of supervisory measures, and progress on the Bank's strategic programs. The Board also conducted evaluations regarding the adequacy of key functions, members of the management body /management body, committees set up to support the Board of Directors activity, validated remuneration components for directors and officers, and endorsed proposals related to the annual governance and regulatory obligations of the Group.

Throughout its meetings, the Board was regularly informed about the macroeconomic and financial environment, regulatory developments, financial and commercial performance indicators, significant risks, and the status of measures required by supervisory authorities. The Board also reviewed the activities of its dedicated committees—Audit, Risk Management, Nomination and Remuneration—which support the effective execution of its responsibilities.

COMMITTEES SET UP IN SUPPORT OF THE BOARD OF DIRECTORS

In order to develop and maintain good practices of business administration, the Board of Directors set up four committees that assist it in performing its attributions. The structure, the organisation and operation rules as well as the attributions of these committees are set and defined in the Committee Directive set up to support the Board of Directors.

AUDIT COMMITTEE

The Audit Committee consists of 3 non-executive directors, of which 2 are independent.

As at December 31, 2025, the members of the Audit Committee were: Mr. Jean-Pierre Georges Vigroux (Independent Chairman), Mrs. Liliana Ionescu - Feleaga (Independent Member) and Mrs Veronique Schreiber Loctin ³ (Member).

The members of the Audit Committee have the experience required for their specific attributions within the committee.

The Audit Committee meets on a quarterly basis or whenever necessary.

The Audit Committee assists the Board of Directors in performing its responsibilities in terms of internal control and financial audit. To this effect, the Audit Committee makes recommendations to the Board of Directors regarding the strategy and policy of the credit institution in the field of internal control and financial audit. The Audit Committee's responsibilities are presented in the Bank's Corporate Governance Code available to the interested parties on institutional site in section: <https://www.brd.ro/en/about-brd/shareholders-and-investors/corporate-governance>.

In 2025, 11 meetings of the Audit Committee took place, in which there were analysed the activity and reports of internal control and conformity, internal audit and external audit.

After each meeting, minutes were drafted, specifying the aspects that required improvements, as well as recommendations for their application.

REMUNERATION COMMITTEE

The Committee consisted of 3 non-executive directors, of which 2 are independent directors.

As at December 31, 2025, the members were: Liliana Ionescu – Feleaga (Independent Chairman), Mr. Jean-Pierre Georges Vigroux (Independent member)

The Remuneration Committee meets annually, or whenever necessary.

In 2025, 6 meetings of the Remuneration Committee took place.

In order to perform the attributions entrusted, the Remuneration Committee analyses the Bank's remuneration policy which it submits to the Board of Directors for approval; it submits proposals regarding the individual remuneration of non-executive directors and the additional individual compensation of the directors entrusted with specific functions within the Board as well as the individual remuneration of the officers; it supervises directly the remuneration of the coordinators of the risks' management and compliance functions; and it supervises the application of the principles of the staff remuneration policy and informs the Board of Directors in this respect.

The Remuneration Committee responsibilities are presented in the Bank's Corporate Governance Code available to the interested parties on institutional site in section: <https://www.brd.ro/en/about-brd/shareholders-and-investors/corporate-governance>.

RISKS MANAGEMENT COMMITTEE

The Committee consisted of 3 non-executive directors. As at December 31, 2025, the members were: Mr. Didier Albert Yves Hauguel⁴ (Independent Chairman), Mr. Bogdan-Alexandru Drăgoi (Independent Member) and Mr. Mathieu Jacques Paul Michel Mary Vedrenne (Member).

³ She replaced Mrs. Delphine Garcin Meunier.

⁴ He replaced Mr. Benoit Jean Marie Ottenwaelter.

The Risks' Management Committee meets on a quarterly basis or whenever necessary.

In 2025, 4 meetings of the Risks' Management Committee took place.

At the meetings of the Risks' Management Committee may participate, as permanent guests, the members of the Executive Committee, Chief Financial Officer, Risk Piloting Pole Executive Officer/Risk Deal Flow Pole Executive Officer, Retail Distribution Executive Officer, Top Corporates Executive Officer/Sales Manager Top Corporates, DPF Executive Officer, BIS Director and Corporate Secretary.

The Risks' Management Committee assists the Board of Directors in defining the global risks strategy of the Bank and the risk appetite and assists the Board of Directors in overseeing the implementation of such strategy.

Its objective is the management of significant risks, risks with high impact on the assets and/or image of the Bank (credit risk, market risk, liquidity risk, operational risk and reputational risk), as well as the risks associated to the outsourced activities.

The Risks' Management Committee's responsibilities are presented in the Bank's Corporate Governance Code available to the interested parties on institutional site in section: <https://www.brd.ro/en/about-brd/shareholders-and-investors/corporate-governance>

NOMINATION COMMITTEE

As at December 31, 2025, the Committee was composed of 3 non-executive directors of the Board of Directors: Mr. Bogdan-Alexandru Drăgoi (Chairman), Mrs. Liliana Ionescu-Feleaga (Independent Member) and Mrs. Valerie Marcelle Paule Villafranca (Member).

The Nomination Committee meets half-yearly or whenever necessary.

In 2025, 5 meetings of the Nomination Committee took place.

In exercising its powers, the Nomination Committee identifies, makes proposals and submits for approval by the Board of Directors, the nominees to fill positions within the management body; is involved in formulating the policy on the selection, evaluation and sequencing of the management body members, which it submits to the Board of Directors for approval; it assesses periodically and at least once a year the structure, size, composition and performance of the management body and makes recommendations to the Board of Directors on any modifications which it considers necessary.

The Nomination Committee's responsibilities are presented in the Bank's Corporate Governance Code available to the interested parties on institutional site in section: <https://www.brd.ro/en/about-brd/shareholders-and-investors/corporate-governance>

EXECUTIVE MANAGEMENT

The management and the coordination of the current activity of the Bank is delegated by the Board of Directors to the executive officers.

The executive officers of the Bank are elected by the Board of Directors, among directors or from outside the Board, and act together in the Executive Committee⁵.

The term of mandate is of 4 years and can be renewed.

The Executive Committee is composed of the CEO and six Deputy CEOs. The Executive Committee is led by the CEO.

⁵ Throughout this report, the terms "Executive Committee" and "Management Committee" are used interchangeably.

The year 2025 brought changes to the composition of the Executive Committee, as follows:

- ✓ The National Bank of Romania (NBR) has approved:
- Mr. Jean-Philippe Talec, as Deputy CEO, Technology and Administration, for a four-year term starting June 18, 2025.
- The assignment of new responsibilities to Mr. Vladimir Pojer, Deputy CEO, Finance and Operations, involving the coordination of the Operations Pole and the Financial Market Services Division.
- The assignment of new responsibilities to Mr. Philippe Thibaud, Deputy CEO, Risks, involving the coordination of the Antifraud Division⁶;
- ✓ Mr. Alexandru- Claudiu Cercel-Duca's mandate as Deputy CEO Financial Markets, was renewed, for a 4 years period, starting December 8, 2025.

MEMBERS OF THE EXECUTIVE COMMITTEE AS OF DECEMBER 31, 2025

Maria ROUSSEVA
CEO

Date of birth: April 24, 1972;
Year of the appointment as CEO: 2023;
Term of mandate expires in: 2027;
She has no shares in BRD-Groupe Société Générale's capital.

Compliance Officer, person responsible for coordinating the implementation of internal policies and procedures for the application of "Law No. 129/2019 for the prevention and combating of money laundering and terrorist financing" and of the "NBR Regulation no. 2/2019 on preventing and combating money laundering and terrorism financing"

Structures coordinated: General Secretariat, Compliance Department, Human Resources Department, Legal Department, Internal Audit Department, Transformation Department and Security Division

Member of various Committees beyond the Management Committee and the Board of Directors. Other information: please see the section "Board of Directors" of the present Report.

Alexandru-Claudiu CERCEL-DUCA

Deputy CEO - Financial Markets

Date of birth: February 17, 1968;
Year of the appointment as Deputy CEO: 2008;
Latest renewal of the mandate: 2025
Term of mandate expires in: 2029;
He has 1,030 shares in BRD-Groupe Société Générale's capital.

Coordinated the Financial Markets Pole including the following structures Financial Markets Division, Titles Division, Financial Markets Solutions and Governance Division, Markets' Analysis Service Unit.

Member of various Committees beyond the Management Committee.

Information on mandates held

⁶ Starting November 6, 2025.

According to the information provided through the statement of affiliation, he has no executive and non-executive positions in not-for-profit institutions and fulfils the conditions regarding the number of mandates established by the law- one executive mandate within BRD-Groupe Société Générale.

He is member of Asociation Cambiste Internationale (ACI) and Clubul de la Roma (Romanian chapter) (ARCOR).

Biography

Graduated the Economic Studies Academy - Cybernetics Faculty, in 1992, as well as various management and leadership training courses organized both by Societe Generale and other banking institutions: Nomura Bank (London), Bank of America (San Francisco), or the Montreal University and London Business School.

He graduated the Executive Master of Business Administration (EMBA) - ASEBUSS Bucharest / University of Washington, USA. Between 1992 and 1993, he was a sales manager in the field of communications products.

He has worked within BRD-Groupe Societe Generale since 1993, and occupied the positions of Treasury Officer, FX technical analyst, FX trader, Treasury Deputy Manager, Market Operations Manager and Executive Officer of Financial Markets.

Philippe Yves Henri Pierre Marie THIBAUD Deputy CEO Risks	Date of birth: February 5, 1968 Year of the appointment as Deputy CEO: 2020; Latest renewal of the mandate: 2024 Term of mandate expires in: 2028; He has no shares in BRD-Groupe Société Générale's capital.
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Structures coordinated: Risk Piloting Pole Financial Risks, Risk Piloting Pole – Non - Financial Risks, The Level 2 Control Unit, Risk Deal Flow Pole, Special Credit Management Department and Antifraud Division⁷.

Member of various Committees beyond the Management Committee.

Information on mandates held

According to the information provided through the statement of affiliation, he has no executive and non-executive positions in not-for-profit institutions and fulfils the conditions regarding the number of mandates established by the law- one executive mandate within BRD-Groupe Societe Generale and two non-executive mandates – one inside BRD-Groupe Societe Generale Group and one outside Societe Generale Group.

Biography

He graduated from Université Paris I - Panthéon Sorbonne, has a diploma from Ecole Normale Supérieure de Cachan, qualification on Aggregation Economics and Management and also a diploma from Université Paris XI – Val de Marne Créteil - Postgraduate (DEA) Management.

Mr. Thibaud has 25 years of experience in risk management and credit analysis field.

During his career, Mr. Thibaud acquired a significant expertise in various fields of risk management: credit risk, operational risk, market risks, experience in all markets from retail to very large CIB clients,

⁷ Starting November 6, 2025.

LOD2 as well as LOD1 positions held in France as well as in The Netherlands, management of large teams.

Mr. Thibaud held the following positions in banking field: Deputy Head of Risk France with Société Générale, Paris (January 2018-August 2019), Head of Risk North of France at Société Générale, Paris / based in Lille (September 2014-December 2017), Co-Head of Credit Société Générale, Paris CIB – France (March 2008-August 2014), Relationship Manager, CIB - The Netherlands at Société Générale, Amsterdam branch (September 2001-February 2008), Credit Manager at GE Access –European headquarters (May 2000-August 2001).

He also has academic expertise as Allocataire Moniteur Normalien (Lecturer / Researcher) at the Université Paris XII, Université Paris I Pantheon-Sorbonne and at the Institut Universitaire de Technologies de Sceaux (September 1994-August 1996), Teacher of Accounting and Management, Training co-coordinator of the Chartered Accountant Preparation at Ecole Nationale de Commerce de Bessieres (September 1996-April 2000).

In September 1st, 2019, he joined BRD - Groupe Societe Generale as Advisor of BRD's CEO and since February 18, 2020, he holds the position of Deputy CEO Risks.

Mădălina - Otilia TEODORESCU

Deputy CEO Retail

Date of birth: May 24, 1974

Year of the appointment as Deputy CEO: 2023

Term of mandate expires in: 2027;

She has no shares in BRD-Groupe Société Générale's capital.

Coordinates Retail Pole including the following structures: Retail Network Department, Alternative Channels Sales Division, Retail Customers Value Management Department, Suport Retea Retail Department, Contact Centre Department, Retail Digital Transformation Department, European Funds, National Programs and Partnership Department, and Lending Retail Department.

Member of various Committees beyond the Management Committee.

Information on mandates held

According to the information provided through the statement of affiliation, she has no executive and non-executive positions in not-for-profit institutions and fulfils the conditions regarding the number of mandates in companies established by the applicable law - one executive mandate within BRD- Groupe Societe Generale and two non - executive mandates (one inside Societe Generale Group and one outside Societe Generale Group).

Biography

She graduated from Faculty of Finance, Banking and Trade Relations of the Romanian-American University.

She has over 30 years of experience in the banking field, out of which 25 in management positions such as: Manager - Citibank Romania (Sept 2000 – June 2002); Head of department for VIP Sales and Strategic Partnerships; Retail Area – Raiffeisen Bank SA (June 2002 – Dec.2003); Director of Consumer Division, Retail Area – Raiffeisen Bank SA (January 2004 –October 2005); Executive Director of Private Individuals Lending Division, Retail Area – Raiffeisen Bank SA (October 2005 –June 2008); Executive Director – Chief Commercial Officer – Raiffeisen Bank SA (June 2008 –Aug. 2014); Deputy General Manager - Piraeus Bank Romania (Sept. 2014 – June 2018); Vice President - First Bank Romania, Member of Executive Management Committee (since June 2018 - March 3, 2023).

Other positions occupied in the banking industry: Member of the Board of Directors, Raifeissen Asset Management (September 14, 2009 – August 31, 2014); Member of the Board of Directors, Raiffeisen Leasing (December 8, 2011- August 31, 2014); Advisor to the Chairman, Romanian Commercial Bank - BCR - Head-office (Sept. 1999 - Sept. 2000); Head-office – Documentary Operations - Documentary

Affairs officer, Victoria Branch – Documentary Operations – Senior Economist Head office - Corporate Banking Department - Relationship Manager BANCOREX (1995 –Sept. 1999).

Since June 9, 2023, she holds the position of Deputy CEO Retail BRD - Groupe Societe Generale S.A.

Supplementary, currently, she is member of the BRD Asigurări de Viața S.A. Board of Directors (since September 16, 2024) and of Biroul de Credit S.A. (since March 25, 2024).

Jean-Philippe GUILLAUME

Deputy CEO Global Corporates

Date of birth: June 27, 1968

Year of the appointment as Deputy CEO: 2024;

Term of mandate expires in: 2028;

He has no shares in BRD-Groupe Société Générale's capital.

Coordinates the Global Corporates Pole including the following structures: Environmental Social and Positive Impact Financing Division, Corporates Transversal Management Center, Top Corporates Coverage Department, SME Coverage Department, Corporate Marketing & Sales Management Department, Corporates Credit Group Department, Structured Finance Division, Corporate Finance Division, Global Transaction Banking Department, Corporates Digital Transformation Division;

Member of various Committees beyond the Management Committee.

Information on mandates held

According to the information provided through the statement of affiliation, he has no executive and non-executive positions in not-for-profit institutions and fulfils the conditions regarding the number of mandates established by the law- one executive mandate within BRD- Groupe Société Generale S.A.

Biography

He graduated from Institut d'Etudes Politiques de Paris (Sciences-Po) with two Master degrees: in Economics and Finance, as well as in Corporate Finance and Capital Markets.

Also, he holds a Master degree from Conservatoire National des Arts et Métiers (CNAM), in Wealth Management.

He has 32 years of experience in the banking field, out of which over 25 in management positions, inside Societe Generale Group, such as: Deputy Head of International Retail Banking for Europe Societe Generale - Business Unit covering SG's commercial activities in Romania (BRD), Czech Republic (KB), Germany (BDK and Hanseatic Bank), Italy (Fiditalia), France (CGI) (August 19, 2019 to December 31, 2023); Member of the Board of Directors of SG Montenegro (July 26, 2018 to July 16, 2019); Chairman of the Board of Directors of SKB, SG Group, Slovenia (April 18, 2018 to December 13, 2019); Chairman of the Supervisory Board of Ohridska Banka, SG Group, North Macedonia (April 12, 2017 to December 27, 2019); Regional Head Societe Generale for the Balkans (including Serbia, Bulgaria, Slovenia, Albania Montenegro, Moldova, Macedonia) (July 15, 2015 to August 18, 2019); Chief Executive Officer of SG Cameroon - Universal bank, subsidiary of Societe Generale Group in Cameroon (January 1, 2012 - July 14, 2015); Member of the Board of Directors of Compagnie Générale d'Affacturage (CGA) - SG Group Factoring subsidiary (March 10, 2010 to April 7, 2021); Head of Commercial and Marketing of the Retail banking Division outside France (March 8, 2010 to December 31, 2011); Head of the Region South Picardy in the French Network (September 17, 2007 to April 1, 2010) ; Chief Executive Officer of Compagnie Générale d'Affacturage (July 1, 2002 to September 16, 2007); Deputy Chief Executive Officer of Compagnie Générale d'Affacturage (May 25, 1999 to June 30, 2002).

Other positions occupied: Banking Inspector Societe Generale (internal audit and advisory) from September 7, 1992 to May 24, 1999.

Other mandates in the financial field: Chairman of the Advisory Board of ALD Lease Finanz, SG Group, Germany (July 1, 2022 – December 31, 2023) and outside the financial field: Member of the Supervisory Board of Reezocar, SG Group, France (December 15, 2021- December 31, 2023).

In January 2024, he joined BRD - Groupe Societe Generale by taking over the position of Advisor to the CEO.

Since May 23, 2024, he holds the position of Deputy CEO, Global Corporates.

Vladimir POJER

Deputy CEO Finance and Operations

Date of birth: September 16, 1983
Year of the appointment as Deputy CEO: 2024;
Term of mandate expires in: 2028;
He has no shares in BRD-Groupe Société Générale's capital.

Structures coordinated: Financial Department, Level 2 Financial Control Service, Operations Pole⁸, Financial Market Services Division⁹, Procurement and Supplier Management Department.

He is member of various Committees beyond the Management Committee.

Information on mandates held

According to the information provided through the statement of affiliation, he has no executive and non-executive positions in not-for-profit institutions and fulfils the conditions regarding the number of mandates established by the law- one executive mandate within BRD- Groupe Societe Generale and one non-executive mandate outside Societe Generale Group.

Biography

He holds a Master of Science degree in Monetary Economics and Banking & International Business at the University of Economics, Faculty of Accounting, Prague and a Bachelor of Science in International Business at University of Economics, Faculty of International Relations, Prague.

Mr. Vladimir POJER is a person with over 19 years' experience in the banking field, out of which more than 14 years in management positions within Komerční Banka a.s, such as: Head of Planning & Reporting Department / CIB Top Corporations (June 1st, 2011 to October 31st, 2012), Manager of Planning and Reporting / Strategy & Finance (November 1st, 2012 to March 31st, 2016), Director of Management Accounting / Strategy & Finance (April 1st, 2016 to March 31st, 2020) and within Modra Pyramida a.s. as CFO - Member of the Executive Board of Directors (April 1st, 2020 – August 31st, 2024).

Other functions occupied in Komerční Banka a.s: Sales promotion specialist / CIB Top Corporations (June 1st, 2007 to May 31st, 2011), Management steering & controlling specialist / CIB Corporate Banking (September 1st, 2006 to May 31st, 2007).

In the non – financial sector, he was Non-executive Chairman of the Supervisory Board of Foundation Nadace Komerční Banky Jistota (July 15th, 2018 to May 27th, 2021).

Starting September 1st, 2024, he has been a member of the Supervisory Board of CIT ONE SA.

⁸ Since June 13, 2025.

⁹ Since June 13, 2025.

In September 2024, he joined BRD - Groupe Societe Generale by taking over the position of Advisor to BRD's CEO and since November 15th, 2024, he has been holding the position of Deputy CEO.

Jean-Philippe TALEC¹⁰

Date of birth: May 8, 1971

Deputy CEO Technology and Administrative

Year of the appointment as Deputy CEO: 2025;
Term of mandate expires in: 2028;
He has no shares in BRD-Groupe Société Générale's capital.

Structures coordinated: Information Technology & Security Pole, Real Estate Management and Logistics Operations Department, Cash Administration Department.

He is member of various Committees beyond the Management Committee.

Information on mandates held

According to the information provided through the statement of affiliation, he has no executive and non-executive positions in not-for-profit institutions and fulfils the conditions regarding the number of mandates established by the law- one executive mandate within BRD- Groupe Société Generale S.A.

Biography

He has an MBA from the University of Connecticut (dual diploma) with a major in Finance from ELSCA, Paris, and a Master 2 (DESS) degree in Banking, Finance, and Commodities Trading (BFNI) from Bordeaux University.

Mr. Jean-Philippe TALEC has over 22 years of experience in management positions in the banking sector, including over 19 years with the Societe Generale Group. His roles include: Project Director in Societe Generale Corporate and Investment Banking - SGCIB Operations, Paris (August 2005 to July 2007); Chief Operating Officer for Operations at Societe Generale Singapore, Asia Pacific Region (August 2007 to December 2010); Head of Transformation for the Asia Pacific Region (APAC - Hong Kong) at Societe Generale Hong Kong, Managing Director (January 2011 to July 2014); Deputy CEO & COO and Board Member at Societe Generale China (August 2014 to July 2018); Country Chief Operating Officer in Morocco, Member of the Bank's Executive Committee in Morocco (Comex) / Group Ambassador (August 2018 to August 2022); and Deputy CEO at Societe Generale Factoring (SGF) and Board Member / Group Ambassador (September 1, 2022 – August 30, 2024).

Outside the banking sector, Mr. Talec held various consultancy roles at Andersen Consulting (April 1998 - March 2000) and at PWC Consulting (March 2000 - June 2005).

Additionally, he served as Commercial Attaché for the Economic Department of the French Embassy in Egypt, focusing on services, industrial goods, and consumer goods (April 1996 - June 1997).

In September 2024, Mr. Talec joined BRD - Groupe Societe Generale as Advisor to the CEO and since June 18, 2025, he has been a member of the Bank's Management Committee, serving as Deputy CEO of Technology and Administration.

¹⁰ Starting June 18, 2025.

ATTRIBUTIONS AND RESPONSIBILITIES

The executive officers are in charge of taking all the measures in relation to the Bank's management, within the limits of the Bank's object of activity and in compliance with the powers exclusively reserved by law or by the Articles of Incorporation to the Board of Directors and the General Shareholders Meeting.

Each executive officer is vested with all the powers to act on behalf of the Bank and to represent it in the relationships with third parties, in any circumstances related to the activities that they coordinate, in compliance with the legal provisions, the Articles of Incorporation and the Internal Regulations of the Bank.

Within the limit of the powers and responsibilities set forth by the Board of Directors, the executive officers act jointly, organised in the Executive Committee, for a series of activities / operations specific to the activity of the Bank, detailed in the Articles of Incorporation, in the Internal Regulations of the Bank, the "Directive on the management of credit authorities within BRD".

MEETINGS OF THE EXECUTIVE COMMITTEE

The meetings of the Executive Committee are held at least once every two weeks, or any time the activity of the Bank requires it.

In 2025, **112** meetings of the Executive Committee took place.

The average attendance rate for Executive Committee meetings was approximately 92%.

The decisions of the Executive Committee are made with votes "FOR" of at least four members of the Executive Committee.

Voting cannot be delegated within the meetings of the Executive Committee.

The minutes of the meeting are signed by the executive officers who attended the meeting immediately after their drafting.

The Executive Committee provided the Board of Directors, regularly and comprehensively, detailed information about all the major aspects of the Bank's activity, including risk management, potential risk assessment and compliance matters, measures taken and recommended, irregularities found while performing its attributions. Any major event is communicated immediately to the Board of Directors.

COMMITTEES SET UP WITHIN THE BANK (OTHER THAN THE COMMITTEES SET UP IN SUPPORT OF THE BoD)

In order to develop and maintain good practices in the management of its activities, the Executive Committee decided to set up Committees to assist it in carrying out its responsibilities.

These Committees may have a decisional or consultative role, as described in the mission and responsibilities of each committee.

The Committees will decide on aspects that do not fall within the competence of other statutory bodies according to the legislation in force, internal regulations or the Bank's Articles of Incorporation.

The Executive Committee will be informed annually or as often as necessary of the decisions taken by the decisional committees.

In terms of their consultative role, the Committees will forward the elements analysed/discussed to the Executive Committee for information or decision, if deemed necessary.

Other Committees may also be set up at Bank level in order to improve the efficiency of the activity.

Interaction between committees will be ensured by the Secretariat of the Committees, who will send the relevant extracts from the minutes of committee meetings to the corresponding Secretariat.

BRD - GROUPE SOCIÉTÉ GÉNÉRALE'S SHARES HELD BY THE MEMBERS OF THE BOARD OF DIRECTORS AND OF THE EXECUTIVE COMMITTEE AS AT DECEMBER 31, 2025:

NAME	NUMBER OF SHARES
ALEXANDRU-CLAUDIU CERCEL -DUCA	1,030

RIGHTS OF SHAREHOLDERS

BRD-Groupe Societe Generale respects the rights of its shareholders and ensures equal treatment for all of them.

VOTING RIGHT

The Bank's shares are indivisible and confer equal rights to their holders, each share entitling to one vote in the General Shareholders Meeting.

General Shareholders Meetings are called by the Board of Directors.

The notice of meeting is sent at least 30 days before the date set, in compliance with the legal provisions regarding the publicity and notification of the Financial Supervisory Authority - Financial Instruments and Investments Sector and of the Bucharest Stock Exchange ("BVB").

The shareholders can attend the General Shareholders Meetings in person, through a representative, they can vote by correspondence or voting by electronic means using AGABRD.VOTING.ro platform.

Voting by electronic means in General Shareholders Meetings will be possible only under the conditions of proper compliance with the provisions of Law no. 31/1990 on companies, republished, as amended and supplemented, as well as with the special provisions of Law no. 24/2017 and Regulation 5/2018, including those relating to the application of the cumulative voting method.

Shareholders registered in the Register of Shareholders of BRD kept by the Central Depository S.A. on the reference date, may participate and vote at the General Shareholders Meeting by using electronic means of voting, both in circumstances where shareholders are not physically present at the meeting and in circumstances where shareholders are physically present at General Shareholders Meetings. Voting shall be carried out through an online web platform subject to the requirements and constraints necessary to ensure the identification of shareholders and the security of electronic communication and only to the extent that they are proportionated to the achievement of those objectives.

Forms of power of attorney and vote by correspondence are made available to the shareholders in the special section on the Bank's own Internet page.

The procedures regarding the works of the General Shareholders Meeting are available to shareholders and other interested parties on the institutional site.

RIGHT TO DIVIDENDS

Each share of the Bank, held by a shareholder at the registration date (set according to the specific regulations and approved by the General Shareholders Meeting) entitles the shareholder to dividends for the prior financial year, in the quantum and conditions established by the General Shareholders Meeting.

The Dividend Policy is available to shareholders and other stakeholders on institutional site in Corporate Governance section: <https://www.brd.ro/en/about-brd/investors-and-shareholders/corporate-governance/dividend-policy>

The dividend policy reconfirms the engagement of the Board of Directors to offer shareholders the opportunity to obtain a return for the invested capital and for the Bank the opportunity for a sustainable development.

RIGHT TO INFORMATION

BRD makes sure its shareholders have access to relevant information, so that they may exercise all their rights in an equitable manner. The communication strategy of the Bank relies on the following principles:

- Equal access to information for all shareholders and immediate availability of relevant information;
- Meeting deadlines for the publication of the results;
- Transparency and coherence of the provided information.

BRD-Groupe Societe Generale sets up and maintains a dedicated structure managing the relation with investors and other stakeholders.

Shareholders / investors may send their requests to the Bank through e-mail or over the telephone, at the contact data displayed on the institutional site. The relevant information is published on the Bank's internet page, both in Romanian and in English.

For the information of shareholders and investors, the Bank sets at the beginning of the year a financial reporting calendar, which it sends to the Bucharest Stock Exchange and to the Financial Supervisory Authority. The quarterly financial reporting is prepared according to International Financial Reporting Standards as adopted by the European Union - and in compliance with the regulations specific to the capital markets.

In order to communicate on its financial results, BRD-Groupe Societe Generale organizes meetings/ live audio webcasts with financial analysts, investment consultants, brokers and investors. These meetings during which the results of the Bank are presented, are an opportunity for Bank's management and the financial market analysts to exchange opinions. The same policy of transparency has been adopted regarding the communication with the rating agencies and with capital markets institutions. In 2025, BRD Group organised 4 live audio webcasts for presenting its financial results.

2026 FINANCIAL CALENDAR

Publication of the preliminary financial results December 31, 2025	February 6, 2026
Publication of the Annual Report 2025 – financial results as of December 31, 2025	March 18, 2026
General Shareholders Meeting	April 29, 2026
Communication of results as of Q1 2026	April 30, 2026
Communication of results as of 1 st half of 2026	July 30, 2026
Communication of results as of Q3 2026	October 29, 2026

3. HUMAN RESOURCES

KEY FIGURES 2025

- **4,965** active employees in BRD, with:
 - **400** external recruitments
 - **524** functional mobility
 - **15.8%** total turnover, out of which **9.8%** voluntary turnover.

The number of active employees of the Group as of 2025 end was 5,124 (2024 end: 5,840), while the number of active employees of the Bank as of 2025 end was 4,965 (2024 end: 5,670). Active employees are those present at work (excluding maternity leave and long - term sick leave).

In an increasingly challenging macroeconomic and geopolitical landscape, defined by heightened tension, uncertainty, global fragmentation, tax volatility, industry consolidation, and accelerating digital transformation, BRD remains committed to adapting its organizational structure and operating model to safeguard resilience and future growth, which influences the activities and initiatives of the Human Resources Department (HR).

In 2025, HR continued to deliver projects and actions in line with the strategic HR axes: career management, managerial development, employee engagement, efficiency and communication.

BUSINESS SUPPORT AND CONTINUOUS IMPROVEMENT

Throughout 2025, the Human Resources Department continued to support the business, by sustaining the evolution of the business model. The Bank's goal was to ensure efficient and dynamic structures, in order to better respond to customer needs (increased focus on remote banking operations) and to maximize the results obtained. Among the main projects we mention: optimizing the structure of the different departments at the Head Office level with a focus on span of control and delayering to create a stronger empowerment and to increase the ownership of each employee, increasing the limits of competences for the corporate commercial structure, territorial reorganizations at network level (relocations and mergers of agencies) etc.

CAREER MANAGEMENT

During 2025, the Human Resources Department continued individual meetings with employees (1700 meetings in total, of which 880 were career accompanying) to identify their potential as well as expectations related to career development, based on their skills and abilities. Also, meetings were held with all new employees to efficiently accompany them in the onboarding process. Compared to 2024, there was a decrease in this activity, because during 2025 the adaption of the organizational structure was the first priority.

Over 500 employees changed positions as a result of the Bank's internal mobility policy, changes that required role-specific trainings with different learning methods. In the context of the adaption of our organizational structure and operating model to boost efficiency, mobility was based on real needs for profiles with new skills acquired or quickly adaptable (upskill/reskill).

400 people were recruited from external in 2025, mostly at network level, to fill vacancies, expand the commercial capacity and achieve the Bank's sales objectives, but also certain highly specialized positions in the headquarters, with a focus on the IT area to support the omni-channel and digital strategy as well as Audit, Risk, for better risk management.

The level of education of the employees is as follows: 90% of our employees have graduate studies and 10% undergraduate studies.

TRAINING & RISK AWARENESS

In order to support the professional development of employees in line with business objectives, we are implementing a comprehensive annual training plan.

The 2025 training strategy aimed both at developing commercial, technical (business strategy), managerial and specific regulatory skills through risk management and compliance for BRD employees.

Throughout the year, compulsory training courses have been allocated to all staff or certain populations on various topics such as: conformity, conduct, ethics, internal control, financial regulations, reporting standards, culture and conduct, etc.

The training plan is diversified, adapted to meet the needs of employees at all levels (junior, senior/expert) and focuses on supporting the development of role-specific skills through a balanced approach to theoretical and practical learning. Employees are encouraged to actively participate in the selection of training initiatives, working with their managers to assess and address their individual training requirements.

The e-learning project developed with the CPBR (Romanian Banking Employers' Council), the Trade Union representatives (via the FSAB) and the other 4 Member Banks (BCR, Raiffeisen, ING and UniCredit), continued. The project has as its main objective the development of employees' skills so that we can adapt more easily to the labor market and the challenges of the digital future.

The main development axes in the training programs were:

- Development of the risk culture within BRD through compulsory e-learning courses developed in cooperation with Societe Generale (“Code of Conduct”, “Information Security”, Market Abuse “Fatca”, “Anti-corruption”, “Environmental risk management”, “Fight against money laundering”, etc.) and local e-learning (OSH — safety and health at work, “Physical Security Events”, “GDPR”, “KYC-AML-CFT” module for newcomers), multiplying practical cases in virtual/face-to-face courses;
- Development of the specific competences of corporate social responsibility (CSR) with focus on the ESG training (Environmental, Social and Governance) both through e-learning training using course platforms and through physically organized courses, Climate Fresk workshops that continued in 2025 especially for newcomers.
- New-employee integration traineeships:
 - ✓ the ‘Welcome to BRD week’ program, in which new employees have access to general knowledge of the Bank, BRD values, basic knowledge of compliance, credit risks, and HR training, career management issues;
 - ✓ Induction — for front office commercial teams — focuses on knowledge of specific products and applications, related risks, behavioral skills, and the development of specific commercial skills through an expert approach to learning.
- Leadership programs for developing managerial skills (Acceleration Leadership Development Program dedicated to all managers), behavioral training programs (topics such as: customer relationship management, change management, communication and courageous conversations, structure, prioritize, delegate and managerial empowerment, sales and negotiation techniques, stress management, conflict management, teamwork, feedback - a tool for development and performance, how to make a team meeting more attractive, hybrid management, simplification webinars etc.), teambuilding seminars for developing the collaboration and cooperation skills within BRD teams, coaching sessions program dedicated to all employees.
- Training program dedicated to retail network workforce (Sales Force Effectiveness) in order to support a culture focused on client (sales and services) and performance management.

- Mentoring programs with the aim of developing successors, develop behaviors and cultural transformation, to encourage managers to people development, to create human connections for a more efficient transversal way of working.
- Other training programs, based on business requirements and regulations:
 - ✓ certification-trainings in the field of insurance and private pensions for front-office employees;
 - ✓ initial and continuous training courses in e-learning format for MiFID II.

EMPLOYEE ENGAGEMENT AND IMPACT ON THE EDUCATIONAL ENVIRONMENT

In 2025, BRD continued to involve employees both in internal training activities such as Welcome BRD, or other specific trainings through expert input from various departments, as well as in the external environment through the Minecraft Academy educational program built to engage in a conversation with young people at universities about their future. BRD invests in culture, education, technology, sports, and the environment as key areas for building a sustainable future and facilitating young generations' access to the resources they need to develop. BRD supports and stands alongside young people through the Minecraft Academy Program because it aims to play an active role in building a better future. By encouraging and supporting those who pave the way for change, we will have positive actors in society. Education is essential for development, for creating and sustaining communities distinguished by cohesion and inspiring young people to reach their potential. The focus was on leaders and active students in student organizations who, through this event, had the opportunity to participate in interactive workshops, mentoring sessions, and masterclasses led by professionals and leaders from various fields. The content was developed based on their needs and aimed both to provide practical information and success models, as well as to broaden their range of questions and concerns.

At national level BRD maintains the existing partnerships with the largest universities in different regions and extended the collaboration with new educational institutions. BRD's communication team put in place a long-term plan to enter in all universities in the country and continues to create a national network of hubs to talk with young people about careers, technology, innovation, money, sustainability. Co-working spaces, laboratories, libraries, lounges, etc., were organized and the important events of the universities were supported, delivering interesting content for students (eg how to build a CV, how to be attractive for employers). Together with colleagues from the network a plan for more than 30 universities was put in place. The new places in universities started to be designed and the plan is to go with internal specialists to sustain different trainings/workshops. BRD short term objectives from this relationships with educational institutions are to generate awareness and increase the rate of participants, while on long term the aim is to create brand affinity and present BRD as a modern bank that facilitates growth and development.

WORK/LIFE BALANCE

In order to ensure a balance between professional and personal life, the Human Resources Department continued the projects:

- hybrid way of working, a work mix from the office and remote work, with a policy of gradual return to the office.
- Workshops dedicated to our colleagues that work directly with the customers in order to better manage emotions and difficult relations.
- "The BRD ID card Matters!" is the project through which we negotiate discounts and offers for BRD employees in areas such as well-being, foreign language courses and personal development, vacations and travel, healthcare services, culture and publications, and many others.

REMUNERATION POLICY AND PRACTICES

The BRD Remuneration Policy and Practices respects:

- Local and EU regulations: Regulation 5/2013 BNR modified by Regulation 11/2020 and by Regulation 2/2022, CRD V, delegated Regulation (UE) 923/2021, MiFID II, Volker
- EU guidelines on sound remuneration policy and remuneration of sales staff
- Societe Generale policies

The Remuneration Policy is approved by the Board of Directors of BRD upon recommendation of the Remuneration Committee.

BRD REMUNERATION POLICY

- Is constantly adapted to the culture, growth and profitability objectives and to the long-term strategy of the Bank, as well as its control framework;
- Promotes a sound and efficient risks' management; for the employees involved in the activity of Financial Markets and investment advice, sound and prudent management of the risks related to sustainability is also implemented starting with March 2021;
- Helps limit and control of possible operational risks without encouraging any risks that exceed the Bank's risk tolerance level. The Bank encourages a prudent behavior (avoiding excessive risks);
- Recognises the individual and collective performance, while encouraging teamwork, ensuring a fair and competitive remuneration subject to strictly complying with the powers and performance; performance is assessed in a multiannual framework;
- In evaluation of individual performance, financial and non-financial criteria are considered, as: accumulated knowledge, personal development, contribution to the team's performance etc.
- Based on the principle of equal treatment, i.e. equal remuneration for male staff members and female staff members, for performing the same work or work of equal value.

The Bank ensures a correct and competitive remuneration, by strictly complying with competences and performances, with 2 components correctly proportioned:

- fixed component
- variable component

Fixed remuneration - reflects the relevant professional experience and organisational responsibility, according to the employee's job description as part of the employment terms. Fixed remuneration represents a sufficiently high proportion of the total remuneration to allow the application of a fully flexible policy on the components of variable remuneration, including the possibility of not paying any of its components.

Variable remuneration - reflects a sustainable and risk-adjusted performance as well as the performance that exceeds the necessary performance to fulfill the duties provided for in the employee's job description as part of the employment terms.

Variable remuneration:

- It is not guaranteed or carried forward automatically from one year to another. The variable component distribution mechanisms do not guarantee the granting of sums over several years. Thus, the variable remuneration is subject to a fair annual review process;
- Guaranteed bonuses are granted only in exceptional circumstances related to the time of employment and can only be granted in the first year of employment and when the Bank has a sound and solid capital base. BRD personnel is not overly dependent on bonuses;
- It does not limit the Bank's ability to strengthen its capital base;
- It is not paid through means or methods that facilitate the circumvention of the regulations in force;

- It does not encourage taking risks which influence the Bank's risk profile;
- It also takes into consideration all current or future risks;
- Payments relating to the early termination of a contract reflect performance achieved over time and do not reward failure or misconduct.

The Bank may decide to reduce or not even grant the variable remuneration if it cannot be supported in accordance with the overall financial situation of the Bank, of the structure in which the activity is carried out and the employee concerned.

The variable remuneration is considerably reduced if the Bank records a poor or negative financial performance, taking into account both the current remuneration as well as the reductions in payments related to the sums due, as previously determined, including malus or clawback agreements signed. Up to 100% of the variable remuneration is subject to malus or clawback signed agreements.

For different types of jobs, it is possible to use different schemes for granting the variable remuneration. There is a maximum limit defined for the variable component, which may not exceed 100% of the fixed component of the total remuneration.

For sales staff, commercial objectives are set to take into account the rights and interests of the customers, so that:

- Sales process is in the client's interest;
- They do not promote the provision of a specific product/ service or a category of products/ services over other products/ services such as products/ services which are more profitable for the institution or for an employee, to the detriment of the consumer.

The special principles applicable to the categories of identified staff are:

- The variable remuneration may decrease or even not be paid at all.
- The personnel members are paid, or receive the rights related to the variable remuneration, including the deferred part thereof only if the variable remuneration can be supported in accordance with the Bank's overall financial situation and if it can be justified in accordance with the performance of the Bank, the structure in which the activity is carried out and the individual concerned.
- The personnel members receive the rights of the deferred part of the variable remuneration, subject to the fulfillment of the minimum performance requirements.
- A major part, which, in all cases, accounts for at least 40% of the variable remuneration component, is deferred for a period of at least 4 years if the variable remuneration is between 50 KEUR and 100 KEUR. If the variable remuneration exceeds 100 KEUR, 60% of the variable remuneration component is deferred for a period of 4 years. For identified staff, at least 50% of any variable remuneration shall consist of shares equivalent, which are subject to an appropriate retention policy, designed to harmonize the incentives with the Bank's long-term interests.
- The personal strategies for risk hedging or insurance policies related to remuneration and liability to counteract the risk alignment effects stipulated in the personnel remuneration agreements are prohibited. One may insure the currency risk hedging using derivative instruments.

Financial data for 2025, according to the disclosure requirements covered by Art. 450 (h), EU Regulation 575/2013, will be published at a later date, on the Bank's website.

REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS AND EXECUTIVE COMMITTEE

a) Remuneration of the members of Executive Committee (including CEO)

Remuneration is composed of monthly fix remuneration and variable annual remuneration granted as performance bonus. For management expatriate staff there are granted some benefits according to Société Générale's policy, in order to facilitate their living with families in Romania.

Variable remuneration rewards both financial and nonfinancial performance over the year, which is consistent with the strategy and aligned to shareholder interests, as well as the contribution of Executive Officers towards the success of the Bank. Variable remuneration should reflect a sustainable and risk adjusted performance as well as performance in excess of that required to fulfil the Executive Officers' activities and responsibilities. Granting of variable remuneration is not guaranteed.

Executive Officers are not awarded long-term incentives (LTI).

The payment of variable remuneration is performed according to the below deferral and retention scheme:

Allocation	Vesting			Date of payment*
	%	Type	Date	
40% on spot	20%	cash	March N	March N
	20%	BRDTP	March N	March N+1
60% deferred	12%	cash	March N+1	March N+1
	12%	cash	March N+2	March N+2
	12%	BRDTP	March N+3	March N+4
	12%	BRDTP	March N+4	March N+5
	12%	BRDTP	March N+5	March N+6

*) N is the year of granting the variable remuneration

BRDTP or share equivalents is a component of the VR expressed in units, whose value is determined for a relevant reference period preceding the vesting date, based on the price of BRD shares, listed on BVB.

b) Remuneration of the members of the Board of Directors

For 2025, the Ordinary General Shareholders Meeting approved an individual remuneration for the non-independent non-executive directors amounting to EUR 1,800/ month (gross amount, RON equivalent) and for the independent non-executive directors amounting to EUR 3,600/ month (gross amount, RON equivalent) including 19.9% for the contributions' transfer.

Also, the Ordinary General Shareholders Meeting on April 24, 2025 approved the general limit for the directors' and members' of the Executive Committee remunerations, including additional remunerations, for 2025, to amount to RON 22 million, gross amount (tax transfer compensation is included).

4. GROUP ACTIVITY AND RESULTS

ECONOMIC AND BANKING ENVIRONMENT IN 2025

Romania's economy continued to slowdown in 2025, with GDP growing by only 0.6% (gross series), compared to 0.9% in 2024, below initial expectations, as newly adopted fiscal measures and persistently high inflation level, weighed on growth. Conversely, EU GDP estimated growth in 2025 remains modest but improving, increasing by +1.5%, compared to +1% in 2024, based on seasonally adjusted data.

The National Recovery and Resilience Plan ("NRRP") remains a strong catalyst for Romania's economy, and, as such, it underwent a major renegotiation with the European Commission (EC) resulting in a fully revised plan approved in October 2025. The renegotiation addressed issues regarding the plan's over-contracting, delays in fulfilling reform obligations and milestones alleviating to a degree financial strain on the state budget in 2026. The renegotiation achieved preserving 100% of grant funding, reduced loan burden, revised milestones to prevent penalties and extending the feasibility of project completion to August 2026. By late 2025, Romania received almost half of the allocation (EUR 10.72 billion).

Meanwhile, inflation trends show a mixed picture. Inflation in Europe has been on a downward trend during 2025, with Euro area inflation printing at 1.9% in Dec'25 down from 2.5% in Jan'25. Romanian CPI accelerated in 2025, reaching the highest level in EU driven by tax hikes and energy costs, remaining well above the upper bound of NBR's target range (2.5% \pm 1 ppt). During Q4'25, Romanian inflation marked a slight deceleration, reaching 9.69% in December vs 9.88% in September and is expected to cool down, as tax effects fade and consumer prudence increase.

On money markets, ROBOR 3M eased gradually, with a temporary post-elections spike to 7.4% (mid-May'25), toward 6.1% by December 2025. In terms of monetary policy, NBR maintained the key rate at 6.5% in 2025, on the back of higher expected inflation trajectory and uncertain macroeconomic environment. RON and FX minimum reserve requirements for liabilities with residual maturity of less than 2 years remained at the same level throughout 2025 as compared to December 2024 end (8% for RON, unchanged from May 2015 and 5% for FX, unchanged from November 2020).

In terms of banking activity, the gross loans outstanding marked an average annual growth above 2024 (9.5% in 2025 vs 7.8% in 2024) sustained by both corporates and individuals segments. Loans to individuals' growth increased by 9% on average during 2025 vs an annual growth rate of 6% during 2024, Consumer lending marked a slowdown over the year, from +17.5% YoY in December 2024 to +15% YoY in June 2025 and further to 10% YoY in December 2025, while mortgage lending continued to improve (from +4.2% YoY at December 2024 to +6.2% YoY at December 2025).

On deposits, the annual dynamic more than halved as of December 2025 end compared to December 2024 end, reaching +6.3% YoY (vs +14.3% YoY at December 2024 end). Corporate deposit dynamic appears to be the main driver, decelerating markedly from +16.5% YoY at December 2024 to +5.2% YoY at December 2025. Individual deposit growth also lost momentum in 2025 from +12.4% at December 2024 to +7.2% at December 2025.

Asset quality indicators remain classified into EBA's "low risk" bucket with a level of NPL (non-performing loans) ratio <3% and NPL coverage ratio > 55%. As at December 2025 end, NPL ratio reached 2.69% (vs. 2.48% at December 2024 end). NPL coverage ratio remained at comfortable level, albeit decreasing marginally to 62.6% at December 2025 end (vs. 66% at December 2024 end).

The Romanian banking sector remains well capitalized, as reflected by the solid capital adequacy ratio of 24.4% as of December 2025 end (vs. 24.9% as of December 2024 end), higher than EU average (20.4% at September 2025 end). The Romanian banking sector also maintains a strong liquidity position, with a Liquidity Coverage Ratio of 257% as of December 2025 end (vs. 255% at December 2024 end), remaining well above the minimum regulatory requirement (100%) and the EU average (161% at September 2025 end).

Note: variation on loans and deposits are at constant FX rate

COMMERCIAL ACTIVITY

BRD ensures the availability of its products and services through a mix of on-site and remote presence. At December 31, 2025, the Bank's network reached 347 branches (vs. 388 as of December 31, 2024).

Clients' engagement across digital channels continues to rise, as reflected by the growing number of YouBRD mobile application users to 1.87 million (+13% YoY as of December 2025 end), and higher number of transactions done through the application (+25% YoY).

BRD continues to advance on its digital roadmap by enhancing its digital offer and capabilities. New digital features offered to clients in 2025 include automatically updating customers' ID via the digital process implemented in partnership with DGEP and RoPay E-commerce for BRD merchants.

Additionally, BRD continued to streamline individual customers' experience with new features and functionalities available on YouBRD mobile application, such as: a new mobile onboarding flow, "refer a friend" feature with rewards offered during campaigns, the multicurrency features, allowing simpler and less costly payments in RON, EUR, USD and GBP, partial early repayments of consumer and housing loans, Fidelis subscriptions available in the app, updating customers' personal and contact data directly in YouBRD, and repeat payment feature, thanks to prefilled payment details.

In June 2024, BRD introduced a cashback loyalty program available in YouBRD, which enjoys a continuously increasing penetration rate. As of 2025 end, more than 1 million clients were enrolled in the program and RON 4 million were granted in cashback since launch.

BRD held a market share of approximately 10% of total assets at December 31, 2025, according to its internal computation.

The structure of the customers' net loans at Group level evolved as follows:

RON bln	Dec-23	Dec-24	Dec-25	vs. Dec-24
Retail	24.7	27.9	30.7	10.2%
Individuals	23.5	26.3	29.3	11.6%
Small business	1.3	1.6	1.4	-13.0%
Non-retail	15.3	19.8	23.3	17.4%
SMEs	5.7	7.2	7.6	6.0%
Large corporate	9.6	12.6	15.6	23.9%
Total net loans	40.0	47.7	54.0	13.2%
Finance lease receivables	1.7	2.0	2.1	6.0%
Total net loans, including leasing	41.7	49.7	56.1	12.9%

Net loans outstanding, including leasing financing, reached RON 56.1 billion, increasing by +12.9% YoY compared to 2024 end (out of which net outstanding of leasing financing advanced by +6.0% YoY). Lending activity remained dynamic on both corporate and retail, albeit softening given the tense economic environment. Non-retail lending was the primary driver of growth (+17.4% YoY), underpinned by strong momentum on large corporates (+23.9% YoY). Retail net loans outstanding were up by +10.2% YoY as of December 2025 end. Loan production for individuals amounted to RON 13.4 billion and maintained a double-digit rhythm, up by +14% YoY vs 2024, yet on a moderating path, with the growth mainly driven by higher demand for housing financing, which reached RON 5.7bn in 2025 (+29.1% YoY).

BRD Group continued to prioritize the expansion of sustainable financing solutions, reaffirming its strong commitment to supporting clients in meeting their green objectives. In 2025, new sustainable financing reached EUR 919 million, of which EUR 782 million was allocated to corporates and EUR 137 million to the retail segment, leading to the addition of several notable transactions to the portfolio.

BRD acted as Lead arranger, lender, sustainability structuring bank and facility agent for the sustainable linked "club loan" granted to NE Property BV (part of NEPI Rockcastle Group), amounting to EUR 190 million, of which EUR 100 million committed by BRD. BRD was also Green Loan Coordinator for the green syndicated loan granted to Distribuție Energie Oltenia SA., of RON 1.7 billion. At the same time, BRD is

contributing to urban regeneration through an EUR 73.5 million financing to Rivus Investments for a major project in Cluj-Napoca. Another relevant transaction is the Autonom Services syndicated sustainability-linked loan amounting to EUR 300 million, with financing provided by a syndicate of eight banks, in which BRD acted as Joint Global Coordinator, Structuring Bank and Joint Sustainability Coordinator.

BRD has extended its offer of products by launching in 2025 a sustainability-linked loan (SLL) product for SMEs, a premiere on the Romanian market. The strategic partnership between BRD and Auchan, dedicated exclusively to Auchan's suppliers, was another market first initiative in 2025.

BRD also signed two new guarantee agreements, with BID (Investment and Development Bank), aimed at supporting SMEs, as well as Territorial Administrative Units and their subordinated entities, as well as a new convention with the Ministry of Economy, Digitalization, Entrepreneurship and Tourism for implementing SME ECO TECH program.

The customers' deposits structure at Group level evolved as follows:

RON bln	Dec-23	Dec-24	Dec-25	vs. Dec-24
Retail	40.8	44.3	45.5	2.8%
Individuals	34.1	37.4	39.3	4.9%
Small business	6.7	6.9	6.3	-8.9%
Non-retail	21.6	23.6	29.5	24.9%
SMEs	9.4	10.6	10.4	-2.3%
Large corporate	12.3	13.0	19.1	47.3%
Total deposits	62.4	67.9	75.0	10.5%

The deposit base continued to grow steadily, +10.5% YoY as of December 2024 end, with higher collection from large corporate segment (+47.3% YoY). Retail deposits dynamic was rather modest, up by +2.8% YoY, being influenced by the monthly issuances of Romanian government bonds for individuals, offered at attractive yields.

For the evolution of the main components of the net banking income please refer to "Financial results" section.

SUBSIDIARIES' ACTIVITY

BRD SOGELEASE IFN SA

Following the trajectory established in previous years, BRD Sogelease continued to grow responsibly, maintaining a clear balance between performance, financial discipline and support for the real economy.

In this context, the net outstanding leasing portfolio increased by 6.0% YoY, reaching RON 2,144 million. Growth remained balanced and supported by diversified demand, including mobility solutions and green investment projects, while the risk profile stayed solid. Capital allocation remained rigorous, focused on resilience and stability.

New leasing production reached RON 1,180 million in 2025, lower by 8% YoY. In a more demanding investment environment, the priority was not acceleration, but quality of commercial decisions. This approach became a competitive advantage, allowing the company to support productive investment, modern mobility solutions and environmentally responsible projects.

The 2025 results confirm a predictable and controlled growth trajectory, where performance is driven by discipline rather than short-term conditions. In line with the BRD Group's values, BRD Sogelease continues to act as a responsible financing partner for the real economy, supporting the transition to sustainable mobility and the development of green investments with a long-term perspective.

BRD ASSET MANAGEMENT SA

BRD Asset Management, solidified its 1st position on the Romanian UCITS market in 2025. The company achieved a significant increase in market share, to 25.33%* at the end of 2025 from 23.14% a year earlier, and a remarkable 51% YoY growth in assets under management (AUM), reaching 9.27 billion RON as of 2025 end. BRD Asset Management's product portfolio comprises 12 diverse investment funds that provide solutions for over 179,000 clients, including both individual investors and companies. BRD Asset Management wide array of products enables clients to access a variety of asset classes and strategies, ranging from conservative fixed-income funds to dynamic equity funds or target date funds, ensuring suitable options regardless of objectives, risk profile, or financial aspirations.

* market share computation based on total open-end funds assets under management

FINANCIAL POSITION ANALYSIS

The below financial position analysis is done based on the separate and consolidated financial statements prepared according to IFRS ("International Financial Reporting Standards"), for the period ended December 31, 2025 and comparable historical periods.

FINANCIAL POSITION – ASSETS

Total assets at December 31, 2025 increased by +10.8% for the Group and +11.0% for the Bank versus 31 December 2024.

The asset structure is presented below:

THE GROUP

Assets (RONm)	Dec-23	Dec-24	Dec-25	% total	vs. Dec-24
Cash and cash equivalents	12,462	8,658	12,080	12.3%	39.5%
Due from banks	5,136	6,313	6,497	6.6%	2.9%
Loans and advances to customers	40,047	47,705	53,986	55.1%	13.2%
Finance lease receivables	1,692	2,023	2,144	2.2%	6.0%
Other financial instruments	21,872	21,198	20,923	21.3%	-1.3%
Tangible and intangible assets	1,645	1,781	1,806	1.8%	1.4%
Other assets	996	801	607	0.6%	-24.2%
Total assets	83,849	88,480	98,044	100.0%	10.8%

THE BANK

Assets (RONm)	Dec-23	Dec-24	Dec-25	% total	vs. Dec-24
Cash and cash equivalents	12,462	8,658	12,080	12.7%	39.5%
Due from banks	5,120	6,313	6,497	6.8%	2.9%
Loans and advances to customers	39,635	47,352	53,635	56.2%	13.3%
Other financial instruments	21,886	21,178	20,874	21.9%	-1.4%
Tangible and intangible assets	1,620	1,768	1,795	1.9%	1.5%
Other assets	658	675	536	0.6%	-20.5%
Total assets	81,381	85,945	95,417	100.0%	11.0%

LOANS AND ADVANCES TO CUSTOMERS

The net loans' outstanding amount to customers registered a strong performance year-on-year (Group: +12.9% YoY at December 2025 end, o/w leasing +6.0%; Bank: +13.3% YoY) given a strong contribution from both corporate and retail segments, as elaborated above in Chapter 3.

CASH AND CASH EQUIVALENTS AND DUE FROM BANKS

Cash and cash equivalents and due from banks increased by +24.1% YoY for the Bank and for the Group, versus December 2024 end. These items accounted for 19.5% of the Bank's total assets and 18.9% for the Group at the end of December 2025.

The minimum compulsory reserve held with the National Bank of Romania accounted for 26.9% of this aggregate at December 31, 2025 (34.1% at December 2024 end) at Group level. It amounted to RON 4,991 million, down by -2.2% vs December 31, 2024, mainly linked to FX component. The level of RON and FX

minimum reserve requirements for liabilities with residual maturity of less than 2 years are at 8% and 5% respectively, unchanged from May 2015 for RON and from November 2020 for FX.

OTHER FINANCIAL INSTRUMENTS

Other financial instruments include financial assets at fair value through other comprehensive income, debt securities at amortised cost, financial assets at fair value through profit and loss, derivatives and other financial instruments held for trading, investments in associates and joint ventures.

As of December 2025, these items totalled RON 20.9 billion for both the Group and the Bank, accounting for 21.3% of Group assets and 21.9 % of Bank assets. This represents a small decrease of approx. 1% compared to the end of December 2024 for both the Group and the Bank, variation explained by the lower amount of debt instruments measured at fair value through other comprehensive income, partly compensated by the increase in derivatives and other financial instruments held for trading.

In May 2024 the Business Transfer Agreement for the sale of investment in associate BRD Societate de Administrare a Fondurilor de Pensii Private SA for the entire perimeter of Pillar 2 and 3 to a third party was signed. Following this approval, BRD–Groupe Societe Generale decided to reclassify the investment from Investments in associates and joint ventures into Assets held for sale. In April 2025 the final approval from FSA was received and the administration of Pillar 3 was transferred to a third party. In November 2025 was received from the buyer the amount of RON 14,7 million representing the selling price for BRD Societate de Administrare a Fondurilor de Pensii Private SA and was registered the removal of the participation from the Bank's records.

TANGIBLE AND INTANGIBLE ASSETS

The tangible and intangible assets increased by +1.4% compared to December 2024 end for the Group and by+ 1.5% for the Bank and accounted for 1.8% of the total assets for the Group and +1.9% for the Bank, with land and buildings representing the largest part of the item.

The total value of investments during 2025 was RON 274 million for the Group and RON 271 million for the Bank, compared to RON 343 million for the Group and RON 340 million for the Bank, in 2024. There is no capitalized research and development expenditure.

FINANCIAL POSITION – LIABILITIES

The comparative statement of liabilities is as follows:

THE GROUP

Liabilities and shareholders equity (RONm)	Dec-23	Dec-24	Dec-25	% total	vs. Dec-24
Due to credit institutions	9,396	9,278	9,957	10.2%	7.3%
Due to customers	62,406	67,935	75,045	76.5%	10.5%
Other liabilities	3,185	1,815	2,465	2.5%	35.8%
Total equity	8,862	9,451	10,576	10.8%	11.9%
Total liabilities and shareholders equity	83,849	88,480	98,044	100.0%	10.8%

THE BANK

Liabilities and shareholders equity (RONm)	Dec-23	Dec-24	Dec-25	% total	vs. Dec-24
Due to credit institutions	7,226	6,957	7,365	7.7%	5.9%
Due to customers	62,642	68,215	75,505	79.1%	10.7%
Other liabilities	3,048	1,749	2,396	2.5%	37.0%
Total equity	8,465	9,024	10,152	10.6%	12.5%
Total liabilities and shareholders equity	81,381	85,945	95,417	100.0%	11.0%

AMOUNTS OWED TO CUSTOMERS

The Group, as well as the Bank, further consolidated the customers' deposit base. At December 2025 end, amounts owed to customers increased by +10.5% at Group level and +10.7% at Bank level and accounted for 76.5% of the total liabilities and shareholders' equity at Group level and for 79.1% at Bank level. The

increase primarily resulted from higher inflows from large corporate clients, whereas individual customers' deposits collection remains constrained by the monthly issuances of Romanian government bonds for individuals, offered at attractive yields.

AMOUNTS OWED TO CREDIT INSTITUTIONS

Amounts owed to credit institutions represent borrowings from the parent and International Financial Institutions and interbank deposits and stood at 11.4% of the total liabilities at Group level and 8.6% at Bank level as at December 31, 2025.

BRD Group's borrowings from Societe Generale totalled RON 8.0 billion (9.2% of liabilities) at December 2025 end. These include 5 senior non-preferred loans in amount of EUR 950 million, namely: EUR 450 million renewed in December 2025, with an initial term of 3 years and a call option at 2 years; EUR 100 million drawn in December 2025, with initial term at 3 years and a call option at 2 years; EUR 150 million drawn in June 2024 with an initial term of 6 years and a call option at 5 years; EUR 100 million with initial term at 7 years and a call option at 6 years and EUR 150 million with an initial term of 8 years and a call option at 7 years, both drawn in December 2023; and 2 subordinated loans in amount of EUR 250 million (EUR 100 million drawn in December 2021, respectively EUR 150 million in June 2022, both with an initial term of 10 years and a call option at 5 years).

SHAREHOLDERS' EQUITY

Shareholders' equity increased by 12.5% YoY for the Bank and 11.9% Group for the Bank compared to December 31, 2024, primarily attributed to higher retained earnings and lower negative reserve given the favourable Government bonds yield evolution.

The structure of the shareholders' equity evolved as follows:

THE GROUP

Shareholders' equity (RONm)	Dec-23	Dec-24	Dec-25	vs. Dec-24
Share capital	2,516	2,516	2,516	0.0%
Accumulated other comprehensive income/(loss)	(1,157)	(1,256)	(890)	-29.2%
Retained earnings and other reserves	7,436	8,142	8,950	9.9%
Non-controlling interest	68	50	-	n.a
Total equity	8,862	9,451	10,576	11.9%

THE BANK

Shareholders' equity (RONm)	Dec-23	Dec-24	Dec-25	vs. Dec-24
Share capital	2,516	2,516	2,516	0.0%
Accumulated other comprehensive income/(loss)	(1,157)	(1,256)	(890)	-29.2%
Retained earnings and other reserves	7,107	7,764	8,526	9.8%
Total equity	8,465	9,024	10,152	12.5%

LIQUIDITY POSITION

Both the Bank and the Group maintained a balanced structure of resources and placements and a solid liquidity level over the analysed period.

The net loans to deposits ratio reached 71.0% at December 31, 2025 for the Bank (from 69.4% at December 31, 2024) and 74.8% for the Group, including financial leasing receivables (from 73.2% at December 31, 2024).

2025 FINANCIAL RESULTS

The comparative income statement of the Group for the period 2023 - 2025 is presented below:

RONm	2023	2024	2025	25/'24
Net banking income	3,834	4,032	4,350	7.9%
- net interest income	2,725	2,912	3,105	6.6%
- fees and commissions, net	750	809	890	10.0%
- other banking income	359	312	355	13.9%
Operating expenses	(1,895)	(2,023)	(2,223)	9.9%
- personnel expenses	(963)	(1,010)	(1,035)	2.4%
- non-personnel expenses	(864)	(841)	(937)	11.4%
- contribution to Guarantee Fund and Resolution Fund	(68)	(44)	(49)	12.7%
- tax on turnover	-	(129)	(203)	57.5%
Gross operating profit	1,939	2,009	2,126	5.9%
Net impairment gain/(loss) on financial instruments	57	(145)	(225)	54.9%
Profit before income tax	1,996	1,863	1,901	2.0%
Profit for the period	1,656	1,524	1,546	1.4%
Profit attributable to equity owners of the parent	1,640	1,524	1,546	1.4%

The comparative income statement of the Bank for the period 2023 - 2025 is presented below:

RONm	2023	2024	2025	25/'24
Net banking income	3,723	3,895	4,219	8.3%
- net interest income	2,592	2,799	3,004	7.3%
- fees and commissions, net	719	772	839	8.7%
- other banking income	412	324	377	16.2%
Operating expenses	(1,815)	(1,965)	(2,161)	10.0%
- personnel expenses	(915)	(965)	(994)	3.0%
- non-personnel expenses	(832)	(827)	(915)	10.6%
- contribution to Guarantee Fund and Resolution Fund	(68)	(44)	(49)	12.7%
- tax on turnover	-	(129)	(203)	57.5%
Gross operating profit	1,908	1,930	2,059	6.7%
Net impairment gain/(loss) on financial instruments	48	(128)	(219)	71.5%
Profit before income tax	1,956	1,802	1,839	2.1%
Profit for the period	1,634	1,475	1,499	1.6%

BRD Group full year revenues reached RON 4,350 million in 2025 compared to RON 4,032 million in 2024, higher by +7.9% YoY, driven by both interest and non-interest revenue streams.

Net interest income, representing 71% of net banking income, reached RON 3,105 million, up by +6.6% YoY, on resilient interest margins helped by wider lending book and a higher weight of loans in total assets.

Net fees and commissions amounted to RON 890 million, and increased by +10% YoY, supported by intensified activity on cards, custody, transfers, lending and insurance, and also a one-off income item related to cards transaction fees. At the same time, the higher fees from off balance sheet commitments were partly reduced by the negative effect of fees from the financial guarantee received within the SRT transaction with IFC, completed at end of March 2024.

Other banking income reached RON 355 million, up by +13.9% YoY. Its evolution mainly reflects previous period base effect, revenues from equity investment disposal and higher net income from associates, related in principle to dividend income.

Operating expenses reached RON 2,223 million, +9.9% YoY primarily on rising non-staff costs. The latter were influenced on the one hand, by the tax on gross revenues which accounted for 9% of operating expenses and was +58% up YoY (RON 203 million in 2025 vs RON 129 million in 2024), and on the other hand, by the ongoing business optimization efforts, which led to continued prioritization of IT&C expenses, additional costs with external service providers, and a 2024 base effect linked to gains from sale of real

estate. Moreover, the cumulated contribution to Deposit Guarantee Fund and Resolution Fund also increased, to RON 49.0 million, from RON 43.5 million in 2024. Staff expenses were up by +2.4% YoY due to employee benefits adjustments and optimisation measures associated with right-sizing efforts.

Excluding the impact of the tax on gross revenues and cumulated contributions to Guarantee and Resolution funds, operating expenses increase was limited to +6.5% YoY, contained under the average inflation rate in 2025.

BRD Group gross operating income reached RON 2,126 million in 2025 (+5.9% YoY) whereas cost to income (C/I) ratio stood at 51.1% in 2025 from 50.2% in 2024. Excluding the tax on gross revenues and the cumulated contributions to Deposit Guarantee Fund and Resolution Funds, gross operating income rose by 9%, and C/I ratio was reduced by 59 bps to 45.3% in 2025 vs 45.9% in 2024.

The loan book quality remained solid in 2025, with NPL ratio (Bank level) marking a limited increase from very low levels, reaching 2.4% at December 2025 end, below the banking system average (2.7% as of December 2025), while NPL coverage reached 63.4% at year end. The evolution of the net cost of risk continues to confirm the normalization trend, with a net provisioning allocation of RON 225 million in 2025 (compared to RON 145 million in 2024) at Group level, highlighting the resilience of the corporate segment, while indicators for individuals proved more sensitive to macroeconomic developments.

BRD Group net result amounted to RON 1,546 million (vs RON 1,524 million in 2024), while ROE reached 15.4% (compared to 16.6% in 2024). Excluding the tax on turnover, ROE reached close to 17% in 2025. ROA reached 1.7% in 2025 (compared to 1.8% in 2024).

BRD standalone capital adequacy ratio is comfortable, reached approximately 22%, as of December 2025 end, excluding the impact of the temporary regulatory treatments that ceased to exist starting 1 January 2026.

The Bank recorded similar trends, with a net result of RON 1,499 million versus RON 1,475 million in 2024.

Neither Bank's, nor the Group's revenues depend on a single or group of connected customers; hence there is no risk that the loss of a customer might significantly affect the income level.

SUBSEQUENT EVENTS IDENTIFIED AFTER THE REPORTING DATE

On 9 March 2026, BRD Groupe Société Générale, through BRD Asset Management S.A.I., entered into an agreement with Patria Bank for the acquisition of 99.9944% of Patria Asset Management, a company operating on the Romanian UCITS market. Completion of the transaction remains subject to the approval of the relevant regulatory authorities.

5. RISK MANAGEMENT

Risk management within BRD is based on an integrated concept that takes into account the statutory and regulatory norms as defined and required by the National Bank of Romania and European Supervisory Bodies, the risk management standards of Société Générale, together with the best practices accepted by the banking industry.

RISK MANAGEMENT OBJECTIVES AND RISK APPETITE SETTING

Risks are managed within a continuous process of identification, assessment, monitoring, reporting and control, considering risk limits, approval authorities, segregation of duties and other risk mitigation techniques.

The main objectives of the Bank's risk management strategy are:

- To support the business development by ensuring that business objectives are pursued in a risk-controlled manner, with due consideration for the stated risk appetite
- To ensure the Bank's sustainability as a going concern, through the implementation of an efficient system for risks' analysis, measurement, monitoring, reporting and mitigation
- To encourage risks' diversification with the aim of keeping a balanced risk-return profile for all activities of BRD group entities
- To maintain adequate capital levels as per regulatory requirements and internal assessment
- To promote a Bank-wide strong risk awareness and risk management culture.

In order to identify all the risks to which BRD is exposed and which are inherent to its activity, a comprehensive risk assessment exercise is performed on an annual basis. Therefore, the Bank's risk management strategy focuses on the following categories of risks identified as significant, any of which could adversely affect its business, results of operations and financial situation:

- Credit risk
- Market risk in Trading Book
- Operational risk
- Compliance risk
- Reputational risk
- Structural risks - Market risk in Banking Book
- Liquidity & funding risks
- Business & Strategy risk
- Excessive usage of leverage effect risk

ESG risks have been identified as factors that may aggravate existing risk categories. Detailed information on ESG risk is found in Note 46.4 to the consolidated and separate financial statements as of the year ended December 31, 2025.

Based on the results of the risk assessment exercise and with due consideration for its strategic objectives, the Bank defines the risk appetite framework and the risk appetite statement.

The risk appetite represents the aggregate level and types of risk that BRD is willing to assume within its risk capacity, in line with its business model, to achieve its strategic objectives. The risk appetite statement sets the Bank's approach towards taking on and managing risks and is structured along two dimensions: quantitative and respectively qualitative. At aggregate level, the risk appetite is defined by reference to the main strategic dimensions - *Profitability, Capital Adequacy, Creditworthiness, Liquidity and Leverage* - on the basis of the annual strategic planning, in order to ensure alignment of risk, capital and performance targets, which allows the Bank to:

- Set capital adequacy goals with respect to risk, considering strategic focus and business plans
- Assess risk-bearing capacity with regard to internal and external (regulatory) requirements

- Apply stress testing to assess the impact on the capital demand, capital base and liquidity position

The aggregate risk appetite is further cascaded down to material risk categories and where appropriate, to business segments. The qualitative statements are defined to complement the quantitative part of the risk appetite, setting the overall tone for BRD's approach to risk taking.

Risk Appetite indicators and corresponding quantitative measures are defined by considering the risk profile, size and complexity of activities performed by the Bank. Their evolution is regularly monitored over the year in order to detect any events that may result in unfavorable developments on the risk profile.

RISK MANAGEMENT GOVERNANCE

The Group's risk management governance is based on the following dimensions:

- Risks are taken within the defined risk appetite approved by the Board of Directors
- Strong involvement of the Bank's management body in the risk management system and promotion of risk culture, throughout the entire organizational structure, from the Board of Directors down to operational teams
- Clearly defined internal rules and procedures
- Communication of information regarding risk management across the organization in a timely, accurate, comprehensible and meaningful manner
- Overseeing risks by an independent risk function for ensuring they are properly managed by the business lines and that the processes and controls in place at their level are effective.

Risk governance relies on the three lines of defense model, which ensures the identification of the functions within the Bank responsible to address and manage the risks, while reinforcing the segregation of duties between these lines.

The *first line* of defense is represented by the business lines/units, which own, take risks and are primarily responsible for their management on a day-to-day basis, having appropriate processes and controls in place that aim to ensure that the risks are identified, assessed, measured, monitored, managed, reported and kept within the risk appetite limits and that the business activities are in compliance with external and internal requirements.

The *second line* of defense is represented by the risk management function and the compliance function. These functions are independent from the first line of defence entities that they monitor and control. Risk Management Structures perform the role of the centralized risk management function, by delivering the Bank's wide holistic view on all risks, ensuring that the risk strategy is complied with.

The *third line* of defense is represented by the internal audit function, which provides independent review and objective assurance on the quality and effectiveness of the Bank's internal control system, the first and second lines of defense and the risk governance framework. The Internal Audit function reports to and operates under the mandate of the Board of Directors.

Risk management within BRD is governed by the management body, which is and assisted by specialized committees in accomplishing its risk management and control responsibilities.

Board of Directors

The Board of Directors approves the risk and business strategy of BRD, sets the risk appetite and tolerance levels and ensures that the Executive Committee properly transposes them at operational level.

Audit Committee

The Audit Committee plays a crucial role in the assessment of the quality of the internal control. It is responsible for examining the internal framework for risk monitoring to ensure its consistency and compliance with procedures, laws and regulations in force.

Risk Management Committee

The Risk Management Committee advises the Board of Directors on risk management in order to develop, implement and update a solid internal governance framework, in accordance with local regulations and policies of the Societe Generale Group.

Nomination Committee

The Nomination Committee advises the Board of Directors regarding adequacy (selection, monitoring and succession), initiating and training of the management body members and evaluating the policy on adequacy, initiating, and training the members of the management body and the policy on assessing the adequacy of persons with key functions.

Remuneration Committee

The Remuneration Committee advises the Board of Directors in elaborating and supervising the implementation of the Bank's remuneration policy.

Executive Committee

The Board of Directors delegates the day to day management of BRD to the Executive Committee. The Executive Committee is responsible for the implementation of the strategies approved by the Board of Directors and ensures that a proper organization and informational flows are in place. In carrying out its responsibilities, it is assisted by several committees.

Main specialized committees assisting the Executive Committee

The *Assets and Liabilities Committee* has the main objective of ensuring the management of assets and liabilities structure, of liquidity and funding sources, structural risks (interest rate risk and foreign exchange risk in banking book) and of the Bank's capital base.

The *Crisis Committee* ensures the management of the crisis situations and defines the necessary resources and organization to face such situations.

The *New Products Committee's* mission is to make sure that all the risks associated with the launch of new products, new activities or outsourced activities or their significant changes, are correctly identified, analyzed and assessed.

The *Internal Control Committee* has as main mission to analyze at a general level the way internal control activities are carried out from an organizational / functional perspective, the results obtained and the deficiencies found in internal control activities.

The *Retail Risk Committee* has as main objective the analysis of the measures proposed by relevant structures in order to improve the performance of retail lending activity and the monitoring of the associated risk indicators.

The *Non-Retail Risk Committee's* mission is to analyze the corporate lending activity to better manage the associated risk and improve the performance and efficiency of this activity.

The *Price Committee's* mission is to analyze and propose to the decision-making bodies of the Bank measures regarding the pricing policy and strategy (commissions, interest) of the Bank's products, taking into account budgetary objectives, competitive environment, the Bank's commercial strategy and market evolution

The *Compliance Committee* has as main objective the analysis of the activity regarding the compliance risk management, including the presentation of the deficiencies identified during compliance control activity.

MAIN RISK FACTORS

Challenging macroeconomic context

The banking business is highly sensitive to changes in financial markets and economic conditions. The Romanian macroeconomic environment continues to be very challenging, on the background of mutually

interacting factors such as slow economic recovery, widening fiscal and current account deficits, high inflationary pressures, negative outlook for the investment grade status, still low absorption of EU funds, etc. All these vulnerabilities, along with political context and persistent geopolitical tensions, affect consumers and investors' confidence.

Although the materialisation of credit risk has been contained so far, concerns still linger, the evolution of credit risk in the period ahead being tightly linked to the persistence of an unfavorable macroeconomic environment.

Unpredictability and uncertainty of legal framework

The uncertainty and lack of predictability of legal changes could have an adverse effect on financial institutions by putting pressure on liquidity, solvency and profitability.

Financial institutions are subject to a more and more extensive supervisory and regulatory framework, while adaptation to such changes requires significant resources that could affect the banks' performance. Fiscal laws in Romania are also subject to rapid changes (e.g. supplementary turnover tax for credit institutions). Additionally, the high impact of the implementation of the sustainable finance regulatory framework and the increase in non-financial reporting obligations, in a relatively short timeframe, sets an additional challenge for banking institutions. Addressing the environmental, social and governance (ESG) risks as aggravating factors to the traditional categories of risks impacts the banks' activities in the short-, medium- and long-term, considering the expectation that they will play an increasingly active role in supporting the transition towards a sustainable economy.

Highly competitive environment, undergoing digital transformation

The Bank operates in an environment subject to intense competition both from banking and emerging non-banking actors (FinTechs), changing business models, translating in increasing risk to market shares and margins. Competition refers to digital transformation, the speed of answering to the customers' requests, evolving products and services, innovation, reputation, price, technology infrastructure and data management. Along with digital transformation, it is imperative for credit institutions to also manage the associated risks may be exposed to (e.g. cyber risk, data leakage risk, etc.). Thus, they have to constantly intensify their efforts to address cybersecurity risks, especially in the current context of heightened geopolitical tensions and the rapid evolution of artificial intelligence.

Furthermore, mergers and acquisitions have played a significant role in shaping Romania's banking industry in recent years, emphasising an accelerated trend towards market consolidation. Such changes could result in the BRD Group's remaining competitors benefiting from greater capital resources or other advantages which may enhance their competitive position, such as the ability to offer a broader range of products and services, adapting more easily to changes, etc.

CREDIT RISK MANAGEMENT

Credit risk management is regulated through a set of internal documents, which transpose local and EU regulations, SG Group policy and risk management best practices in the internal framework.

Some of the main principles employed in managing credit risk are presented below:

- client credit due diligence maintaining prudent underwriting standards
- well formalized processes for credit approval, including a strictly defined mechanism of delegated credit competencies and approval limits; credit approval authorities are assigned to individuals according to their qualifications, experience and training
- use of well-defined origination criteria by type of customer, including thorough knowledge of borrowers as well as the purpose and structure of the credit, in-depth analysis of sources of repayment and risk mitigation through requests for collaterals or guarantees
- integration of ESG-related aspects into the credit granting process
- use of an internal rating system for non-retail counterparties

- diversified credit portfolio, specific concentrations being assessed and monitored through a set of limits on single-name, economic sectors, geographical/regions, transactions/products, credit risk mitigation techniques (defined in line with the Bank's risk appetite)
- segregation of duties between front office and back office activities
- review and approval by senior management of new products and significant changes to activities/processes
- ongoing follow-up of credit exposures, at single and group level
- identification and management of non-performing loans and assessment of workout activity using objective indicators
- regular monitoring and reporting to senior management on the quality of credit portfolios
- regular monitoring of credit risk profile compared with the risk appetite approved by the Board of Directors, with an effective escalation mechanism in place in case of any breach
- regular independent review of lending activities by the Bank's Internal Audit function.

BRD's exposure to credit risk is derived from its commercial, treasury and trading activities, the commercial activities representing the core business of the Bank.

Exposures on sovereign risk are concentrated on the Romanian State and consist of the portfolio of treasury bills and bonds, placements with the Central Bank for liquidity purposes (including the minimum reserve requirements) and the guarantees received from the Romanian State for governmental programs.

Undertaking of credit risk is part of the Group's risk management strategy based on its risk appetite. Société Générale's credit policy is based on the principle that approval of any credit risk undertaking must be based on sound knowledge of the client and the client's business, an understanding of the purpose and structure of the transaction and the sources of repayment of the debt. Credit decisions must also ensure that the structure of the transaction will minimize the risk of loss in the event the counterparty default.

CREDIT RISK MITIGATION TECHNIQUES

BRD has a cash flow based lending approach, meaning the Bank expects debt to be serviced primarily through the future cash flow/income generated by the debtor. Collateralization, in the form of collateral (funded credit protection) or guarantee (unfunded credit protection), is accepted merely to mitigate credit risk and it cannot serve as a substitute for the borrower's ability to meet obligations.

The Bank accepts the following main types of securities:

- Financial collateral (cash, deposits, Romanian government bonds, shares, units of collective investment funds)
- Non-financial collateral (real estate, movable assets, receivables, intangibles)
- Personal Guarantees (fidejussion, letters of guarantee, letters of comfort, endorsements)

Real estate represents the most frequent type of accepted collaterals. Nevertheless, the collateral structure is further diversified subject to the type of financing (e.g. for working capital financing, receivables and inventories are accepted as customary collateral).

Real estate collaterals

The market value of real estate collaterals is estimated by certified internal or external evaluators. The valuation is performed in accordance with the International Valuation Standards and ANEVAR Standards and Recommendations. To be noted that real estate valuations have to be verified by the competent units, independently from the credit approval process.

The Bank uses the following valuation methods for real estate: market approach and income approach.

Revaluation is performed yearly in case of commercial/ industrial/ agricultural real-estate and plots of land and at least once every 3 years, for residential real estate. The real estate collaterals associated with

exposures classified as non-performing are re-evaluated at the time of their classification as non-performing and at least annually while they continue to be classified as such. Higher frequency reevaluation is performed when the real estate market displays a significant negative evolution. BRD monitors the risks associated with the valuation activity via implemented internal controls.

Guarantees

The credit risk mitigation effect of guarantees is closely linked to the guarantor's creditworthiness and the secured amount must be reasonably proportionate to the economic performance capabilities of the protection provider.

The main guarantor for BRD's clients is the Romanian State, which intervenes to sustain credit activity by national wide guarantee programs implemented through the intermediation of Guarantee Funds (FNGCIMM or FGCR) or Eximbank, main exposure of this type being generated by Prima / Noua Casa program. Another category of guarantors is represented by commercial banks (local or foreign), issuing LGs in favor of BRD clients. BRD's indirect exposures on each guarantor are assessed using the same principles as for direct credit exposures of BRD.

Residual risk management

The Bank systematically manages the residual risk (that could materialize in situations when credit risk mitigation techniques are less efficient than expected) through the collateral policy (prudent legal security and selection criteria specific to each type of security), regular revaluation of the collaterals, regular monitoring through specific risk indicators and capital requirement as residual risk is embedded in the methodologies developed as part of ICAAP Policy.

Detailed information on credit risk is found in Note 46.1 to the consolidated and separate financial statements as of the year ended December 31, 2025.

LIQUIDITY RISK AND FUNDING RISK

Liquidity and funding risk is defined as the risk of not being able to meet expected and unexpected, current and future cash flow or collateral requirements when they fall due and at a reasonable price.

The Group manages the exposure to the liquidity risk using a specific framework designed to manage it both under normal day-to-day conditions and in the event of a potential liquidity crisis.

The liquidity risk management approach starts at the intraday level managing the daily payments flows, forecasting and managing cash flows, and factoring in the access to central bank monetary policy operations and standing facilities. It then covers a long-term perspective, comprising the maturity profile of all assets and liabilities and the funding strategy.

BRD maintains a liquidity buffer of unencumbered, high quality liquid assets as an insurance against a range of liquidity stress scenarios. A contingency funding plan is designed to protect the stakeholders' interests and to ensure positive outcome in the event of a liquidity crisis.

In terms of governance, the Board of Directors establishes the liquidity risk appetite and tolerance, reviews and approves the liquidity risk strategy and liquidity risk management framework at least on an annual basis and ensures that Executive Committee manages liquidity risk effectively.

The Executive Committee, assisted by Assets & Liabilities Committee (ALCO), develops the liquidity strategy and designs the liquidity risk management framework in accordance with the liquidity risk appetite and tolerance in order to ensure that the Bank maintains sufficient liquidity, continuously reviews information on the liquidity position of the Bank and reports to the Board of Directors on a regular basis, implements the liquidity risk strategy and ensures that appropriate controls, procedures and information flows are in place to support the strategy implementation and follow-up.

The liquidity risk position, under normal conditions, is measured at consolidated level using the static liquidity gaps indicator which is defined as the difference between the expected future outflows and inflows related to the current transactions (no new business included), determined for each time bucket and currency based on the contractual maturity of the transactions, or, for non-maturing products, based on a maturity modeled using historical client behavior or a conventional maturity.

For each budgeting and planning exercise, the future funding needs are assessed starting from the actual liquidity position and budgeted evolution of assets and liabilities. When a deficit is expected, funding solutions are assessed, and appropriate actions are planned.

BRD performs liquidity risk stress tests on a quarterly basis in order to identify and quantify its exposures to potential liquidity stresses, analyzing the impact on the cash flows and liquidity position. BRD employs two stress test methodologies, one for a 30 days horizon with focus on the short term survival of the Bank in a time of liquidity crisis and the other for a 12 month horizon, assessing the Bank's resilience and ability to continue to function in times of prolonged stressed liquidity conditions. The Bank also implemented a reverse stress test scenario which assesses what assumptions could be considered in order to challenge the viability of the institution, starting from a pre-defined outcome such as a breach of the minimum required level for the Liquidity Coverage Ratio as it is considered within the Recovery Activation Dashboard.

Detailed information on liquidity risk is found in Note 46.3 to the consolidated and individual financial statements as of the year ended December 31, 2025.

INTEREST RATE RISK AND FOREIGN EXCHANGE RISK IN THE BANKING BOOK (STRUCTURAL RISKS)

Structural exposure to interest rate and foreign exchange rate risks encompasses all exposures resulting from commercial activities, their hedging and the proprietary transactions of the Group.

The interest rate and exchange rate risks pertaining to trading activities are monitored separately and excluded from the structural risk measurement and management scope.

The general principle is to reduce structural interest rate and exchange rate risks to the greatest extent possible. The interest rate and foreign exchange risks incurred both by the commercial activities and proprietary activities (transactions regarding the shareholders' equity, investments and issues of bonds) are hedged, to the extent possible, on an individual basis or by means of macro-hedging techniques, the remaining part is maintained within pre-established limits at prudent levels.

The interest rate risk is managed through two metrics: balance sheet sensitivity to yield curve shifts and net interest income sensitivity. Balance sheet sensitivity is defined as the variation in the net present value of future principal and interest cash flows of all items in the banking book, balance sheet and off-balance sheet for two steering scenarios of +/- 10 bps parallel shift in the yield curve and for two stressed scenarios of +/- 100 bps parallel yield curve shifts. A set of limits is applied to balance sheet sensitivity and the compliance with those limits is monitored by ALCO on a monthly basis. The gaps between outstanding assets and liabilities are determined on the basis of the contractual terms of transactions, models based on clients' historic behavior patterns, as well as conventional assumptions relating to certain balance sheet items. Net interest income sensitivity indicator is calculated monthly and presented to ALCO versus an approved set of limits. Even though a set of limits is in place for this indicator, the main steering indicator remains balance sheet sensitivity.

In addition, two new regulatory interest rate risk indicators, EVE SOT and NII SOT, are reported on a quarterly basis to local regulator (since September 2024) and monitored on a monthly basis in ALCO. Both indicators have regulatory limits to be followed according to the regulation in force.

Detailed information on interest rate risk is found in Note 46.2 to the consolidated and separate financial statements as of the year ended December 31, 2025.

MARKET RISK IN TRADING BOOK

Market risk is defined as the risk of registering a loss of value on financial instruments arising from changes in market parameters (FX rates, interest rates, share prices etc.) and correlations between them.

Market risk management is integrated within Bank's and Group's risk management, BRD pursuing market risks on a prudent approach, the objective being to ensure profitable market activities but undertaking risk levels and capital needs as low as possible. Bank's trading portfolio represents a small weight of Bank's total risk exposure and contains highly liquid instruments which are traded with good rated counterparts.

Market risk management is carried out according to the below principles:

- Compliance with internal framework and local and European regulations
- Functional independence from business lines
- Definition and/or validation of different methodologies, metrics' typologies, parameters and controls for all products or activities generating market risk in trading book
- Control on definition, approval and parameterization of traded products
- Definition, calibration and approval of risk metrics limits
- Daily analysis and reporting to the operative management of exposures and their compliance with the approved limits
- Synthetic communication to Bank's management presenting the trading book exposures and market risk evolutions

Detailed information on market risk is found in Note 46.2 to the consolidated and separate financial statements as of the year ended December 31, 2025.

OPERATIONAL RISK

Operational risk is defined as the risk of loss resulting from inadequate or failed internal processes, people and systems, or from external events, including, but not limited to legal risk, model risk or information and communication technology (ICT) risk, but excluding strategic and reputational risk.

The Group's operational risk management system was developed and strengthened over the years and allows:

- identification, analysis and evaluation of operational risks, their control and follow up
- applying measures meant to improve and strengthen the control framework, in order to prevent/reduce operational risk losses
- ensuring adequate capital requirements for covering exposure to operational risks

The day-to-day management of operational risk is the responsibility of employees from each business unit. The personnel have to be always aware of their responsibilities in connection with identification and reporting of operational risks and other duties which may arise in relation with the management of operational risks.

Operational risk management tools put in place at BRD are mainly:

- Historical operational risk losses database
- Key risk indicators (KRI)
- Risk and control self-assessment process (RCSA)
- Scenario analysis

- Managerial Supervision of processes (MS)
- Fraud prevention, detection and investigation system
- Committee for New Products, which ensures the assessment of operational risks associated with new products for Banks' clients, outsourcing of activities and significant modifications of the existing products offered to the Bank's clients
- Crisis management and business continuity plan
- Management of Information Security and IT Risk

6. CAPITAL MANAGEMENT AND ADEQUACY

CONSOLIDATION PERIMETER

The basis for calculation of own funds is the consolidated prudential perimeter.

As BRD is parent credit institution in Romania and, at the same time, subsidiary of Société Générale, BRD Group consolidation perimeter for prudential purposes is defined in accordance with Regulation (EU) No 575/2013 (CRR), Part One, Title II, Chapter 2, Section 3.

The consolidated entities for prudential scope are identified based on the criteria as per Articles 4 (1) (3), (16) to (27), 18 and 19 of CRR. According to Article 4 of CRR, entities consolidated in the prudential reporting must have one of the following types of activity: credit institution, investment firm, ancillary services undertaking and/or other financial institution.

In contrast, in accordance with BRD Group's IFRS financial statements, all entities controlled directly or indirectly (including non-financial entities, insurance companies, etc.) are fully consolidated. Additional exclusion of subsidiaries from prudential consolidation perimeter is based on criteria from Article 19 of CRR. Non-consolidated subsidiaries are included in the prudential consolidated statements based on equity method.

The prudential consolidation perimeter of BRD Group as of 2025 end includes the parent company BRD - Groupe Societe Generale S.A and BRD Sogelease IFN S.A.

OWN FUNDS

BRD Group regulatory own funds as of December 31, 2025 amounted to 11,045 million RON (after partial profit integration and considering the impact of OCI quick fix adjustment), compared to 10,590 million RON as of December 31, 2024 (including the profit for year 2024 net of the approved dividends representing 50% of 2024 profit according to Ordinary General Shareholders Meeting (OGSM) decision from April 24, 2025). Own funds at 31 December 2024 were revised from 10,005 million RON (reflecting partial profit integration), as presented in the Annual Board of Directors' Report for 2024, to 10,590 million RON after the integration of the net profit for financial year 2024, net of approved dividends.

BRD Group regulatory own funds as at December 31, 2025 consist of common equity capital (CET1) and Tier 2 instruments.

Common Equity Capital (CET1) is formed of:

- Eligible Capital includes the nominal share capital and the hyperinflation adjustment of share capital accounted until December 31, 2003. As at December 31, 2025, the share capital amounted to RON 696.9 million, unchanged versus previous periods. The hyperinflation adjustment amounted to RON 1,819 million.
- Eligible Reserves include:
 - Retained earnings, which represent the undistributed profits of previous periods and retained earnings arising from IFRS implementation adjustments.
 - Other reserves: legal reserves, general reserves for credit risk, fund for general banking risk, representing reserves established by the law and share based payment reserves.
- Other comprehensive income (OCI) includes unrealized gains and losses from changes in the fair value of debt instruments at fair value through other comprehensive income and from re-measurement of defined benefit liability arising from the post-employment benefit plan. Starting July 2024, BRD applied the temporary treatment of unrealized gains and losses resulting from the

valuation of assets at fair value through OCI, according to art. 468 of Regulation (EU) 2024/1623 and removed from CET1 100% of the amount of unrealized gains and losses accumulated since 31 December 2019 for debt instruments measured at fair value through other comprehensive income. These temporary regulatory requirements ceased to exist starting 1 January 2026.

Regulatory deductions from CET 1 applicable as at December 31, 2025 essentially involved the following elements:

- Intangible assets that are not prudently valued: starting 31 December 2020, intangible assets that are not prudently valued as per Regulation 876/2019 are deducted 100% from CET 1 (as compared to previous periods when intangible assets accounting value was fully deducted from CET 1). Under this current approach, the positive difference between the prudential and the accounting amortisation becomes fully deducted from the CET 1 capital, while the residual portion of the carrying value of the software prudently valued is risk weighted at 100%. Goodwill is fully deducted from CET 1 capital.
- Contingent or any foreseeable tax charges related to CET 1 reserves taxable upon utilization to cover losses or risks.

As at December 31, 2025, Tier 2 instruments consist of two subordinated loans concluded with the parent, EUR 250 million in total (RON equivalent 1,276 million).

CAPITAL REQUIREMENTS

From a regulatory perspective, capital requirements cover:

- credit risk
- operational risk, foreign exchange risk and settlement risk
- position risk in trading book
- credit valuation adjustment risk for OTC derivative instruments.

The calculation of credit risk capital requirement takes into account the transactions' risk profile and is computed according to the standardized approach (CRR Part 3, Title 2, Chapter 2) using the Financial Collateral Comprehensive Method and information regarding credit assessments performed by external credit assessment institutions (ECAI).

The capital requirement for general position risk is calculated using the Maturity-based method. Capital requirement for credit valuation adjustment is determined using the standardized method.

Until end of 2024 the capital requirement for operational risk was calculated according the CRR, Part 3, Title 2, Chapter 4, using advanced measurement approaches (AMA). BRD, as a member of the Societe Generale Group, uses AMA to measure operational risk since 2008 based on the SG internal methodology and calculation. The allocation of operational risk capital requirements to the sub-consolidated entities was based on net banking income and history of operational risk losses.

Starting with Q1 2025 following the discontinuation of the previous approaches (SMA and AMA) in the favour of a new single method in CRR3, the Bank applies the new Standardised approach to calculate the own funds requirements for operational risk.

On top of the total regulatory ratio of 8% set by Art 92 from CRR, starting 2016, based on NBR requirements, BRD Group maintains additional own funds to cover risks resulting from internal assessment and SREP (supervisory review and evaluation process). In 2025 this requirement represented 4.96% of RWA (4.52% during 2024). Thus, the TSCR (total SREP capital requirements) for BRD Group was 12.96% for 2025 (12.52% for 2024).

Overall capital requirements (OCR) represent the total of SREP requirements and capital buffers, namely:

- A Conservation Buffer in CET 1 capital intended to absorb losses during periods of stress. This buffer is mandatory and fully effective from 1 January 2019 and amounts to 2.5% of total RWA.
- A Countercyclical Buffer that may be imposed during periods of excessive credit growth when system-wide risk is building up, capped at 2.5% of total RWA. According to NBR Order 6/2021 amending the NBR Order 12/2015, the level of countercyclical buffer for credit exposures in Romania was 0.5% (from 0% previously), starting October 17, 2022 and 1% starting from October 23, 2023, according to NBR Order no 7, from 25th of November 2022.
- Other systemically important institutions (O-SIIs) identified by NBR which have been authorized in Romania, may be subject to an O-SII Capital Buffer of up to 2% of the total RWA. BRD was identified as O-SII by NBR and O-SII Capital Buffer was 1% starting with 1 January 2016 until December 2021 end. Based on a new calibration methodology, starting 1 January 2022 the O-SII Capital Buffer for BRD is 1.5% of total RWA, reconfirmed by NBR Order no. 9/06.12.2023.
- A Systemic Risk Buffer was imposed, according to NBR Order 4/2018, starting with 30 June 2018, with the aim of supporting the adequate management of credit risk and enhancing banking sector resilience to unanticipated shocks, amid unfavourable structural circumstances. The buffer is applied to all exposure and is calibrated at 0% - 2%, depending on the level of the non-performing loans ratio and the coverage ratio. The systemic risk buffer applicable for BRD is 0%.

MINIMUM REQUIREMENT FOR OWN FUNDS AND ELIGIBLE LIABILITIES (MREL)

According to Bank Recovery and Resolution Directive (BRRD), the banks should have the loss-absorbing and recapitalization capacity necessary to help ensure that, in, and immediately following a resolution, those institutions can continue to perform critical functions (criticality assessed from the perspective of impact on the markets) without putting taxpayers' funds, meaning public funds, or financial stability at risk.

Therefore, it was regulated a requirement for own funds and eligible liabilities (MREL) for all credit institutions and investment firms through BRRD1 (Directive 2014/59) transposed in Romanian legislation through Law 312/2015, and BRRD2 (Directive 2019/879) transposed in local legislation through Law 320/2021.

As at December 2025 end, BRD had to comply with MREL requirements based on the notification received on 26th of June 2025 (cancelling the previous one from 3rd of July 2024), to be respected at all times: 25.45% (vs 25.41% previously) of TREA (total risk exposure amount) and 5.90% of LRE (leverage ratio exposure). On top of the above, the combined buffer requirement should be respected (5.0% of TREA, starting 23 October 2023).

As the resolution strategy for Societe Generale is Single Point of Entry, with upstream of losses to the resolution entity (Societe Generale SA), the total MREL should be satisfied with own funds and a new category of debt (senior not preferred, SNP), ranking above own funds and subordinated that is not AT1 or T2, but below senior preferred. The SNP should be concluded with the parent (Art. 45 f (2) BRRD2).

BRD concluded five senior non-preferred loans with the parent, of EUR 950 million in total, as presented below:

- EUR 450 million renewed in December 2025 (roll-over of a 2021 SNP and a 2023 SNP), with an initial term of 3 years and a call option at 2 years;
- EUR 100 million drawn in December 2025, with initial term at 3 years and a call option at 2 years;
- EUR 100 million with initial term at 7 years and a call option at 6 years and EUR 150 million with an initial term of 8 years and a call option at 7 years, both drawn in December 2023;
- EUR 150 million drawn in June 2024 with an initial term of 6 years and a call option at 5 years (roll-over of a 2022 SNP);

The summary of the BRD Group and Bank capital adequacy is presented below:

	Bank		Group	
	2024	2025	2024	2025
m RON				
Tier 1 capital	8,971	9,397	9,346	9,770
Tier 2 capital	1,244	1,275	1,244	1,275
Total own funds	10,215	10,671	10,590	11,045
Capital requirements				
Credit risk (including counterparty risk)	2,626	2,920	2,791	3,087
Market risk	15	25	15	25
Operational risk	190	436	192	443
Credit valuation adjustment (CVA) risk	10	15	10	15
Total capital requirement	2,840	3,396	3,009	3,570
Risk weighted assets				
Credit risk (including counterparty risk)	32,825	36,503	34,891	38,593
Market risk	183	311	184	315
Operational risk	2,371	5,453	2,406	5,538
Credit valuation adjustment (CVA) risk	127	182	127	182
Total risk exposure amount (TREA)	35,506	42,449	37,607	44,628
Regulatory Capital Adequacy Ratio	28.77%	25.14%	28.16%	24.75%
Tier 1 ratio	25.27%	22.14%	24.85%	21.89%
Eligible liabilities (senior non preferred loans)				4,844
Total own funds and eligible liabilities				15,889
MREL (% of TREA)				35.60%

Note: Capital adequacy ratio without the impact of OCI quick fix adjustment as of December 31, 2025 is 22.08% (Group) and 22.3% (Bank), and 22.4% (Group) and 22.8% (Bank) as of December 31, 2024.

LEVERAGE RATIO

The leverage ratio reached 9.0% (with own funds including partial profit integration and considering the impact of OCI quick fix adjustment) as at 31 December 2025 at Group level, which is well above the 3% minimum requirement enforced based on Regulation 2019/876 amending CRR starting with June 2021.

The sustainable level of leverage ratio results from the strong capital base, namely high-level Common Equity Tier 1 capital and Tier 2 capital, and a balance-sheet structure specific to the universal bank business model with core focus on retail activities.

INTERNAL CAPITAL ADEQUACY ASSESSMENT PROCESS (ICAAP)

In accordance with Article 148 of the Emergency Ordinance no. 99/2006 on credit institutions and capital adequacy, as subsequently amended and NBR Regulation no. 5/2013 on prudential requirements for credit institutions, BRD has in place a process for internal assessment of capital adequacy to risks.

The Bank performs periodically an evaluation of internal capital adequacy to risks by comparing the available own funds with internal capital requirements. The general framework for ICAAP is updated annually and the capital adequacy monitoring is performed on a quarterly basis.

A risk assessment is performed annually and involves the evaluation of all risks to which the Bank may be exposed and the identification of the significant risks.

The internally evaluated capital requirement is determined using „Pillar 1 plus” approach, where the capital requirements for the following risks are added to the regulatory capital requirements:

- Credit risk concentration, residual risk from usage of credit risk mitigation techniques, risk related to foreign currency lending to unhedged borrowers and risks arisen from applying less sophisticated approaches
- Interest rate risk in banking book
- Funding risk
- Strategic risk
- Other significant risks: reputational risk, compliance risk, model risk.

For the purposes of the internal capital adequacy assessment, the available own funds are considered equal to the regulatory own funds.

Based on the Business and Risk Strategy and on the Risk Appetite, the Bank makes projections of the own funds and capital requirements on a three years horizon in order to ensure their adequacy, both in normal course of business and under stress situations.

7. INTERNAL CONTROL FRAMEWORK

Internal Control System relies on the three lines of defense model, which reinforces segregation of duties between various functions.

The *first line* of defense is represented by all staff for the operations in their area of activity, comprising all of the Bank's structures (located both in the Network and Headquarters) which are primarily responsible for the ongoing management of the risks arisen in conducting their daily activities, taking into account the Bank's risk appetite and its policies, procedures and controls.

All Bank's structures (including structures acting as control functions) are responsible with performing the first level controls. They represent all measures implemented at operational level, in order to ensure the conformity, validity and security of the performed operations (controls on operational activity and controls on accounts).

The responsibility for the implementation and operation of first level controls is with the management of all Bank's structures (both in first and second line of defense), by the continuous management of risks arising from their daily activities, as per internal normative framework, but also for the implementation of first-level controls and by taking the necessary corrective measures in all cases where deficiencies are identified as a result of the processes or of the carrying out of the control.

The *second line* of defense is represented by risk management and compliance functions, which are independent from the entities that they monitor and control.

The risk management function is responsible for overseeing risks, for ensuring they are identified, assessed, measured, monitored, managed and properly reported on by the business lines, for challenging and assisting in the implementation of risk management measures by the business lines in order to ensure that the process and controls in place at their level are properly designed and effective. Deputy CEO in charge of Risk (Chief Risk Officer) is the Coordinator of the Centralized Risk Management function and reports to the management body, as well as to relevant committees, all the results / conclusions / recommendations for improving the risk management function.

The compliance function advises the management body on measures to be taken to ensure compliance with applicable laws, rules, regulations and standards, and assesses the possible impact of any changes in the legal or regulatory environment on Bank's activities and compliance framework. It ensures that compliance monitoring is carried out through a structured and well-defined compliance monitoring program and that the compliance policy is respected.

The compliance function is coordinated by the Director of the Compliance Department, who is the coordinator of the compliance function at Bank level, being hierarchically subordinated to the Bank's CEO.

As part of the risk management function, BRD has in place a Level 2 control structure that has the responsibility to ensure a better internal control system efficiency by evaluating the quality of the level 1 control. This assessment addresses controls to prevent operational risks generated by the activities and processes within BRD Group. Level 2 control has the following responsibilities:

- Evaluating the design of Level 1 controls / control procedures to ensure that there is a proper framework for monitoring and controlling operational risks related to activities
- Evaluating the performance of these controls to ensure that all operational risks and anomalies have been identified by the first level of control, and that there are appropriate remedial actions and that they are implemented

The *third line* of defense is represented by the internal audit function, which provides independent review and objective assurance on the quality and effectiveness of the Bank's internal control system, the first and second lines of defense and the risk governance framework. Internal audit function reports to and operates under the mandate of the Board of Directors.

The main instruments implemented at BRD level for ensuring an efficient internal control system are:

- Transposition of the Bank's strategies/policies/processes into written regulations (norms, policies, instructions, work procedures) and their periodic review
- Raising awareness of each operational level regarding the necessity to control operations and apply working procedures adapted to the nature and volume of activity, taking into account all risk types
- A clear decision process and allocation of responsibilities and authority limits, by hierarchical levels and organizational structures, including appropriate segregation of duties at all organizational levels, in order to prevent assignment of conflicting responsibilities
- A continuous process of identification, assessment, mitigation, monitoring and reporting of material risks
- A compliance program
- An audit plan
- Timely reporting of the deficiencies identified in the internal control system to the appropriate management level, who should address the issues promptly
- Timely reporting of material internal control deficiencies to management body

The internal control framework described above is applicable to the financial reporting processes and provides reasonable assurance on the reliability of financial reporting, compliance with applicable laws and regulations, as well as with the internal policies and procedures.

It is the Board of Directors' assessment that the Group has adequate internal control and risk management arrangements in place with regard to the Group's risk profile and strategy.

8. CONSOLIDATED SUSTAINABILITY STATEMENT

8.1. GENERAL INFORMATION

Basis for Preparation

Framework and Data Selection

IRO 2-59

This report has been prepared in accordance with the Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 amending Regulation (EU) No 537/2014, Directive 2004/109/EC, Directive 2006/43/EC and Directive 2013/34/EU, as regards corporate sustainability reporting (Corporate Sustainability Reporting Directive – CSRD), the European Sustainability Reporting Standards (ESRS), alongside the requirements of Article 8 of EU Regulation 2020/852 on establishing a framework to facilitate sustainable investment (EU Taxonomy) and the local legislation transposing CSRD ((NBR Order no. 27/2010 for approving accounting Regulations in accordance with International Financial Reporting Standards, republished, with subsequent amendments). The disclosures included in the Environmental Information, Social Information and Governance Information (ESG) chapters (Topical Chapters) have been assessed as material according to our Double Materiality Assessment (DMA)¹¹ or are mandatory according to the ESRS Standards. All disclosure requirements and data points corresponding to topics and sub-topics that resulted as immaterial during the DMA, are not included in this statement. After the identification of material topics in the DMA, the EFRAG Guidance was used to map the material sustainability matters to the relevant disclosure requirements.

Consolidation

BP 1-5-a,b, d

The Sustainability Statement for the financial year ended 31 December 2025 (the Sustainability Statement) has been prepared on a consolidated basis and is aligned with the perimeter used for preparing the IFRS Financial Statements.

The scope of consolidation is indicated in Note 2 b) Basis for consolidation of the Consolidated Financial Statements and comprises BRD Groupe Société Générale S.A. (the “Bank” or “BRD”), BRD Sogelease IFN S.A. (BRD Sogelease), BRD Asset Management SAI S.A. (BRD Asset Management). For the purpose of the Sustainability Statement the consolidated entity (BRD and its subsidiaries) is referred to as „the Group” or „BRD Group”, and its immediate and ultimate controlling party, Société Générale S.A., is referred to as the “SG Group” or “SG”.

For the preparation of the Sustainability Statement, BRD Group has not used the option to omit information corresponding to intellectual property, know-how or the results of innovation.

BP 2-5-15, BP 2-5-17

Additionally, within this statement mainly mandatory and material disclosures and data points according to ESRS and EFRAG guidance are included. We have also utilized the Global Reporting Initiative (GRI) standards to determine key metrics relevant for specific material IROs presented under the Chapter “Consumers and end-users”. Phase-in option in accordance with ESRS 1 Appendix C, has been adopted specifically for the following disclosures: ESRS 2 SBM 3-48-e (anticipated financial effects of the undertaking’s material risks and opportunities), ESRS E1-9 (anticipated financial effects from material physical and transition risks and potential climate-related opportunities). In addition, BRD Group has applied the transitional provision related to value chain information, specifically for Scope 3 GHG emissions (E1-6).

¹¹ For the realization of the Sustainability Statement 2025, the DMA has been updated based on the last developments related to BRD Group.

BRD Group's Value Chain

BP 1-5-c

The information included in the Sustainability Statement covers the value chain of BRD Group, including upstream, own operations and downstream, and joint ventures & associates. The DMA has taken into account material Impacts, Risks and Opportunities (IROs) to the extent that BRD Group has ready access to the information. In future we consider expanding this analysis, as the CSRD develops.

BRD Group's value chain consists of the following components:

- **Upstream & Own Operations**, which include the ownership of buildings, IT equipment, direct consumption, supplier relationships, human resources and compliance.
- **Downstream**, which encompasses BRD Group's core financial services' clients, including retail, non-retail, leasing and asset management. BRD Group serves a diverse client base, including private individuals, small businesses, SMEs, and large corporations, reflecting the broad impact of its financial activities across the economy.
- **Joint Ventures & Associates**, such as BRD Asigurări de Viață S.A. and CIT ONE S.A, which operate as business partners within BRD Group's ecosystem. While these entities are not fully consolidated within BRD Group's operations, they are considered in the value chain analysis, particularly in areas where their activities intersect with BRD Group's financial services.

Additionally, the Sustainability Statement provides detailed information on policies, actions, targets, and metrics that extend across the entire value chain, including BRD Group's own operations and its relationships with upstream suppliers, downstream clients, and joint ventures & associates.

Disclosures in Relation to Specific Circumstances

BP-2-9

For the preparation of the Sustainability Statement, BRD Group has adopted the same definition for short (1 year), medium (up to 5 year) and long-term (more than 5 years) as indicated by ESRS 1 section 6.4 paragraph 77.

When data was not available, averages or proxies were used. Details on the estimates, data sources and any potential measurement uncertainties or assumptions are provided within the relevant Topical Chapters. For more details, please see the information reported below in the section "Estimation Uncertainty Disclosure".

BP-2-16, IRO-2-56

For the implementation of the actions disclosed in the Sustainability Statement no significant CapEx or OpEx was required unless otherwise stated in the topical disclosures. These actions were carried out primarily using the regular operational budgets of the departments involved, relying on business-as-usual activities, unless otherwise stated.

For a list of information incorporated by reference, please refer to the Annex Chapter. The List of disclosure requirements and the List of datapoints in cross-cutting and Topical Standards that derive from other EU legislation are reported in the Annex Chapter.

In developing its consolidated Sustainability Statement, the Group has not relied upon other European standards nor on data and processes verified by an external assurance provider other than the provider of limited assurance for this report. Unless specifically indicated otherwise, the frameworks, guidelines, policies, effectiveness of the actions, targets and metrics presented in this Sustainability Statement are not validated, audited, certified or assessed by or based on the opinion of an external body other than the assurance provider for this statement.

Estimation Uncertainty Disclosure

BP-2-10, BP-2-11, BP-2-12

Estimates and uncertainties

Information related to sustainability is often subject to uncertainties stemming from the state of scientific and economic knowledge, as well as the quality of both internal and external data, such as those used for the value chain. Moreover, prospective information, unavailable data, and the quantification of certain sustainability metrics - particularly environment data - rely on estimates and judgements based on BRD Group's experience and internationally recognized sustainability standards. These estimates depend heavily on the hypotheses and methodological choices made.

For the computation of GHG emissions, BRD reviews and applies estimation methodologies that are consistent with ESRS 2 requirements.

Use of estimates and associated limitations

Sustainability metrics, especially those related to BRD Group's value chain like CO₂ emissions (E1-6), are based on estimates, averages, or assumptions, leading to data volatility and quality uncertainties. When direct measurement isn't possible, data from customers or external providers introduce potential inaccuracies. In the absence of specific information, sector and geographical averages are used, which may not accurately reflect BRD Group's customer portfolio. Greenhouse gas emissions related to financing activities often require combining multiple data sources. Emission factors, which convert consumption data into greenhouse gas emissions (GHG, in tons of carbon dioxide equivalent - tCO₂eq), vary by source and context. CO₂ emissions span various categories, each with inherent uncertainties. Additionally, differing methodological practices and changing regulations complicate CO₂ emissions estimation across the value chain.

Details on data or estimate limitations are provided in the metric descriptions (E1-6). BRD Group is committed to improving practices and methodologies as standardized, high-quality data become more available from external partners.

Estimates were also used in relation to certain elements included in the calculation of total remuneration of BRD Group's employees. Further details are provided in the Own Workforce section of the Social Information chapter.

Uncertainties inherent in forward-looking information

BP-2-12

The sustainability statement includes objectives and forward-looking statements reflecting BRD Group's ambitions. This information should be used cautiously, as it's based on current beliefs and economic forecasts and is subject to significant uncertainties beyond BRD Group's control. These statements do not guarantee the realization of all ambitions. The sustainability statement outlines BRD Group's trajectory in line with CSRD and ESRS obligations, not a definitive outcome.

Changes in preparation or presentation of sustainability information

BP-2-13

With respect to changes in the preparation and presentation of sustainability information compared to the previous reporting period, the entity-specific metric "Total number of data leaks, thefts and losses of customer data" disclosed in the prior year in relation to the material sustainability matter S4-Privacy, was replaced in the current year by the entity-specific metric "Number of personal data breaches notified to the local data protection authority and rated as "significant" by the Data Protection officer". This change aims to strengthen the linkage between the material risk identified and related metric disclosed, as well as to

ensure consistency with the information reported to Management and regulatory authorities. Further details are available in Consumers and end-users chapter.

For details on the changes in preparation and presentation of EU Taxonomy-related disclosures amid the application of the Disclosure Delegated Act 2026/73 please refer to EU Taxonomy chapter.

Reporting errors in prior periods

BP-2-14

In 2025, BRD Group refined the calculation methodology applied to S1-16 – Remuneration metrics (i.e. pay gap and total remuneration) by including benefits in kind and other forms of variable cash payments offered to employees as part of total remuneration. As a result, the 2024 comparative figures for the gender pay gap and the annual total remuneration ratio were restated to reflect the revised calculation of annual total remuneration.

This restatement was performed to align the calculation methodology with the current reporting approach and applicable ESRS requirements, thereby enhancing consistency and comparability between reporting periods.

For details, please refer to Own Workforce chapter.

BRD Group Governance Practices

Sustainability Governance

GOV 1-22- a,d

At BRD Group level, the perimeter of the Administrative, Management and Supervisory Bodies (AMSB) is defined as comprising the Executive Committee and the Board of Directors. The Board of Directors (BoD) holds ultimate responsibility for overseeing the Group's Sustainability Strategy, ensuring the effective management of material impacts, risks and opportunities (IROs). This includes defining - objectives and targets that align with BRD Group's commitments to stakeholders, regulatory compliance and broader ESG priorities. The BoD ensures that sustainability considerations are integrated into BRD Group's strategic direction, reinforcing alignment with regulatory frameworks, stakeholder expectations and the overarching sustainability commitments of Société Générale Group (SG). Through its governance role, the BoD drives responsible decision-making, monitors progress on sustainability initiatives and ensures that BRD Group remains resilient in addressing ESG challenges and opportunities.

The Executive Committee (EC) is responsible for implementing the Sustainability Strategy across all relevant business lines and functions, ensuring that the defined targets are translated into actionable plans across business units.

The EC periodically informs the BoD regarding the progress of the Sustainability Strategy implementation, including specific aspects related to material IROs. The responsibilities for the BoD and EC are formalised collectively according to legal provisions (Company's Law and Civil Code).

The Finance Department, reporting to the Deputy CEO Finance and Operations, is responsible for the publication of the Annual Report which from financial year ended December 31, 2024, onwards integrates the Sustainability Statement.

The Human Resources Department, under the CEO's direct authority, engages employees in CSR initiatives, manages material IROs related to own workforce, as identified during the DMA (Double Materiality Assessment) and manages relationship with the Trade Union.

The Social Environment and Positive Impact Financing Directorate (ESPIF), reporting to the Deputy CEO Non-Retail, assesses environmental and social risks and supports sustainable financing.

The Communication Division, under the General Secretariat's direct authority, manages sponsorships, community support and CSR-related communications.

To ensure comprehensive risk oversight, the Compliance Committee, through the ESPIF team, provides quarterly updates to both the BoD and the EC on key environmental and social risk highlights.

The Transformation Department, under the CEO's direct authority, ensures that sustainability-related progress is tracked through established KPI indicators in line with Horizons 2025 and its extension Horizons 2027 strategic plan. Horizons 2027 represents the strategic plan of BRD, focusing on 3 main pillars: Client Centricity (growth built on all business segments, while also fostering synergies), ESG (being a responsible financier and employer) and Efficiency (by being simpler and faster, leveraging also on technology, while optimizing scarce resources and keeping a healthy risk profile).

The governance structure also includes internal control mechanisms, ensuring compliance with ESG policies, risk frameworks and ethical business conduct guidelines. The implementation of ESG policies is monitored through BRD Group's Internal Control Framework, which ensures that sustainability risks and opportunities are effectively managed and reported.

The Risk Management Function, reporting to the Deputy CEO Risk, is responsible for overseeing the identification, assessment, monitoring and reporting of the risks that could have a major impact on Bank's financial standing and/or its reputation (including ESG risks), challenging the proposal made by the first line of defence regarding ESG related normative framework, strategic objectives and sustainability strategy.

Each business department integrates sustainability principles into their activities, adapting products and services to align with BRD Group's CSR policy and sustainability ambitions, with progress tracked through annual indicators.

Together, these structures ensure a comprehensive, collaborative approach to sustainability governance and execution, embedding sustainability objectives into BRD Group's strategy and operations.

How BoD and EC Members are Informed About Sustainability Matters

GOV 2-26-a,b,c

The Management Body of BRD Group (EC and BoD) considers the material impacts, risks and opportunities when overseeing BRD Group's strategy, major transactions and risk management processes. The BoD plays a critical role in ensuring that sustainability is embedded in strategic decision-making by aligning ESG considerations with business objectives. BRD Group's sustainability strategy was developed through a combination of top-down strategic guidelines from SG and a bottom-up approach identifying material topics through internal analysis, such as DMA or the Business Environment Scan 2024 (BES). SG's strategic sustainability framework is structured around four main pillars: a culture of responsibility, environmental transition, positive local impact, and responsible employer. BRD Group integrates these pillars with its internally identified sustainability-linked topics, ensuring that ESG considerations are fully embedded into its Business Strategy, Horizons 2027. As part of this process of integration, BRD Group assesses the main risks and opportunities, their potential impact on clients and their overall business implications, ensuring a comprehensive integration of ESG factors into the Group' strategy.

When overseeing major transactions and risk management, the Executive Committee evaluates how ESG risks and opportunities align with market trends, business objectives, and stakeholder expectations. ESG-related trade-offs, such as the balance between short-term operational costs and sustainability goals, are carefully assessed. Additionally, BRD Group's risk management framework incorporates ESG factors, with specialized structures such as the ESPIF Division supporting the identification and mitigation of ESG-related risks in transactions and client engagements.

The material impacts, risks, and opportunities identified through the DMA were validated by the EC before final approval by the BoD. These identified factors are detailed under the disclosure SBM 3 of the relevant reporting chapter.

Skills and Expertise Related to Sustainability

GOV 1-23-a,b

To ensure that the Board of Directors (BoD) and Executive Committee (EC) possess the necessary sustainability-related expertise, BRD Group has implemented a structured approach to skills development

and continuous learning. The Nomination Committee plays an essential role in this process by identifying, proposing and submitting for approval candidates for management positions, ensuring that selected candidates meet the expectations of capital markets, regulatory bodies such as the National Bank of Romania (NBR), and corporate governance best practices. This includes, among others, expertise in sustainability, business conduct and ESG-related matters. The Nomination Committee also conducts an annual assessment of the BoD's structure, size and performance, making recommendations to enhance sustainability-related competencies where necessary.

For members who may not possess direct expertise in sustainability, BRD Group ensures access to a team of trained and certified experts with specialized knowledge acquired through the implementation of sustainability projects. Additionally, members of the management bodies actively participate in annual training programs designed to enhance their understanding of material sustainability topics. In 2025, targeted training sessions were conducted on CSRD and ESRS (Corporate Sustainability Reporting Directive and Strategy), ensuring alignment with regulatory requirements and evolving sustainability trends. BRD Group's Training Plan, developed annually in line with BRD Group's strategy and operational priorities, emphasizes upskilling and reskilling to support business needs while ensuring compliance with legal and regulatory certification requirements for key functions. The CSR Strategy training deployed in 2025 targeted all staff, EC and BoD members.

The principles underlying BRD Group's training and development strategy include alignment with business objectives, open communication, equity and transparency. ESG and sustainability topics have been important topics in the training agenda for 2024 and 2025, with dedicated courses covering areas such as Climate Fresk, Sustainable IT Awareness, Digital resilience improvement (DORA), CSR Standards, Circular Economy, Environmental Crisis Management, Protecting Biodiversity and Sustainable Finance Regulations. These sessions help equip management with the necessary skills to understand, assess and address sustainability impacts, risks, and opportunities relevant to BRD Group's operations.

Beyond formal training, BRD Group leverages internal and external expertise through introductory presentations, workshops and expert-led sessions when major sustainability programs—such as the implementation of CSRD/ESRS requirements—are introduced. These initiatives ensure that the BoD and EC are well-informed about sustainability-related regulatory changes, risks and opportunities, reinforcing their ability to integrate sustainability into strategic decision-making.

The departments within BRD Group are gaining knowledge of the sustainability impacts, risks and opportunities related to their specific activities. Training needs are directed also to material topics relevant to BRD Group's operations. The EC reviews and validates the annual Training Plan, ensuring that it is aligned with the strategic priorities of BRD Group activities and industry trends.

Business Conduct Governance

GOV 1-5-a,b

The BoD and EC play a critical role in upholding high standards of business conduct. These bodies operate under clearly defined rules of organization and functioning, promoting high ethical and professional standards and a strong internal control culture.

The BoD holds the ultimate responsibility for overseeing BRD Group's corporate governance framework, ensuring compliance with regulatory requirements, and embedding business conduct principles into the Bank's strategic direction. The BoD is responsible for establishing and maintaining high standards of corporate ethics, managing conflicts of interest and fostering a transparent business environment.

The EC is responsible for implementing the strategic and operational decisions set by the BoD. It ensures that business conduct policies are effectively applied throughout the organization, embedding ethical principles into daily operations, customer interactions and internal processes. The EC also oversees risk management practices, ensuring alignment with BRD Group's long-term objectives and regulatory standards.

Moreover, the BoD annually assesses the adequacy of the BRD Group's EC members based on reports from the Nomination Committee. This ensures that the EC is well-suited for the dimension and complexity of BRD Group's activities.

To assist in performing its responsibilities, the BoD has established four committees, including the Audit Committee, Risk Management Committee and the Remuneration Committee.

BRD Group prioritizes continuous learning and professional development for its management bodies by providing targeted workshops and training courses on business topics based on their needs and requests. Members of the BoD and EC participate in mandatory and voluntary training programs covering critical topics such as anti-corruption, combating inappropriate behaviour, the Code of Conduct, international sanctions compliance, competition law, anti-money laundering (AML), countering the financing of terrorism, and information security. Additionally, workshops on organizational culture, change management have been conducted with BoD members and executive directors to define and reinforce corporate values and ethical principles. Tailored coaching programs for top management further enhance their leadership capabilities in fostering a strong ethical culture within BRD Group.

GOV 1-21-c

For more information related to the BoD and EC members in relation with BRD Group's sector of activity, products and Romanian market, please refer to Chapter 2 Corporate Governance of the current Annual Board of Directors' Report 2025.

Sustainability-related Performance Incentive Schemes

GOV-3-29

For 2025, all EC members had to fulfil KPI related to strategic projects of the Bank, including ESG KPI within the framework of Group Performance & Efficiency Program connected to ESG strategy. In addition, KPIs related to the results of the Employee Barometer (related targets are disclosed in Own workforce chapter) were also included in the objectives set for 2025, carrying a weight of up to 15% in management variable remuneration for 2025. Consistent with the prior year, BRD's CEO objectives for 2025 included SG Group KPIs related to the reduction of Oil & Gas exposure.

At present, BRD Group's current remuneration policy for the Management Body does not include structured incentive schemes directly linked to sustainability matters. However, each year, specific objectives are established for the members of these bodies, including those related to sustainable finance.

Other Governance-related Information

GOV 1-21-b, d,e

BRD Group ensures employee representation through its adherence to the Collective Labour Agreement and relevant legal requirements, allowing the Representative of the Trade Union to be invited to some BoD meetings to address employees' rights and interests. This inclusion fosters dialogue between the management and the Bank's workforce, ensuring that employees' concerns are considered in decision-making.

In terms of gender diversity, as of December 31, 2025, at Bank level, eight of the nine positions on the BoD were duly occupied and exercising their mandates while the nomination of one female member was under review at the NBR. With five female (56%) and four male (44%), resulting in an average female-to-male ratio of 5:4, similar to December 31, 2024. Additionally, there are four independent board members, accounting for 44% of the BoD, similar to 2024. The EC, however, has a different gender composition, with five male members (71.4%) and two female members (28.6%), reflecting an average female to male ratio of 2:5, similar to December 31, 2024.

At BRD Sogelease level, there are 5 positions on the BoD occupied and exercising their mandates according to the local legislation. With four female (80%) and one male (20%) member, resulting in an average female - to - male ratio of 4:1 in 2025 (vs. three female and two male members, resulting in an average female-to-male ratio of 3:2 in 2024). Of these, one member qualifies as independent board member, similar to 2024. According to the Articles of Incorporation, the management of the company and the coordination of its day-to-day activities are carried out by the Company's Executive Directors, namely the General Director and one Director (vs. the General Director and two Directors in 2024). At executive Management level, both members are male.

The Board of Directors of BRD Asset Management SAI SA, consisting of 3 members, is currently composed entirely of men, resulting in a 100% male representation at the supervisory level, including one independent director, representing an independence ratio of 33% (no change vs 2024). In contrast, the executive management team demonstrates a balanced gender representation, with an equal gender distribution of 50%–50% (no change vs 2024). This balance within the executive management team clearly shows the organization's commitment to promoting diversity and inclusion in day-to-day operations and in decision making processes.

GOV-1 21-a

For information related to the number of executive and non-executive of the BoD members, please refer to Chapter 2 Corporate Governance of the current Annual Board of Directors' Report 2025.

Statement on Due Diligence

GOV-4

Information on the due diligence process for the Sustainability Statement is given in the table below:

Table 1: Treatment of Due Diligence in the Sustainability Statement

CORE ELEMENTS OF DUE DILIGENCE	PARAGRAPHS IN THE SUSTAINABILITY STATEMENT
a) Embedding due diligence in governance, strategy and business model	ESRS 2 – GOV-2 pg. 66 ESRS 2- GOV -3 pg. 68 ESRS 2 – SBM-3 pg. 87- 98, 100-101, 143-146, 171-172
b) Engaging with affected stakeholders in all key steps of the due diligence	ESRS 2- GOV-2 pg. 66 ESRS 2- SBM-2 pg. 75-79 ESRS 2 MDR-P, pg. 108-111, 150-152, 175-180, 197-200 S1-2, pag. 154-155 S4-3, pag. 182-184
c) Identifying and assessing adverse impacts	ESRS 2 – IRO-1 pg. 78-87 ESRS 2 – SBM-3 pg. 87- 98, 100-101, 143-146, 171-172
d) Taking actions to address those adverse impacts	ESRS 2 MDR-A, pg. 111-118, 157-162, 184-193, 203-204
e) Tracking the effectiveness of these efforts and communicating	ESRS 2 MDR-T, pg. 118-121, 163-164, 193-195, 205

Risk Management and Internal Controls over Sustainability Reporting

GOV-5

Currently, BRD Group does not have a fully formalized risk management and internal control system dedicated exclusively to the sustainability reporting process. However, sustainability reporting is conducted within the broader corporate governance framework, with responsibilities distributed across relevant departments, while the ultimate responsible for the integration of the Sustainability Statement within the BoD Annual Report lies with the Finance Department. The reporting process relies on existing internal controls (Chapter 7 Internal Control Framework of the current Annual Board of Directors' Report 2025), such as data verification by responsible units, alignment with regulatory requirements and high-level oversight by management. While there is no dedicated sustainability reporting control framework yet, efforts are made to ensure compliance with applicable standards through collaboration between operational teams and departments responsible for the preparation of the sustainability reporting.

Risk Assessment Approach

BRD Group does not currently employ a formalized risk assessment methodology for sustainability reporting. However, potential risks related to data accuracy, completeness, and consistency have been identified and managed during the reporting process. The prioritization of these risks is based on factors such as regulatory compliance requirements, stakeholder expectations, and internal strategic priorities. Key risk areas considered include data reliability from different business units, potential misalignment with reporting standards and evolving regulatory demands. BRD Group is planning to enhance the risk assessment process by developing a more structured approach to sustainability reporting risk identification and management.

The following key risks related to the sustainability reporting process have been identified:

- Data accuracy and reliability: Risk of inconsistencies in sustainability data due to reliance on manual data collection and limited automation. Mitigation: Internal validation processes conducted by the responsible reporting teams, cross-departmental reviews.
- Regulatory compliance risk: Potential gaps in meeting new or evolving sustainability disclosure requirements. Mitigation: Continuous monitoring of regulatory changes and consultation with subject matter experts, including external consultants.
- Internal capacity and expertise: Specialized knowledge on sustainability reporting frameworks still under development, which may impact reporting quality. Mitigation: Ongoing capacity-building efforts, including internal training and collaboration with external consultants.
- Timeliness of reporting: Challenges in consolidating data from multiple sources within required timelines. Mitigation: Improving internal coordination, and project management, with clearer and larger intermediate milestones.

Integration of Risk Findings

BRD Group integrates findings related to sustainability reporting risks through its existing governance processes. Insights gained from previous reporting cycles are used to improve data collection methods and coordination between departments.

Cross-functional collaboration – particularly between Finance, Risk Management Structures – ensures that identified reporting challenges are addressed through ad-hoc process adjustments.

Oversight and Reporting Mechanisms

Sustainability reporting progress and key challenges are communicated through general reporting mechanisms, such as periodic updates to the EC. ESG and reporting-related findings are also discussed in relevant working groups when necessary (i.e. ESG by Design Program, ESG working group).

BRD Group Business Model and Sustainability Strategy

Business Model

SBM-1-40-a

BRD Group is active in Romania in the banking, leasing and asset management sector. BRD Group's total number of employees as of 31 December 2025 was 5,517 (vs. 6,243 as of 31 December 2024). BRD operates as a universal bank providing a comprehensive range of financial products and services to individuals, corporate clients, and public institutions. Its business model integrates traditional banking services with sustainable finance initiatives, aiming to create long-term value for customers, investors and stakeholders.

BRD Group's offering extends beyond core banking services, encompassing specialized financial entities such as BRD Asset Management and BRD Sogelease, which contribute to a diversified product offering tailored to different market needs.

ESG factors were progressively integrated into BRD Group's strategy and processes through SG's ESG by Design program, which was implemented between 2022 and 2025. This program was designed to address regulatory expectations and voluntary commitments while embedding sustainability into BRD Group's core operations.

More information on BRD Group business and products is included in the financial part of the Board of Directors Report ([Chapter 4. Group activity and results](#)).

Inputs

SBM 1-42-a

BRD Group secures and develops key inputs through strategic planning, partnerships, and adherence to regulatory and sustainability frameworks. The main inputs include:

- Financial Capital: Sourced from its shareholders, the main one being Societe Generale, customer deposits, equity, interbank loans and partnerships with international financial institutions such as the European Investment Bank (EIB) and the International Finance Corporation (IFC), supporting sustainable finance and other lending programs.
- Human Capital: The Bank invests in workforce development through continuous learning programs, ESG-focused training and employee engagement initiatives to align with sustainability goals.
- Technology and Digital Infrastructure: BRD Group is enhancing its digital capabilities with investments in fintech partnerships, internet banking including mobile applications, and automation to improve efficiency and customer experience.
- Sustainability Integration: ESG considerations are progressively embedded into BRD Group's operations, aligning with regulatory expectations and voluntary commitments.
- Regulatory Compliance: BRD Group operates in compliance with national and EU regulatory frameworks, such as the EU Taxonomy and Sustainable Finance Disclosure Regulation (SFDR), ensuring transparency and accountability in its sustainable finance practices.

Outputs

SBM 1-42-b

BRD Group's outputs translate into a wide range of products and services that contribute to financial inclusion, sustainability and economic development.

For retail customers, BRD Group provides a comprehensive suite of banking products for individuals and small businesses, including loans (consumer, mortgage, green loans, investment loans), current account services, and investment solutions including through BRD Asset Management Undertakings for Collective Investment in Transferable Securities (UCITS) funds.

Corporate clients benefit from a diverse range of financial solutions such as investment financing, working capital facilities, sustainability-linked loans (SLLs¹²) or letters of guarantee, and asset-based leasing through BRD Sogelease, which supports companies in acquiring energy-efficient equipment or assets contributing to a climate-change objective and transitioning to greener business models.

Additionally, specialized financial leasing solutions cater to key sectors such as transportation, agriculture and healthcare, enabling businesses to acquire essential assets while focusing on energy efficiency and sustainability.

For investors, BRD Asset Management offers a wide array of products enabling clients, both individual investors and companies, the access to a variety of asset classes and strategies, ranging from conservative fixed-income funds to dynamic equity funds or target date funds. BRD Asset Management's product portfolio comprises 12 diverse investment funds, with RON 9.27 billion assets under management (AUM), out of which 5 investment funds are SFRD Article 8 compliant, as of 31 December 2025.

Moreover, BRD Group's commitment to sustainable financing, with a target of EUR 2.4 billion by 2027, provides long-term value and aligns with global sustainability trends.

Beyond customers and investors, BRD Group actively collaborates with international financial institutions (e.g., IFC, EIB) to facilitate access to financing for green and social projects such as renewable energy, clean mobility, and sustainable urban infrastructure.

Furthermore, BRD Group actively contributes to social inclusion by financing public sector initiatives and programs aimed at supporting local employment and vulnerable communities.

Value chain

BRD Group's value chain involves a complex ecosystem of suppliers, providers and users of financial services and partners that play a key role in its business model. For more details on BRD Group value chain please refer to the information reported under ESRS 2-BP-1.5c.

Commitment to Sustainability and Responsible Finance

SBM-1-40 a, e, f

BRD Group is committed to building a better and more sustainable future in collaboration with its clients through responsible and innovative financial solutions that address climate change and broader sustainability challenges.

To address climate change and social challenges, BRD Group has also adapted its products and services, embedding ESG principles into its offerings. A wide range of green, social, sustainable and sustainability-linked financing solutions are available.

Sustainable financing refers to financial transactions that generate environmental and/or social benefits, aligning with either the Green & Sustainability Linked Loans Framework or the Green Financing Framework, and may include positive impact financing (PIF), sustainability-linked loans (SLL), and other specialized loans like blue or gender loans. Sustainable financing encompasses green or social loans used to finance or refinance eligible Green/Social Projects, with methodologies and criteria that are internally defined by BRD Group and different from the EU Taxonomy's criteria, being less stringent than those in the EU Taxonomy. Consequently, not all sustainable finance provided by BRD Group will meet the strict criteria for EU Taxonomy alignment and the Sustainable Financing metric and target presented hereinafter in this report is an internal metric and must not be confused with the Green Asset Ratio (GAR) KPI under the EU Taxonomy. For more details on sustainable financing please refer to S4 – Consumers and end users.

For retail customers, key offerings include Habitat Verde loans and Espresso Verde loans, designed to support environmentally friendly and responsible individuals financing. Moreover, BRD Group is expanding

¹² Sustainability-linked loans refer to any type of loan instruments and/or contingent facilities (such as bonding lines, guarantee lines or letters of credit) which incentivize the borrower's achievement of ambitious, predetermined sustainability performance objectives.

its green loan offerings under EU Invest sustainability support schemes and establishing partnerships with energy efficiency solution providers, such as solar panel providers, to scale up its green financing solutions.

For non-retail clients, BRD Group provides tailored financial solutions across different industries, including energy and the power sector (with a focus on renewable sources), utilities, and real estate, particularly for green buildings. More specifically, BRD Group leverages Sustainable and Positive Impact Finance (SPIF) and Sustainability-Linked Loans (SLL) to support renewable energy and energy efficiency projects. BRD Group also supports clean transportation, logistics, and distribution by financing infrastructure that facilitates sustainable mobility. The Bank also prioritizes fostering sustainable actions within its operational geography, focusing on smart municipalities and local authorities, circular economy initiatives, medical services, green buildings, water treatment, and biodiversity projects.

BRD Sogelease, the financial leasing arm of BRD Group, is committed to supporting the transition to a low-carbon economy by increasing green and sustainable financing solutions tailored to industries such as transportation, energy transition and circular economy projects. In its endeavour, BRD Sogelease is also using a financing facility provided by EIB. This initiative supports customers' industries such as agriculture, transportation and logistics by applying specific technical criteria.

In the investment domain, BRD Group focuses on sustainability-linked swaps for corporate clients and structured placements with sustainability features for individuals, alongside an increasing number of ESG-focused investment funds managed by BRD Asset Management. BRD Asset Management considers the sustainable investment principles, being a member of the Principles for Sustainable Investments since 2023, making it the only Romanian asset manager part of this initiative. With a strong commitment to reducing environmental and social risks, BRD Asset Management is actively building a globally diversified portfolio that includes equities and tradable SGL ETF UCITS, ensuring exposure to global equity markets with ESG characteristics at the aggregate portfolio level.

During the reporting period, BRD Group has continued to focus on sustainability-related financing, addressing the growing demand for green and sustainable financial products. The growing interest in sectors such as renewable energy, sustainable buildings construction, energy efficiencies and electric mobility, reflects BRD Group's contribution to support the transition to a low-carbon economy. Each transaction undergoes a rigorous impact assessment process and is structured based on internationally recognized standards (depending on the type of product, we refer to LMA Green Loans principles, LMA Sustainability-linked loans principles, LMA Social loans principles, ICMA Sustainability-linked bonds Principles; in addition, relevant transactions take into account technical screening criteria as per the EU Taxonomy Regulation), with a commitment to ensuring that financed projects deliver tangible environmental and social benefits (e.g. for corporate clients BRD requires ESG impact reports depending on the type of transaction – these may include KPIs to be respected by customers, such as reduction in emissions, carbon / energy efficiency, energy consumption reduction, etc.).

As part of its sustainability strategy under the Horizons 2025 plan, BRD Group aimed to achieve a cumulated production of sustainable financing of > EUR 1 billion by 2025 (cumulated over 3 years), contributing to SG's overall commitment of EUR 300 billion in sustainable transactions. This target was achieved in September 2024. This has led to a more ambitious target of EUR 2.4 billion by 2027 set as part of the updated strategic plan, Horizons 2027.

In addition, BRD Group has and is continuing to enhance its collaboration with financial institutions such as the IFC, the EIB (through EIF) in 2024, and in 2025 with the new established Investment and Development Bank (BID), Ministry of Economy, Digitalization, Entrepreneurship and Tourism (MEDAT), and leveraging EU funds, including the National Recovery and Resilience Plan (PNRR), to support sustainability projects across various sectors. Under this framework, BRD Group is developing and promoting Climate, Blue and Gender financing through an extended partnership with the IFC, and energy efficiency and social financing through partnership with the EIF, while Sogelease is strengthening its cooperation with the EIB to facilitate green financing solutions for SMEs.

Through the partnership concluded with EIF within Sustainability Program in 2025 BRD granted loans for financing working capital needs of sustainable SMEs (eco-label and/or green businesses, environmentally certified companies, etc) and also investments in: (i) construction and/or renovation of commercial buildings including where the primary energy demand defining the energy performance of the building was at least

10% lower than the threshold set for the nearly zero-energy building (NZEB), (ii) in technologies, equipment, appliances, systems or processes that modify the existing facilities and reduce significantly energy consumption/GHG emissions, incl. investment in replacing existing technology, equipment, machines providing a decrease in energy use (kWh) or GHG emission reduction and (iii) full electric vehicles.

In 2025, BRD Group continued to strengthen its digital banking services, enhancing accessibility for individuals and business clients through improved online platforms and mobile banking applications. This has led to an increase in digitally active customers, with a growing number of clients preferring online and remote banking solutions. More details regarding the improvement in digital banking services can be found in Chapter 4 Group activities and results, within the BoD report.

BRD Group's Sustainability Strategy

SBM-1-40 g

BRD Group's strategy incorporates key elements that directly impact sustainability matters, with a strong focus on supporting environmental transition, aligning with global climate goals, and addressing critical sustainability challenges. BRD Group's Sustainability Strategy is aligned with the four strategic pillars of Société Générale (SG) Group:

- Environmental Transition: accompany all client segments in their transition, with innovative solutions to serve their changing needs.
- Positive Local Impact: be a catalyst for positive societal and economic impact for communities across geographies.
- Culture of Responsibility: maintain high standards of governance, with a corporate purpose that drives our values and mindset.
- Responsible Employer: offer an attractive, inclusive and engaging working environment.

The strategy addresses sustainability matters by integrating ESG considerations into financial operations, risk management and corporate governance.

The pillar "Environmental Transition" revolves around three main objectives: supporting clients in their sustainability transition, contributing to SG's climate commitments, and reducing BRD Group's own environmental footprint. In this sense, BRD Group is actively working to align its portfolio with SG Group's commitments, which aims to achieve carbon neutrality across key emissions-intensive sectors. SG has implemented origination guidelines for the top ten most carbon-intensive sectors, including thermal coal, oil & gas, power generation, cement, aluminium, steel, automotive, shipping, aviation, and commercial real estate, which have been transposed locally, to BRD Group. To contribute to this effort, BRD Bank set the target to deliver EUR 2.4 billion in sustainable finance¹³ production by 2027 and is increasing the share of green finance in BRD Sogelease's portfolio, while gradually reducing exposure to customers and industries with high ESG risks.

BRD Group is committed also to minimizing its environmental footprint by setting ambitious reduction targets for its operations, including IT infrastructure - achieving a 55% reduction in the carbon footprint of its own operations by 2027, compared to the 2019 baseline. Thus, BRD Group is implementing initiatives such as green IT strategies, fleet greening programs, and energy efficiency measures to ensure a continuous reduction in operational emissions. For more details, please refer to Chapter Climate Change, section Impacts, Risks and Opportunities Management, sub-section Actions Related to Climate Change Adaptation, Climate Change Mitigation and Energy.

¹³ Sustainable financing refers to financial transactions that generate environmental and/or social benefits, aligning with either the Green & Sustainability Linked Loans Framework or the Green Financing Framework, and may include positive impact financing (PIF), sustainability-linked loans (SLL), and other specialized loans like blue or gender loans. Sustainable financing encompasses green or social loans used to finance or refinance eligible Green/Social Projects, with methodologies and criteria that are internally defined and distinct from the EU Taxonomy's criteria, being less stringent than those in the EU Taxonomy. Consequently, not all sustainable finance provided by BRD Group will meet the strict criteria for EU Taxonomy alignment and the Sustainable Financing metric and target presented hereinafter in this report is an internal metric and must not be confused with the Green Asset Ratio (GAR) KPI under the EU Taxonomy.

Socially, BRD Group fosters economic transformation by supporting SMEs, municipalities, and local entrepreneurs through targeted financing and awareness initiatives, including gender finance and programs dedicated to social inclusion.

Governance-wise, BRD Group has integrated ESG principles into its decision-making processes and strengthened oversight through an ESG Working Group. Nonetheless, these measures operate independently of remuneration, as current remuneration policy for the Management Body does not include structured incentive schemes directly linked to sustainability matters.

BRD Group anticipates several challenges in achieving its sustainability goals. Adapting to evolving EU regulations, such as CSRD and the EU Taxonomy, while ensuring transparency in reporting, remains a key priority. Additionally, assisting high-carbon sectors in their transition poses significant client transition risks, requiring careful management of associated credit and reputational exposures. Furthermore, scaling sustainable finance to meet the growing market demand while aligning product offerings with evolving environmental standards presents a strategic challenge that BRD Group aims to address through continuous innovation and strategic partnerships. Another critical challenge is the availability and quality of data, particularly in financed emissions reporting, which BRD Group introduced for the first time in 2024, necessitating robust data collection and analysis capabilities.

BRD Group Stakeholder Engagement

SBM-2-45 a

BRD Group recognizes the importance of effective stakeholder engagement as a key component of its business strategy and sustainability efforts. Thus, it actively interacts with a diverse range of stakeholders to identify their expectations, address concerns and adapt its strategies accordingly to manage impacts, risks and opportunities.

The primary objectives of BRD Group's stakeholder engagement efforts are to understand stakeholder expectations and concerns, strengthen trust and long-term relationships, align business objectives with stakeholder needs, drive continuous improvement in products and services, and integrate ESG factors into business operations and decision-making.

The insights gathered from these interactions form a continuous feedback loop (feedbacks from customers interactions, market research, surveys are collected at different moments, through various channels), allowing BRD Group to adapt its products and services based on customer input, enhance employee policies and working conditions, improve transparency for investors and regulators, shape corporate social responsibility initiatives in response to community needs, and refine strategic planning to align with market and regulatory expectations.

BRD Group's key stakeholders include:

- **Employees** – As the foundation of BRD Group's operations, employees are engaged through various internal communication and feedback mechanisms (i.e. employee satisfaction survey, customer satisfaction survey, whistleblowing channels, complaints channels available for employees and customers, previous stakeholder engagement, etc.).
- **Capital Market** – Investors and analysts who seek transparent financial and non-financial disclosures.
- **Sectorial or Market Associations** – Partnerships that support the development of financial industry standards and policies.
- **Unions** – Representing employee interests in negotiations and organizational development.
- **Clients** – Both individuals and corporate customers who rely on BRD for financial products and services.
- **Local and Central Authorities** – Regulatory bodies that ensure compliance with legal and ethical standards.
- **Mass-Media** – Ensuring transparency and public communication of BRD Group's operations and initiatives.
- **Suppliers** – Essential partners in maintaining operational efficiency and service quality.

- **Shareholders** – Providing capital and strategic direction for the Bank’s growth and sustainability initiatives.
- **Competitors** – Collaborating within industry frameworks to ensure fair competition and sectoral progress.
- **Local Communities** – Beneficiaries of BRD Group’s corporate social responsibility initiatives and sustainable finance efforts. The consultation was done mainly via NGOs we are working with.

BRD Group engages with all identified stakeholders on a regular basis through structured communication channels. Engagement occurs across various key areas, such as sustainability, financial performance, regulatory compliance, and social responsibility. This engagement is managed through formalized communication structures and dedicated functions within BRD Group, ensuring an efficient and structured approach. This year, as part of the DMA update, the team responsible with the coordination of the Sustainability Statement reporting, comprising of members of various levels of seniority from the Finance Department, carried out a dedicated stakeholder engagement initiative involving both affected stakeholders and users of sustainability information. For further details, please refer to section “1.5. Double Materiality Assessment Process.”

Table 2 - Key engagement methods

Customer Relations	<ul style="list-style-type: none"> - Dedicated phone lines and email addresses for suggestions and complaints. - Special web pages to collect customer feedback. - Internal procedures for handling and analyzing customer feedback to enhance service quality.
Employee Dialogue	<ul style="list-style-type: none"> - Regular meetings with employee representatives and unions. - Periodic satisfaction surveys and organizational diagnostic studies. - Confidential channels for employees to voice concerns and provide suggestions.
Shareholder and Investor Communication	<ul style="list-style-type: none"> - Dedicated investor relations department to ensure transparency and equal access to information. - Regular financial reports, conference calls, and an investor-dedicated website section for continuous communication.
Interaction with Authorities	<ul style="list-style-type: none"> - Compliance and regulatory departments ensure cooperation with local and central authorities. - Active participation in shaping and improving legal frameworks through collaborative initiatives.
Engagement with Other Banks and Associations	<ul style="list-style-type: none"> - BRD is an active member of the Romanian Banking Association (ARB) and the Council of Banking Employers in Romania (CPBR), advocating for sector-wide improvements and fair competition. BRD AM is a member of the Association of Fund Administrators (AAF). BRD SOGELEASE is a member of the Romanian Association of Financial Companies (ALB) and of the Romanian Leasing and Credit Owners Association (PLCR).
Community Engagement	<ul style="list-style-type: none"> - Partnerships with local organizations and participation in social initiatives aimed at education, financial inclusion, and environmental sustainability.
Engagement with suppliers	<ul style="list-style-type: none"> - Suppliers are engaged through the Group tool, Sourcing Hub, deployed in all entities, including BRD. - Email communication is used for various exchanges, as well as regular meetings with suppliers.

Engagement with mass media

- Constant care for transparency and pro-active attitude through the Communication Department, which manages the main tools for media relations, through press releases, press conferences, digital communication, social media and partnerships with various events, to offer a fair image on BRD's activities, strategy and role in the Romanian economy.

Aligning strategy to stakeholders' expectations

SBM 2-45 b, c, d

BRD Group's key stakeholders have expressed a growing interest in responsible banking practices, sustainable finance solutions, and increased transparency regarding ESG-related risks and opportunities. This also resulted from the stakeholder consultation performed in 2025 as part of the DMA update. The results revealed that stakeholders generally perceive BRD Group's impact on people, communities, and the environment as largely positive, with strengths noted in community involvement, professionalism, and reliability. However, areas for improvement were identified, such as enhancing communication on sustainability actions, addressing digitalization challenges, and increasing transparency regarding environmental initiatives. Stakeholders expressed clear expectations for BRD Group to intensify its efforts in climate action, employee well-being, and community support, while also emphasizing the importance of digital transformation, fair salaries, and customer service.

Thus, BRD Group has aligned its strategic objectives with these expectations by embedding sustainability considerations into its operations through the Société Générale Group's ESG by Design program and the Horizons 2025/2027 strategic plans.

For its clients, BRD Group has expanded its portfolio with sustainable financing solutions, as detailed in the previous Section BRD Group Business Model and Sustainability Strategy.

Internally, BRD Group is aware of the outcome of the optimization initiatives regarding employee well-being, putting a focus on it. Other internal focus points are professional development, conducting satisfaction surveys, fostering an inclusive workplace culture, and providing sustainability-related training programs.

Investors and shareholders benefit from enhanced transparency through ESG disclosures, including on assumed commitments.

The interaction with regulatory authorities ensures compliance with evolving sustainability-related regulations, while proactive collaboration with local communities has led to initiatives in areas such as financial literacy, circular economy, and social inclusion. BRD Group also works closely with municipalities and local authorities to advance smart city projects, sustainable infrastructure, and biodiversity initiatives.

Additionally, ESG criteria are integrated into procurement processes, strengthening relationships with responsible suppliers.

To maintain transparency and accountability, BRD Group is also committed to enhancing its reporting practices by implementing more robust impact assessment methodologies and engaging third-party ESG rating providers for independent evaluations of its sustainability performance. In December 2025, Sustainable Fitch has upgraded BRD-Groupe Société Générale S.A.'s (BRD) ESG Entity Rating to '2' from '3' and improved its entity score to 65 from 63 (the assessment was based on BRD Board of Directors report 2024, BRD consolidated financial statement 2024).

To facilitate the integration of stakeholder expectations in the strategic objectives, the BoD and the EC are regularly – at least annually – informed through reports, performance reviews, and direct engagement initiatives such as shareholder meetings, regulatory dialogues, and client and employee feedback channels.

Interest and views of own workforce and their impact on BRD Group's strategy and business model

S1-SBM 2-12

BRD Group recognizes its own workforce as a key stakeholder group and integrates its interests, views and rights into its strategy and business model through an approach aimed at fostering an engaging and inclusive working environment.

BRD Group strives to create an attractive and engaging workplace by fostering an employee-focused culture, with initiatives that support wellbeing, simplification of processes, and the implementation of people-oriented programs designed to enhance job satisfaction and work-life balance. BRD Group actively engages with employees through regular dialogue, surveys, and feedback mechanisms to ensure their needs and concerns are addressed in shaping strategic decisions.

We continued to maintain fully transparency with the unions and to consult with them as required by the law, meeting regularly with their representatives to inform them about the initiative aimed at optimizing internal processes and capabilities. At the same time, we maintained an open and ongoing conversation with our employees to address their concerns related to future developments.

In line with its commitment to Diversity, Equity, and Inclusion (DE&I), BRD Group promotes awareness and integrates DE&I principles into HR processes. The organization is committed to implementing fair remuneration practices and actively working towards ensuring equitable treatment and equal career advancement opportunities for all employees. These efforts are reinforced through internal policies and programs that support a culture of respect, inclusion, and professional growth.

BRD Group is also committed to growing its people by equipping them with the necessary skills and competencies aligned with the evolving business landscape and sustainability objectives. The bank rewards employees for acquiring new skills and recognizes performance based on collective and individual KPIs. The deployment of a leadership competence model across its HR processes, along with mentoring programs and ESG-focused training initiatives such as the Blue and Gender Finance courses, demonstrates BRD Group's proactive approach to aligning workforce development with sustainability goals.

Through these initiatives, BRD Group ensures that the interests and rights of its workforce are embedded in its strategic direction and business operations. The continuous assessment and improvement of employee engagement strategies, coupled with leadership's commitment to fostering an inclusive and supportive culture, reflect BRD's dedication to being a responsible employer that values and empowers its workforce.

There are several internal documents, covering all employees, which provide clauses referring to the respect of human rights, such as freedom of association, right to freely exercise the union rights, freedom of opinion, equality of chances and treatment, non-discrimination, elimination of any form of dignity infringement, health and safety work environment and proper work conditions. These clauses are reflected in principle in the Internal Regulation, The Human Resources Policy, The Remuneration Policy, Health and Safety Policy, the Deontology Code and, in case of BRD and BRD Sogelease, the Collective Labor Contract.

According to the Employee Barometer for 2025 (74% participation rate, vs 76% in 2024), BRD Group had 62% (vs 73% in 2024) of the respondents considering that they have a balance between their professional/personal life, 92% (vs. 95% in 2024) of the respondents considered that the behaviour of their team is ethic and responsible, and 77% (vs. 85% in 2024) of the respondents considered that they can speak up freely.

Interests and views of clients and their impact on BRD Group's strategy and business model

BRD Group integrates the interests, views, and rights of its clients into its strategy and business model by offering responsible and innovative financial solutions. As a key stakeholder group, the clients are at the core of BRD Group's commitment to contributing to a better and more sustainable future. BRD Group continuously engages with its clients (i.e. day to day interaction of relationship managers, contact center, NPS benchmark) to understand their evolving needs and expectations, shaping its offerings to align with their sustainability goals and social well-being.

For both corporate and retail clients, BRD Group provides adapted financing solutions supporting businesses to transition towards more sustainable operations while contributing to broader community goals and making sustainable investments more accessible to individual clients. Details were included in the previous Section, BRD Group Business Model and Sustainability Strategy.

In the investment domain, BRD Asset Management develops financial products with sustainability-linked features, offering structured placements for individual investors and an increased number of ESG-focused investment funds. These initiatives provide clients with responsible investment opportunities that align with their values and sustainability goals. Additionally, BRD Sozelease focuses on promoting green financing in specific industries, supporting the decarbonization of transport and facilitating the transition to a circular economy through tailored financing solutions.

BRD Group actively supports economic and social transformation by offering financing solutions to municipalities for infrastructure development on both large and small scales. BRD Group also assists SMEs in their sustainability transition through awareness-raising initiatives such as the SME District and SME Summit, providing educational resources and financing options tailored to their needs. Gender and social finance are also covered, with BRD Group actively promoting female entrepreneurship through the IFC partnership, which aims to support local businesses with dedicated funding of 78 MEUR until 2027.

To enhance sustainable mobility, BRD Group focuses its automotive sector strategy on financing companies that develop and produce parts for electric and hybrid vehicles, alongside standard green fleet financing products in partnership with IFC. BRD Sozelease continues to expand its offerings by financing zero-emission cars and commercial vehicles, encouraging clients to adopt cleaner transportation options.

BRD Group is committed to financial inclusion and education, developing customized financial products for specific client segments such as students and pensioners, and enhancing accessibility through e-accessibility solutions for disabled customers. Ensuring the physical and digital security of clients remains a top priority, with continuous investment in cybersecurity technologies and robust data protection measures.

Furthermore, BRD Group strengthens its social impact by supporting national projects in education, culture, and environmental protection. Initiatives such as the Climate Change Summit, Fundatia 9 programs (Scena 9, Scoala 9, Rezidenta 9) and various youth programs like Minecraft Academy, BRD Hubs or BRD First Tech Challenge demonstrate the Bank's commitment to raising awareness and fostering long-term positive change.

Double Materiality Assessment Process

Methodology

IRO 1-53 a, h

In 2024, BRD Group introduced a structured double materiality assessment (DMA) process as part of its first sustainability statement prepared in accordance with the CSRD requirements. The DMA process was designed to identify and evaluate sustainability-related impacts, risks, and opportunities (IROs) from both financial and impact perspectives. It was aligned with the European Sustainability Reporting Standard ESRS 1, ensuring a comprehensive assessment of how sustainability matters influence BRD Group's financial performance and its broader impact on the environment and society.

For the 2025 Sustainability Statement, the results of the previous DMA have been updated to reflect developments relevant to the current reporting year. The underlying process and methodology remained largely unchanged, with only targeted enhancements introduced to improve the identification and assessment of positive impacts. Specifically, BRD Group implemented a more detailed framework to confirm positive impacts. Positive impacts are now evaluated according to four key criteria: intentionality, additionality, accountability to the entity, and the absence of mitigation of a negative impact or risk.

Under this refined approach, positive impacts are considered initiatives that result from a deliberate ambition and are attributable to BRD Group or its operations. Initiatives that are merely compliance-driven are not classified as positive impacts, as they primarily serve to remediate potential negative impacts rather than create additional benefit. Conversely, initiatives that exceed legal requirements or sectoral norms, such as those going significantly beyond European legislation thresholds, are considered positive impacts. Furthermore, initiatives addressing negative impacts caused by third parties, even when undertaken within the scope of regulatory obligations, can also be classified as positive impacts if they generate measurable and intentional benefit.

To strengthen the due diligence process and ensure the relevance of IRO assessments, BRD Group conducted a stakeholder consultation with affected stakeholders and users of sustainability information during this reporting cycle. This engagement provided valuable insights that informed the refinement of the DMA outcomes and reinforced the robustness of the materiality analysis.

These refinements were introduced during the current reporting period, and BRD Group plans to review and, where necessary, revise the materiality assessment methodology on an annual basis to ensure continuous alignment with emerging best practices and stakeholder expectations. For the next reporting cycles, BRD Group will consider refining its DMA assessment to ensure a stronger alignment with SG guidelines.

The three main phases of the Double Materiality Assessment are presented below:

<p>Understanding the Context</p>	<p>This initial phase aims to develop a deep understanding of BRD Group’s business environment and to identify potentially relevant sustainability matters. The insights gained during this phase support the identification of relevant IROs by considering BRD Group’s operations and its broader value chain.</p>
<p>Identifying and Assessing Impacts, Risks, and Opportunities</p>	<p>In this phase, the Group identifies and assesses IROs across a predefined list of sustainability matters, as outlined in ESRS 1 AR 16. The IROs are determined based on data collected during the first phase and evaluated through two dimensions: impact materiality and financial materiality. Impacts are assessed based on their significance to the environment and society, while risks and opportunities are analyzed for their financial implications. This process leads to the development of a preliminary list of material IROs, which is subsequently refined through discussions with internal experts to ensure accuracy and relevance, also taking into consideration the results of the stakeholder consultation.</p>
<p>Validating the Results</p>	<p>The final phase consists of an internal validation of the DMA findings with the Executive Committee. This step ensures the robustness and credibility of the assessment by incorporating feedback from key internal stakeholders to finalize the material IROs for reporting and strategic planning purposes. Ultimately, the results of the DMA are formally approved by the Board of Directors</p>

IRO 1-53 d

The DMA was performed under the coordination of the Finance Department and with the support of an external consultant. For the assessment, internal experts from different departments were involved. The results were, validated by the EC and approved by BoD. The monitoring and control over the DMA process was ensured by Finance Department in charge of coordinating this process.

IRO 1-53 g

The double materiality assessment was based on a combination of external and internal data sources to ensure a comprehensive evaluation of impacts, risks, and opportunities (IROs). External sources included the UNEP-FI Impact Radar database for identifying potential environmental and social impacts, SASB Standards (Consumer Finance and Commercial Banks) for sector-specific considerations, and the Global Reporting Initiative (GRI) Standards for risk and opportunity identification. Internal sources comprised the Business Environment Scan (BES) conducted in 2025, portfolio composition data, internal documentation on complaints and quality reviews, employee and client satisfaction surveys, and the results of the stakeholder consultation carried out during the current reporting year. The assessment covered BRD

Group's operations and its broader value chain, applying a consistent methodology across all business segments.

Identification of Potential and Actual Impacts on People and the Environment

IRO 1-53 b

To identify potential and actual impacts on people and the environment, BRD Group conducted a comprehensive analysis of the context in which it operates, updated during the 2025 review to reflect relevant developments. This process involved examining various internal documents to gather information on relevant developments related to BRD Group's primary business lines (retail and non-retail) across all entities. As last year, for each business line, specific aspects related to key products and services were assessed, considering their volume and relative contribution within the respective segments. Emphasis was placed on banking activities, which account for approximately 94% of BRD Group's total operations. To ensure a detailed assessment, multiple internal sources were analyzed, complemented by feedback from key stakeholders (see ESRS 2-SBM-2.45a) collected through employee and customer satisfaction surveys and whistleblowing and complaints channels. The 2025 review also incorporated insights from the dedicated stakeholder consultation conducted during the current reporting year, enhancing the due diligence process and the relevance of IRO assessments. From this consultation, we received more than 1,400 responses from affected stakeholders and users of sustainability information. Additionally, information related to business relationships along the value chain was included, with a focus on BRD's participation in companies where operational control is not exercised.

Based on this analysis, and to capture developments relevant to the current reporting year, the list of potentially material impacts identified in the previous cycle was reviewed and updated. The updated assessment continues to map impacts across BRD Group's value chain - upstream, own operations, and downstream - while incorporating refinements introduced in 2025. For upstream and own operations, the review considered key operational aspects such as ownership of buildings, IT equipment, vehicle fleet, direct resource consumption, and supplier relationships to determine environmental and social implications, using the GRI Standards as a reference framework. For downstream impacts, BRD Group analyzed exposures within its non-retail banking portfolio to identify significant sectoral impacts, while retail banking activities were assessed based on key products and services and their potential social and environmental effects. Internal evaluations also reconfirmed primary financed sectors - such as agriculture, goods transport, and construction - through leasing and asset management activities. For joint ventures and associates, impacts were reassessed primarily based on the nature of their business models and operations. Given the complexity of the process, BRD Group maintained the UNEP-FI Impact Radar methodology as a reference for identifying impacts, particularly for downstream activities and participations, due to its interoperability with the ESRS framework and alignment with best practices.

Assessment and Prioritization of Potential and Actual Impacts on People and the Environment

IRO 1-53 b

In 2025, the process for categorizing and assessing impacts followed the same overall approach as the previous year, while integrating targeted updates to reflect developments relevant to this reporting cycle. The updated list of potentially relevant impacts was mapped to the ESRS framework, aligning with corresponding topics, sub-topics, and sub-sub-topics as outlined in ESRS 1 AR16. This structured approach ensured consistency with regulatory requirements and supported the development of a comprehensive set of ESRS topics. Compared to last year, the scope of relevant impacts was expanded to include new relevant impacts related to areas such as affected communities and consumers and end-users. As in the previous cycle, impacts were assessed across BRD Group's entire value chain - upstream, own operations, and downstream - and evaluated over short-, medium-, and long-term horizons, applying the time-horizon definitions provided in ESRS 1. Positive and negative impacts were analyzed separately for each segment of the value chain.

To ensure a robust and standardized evaluation, the assessment incorporated the key variables defined in ESRS 1: scale (gravity or benefit of the impact), scope (extent of the impact), irremediable character (ability

to mitigate or reverse negative effects), and likelihood (probability of occurrence). For positive actual impacts, scale and scope were considered, while potential positive impacts also included likelihood. Actual negative impacts were assessed using scale, scope, and irremediable character, whereas potential negative impacts incorporated all four variables. In cases involving human rights, severity was prioritized over likelihood, and only severity-related variables were applied. Each variable was scored on a six-point scale (0–5) using the same methodology applied also last year.

The review of the assessment was conducted by BRD Group's dedicated sustainability team with the support of an external consultant and involved subject-matter experts across relevant areas. Dedicated meetings were organized to update evaluations and integrate expert insights. In 2025, the process was further updated to factor the optimization initiatives to answer to macro-economic challenges and to improve the assessment of downstream environmental negative impacts by incorporating specific academic and industry literature. To determine materiality, a threshold score of 2.5 was applied; impacts meeting or exceeding this threshold were classified as material. For details on the material impacts identified, please refer to ESRS 2-SBM-3.

Monitoring of Potential and Actual Impacts on People and the Environment

IRO 1-53 b

The material impacts identified were internally validated by the Executive Committee and then approved by the Board of Directors. To ensure continuous oversight and support data-driven decision-making, BRD Group will systematically track and evaluate its material sustainability-related impacts over time, aiming to mitigate negative effects and enhance positive contributions. The monitoring will primarily include periodic reviews to adapt to evolving stakeholder expectations and regulatory requirements; stakeholder engagement mechanisms to gather ongoing feedback on sustainability impacts and assess the effectiveness of mitigation measures; regular internal audits and ESG performance evaluations to ensure compliance with sustainability policies and identify areas for continuous improvement.

Identification of Risks and Opportunities

IRO 1-53 c

The process for updating the identification of risks and opportunities followed the same methodology used last year; in other words, BRD Group applied the same approach to identify any additional risks and opportunities (see ESRS 2-IRO-1.53b). For 2025, the main enhancement was the integration of insights from BRD Group's Business Environment Scan (BES 2025), conducted at BRD Group level and covering BRD, BRD Sogelease, and BRD Asset Management. The review confirmed that no material differences emerged compared to the prior year's analysis. For social and governance-related risks, BRD Group continued to reference the SASB Standards for the financial sector and the GRI Standards. Given that ESG risks are assessed at an aggregated level within BRD Group's general risk management framework, the internal risk management data lacked the granularity required for this exercise. The identification of risks and opportunities also considered, where applicable, their connection to identified impacts. These connections were most evident for sustainability topics such as climate change mitigation, energy, secure employment, training and skills development, privacy and sustainable finance, where operational or portfolio impacts directly informed the corresponding risks and/or opportunities.

Assessment and Prioritization of Risks and Opportunities

IRO 1-53 c

In 2025, the process for categorizing and assessing risks and opportunities maintained the same overall structure as the previous year, while incorporating targeted updates to strengthen consistency and methodological rigor. The identified risks and opportunities were systematically mapped to the ESRS framework, aligning with corresponding topics, sub-topics, and sub-sub-topics as outlined in ESRS 1 AR16. This structured approach ensured compliance with regulatory requirements and facilitated a comprehensive

evaluation of financial implications for BRD Group's performance. As in prior years, risks and opportunities were assessed separately across short-, medium-, and long-term horizons, applying the time-horizon definitions provided in ESRS 1.

The updated assessment continued to apply the key variables defined in ESRS 1: likelihood of occurrence and potential magnitude of financial effects. Likelihood was scored on a six-point scale (0–5), consistent with the impact materiality assessment, while magnitude was evaluated on a four-point scale (0–3). The reassessment was conducted by BRD Group's dedicated sustainability team with the support of an external consultant and involved internal subject-matter experts through dedicated meetings to validate assumptions and integrate specialized insights. For this reporting years, the assessment mainly reflected the effects of the optimization initiatives on some social topics, confirmed by the results of the stakeholder consultation. To determine materiality, a threshold score of 1.5 (on a maximum of 3 points) was applied; risks and opportunities meeting or exceeding this threshold were classified as material. For details on the material risks and opportunities identified, please refer to ESRS 2-SBM-3.

Monitoring of Impacts, Risks and Opportunities

IRO 1-53 c

The material impacts, risks and opportunities identified were internally validated by Executive Committee and then approved by the Board of Directors. To ensure continuous oversight and support data-driven decision-making, BRD Group will systematically track and evaluate its material sustainability-related impacts, risks and opportunities over time, aiming to mitigate negative effects and enhance positive contributions. The monitoring will primarily include periodic reviews to adapt to evolving stakeholder expectations, regulatory requirements and market dynamics; stakeholder engagement mechanisms to gather ongoing feedback on sustainability impacts and assess the effectiveness of mitigation measures; integration with the BES; regular internal audits and ESG performance evaluations to ensure compliance with sustainability policies and identify areas for continuous improvement.

Integration in the Risk Management Process

IRO 1-53 e

At BRD Group, the processes for identifying, assessing and managing sustainability-related impacts, risks and opportunities are integrated into the overall risk management and strategic management processes. These processes are primarily driven by the double materiality assessment and BES, which enable BRD to evaluate both financial and non-financial aspects of sustainability risks and opportunities across its value chain.

The Risk Management Function is responsible for overseeing these processes independently from operational and support structures, ensuring objective evaluation and alignment with the Bank's strategic goals. The Deputy CEO in charge of Risk (Chief Risk Officer) leads the centralized risk management function and reports findings, conclusions and recommendations to the Management Body and relevant committees, ensuring that sustainability-related risks and opportunities are considered into decision-making. Sustainability risks, such as climate change adaptation and mitigation, regulatory compliance and financial impacts of environmental policies, are assessed within BRD Group's overall risk framework, allowing BRD Group to anticipate potential disruptions, financial strain and reputational impacts while aligning with regulatory requirements such as CSRD and the EU Taxonomy.

The integration process is further reinforced by a Level 2 control structure, which ensures the efficiency of the internal control system by assessing the adequacy of Level 1 control measures. This structure plays an important role in evaluating whether sustainability risks and opportunities are effectively monitored and addressed within BRD Group's activities and operations. It ensures that the first line of defence has adequately identified operational risks and anomalies, implemented corrective actions and adapted processes to address emerging sustainability challenges and market demands.

On the opportunity side, BRD Group incorporates sustainability-driven growth prospects into its broader management processes. Identified opportunities—such as financing renewable energy projects, supporting the transition of high-carbon sectors and expanding ESG-focused financial products - are assessed for their strategic and financial viability. These opportunities are actively integrated into BRD Group's business planning, investment strategies and client offerings.

Process to Identify Material Impacts, Risks and Opportunities related to Environmental Matters

Climate Change

E1-IRO 1-20 a

The identification of climate-related impacts was conducted in alignment with the double materiality process outlined in ESRS 2-IRO-1.53. This analysis encompassed the entire value chain of BRD Group, including upstream and downstream activities. Impacts related to Greenhouse Gas (GHG) emissions were deemed material across upstream, own operations and downstream value chains due to their contribution to global GHG emissions and the resultant negative effects on climate change. For upstream and own operations, the assessment focused on the primary direct and indirect activities contributing to GHG emissions. Detailed information on these emission sources can be found in the disclosure E1-6.

The analysis also considered the climate-related impacts associated with BRD Group's portfolio, evaluating sectoral exposures and their potential contributions to climate change. Given the unavailability of specific data on financed emissions at the time of the assessment, the analysis relied on the types of economic activities financed by BRD Group to gauge their potential climate impact.

In addition to identifying negative impacts, the analysis highlighted BRD Group's positive climate contributions. These include financing renewable energy projects, promoting the adoption of clean energy technologies and supporting the transition to green technologies through tailored financial products. For further details on the identified material impacts, please refer to the disclosure ESRS 2-SBM-3.48.

The results of the analysis are expected to improve in future reporting cycles, as data related to financed emissions will become available and allow for more accurate assessments based on concrete data.

E1-IRO 1-20 b

The identification of climate-related physical risks was conducted through the BES at BRD Group level. This process encompassed an analysis of climate-related hazards over the short, medium and long-term, capital allocation plans and the expected lifetime of its assets, ensuring a forward-looking approach to risk assessment. The analysis examined the potential impact on BRD Group's operations, as well as its upstream and downstream value chain.

Key hazards identified include droughts, floods and increased temperatures, with particular focus on regions in Romania already experiencing these impacts, such as the eastern and south-eastern regions. These hazards were assessed for their potential to disrupt operations in sectors such as Agriculture, Energy, Real Estate and Automotive. High-emission climate scenarios were not used as part of this analysis. However, the BES provided sufficient insights into potential risks by leveraging sectoral and regional climate data as well as internal expert reviews.

The analysis revealed that BRD Group's portfolio is moderately exposed to physical risks, particularly through its mortgage portfolio and agricultural lending. For the mortgage portfolio, physical risks such as floods and landslides were identified. In agriculture, drought and extreme weather conditions pose risks to loan performance and land productivity. To mitigate these risks, BRD Group has excluded financing for lands located in flood-prone areas and plans to develop drought mapping to further refine its exposure assessment. The sensitivity of these sectors to physical risks underscores the need for resilient

infrastructure investments and financing for climate-adaptive practices, such as irrigation systems or drought-resistant crops.

E1-IRO 1-21 c

BRD Group identified key transition risks and opportunities through the BES, focusing on sectors such as Energy, Automotive, Real Estate and Agriculture. The assessment considered climate-related transition events over the short, medium and long-term, evaluating their potential impact on BRD Group's activities. The climate-related transition events were also analysed considering their potential duration and magnitude.

Transition risks include new policy and regulatory constraints (e.g., "Fit for 55" regulations, Integrated National Energy and Climate Plan 2021-2030) and technological advancements requiring companies to decarbonize operations. While a 1.5°C scenario was not explicitly used in the analysis, the identified risks are consistent with this target, as they account for changes in demand for high-emission goods, increased production costs, and the potential for stranded assets in sectors like fossil fuels and heavy industry. The analysis highlighted opportunities such as financing renewable energy projects, green technologies and sustainable building materials to support clients' decarbonization efforts.

Transition risks were found to have significant implications for BRD Group's Corporate and Retail portfolios. In the Corporate segment, policy-driven changes are expected to affect sectors like Construction and Energy, while technological advances create both risks and opportunities for clients adapting to lower-emission production methods. As part of its assessment, BRD Group evaluated the extent to which its portfolio is exposed and sensitive to transition events - considering the likelihood, magnitude, and duration of such events. For high emitting or regulation-sensitive sectors, transition events were assessed as both likely and potentially long-lasting, with a moderate to high financial magnitude, particularly where substantial decarbonization investments are required.

BRD Group supports these transitions by financing ESG/ green loans and sustainability-linked loans. For Retail clients, regulatory requirements such as Energy Performance Certificates (EPC) for real estate create risks for the mortgage portfolio but also offer opportunities through green mortgage products like "Habitat Verde". Across the value chain, transition risks may lead to increased CAPEX/OPEX requirements, which could negatively impact clients' credit profiles. BRD Group mitigates these risks by focusing on clients with sustainable business models and leveraging green financing products to encourage decarbonization.

As BRD Group has not realized a transition plan in line with Paris Agreement's objectives, the analysis related to identification of activities that are incompatible with or need significant efforts to be compatible with a transition to a climate-neutral economy was not performed yet. However, BRD is developing the annual prudential transition plan and is actively monitoring the decarbonization of its portfolios, in line with SG Group strategic objectives.

Pollution

E2-IRO 1-11

Pollution was identified as a topic primarily relevant to the downstream value chain, given that the most significant impacts, risks and opportunities are associated with BRD Group's financed portfolio. In contrast, BRD Group's own operations and upstream value chain, which are primarily connected to its role as a financial services provider and credit institution, were assessed to make minimal or no significant contribution to pollution of air, water and soil.

During the assessment, positive impacts to which BRD Group may contribute by supporting projects aimed at reducing air and water pollution were identified. Additionally, negative impacts related to the financing of activities and projects that contribute to pollution of air, pollution of water, pollution of soil and pollution of living organisms and food resources were identified. The analysis took into consideration pollution-related risks impacting clients' financial health and credit risk. Opportunities were identified in relation to the financing of technologies and projects that positively contribute to the reduction of pollution. Following the

assessment, none of the impacts, risks and opportunities resulted material. The result was also influenced by the limited information available at the time the analysis was performed.

Water and marine resources

E3-IRO 1-8

Water was identified as a sub-topic primarily relevant to the downstream value chain, given that the most significant impacts, risks and opportunities are associated with BRD Group's financed portfolio. The marine resources sub-topic was not considered relevant for BRD Group. Only water consumption was considered relevant for BRD Group's own operations and upstream value chain. During the analysis, negative impacts were identified mainly related to the financing of water intensive companies, especially in the manufacturing sector, and to the financing of other sectors that can have negative effects on the quality of water through their water discharged. Key risks identified included increased operational costs due to water scarcity, regulatory pressures on water withdrawal and environmental risks such as leaks and spills affecting water quality. Additionally, opportunities were identified related to blue financing both at the level of the public and private sector. Following the assessment, none of the impacts, risks and opportunities resulted material.

Biodiversity and ecosystems

E4-IRO 1-17

Biodiversity has been identified as a relevant topic within BRD Group's downstream value chain, primarily due to significant impacts, risks, and opportunities associated with its financed portfolio. BRD Group's direct operations are not located near biodiversity-sensitive areas. The assessment identified potential negative impacts in sectors such as real estate, agriculture, infrastructure, energy, and transportation. Using the DMA and BES analyses, BRD Group identified and assessed biodiversity related transition and physical risks related to habitat degradation, land-use changes, and ecosystem fragmentation, using sector-specific assessments and location-based criteria aligned with the exposure, sensitivity and dependency insights available in the BES.

Nature-related transition risks could increase operational or production costs as businesses strive to balance efficiency with environmental sustainability. Sectors like agriculture, real estate, and power generation may face fluctuations in water availability and quality. Additionally, environmental factors could affect clients' loans repayment behaviours. For instance, health impacts from pollution or water contamination could affect individuals' ability to work, while broader macroeconomic consequences, such as regional instability from environmental degradation, could raise living costs. However, the likelihood of these events occurring in Romania is considered low and not materially significant.

Potential dependencies on biodiversity were also examined, particularly in agriculture, where soil health and ecosystem services are crucial for financial sustainability. Dependencies were identified through a qualitative screening of financed sectors against key ecosystem services and assessed based on the degree of reliance of economic activities on these services and the likelihood of their disruption. The analysis primarily focused on the effects of financed sectors on biodiversity. The assessment concluded that none of the identified impacts, risks, or opportunities were material, partly due to limited data available at the time. For the analysis were not considered systemic risks and no consultation with communities on sustainability assessment of shared biological resources and ecosystems was conducted. This topic will be reassessed in the next reporting cycle as more information becomes available.

Circular Economy

E5-IRO 1-11

The identification of impacts, risks and opportunities related to resource use and circular economy followed the process outlined above (refer to ESRS 2-IRO-1.53a). Resource inflows and waste were considered relevant both for upstream and own operations, while resource outflows were considered relevant only for downstream value chain. At upstream and own operations level, impacts were mainly identified related to

the consumption of paper and other resources that contribute to the production of waste. Considering the type of BRD Group activities, the identified relevant impacts were considered not material. At portfolio level, impacts were identified mainly connected to specific sectors that use significant amounts of resources generating waste. Also, some positive impacts were identified related to the capacity of BRD Group to finance circular economy initiatives. The analysis took in consideration also risks related to the financing of sectors of activities that can encounter growing financial expenditure related to the proper management of waste. Following the assessment, none of the impacts, risks and opportunities resulted material.

Business Conduct

G1-IRO 1-6

The identification of impacts, risks and opportunities in relation to business conduct was conducted in alignment with the double materiality process previously described. For the scope of the analysis, were considered the main activities performed by BRD Group. The impacts, risks and opportunities in relation to business conduct were analysed mainly for the activities related to upstream and own operations. For further details on the identified material impacts, risks and opportunities please refer to the disclosure ESRS 2-SBM-3.48.

The double materiality assessment will be re-evaluated in a regular annual process. including the due diligence process and engagement with stakeholders.

8.1.1. Material Impacts, Risks and Opportunities

SBM-3 48 a, h

The following information gives an overview of BRD Group's material impacts, risks and opportunities that resulted from the DMA (see IRO-1), and how they interact with the strategy and business model. In **Table 3** below, all material IROs are listed, based on the sustainability matter they relate to, the type of IRO, the position in the value chain and the relevant time horizon.

Sustainability topic	Sustainability Sub-topic	Sustainability sub-sub-topic	Type of IRO	IRO Description	Value chain	Time horizon
E1-Climate change	E1-Climate change adaptation	N/A	Risk	BRD faces a multifaceted array of risks across various sectors due to climate change and the transition to a more sustainable economy. Rapid or misaligned implementation of ESG products could lead to strategic missteps if not matched with market demand. Similarly, capital requirements may escalate, particularly in sectors like agriculture and forestry, which are highly susceptible to climate-induced hazards and require robust adaptation measures. The physical risks of climate change, such as extreme weather events, pose significant threats to supply chains and infrastructure, notably within the automotive and construction industries, leading to potential disruptions and financial strain. These acute and chronic risks can result in asset devaluation, stranded assets and reputational damage if investments are perceived as contributing to or being vulnerable to environmental risks. For BRD Group, increased operational costs due to environmental regulation compliance, fines, and the transition to electric vehicles could negatively impact clients' creditworthiness and repayment capacity. The agriculture sector also faces heightened risks from crop losses due to environmental factors, which could lead to financial instability for farmers and affect lending activities. (Climate-related physical risk)	Downstream (Portfolio)	All
E1-Climate change	E1-Climate change adaptation	N/A	Opportunity	There is an opportunity to contribute in sustainability by financing projects that increase climate resilience, encourage environmentally friendly agricultural practices, and facilitate the adoption of low-carbon technologies across various sectors, including automotive, construction, and manufacturing. This encompasses investments in infrastructure for electric vehicles, sustainable construction methods, and enhancements to supply chain efficiency. By offering customized financial solutions for these initiatives, BRD can contribute to the advancement of a more sustainable economy.	Downstream (Portfolio)	Medium- and long-term
E1-Climate change	E1-Climate change mitigation	N/A	Negative Impact/ actual	The impact may manifest through the contribution to increased Scope 1, Scope 2, and Scope 3 carbon emissions (excluding financed emissions) due to the use of non-renewable energy sources in BRD Group locations, and through the use of fossil fuel-powered vehicles within the security and cash transportation	Own operations	Medium- and long-term

Sustainability topic	Sustainability Sub-topic	Sustainability sub-sub-topic	Type of IRO	IRO Description	Value chain	Time horizon
				activities, which could amplify the negative environmental impact.		
E1-Climate change	E1-Climate change mitigation	N/A	Negative Impact/ actual	The impact may manifest through BRD's financing of activities in high-emitting sectors that significantly contribute to greenhouse-gas emissions and climate change. This includes agricultural and construction projects, as well as energy production in sectors such as Extraction of natural gas, Electric power generation, transmission and distribution, Manufacture of basic iron and steel, Oil and gas and Thermal coal. Transportation activities financed by BRD – particularly Freight transport by road and non-specialized wholesale trade – further increase emissions, especially where fossil-fuel vehicles are used. In addition, BRD-financed real-estate developments (Real estate activities on a fee or contract basis) and energy-intensive healthcare and public-administration facilities add to the overall carbon footprint. The cumulative emissions from these financed activities intensify the greenhouse effect and heighten the risk of climate-related natural disasters.	Downstream (Portfolio)	All
E1-Climate change	E1-Climate change mitigation	N/A	Risk	In the face of stringent environmental commitments and market evolution towards sustainability, BRD Group is facing significant climate change risks across multiple sectors. BRD Group is at risk of market share erosion if it fails to align its product offerings with escalating ESG demands, while an overly rapid deployment of ESG products could misalign with client demand, leading to strategic missteps. Similarly, BRD Group may see a decline in business due to the negative impacts of climate change on the financial health of clients in sectors such as agriculture, furniture manufacturing, and road freight, where scepticisms about the commercial viability of battery electric vehicles (BEVs) and increased operational costs due to environmental regulations could hinder the transition to sustainable practices. Additionally, fiscal developments, such as changes in VAT and reduced incentives for green technologies, further exacerbate these challenges. (Climate-related transition risk)	Downstream (Portfolio)	Medium- and long-term
E1-Climate change	E1-Climate change mitigation	N/A	Opportunity	BRD Group is well-positioned to materialize a wide range of sustainability initiatives by offering tailored financing solutions that support the transition to a greener economy. Key opportunities include financing	Downstream (Portfolio)	Medium- and long-term

Sustainability topic	Sustainability Sub-topic	Sustainability sub-sub-topic	Type of IRO	IRO Description	Value chain	Time horizon
				projects in agriculture and construction that support climate resilience, supporting the automotive sector's shift to electric vehicles and alternative fuels, and aiding the construction industry in adopting energy-efficient technologies. Additionally, BRD Group supports sustainable practices in agriculture, furniture manufacturing, and road freight, while promoting circular economy principles. It also provides specialized financial products like ESG and green loans, invests in renewable energy solutions, and supports consumer adoption of green technologies through government subsidy programs.		
E1-Climate change	E1-Energy	N/A	Negative Impact/ actual	The impact may manifest through the use of non-renewable energy sources and the lack of effective measures to optimize energy consumption in BRD Group's locations, which can lead to an increased carbon footprint and inefficient resource use, also contributing to climate change.	Own operations	Medium- and long- term
E1-Climate change	E1-Energy	N/A	Positive Impact/ potential	BRD Group's financing of renewable energy projects supports the generation of clean energy which is important for transitioning to net-zero. This shift helps mitigate climate change while promoting sustainable growth within the earth's natural boundaries.	Downstream (Portfolio)	Long-term
E1-Climate change	E1-Energy	N/A	Negative Impact/ actual	By financing energy-intensive companies that rely on fossil fuels can lead to a high level of GHG emissions, which in turn aggravates climate change and its effects.	Downstream (Portfolio)	Long-term
E1-Climate change	E1-Energy	N/A	Risk	BRD Group is navigating risks associated with the growing demand for energy-efficient housing and the transition to green power production. As energy efficiency becomes a priority, construction costs for such houses may rise, potentially impacting housing affordability and the demand for mortgage loans. BRD Group also faces the operational challenge of collecting Energy Performance Certificates (EPCs) for both new and existing mortgage loans, a process that could incur significant costs and affect compliance status if the cost-benefit analysis does not support widespread EPC acquisition. (Climate-related transition risk).	Downstream (Portfolio)	Medium- and long- term
E1-Climate change	E1-Energy	N/A	Opportunity	BRD Group plans to catalyse the sustainable transformation across various sectors, providing financial services that promote the growth of the green economy. BRD Group can support the automotive	Downstream (Portfolio)	Medium- and long- term

Sustainability topic	Sustainability Sub-topic	Sustainability sub-sub-topic	Type of IRO	IRO Description	Value chain	Time horizon
				industry's shift towards electric vehicles, contributing to a comprehensive decarbonization strategy. In clean energy, there is potential to finance new low-carbon power generation projects, capitalizing on regulatory stability and long-term financial agreements.		
S1-Own workforce	S1-working conditions	S1-Secure Employment	Negative Impact/ actual	In an increasingly challenging macroeconomic and geopolitical landscape, defined by heightened tension, uncertainty, global fragmentation, tax volatility, industry consolidation, and accelerating digital transformation, the Bank must continually adapt its organisational structure and operating model to safeguard resilience and future growth, leading to temporary job insecurity.	Own operations	Short- and medium-term
S1-Own workforce	S1-working conditions	S1-Secure Employment	Risk	A deterioration in employees' perception of secure employment within the organisation and banking sector creates a material risk of increased turnover, reduced workforce stability, and potential disruption to BRD's operational continuity and performance.	Own operations	Short- and medium-term
S1-Own workforce	S1-working conditions	S1-Freedom of association, the existence of works councils and the information, consultation and participation rights of workers	Positive Impact/ actual	The impact may manifest through respecting employees' rights to organize and actively participate in decisions that concern them, through works councils and similar structures.	Own operations	All
S1-Own workforce	S1-working conditions	S1-Collective bargaining, including rate of workers covered by collective agreements	Positive Impact/ actual	The impact may manifest through effective collective bargaining that ensures fair rights and working conditions for all employees, contributing to their retention.	Own operations	All
S1-Own workforce	S1-working conditions	S1-Health and safety	Negative Impact/ potential	The impact may arise when wider contextual pressures (such as macroeconomic uncertainty and increased geopolitical tensions, sector consolidation, and accelerated digitalisation) drive changes in organisational structures and policies that heighten perceived stress and psychosocial strain, with mental health considerations becoming more prominent even as physical safety concerns remain limited in the financial sector.	Own operations	Short and medium-term

Sustainability topic	Sustainability Sub-topic	Sustainability sub-sub-topic	Type of IRO	IRO Description	Value chain	Time horizon
S1-Own workforce	S1- Equal treatment and opportunities for all	S1-Gender equality and equal pay for work of equal value	Negative Impact/ actual	The impact may manifest through pay gaps and unequal opportunities between employees based on gender, leading to discrimination and dissatisfaction among staff.	Own operations	Short- and long-term
S1-Own workforce	S1- Equal treatment and opportunities for all	S1-Training and skills development	Risk	Inadequate training and education processes can leave employees without the essential skills and knowledge needed to perform their roles effectively, leading to reduced productivity and stifled innovation, ultimately affecting BRD Group's financial performance.	Own Operations	Short- and medium-term
S4- Consumers and end- users	S4- Information-related impacts for consumers and/or end-users	S4-Privacy	Risk	BRD Group faces significant risks associated with the management of customer data security amidst evolving external cybersecurity threats. The responsibility to safeguard customers' personal information, including sensitive financial details, is paramount. As banking operations increasingly rely on mobile platforms and cloud storage, the potential for security breaches that could compromise personal information, credit, and debit card data, and expose customers to financial fraud and data theft, escalates. These risks not only threaten the financial integrity of customers but also pose substantial legal and reputational risks to the Bank, emphasizing the critical need for robust cybersecurity measures and vigilant data security management.	Own operations	Short-term
S4- Consumers and end- users	S4- Information-related impacts for consumers and/or end-users	S4-Access to (quality) information	Risk	In the financial sector, access to clear and quality information is crucial for maintaining customer trust and brand reputation. Ambiguities in policy terms, product details, and sales practices can lead to brand damage, legal disputes, and a reduction in the range of services and products offered by entities like BRD. Customers who are dissatisfied due to misleading or unclear information may reduce their engagement with the Bank's products, leading to adverse financial consequences. Conversely, entities that ensure transparency in their policy terms and provide products that are well-suited to their customers can safeguard their brand reputation, minimize regulatory scrutiny, and protect shareholder value. Additionally, improper communication of Compliance & Ethics (C&E) data and reports can result in diminished investor interest, which could negatively affect the funding and growth prospects of BRD Group.	Own Operations	Short-term

Sustainability topic	Sustainability Sub-topic	Sustainability sub-sub-topic	Type of IRO	IRO Description	Value chain	Time horizon
S4- Consumers and end- users	S4- Information-related impacts for consumers and/or end-users	S4-Security of a person	Risk	BRD faces significant risks related to digital security, which could compromise client safety during online operations. Such breaches may result in financial losses, regulatory fines, and substantial reputational damage.	Own operations	Short-term
S4- Consumers and end- users	S4- Social inclusion of consumers and/or end users	S4-Access to products and services	Positive Impact/ actual	The impact may manifest through initiatives that improve access to essential services such as healthcare and housing, while also expanding financial inclusion through programs like IFC Gender Finance, MEDAT, EUROBRD, the EIF Sustainability Guarantee and the Eco-Tech Program, which support women, SMEs and projects focused on accessibility and inclusion. In addition, BRD enhances access to its own banking services for vulnerable groups by improving physical and digital accessibility - such as digital activation options for seniors, recyclable cards and expanded payment solutions for small merchants - making its products and services more inclusive and user-friendly.	Own operations	Short- and long-term
S4- Consumers and end- users	S4- Sustainable Finance (Entity Specific)	N/A	Positive Impact/ potential	The impact may manifest through the implementation of sustainable finance practices that support renewable energy projects, reducing greenhouse gas emissions, protecting the environment, creating green jobs, and improving livelihoods in local communities.	Downstream (Portfolio)	Medium- and long-term
S4- Consumers and end- users	S4-Sustainable Finance (Entity Specific)	N/A	Opportunity	Several key opportunities, including issuing green bonds to fund renewable energy projects, expanding sustainable lending to sectors like eco-friendly real estate and agriculture, and developing ESG investment products to meet growing demand.	Downstream (Portfolio)	Medium-term
G1-Business Conduct	G1-Corporate culture	N/A	Positive Impact/ actual	The impact may manifest through the promotion of an ethical and responsible corporate culture that encourages integrity, transparency, and respect in all operations and interactions, contributing to a positive working environment, considering the fact the Bank is a Public Interest Entity and listed on the Bucharest Stock Exchange.	Upstream & Own operations	Short and long term
G1-Business Conduct	G1-Protection of whistle-blowers	N/A	Negative Impact/ potential	The impact may manifest through the lack of effective whistle-blower protection mechanisms, discouraging the reporting of unethical behaviour due to fear of retaliation.	Own operations	Short and medium term

Sustainability topic	Sustainability Sub-topic	Sustainability sub-sub-topic	Type of IRO	IRO Description	Value chain	Time horizon
G1-Business Conduct	G1- Corruption and bribery	G1-Prevention and detection including training	Negative Impact/ potential	The impact may manifest through the lack of adequate mechanisms for corruption prevention and detection, as well as insufficient employee training, which may increase the risk of corrupt practices.	Own operations	Short and long term

Compared with the previous reporting period, BRD Group's assessment of material impacts, risks and opportunities has evolved in response to changes into the macro-economic context, in its operating environment, regulatory expectations and internal strategic developments. In the table 4 below are presented the main changes identified in 2025 following the review of the DMA.

Sustainability topic	Sustainability Sub-topic	Sustainability sub-sub-topic	Main changes in DMA vs 2024
S1-Own workforce	S1-working conditions	S1-Secure Employment	Assessed as material in 2025 from both impact and financial-materiality perspective, reflecting the challenging macroeconomic and geopolitical landscape – marked by tension, uncertainty, global fragmentation, tax volatility, industry consolidation, and rapid digital transformation. The Bank must continuously adapt its structure and operating model to remain resilient and support future growth, which may temporarily create job insecurity.
S1-Own workforce	S1-working conditions	S1-Adequate wages	Assessed as not material in 2025 following the reassessment of positive impacts. For additional details see IRO-1.
S1-Own workforce	S1-working conditions	S1-Health and safety	Assessed as material in 2025 from negative-impact perspective, reflecting broader contextual pressures - macroeconomic uncertainty, increased geopolitical tensions, sector consolidation, and accelerated digitalisation – which drive organizational changes that increase perceived stress and psychosocial strain. While physical safety risks remain low in the financial sector, mental health considerations are becoming increasingly prominent.
S1-Own workforce	S1- Equal treatment and opportunities for all	S1-Training and skills development	Assessed as not material in 2025 from a positive-impact perspective following the reassessment of positive impacts (for additional details see IRO-1). The topic remains material from a financial perspective.
G1-Business Conduct	G1-Protection of whistle-blowers	N/A	Assessed as material in 2025 from negative-impact perspective, following the reassessment of positive impacts. For additional details see IRO-1.
G1-Business Conduct	G1- Corruption and bribery	G1-Prevention and detection including training	Assessed as material in 2025 from negative-impact perspective, following the reassessment of positive impacts. For additional details see IRO-1.

Current and anticipated effects of the material impacts, risks and opportunities on business model, value chain, strategy and decision-making

BRD Group's materiality assessment shows that environmental, social and governance impacts, risks and opportunities increasingly shape BRD Group's business model, value chain and strategic direction. These material issues already influence the way BRD Group manages its lending portfolio, designs new products, oversees its internal operations and engages with clients, employees, suppliers and regulators. Their

relevance is expected to grow further as regulatory requirements evolve, and economic sectors accelerate their transition towards more sustainable practices.

The most significant current and anticipated effects relate to BRD's downstream financing activities, where exposure to high-emission or climate-sensitive sectors influences portfolio quality, credit risk dynamics and long-term value creation. Climate change mitigation and adaptation issues - particularly transition risks in carbon-intensive industries and physical risks affecting agriculture, construction and transport - are already shaping credit underwriting criteria and future capital allocation decisions. These effects are expected to intensify as environmental regulations tighten and market expectations shift. Within BRD Group's own operations, material issues such as energy use, operational emissions, digital security, workforce wellbeing, and the growing need for new skills affect efficiency, cost management, resilience and service quality, while also influencing long-term workforce planning as banking activities become increasingly digitalised.

These material issues have a direct influence on BRD Group's strategy and decision-making. Climate-related considerations are progressively integrated into credit risk methodologies, portfolio steering frameworks and the development of new financial solutions, particularly those supporting the transition to renewable energy, low-carbon technologies and energy-efficient buildings. Social considerations influence human resources strategy, including policies on secure employment, training, health and safety and employee engagement, all of which play a growing role in sustaining productivity and talent retention. Customer-related risks linked to data protection, cybersecurity and access to clear and accurate information drive decisions concerning IT investments, operational controls and communication practices. Governance topics reinforce the importance of ethical conduct, transparency and internal control mechanisms, shaping decisions at Board and executive levels.

In response to these impacts and risks, BRD Group is progressively adapting its activities, processes and portfolio. The Bank is updating its sectoral lending policies, integrating environmental and climate criteria into credit decision-making and strengthening capabilities for assessing financed emissions and climate risks. It is also expanding its sustainable finance offer to support client transitions and meet the growing demand for green and ESG-linked financing. Within its own operations, BRD Group is improving energy efficiency in buildings, modernising its vehicle fleet, investing in digitalisation and strengthening data security systems. At the same time, it is enhancing training programmes, developing new skills, reinforcing its diversity and inclusion agenda to ensure that employees remain supported during organisational and technological changes. Governance practices are also being strengthened through improved anti-corruption controls, enhanced ethical training and more robust whistle-blower protection mechanisms.

Material Impacts on People and the Environment and their Connection to BRD Group's Strategy and Business Model

SBM 3-48 c

BRD Group's material environmental impacts arise primarily from its downstream financing activities, which have the greatest potential to generate negative environmental effects when directed toward sectors with high greenhouse gas emissions or resource-intensive operations, such as agriculture, construction, manufacturing, and energy production. Financing activities that perpetuate reliance on fossil fuels or unsustainable land-use practices can contribute to increased carbon emissions and climate change, with cascading societal consequences including reduced agricultural productivity, heightened exposure to climate-related disasters, and increased public health risks. Although relatively limited in scale, BRD Group's own operations also generate environmental impacts through non-renewable electricity use, fuel consumption from its vehicle fleet, and resource use in buildings, which collectively contribute to its carbon footprint and, if unmanaged, may hinder progress toward national and international climate objectives.

Material negative social impacts are mainly linked to BRD Group's own operations. In a challenging macroeconomic and geopolitical context, combined with ongoing digital transformation, the Bank must continually adapt its organisational structure and operating model to support resilience and long-term competitiveness. These changes may, at times, result in temporary job uncertainty or role adjustments for employees.

Organisational change and accelerated digitalisation, together with broader external pressures, may also increase perceived work intensity and psychosocial strain. While physical safety risks remain limited in the

financial sector, employee well-being and mental health considerations require continued attention, particularly during periods of transformation.

Social impacts may further arise in relation to equal opportunities and fair remuneration. Pay gaps or unequal career progression between employees, including on a gender basis, may affect perceptions of fairness and employee satisfaction, with implications for engagement and retention.

In addition, the effectiveness of governance and ethical frameworks within own operations remains material. If whistle-blower protection, anti-corruption controls, or related training are not sufficiently robust, this may reduce the willingness to report concerns and increase exposure to misconduct risks. Maintaining strong internal controls and a culture of integrity is therefore important for safeguarding employees, trust, and responsible business conduct.

Conversely, BRD Group generates positive impacts through its strategy and business model, which increasingly embed sustainability principles into lending and investment practices. By channelling capital toward renewable energy, energy-efficient housing, clean transport, and sustainable agriculture, BRD Group enables emissions reductions, resource efficiency, and climate resilience, accelerating the transition to a low-carbon economy. These investments also stimulate job creation, technological innovation, and economic diversification, strengthening community resilience and fostering inclusive growth. Through responsible lending and consumer protection policies, BRD Group supports financial stability, reduces over-indebtedness risks, and enhances social cohesion.

These impacts are directly connected to BRD Group's strategy and business model. As a financial institution whose core activities revolve around lending, investment, and leasing, the Group's strategic choices influence the pace of decarbonization and social progress across multiple sectors. Financing decisions can either reinforce environmental pressures or mitigate them by supporting green innovation and sustainable infrastructure. Similarly, internal initiatives aimed at operational efficiency and digitalization shape workforce dynamics, creating both opportunities and challenges.

Current Financial Effects of Material Risks and Opportunities

For 2025 reporting cycles only a qualitative analysis was performed.

The current financial effects of material sustainability-related risks and opportunities on BRD Group's financial position, performance, and cash flows are significant, reflecting the evolving regulatory landscape and transition dynamics. Compliance with EU regulations, including the CSRD and EU Taxonomy, has led to increased operational costs associated with data collection, reporting infrastructure, and governance enhancements. From a financial performance perspective, while regulatory compliance and transition measures entail additional costs, opportunities in sustainable finance - such as financing renewable energy projects, energy-efficient housing, and climate-resilient infrastructure - are contributing to revenue diversification and strengthening BRD Group's market positioning.

Cash flows have been impacted by upfront investments in sustainable finance initiatives, operational energy-efficiency measures, and enhanced risk management capabilities. The ongoing BRD Group initiatives for decarbonization of its portfolios may result in adjustments to credit policies, particularly for sectors highly exposed to climate transition risks. Revaluation of loan portfolios in fossil fuel-dependent and energy-intensive industries might lead to potential impairments and revised credit risk assessments. Furthermore, the strategic shift toward sustainable finance products and the gradual phase-out of high-carbon clients may influence expected cash inflows and require reallocation of financial resources to ensure alignment with long-term sustainability objectives.

Anticipated Financial Effects of Material Risks and Opportunities

BRD Group anticipates significant financial effects from material sustainability-related risks and opportunities over the short, medium, and long term, reflecting its strategic commitment to climate adaptation, energy transition, and social responsibility. In the short term, operational costs are expected to rise due to compliance with environmental regulations and ESG reporting requirements, alongside capital expenditures for energy-efficient infrastructure and cybersecurity enhancements. Medium-term effects are projected to include portfolio diversification and revenue growth as investments in renewable energy, electric vehicle infrastructure, and sustainable construction begin to generate returns through green loans and sustainability-linked financial products, although credit risks in climate-sensitive sectors such as

agriculture and real estate may lead to fluctuations in cash flows and provisioning needs. In the long term, BRD Group expects improved financial performance driven by regulatory stability, reduced risk exposure, and strengthened client relationships in green business models, supported by capital investments in digitalization and sustainable finance solutions that enhance operational efficiency and market reach. Additionally, the initiatives designed to accelerate digital transformation, may generate short-term financial pressures linked to workforce adjustments, increased turnover risk, and potential loss of talent, which could lead to higher recruitment and training costs. To implement its strategy, BRD Group plans to allocate capital toward expanding its sustainable finance portfolio, upgrading physical infrastructure to meet energy efficiency targets, and accelerating digital transformation to improve transparency and accessibility of financial services. Funding for these initiatives is expected to come from stable retail deposits, reinvestment of retained earnings, strategic partnerships with development banks and international financial institutions, and access to government programs and incentives related to climate action and energy efficiency.

Resilience of the Strategy

BRD Group, in collaboration with SG, monitors the resilience of its strategy and business model to environmental material impacts and risks and how to capitalize on environmental material opportunities¹⁴. Central to the monitoring process is undertaking a "Business Environment Scan" (BES), which has been conducted on an annual basis since 2024.

The annual BES is undertaken to enable Management to obtain a comprehensive understanding of the material Climate and Environmental (C&E) risks that may impact the organization over a range of time horizons from the short- to long-term, as defined under ERS 1. The BES process helps BRD Group identify:

- Threats to the business model that arise from Climate Change and Environmental risks.
- Business opportunities from the economic transformation, client transitions, and adaptive measures to mitigate climate - related physical risks.

BRD Group undertakes the BES to obtain a high-level understanding of vulnerabilities, potential threats, and opportunities that may impact its business over the short- to long-term time horizons. Using these insights, BRD Group then undertakes further analysis as needed, such as with the risk materiality assessment in order to obtain more granular data and in-depth understanding of its material impacts risks and opportunities.

As part of BES, BRD Group analyses a wide range of sources of evidence including global geo-political and macro-trends, existent and upcoming regulatory requirements. BRD Group also considers the impacts to its business from physical events, driven by climate and other environmental change. By monitoring and assessing a range of evidence in these areas, BRD Group can take informed decisions and strategic action to support it moving towards becoming a net-zero organization.

The outcomes of BES provide BRD Group with detailed information that help it decide where further analysis is required or should be prioritized. For example:

- Identified threats (if deemed relevant) are further evaluated in the risk materiality assessment.
- Identified opportunities (if deemed relevant) are considered in business strategy and business planning.

These outcomes feed BRD Group's strategy and its decarbonization process. The BES is conducted across all BRD Group's operations which help provide insights across geographies, sectors and products that the Group should prioritize for action. For example, following its most recent BES in 2025, BRD Group created an action plan implemented by end of year, which included the creation of a new Sustainability Linked Loan for SME clients, aiming to promote the best practices in terms of sustainability and link clients' performance in this field with a price adjustment mechanism. The product was launched in Q3 2025. In addition, BRD closely followed up on the completion of the annual business plan with main objectives, targeted sectors, clients and products. As of September 2025, this plan was overachieved.

¹⁴ The Business Environment Scan does not include the analysis of social and governance areas.

8.2. ENVIRONMENTAL INFORMATION

CLIMATE CHANGE

This chapter includes details on the identified impacts, risks and opportunities (IROs) related to climate change, as well as the corresponding policies, actions and targets. Furthermore, BRD Group's overview on the policies, measures and targets is also presented.

Strategy

Transition Plan

E1-1.17

BRD Group acknowledges the importance of adopting a structured approach to aligning its activities with climate goals and contributing to the sustainability transition. In this context, BRD is developing the annual prudential transition plan and actively monitoring the decarbonization of its portfolios, in line with SG Group strategic objectives.

BRD Group is closely aligning its sustainability initiatives with the overarching strategy of SG, which has established sustainability goals and targets aligned with the goals of the Paris Agreement. BRD Group is working to ensure compliance with SG's commitments, including the Net Zero Banking Alliance (NZBA) targets and the implementation of sector-specific decarbonization pathways.

In parallel, the evolving regulatory landscape, particularly under CSRD, requires BRD Group to carefully assess its reporting obligations and integrate sustainability considerations across all business areas. BRD Group is not excluded from the Paris Agreement Benchmarks.

BRD Group is actively engaged in sustainability initiatives that contribute to the transition process. These include:

- Supporting corporate clients in their sustainability transition through financing solutions such as Sustainable finance, focusing on renewable energy and energy efficiency projects and Sustainability-Linked Loans (SLLs).
- Expanding green financing for retail clients by offering green loans under InvestEU sustainability support schemes and collaborating with energy efficiency solution providers.
- Increasing the share of green financing in BRD Sogelease to support industries such as transport decarbonization, circular economy transitions and for improving energy efficiency in agriculture and other industrial activities. Partnering with institutions such as IFC, EIB (through EIF), and EU funds programs to implement sustainability-linked projects.
- New partnership with Bank of Investment and Development (BID): Working Convention for a Portfolio Guarantee for SMEs to implement sustainable loans (may be Taxonomy-aligned subject to DNSH assessments, based on the methodology provided by BID).
- SME Eco-Tech Program - BRD is the partner bank in the program, aimed at strengthening SMEs by improving access to financing through loans with grants.

BRD Group conducts internal assessments and stakeholder engagements to evaluate the readiness of its portfolios for transition. BRD continued to assess the carbon intensity of its financed sectors and to refine strategies for alignment with NZBA commitments. Collaboration with SG on sectors specific origination guidelines remains an ongoing process, with guidelines regularly consulted and updated as regulatory expectations and sectoral risk profiles evolve. In parallel, ESG data management capabilities and digital reporting tools were enhanced in 2025 (for example the ESG Memo tool, helping our employees to perform automatically the mandatory ESG controls during clients' Onboarding process, providing at the same time an integrated and traceable flow), with further improvements planned throughout 2026. Physical risk heatmaps for both Corporate and Retail segments are updated annually. While the H1 2025 assessment has already been completed, the results for the full year will be available in September 2026. Further, annual updates are to be performed, as part of BRD's standard risk management practices/ cycle. In addition, BRD initiated work in 2025 on its prudential transition plan, which will further structure BRD Group's internal

approach to transition risk management, portfolio alignment, and governance processes over the coming years. This work will continue in 2026, as regulatory expectations and supervisory guidance evolve.

The focus in the next period will be on:

- Continuing engagement with SG to ensure alignment with its transition strategy.
- Strengthening partnerships with clients and stakeholders to support their transition journeys and gradually increasing the share of sustainable finance in the overall portfolio.

Climate-related Risks

E1-SBM-3.18

BRD Group has identified different material climate-related risks that encompass both physical risks and transition risks, reflecting the multifaceted challenges posed by climate change.

For climate change adaptation, the risks are primarily climate-related physical risks, as detailed in the previous Chapter General Disclosures, Section Double Materiality Assessment Process.

For climate change mitigation, the risks are primarily climate-related transition risks. These arise from the challenges of aligning with stricter environmental commitments, market evolution towards sustainability and regulatory developments, as detailed in the previous Chapter General Disclosures, Section Double Materiality Assessment Process.

BRD Group's Strategy Resilience to Climate Change

E1-SBM-3.19a.; AR 6, E1-SBM-3.19b, E1-SBM-3.19c

BRD Group recognizes the importance of assessing the resilience of its strategy and business model in relation to climate change. While BRD Group does not currently perform a formal climate scenario analysis or stress test to evaluate the impact of climate change on its strategy, it conducts multiple recurring assessments to identify material climate-related risks and their potential effects.

The DMA, reviewed on an annual basis, provides insights into both physical and transition risks. Additionally, the BES exercise, performed annually, examines climate-related impacts on BRD's key business segments, including Corporate, Retail, Sovereign Bonds, as well as subsidiaries, BRD Asset Management and BRD Sogelease. BRD Group also conducts an annual portfolio assessment of small enterprises with a turnover below 7.5 million EUR to evaluate their exposure to climate-related risks. Furthermore, the Industry Climate Vulnerability Indicators (ICVI) and Corporate Climate Vulnerability Indicators (CCVI) offer insights into transition risks by assessing sectoral vulnerabilities and corporate adaptation strategies.

In terms of how the resilience analysis is carried out, BRD Group applies assumptions that reflect how the transition toward a lower carbon and more climate resilient economy may influence the external macroeconomic environment. These assumptions, used across BES, consider expected regulatory tightening linked to EU climate policies; progressive shifts in Romania's and the EU's energy mix toward higher shares of renewables; gradual decreases in energy intensive technologies; and increasing deployment of adaptation and efficiency related technologies across key sectors (e.g., agriculture, real estate, transport, manufacturing). These assumptions guide the interpretation of sectoral vulnerabilities, potential impacts on client repayment capacity, and likely changes in operating costs for high emission or climate exposed industries.

Regarding uncertainty, the resilience assessment reflects the inherent limitations of available sector-level and geospatial climate data, evolving regulatory expectations, and changes in business models across client segments. These uncertainties are considered when determining how climate-exposed assets and activities are incorporated into strategic decisions, including credit origination, portfolio steering, investment prioritization and current and planned mitigation actions. The introduction of ICVI/CCVI indicators and annual heatmaps reduces part of this uncertainty by providing a more structured view of exposure, sensitivity and concentration risk across sectors.

In December 2025, CCVI for physical risk was deployed, with questionnaire scores provided for several climate hazards (both acute and chronic risks covered, such as floods, heat stress, sea level rise, water stress, wildfires, etc.). The perimeter for application will be the same as the CCVI for transition risk. Thus, BRD will complement its portfolio resilience assessment to climate risks, facilitating lending decisions and further support clients in the transition to a sustainable economy and/or adaptation to climate hazards. BRD will complement the resilience assessment to climate risks using a portfolio-type approach starting 2026 (applicable to all SMEs with turnover of up to 50 million EUR) - to assess and monitor concentration risk at sector level based on sectoral heatmaps. A geographic heatmap will be produced to complement the level of physical risk identified in the sectoral Heatmap. The geographical Heatmap will position BRD's exposures across geographic areas, specifying the 'risk level' (High / Medium / Low) with respect to the most significant climate hazards. Depending on the risks identified, a detailed climate transition analysis and/or a detailed physical climate risk analysis will be carried out.

From a strategic perspective, BRD Group maintains the capacity to adjust or adapt its strategy and business model over the short and medium term. This includes the ability to adapt product portfolios toward sustainable finance solutions (e.g., green loans, SLLs) and integrate new origination guidelines for high emission sectors. Enhancements in ESG data systems and digital tools (i.e. ESG Memo tool for clients' onboarding process) also allow BRD to maintain ongoing access to financing by strengthening transparency and enabling alignment with EU regulatory expectations. Workforce capabilities continue to evolve through internal training and capacity building initiatives, supporting long term adaptability and strengthening BRD's ability to respond to changing client needs and regulatory requirements.

These assessments to identify material climate-related risks and their potential effects highlight key physical risks, such as disruptions caused by extreme weather events in industries like agriculture and construction, and transition risks, including regulatory changes, increased operational costs, and shifting market demands for sustainable products. For further information please refer to previous Chapter General Disclosures, Section Material Impacts, Risks and Opportunities.

Impacts, risks and opportunities management

Type of IRO	Material IRO	Policies	Actions	Metrics	Targets
<p>Risk related to climate change adaptation</p> <p>Physical Risks</p>	<p>BRD faces a multifaceted array of risks across various sectors due to climate change and the transition to a more sustainable economy. Rapid or misaligned implementation of ESG products could lead to strategic missteps if not matched with market demand. Similarly, capital requirements may escalate, particularly in sectors like agriculture and forestry, which are highly susceptible to climate-induced hazards and require robust adaptation measures. The physical risks of climate change, such as extreme weather events, pose significant threats to supply chains and infrastructure, notably within the automotive and construction industries, leading to potential disruptions and financial strain. These acute and chronic risks can result in asset devaluation and reputational damage if investments are perceived as contributing to or being vulnerable to environmental risks. For BRD, increased operational costs due to environmental regulation compliance, fines, and the transition to electric vehicles could negatively impact clients' creditworthiness and repayment capacity. The agriculture sector also faces heightened risks from crop losses due to environmental factors, which could lead to financial instability for farmers and affect lending activities.</p>	<ul style="list-style-type: none"> - SG Environmental and Social (E&S) General Principles - SG E&S Sectoral Policies - SG's Transversal Statement on Climate - Société Générale Positive Impact Financing Framework (for details refers to chapter Consumers and End Users) 	<ul style="list-style-type: none"> - Business plan for sustainable and positive impact financing (for details refers to chapter Consumers and End Users) - Corporate Climate Vulnerability Indicator (CCVI) - BRD Asset Management funds Art. 8 SFDR compliant 	<ul style="list-style-type: none"> - Gross Scopes 1, 2, 3 and Total GHG emissions 	<ul style="list-style-type: none"> - No target established
<p>Opportunity related to climate change adaptation</p>	<p>There is an opportunity to lead in sustainability by financing projects that bolster climate resilience, encourage environmentally friendly agricultural practices, and facilitate the adoption of low-carbon technologies across various sectors, including automotive, construction, and manufacturing. This encompasses investments in infrastructure for electric vehicles, sustainable construction methods, and enhancements to supply chain efficiency. By offering customized</p>	<ul style="list-style-type: none"> - SG Environmental and Social (E&S) General Principles - SG E&S Sectoral Policies - SG's Transversal Statement on Climate - Société Générale Positive Impact Financing 	<ul style="list-style-type: none"> - Business plan for sustainable and positive impact financing (for details refers to chapter Consumers and End Users) - BRD Asset Management funds Art. 8 SFDR compliant 	<ul style="list-style-type: none"> - Gross Scopes 1, 2, 3 and Total GHG emissions 	<ul style="list-style-type: none"> - Achieve EUR 2.4 billion in sustainable finance production by 2027 (for details refer to chapter Consumers and End Users)

Type of IRO	Material IRO	Policies	Actions	Metrics	Targets
	financial solutions for these initiatives, BRD can reinforce its market leadership and contribute to the advancement of a more sustainable economy.	Framework (for details refers to chapter Consumers and End Users)			
Impact related to climate change mitigation	The impact may manifest through the contribution to increased Scope 1, Scope 2, and Scope 3 carbon emissions (excluding financed emissions) due to the use of non-renewable energy sources in BRD Group locations and fleet, and through the use of fossil fuel-powered vehicles within the Private security activities sector, which could amplify the negative environmental impact.	- - SG Environmental and Social (E&S) General Principles - SG's Transversal Statement on Climate (for details refers to chapter Consumers and End Users)	- Purchase 100% green energy - Electric Mobility – B&T Project - BRD car fleet greening program - On-grid photovoltaic systems on BRD buildings - Replacement of equipment older than 10 years - Green IT Program	- Gross Scopes 1, 2, 3 and Total GHG emissions	- Achieve a 55% reduction in the carbon footprint of BRD Group's own operations by 2027
Impact related to climate change mitigation	The impact may manifest through a wide range of sectoral activities that significantly contribute to greenhouse gas emissions and climate change. This includes the financing of agricultural practices, construction projects, and energy production that lead to increased GHG emissions, such as those in the Extraction of natural gas, Electric power generation, transmission and distribution, Manufacture of basic iron and steel sectors, Oil and gas and Thermal coal. Transportation activities, particularly in the Freight transport by road and non-specialized wholesale trade sectors, exacerbate emissions, especially when relying on fossil fuel-powered vehicles. Additionally, real estate developments under the Real estate activities on a fee or contract basis sector, as well as healthcare and public administration facilities, contribute to the carbon footprint through energy-consuming processes. These cumulative emissions from various industries and infrastructure developments not only intensify the greenhouse effect but also increase the risk of natural disasters related to climate change.	- - SG Environmental and Social (E&S) General Principles - SG E&S Sectoral Policies - SG's Transversal Statement on Climate - Société Générale Positive Impact Financing Framework (for details refers to chapter Consumers and End Users)	- Business plan for sustainable and positive impact financing (for details refers to chapter Consumers and End Users)	- Gross Scopes 1, 2, 3 and Total GHG emissions	- No target established

Type of IRO	Material IRO	Policies	Actions	Metrics	Targets
<p>Risk related to climate change mitigation</p> <p>Physical and transition risks</p>	<p>In the face of stringent environmental commitments and market evolution towards sustainability, BRD is facing significant climate change risks across multiple sectors. The bank is at risk of market share erosion if it fails to align its product offerings with escalating ESG demands, while an overly rapid deployment of ESG products could misalign with client demand, leading to strategic missteps. Similarly, the bank may see a decline in business due to the negative impacts of climate change on the financial health of clients in sectors such as agriculture, furniture manufacturing, and road freight, where skepticisms about the commercial viability of battery electric vehicles (BEVs) and increased operational costs due to environmental regulations could hinder the transition to sustainable practices.</p> <p>These risks are compounded by potential increases in capital requirements, particularly in industries like cement production, which faces pressure to decarbonize amidst the EU's CO2 reduction commitments. Fiscal developments, such as increased VAT on green technologies and reduced government incentives for electric and hybrid vehicle purchases, could dampen demand for sustainable financing solutions. Moreover, financial institutions may encounter credit, market, and reputational risks by servicing entities with higher emissions that are vulnerable to policy changes, technological shifts, and the growing penalization of unsustainable practices by the market. These challenges underscore the urgency for BRD to adapt its strategies to support clients through the complexities of climate change mitigation.</p>	<ul style="list-style-type: none"> - - SG Environmental and Social (E&S) General Principles - SG E&S Sectoral Policies - SG's Transversal Statement on Climate - Société Générale Positive Impact Financing Framework (for details refers to chapter Consumers and End Users) 	<ul style="list-style-type: none"> - Business plan for sustainable and positive impact financing (for details refers to chapter Consumers and End Users) - Corporate Climate Vulnerability Indicator (CCVI) - BRD Asset Management funds Art. 8 SFDR compliant 	<ul style="list-style-type: none"> - Gross Scopes 1, 2, 3 and Total GHG emissions 	<ul style="list-style-type: none"> - No target established
<p>Opportunity related to climate change mitigation</p>	<p>BRD is well-positioned to drive a wide range of sustainability initiatives by offering tailored financing solutions that</p>	<ul style="list-style-type: none"> - - SG Environmental and Social (E&S) 	<ul style="list-style-type: none"> - Business plan for sustainable and positive impact financing (for 	<ul style="list-style-type: none"> - Gross Scopes 1, 2, 3 and Total GHG emissions 	<ul style="list-style-type: none"> - Achieve EUR 2.4 billion in

Type of IRO	Material IRO	Policies	Actions	Metrics	Targets
	support the transition to a greener economy. Key opportunities include financing climate-resilient projects in agriculture and construction, supporting the automotive sector's shift to electric vehicles and alternative fuels, and aiding the construction industry in adopting energy-efficient technologies. Additionally, BRD backs sustainable practices in agriculture, furniture manufacturing, and road freight, while promoting circular economy principles. It also provides specialized financial products like ESG and green loans, invests in renewable energy solutions, and supports consumer adoption of green technologies through government subsidy programs.	<ul style="list-style-type: none"> - General Principles - SG E&S Sectoral Policies - SG's Transversal Statement on Climate - Société Générale Positive Impact Financing Framework (for details refers to chapter Consumers and End Users) 	<ul style="list-style-type: none"> - details refers to chapter Consumers and End Users) - BRD Asset Management funds Art. 8 SFDR compliant 		<ul style="list-style-type: none"> - sustainable finance production by 2027 (for details refers to chapter Consumers and End Users)
Impact related to energy	The impact may manifest through the use of non-renewable energy sources and the lack of effective measures to optimize energy consumption in BRD Group's locations, which can lead to an increased carbon footprint and inefficient resource use, also contributing to climate change.	<ul style="list-style-type: none"> - SG Environmental and Social (E&S) General Principles - SG's Transversal Statement on Climate 	<ul style="list-style-type: none"> - Purchase 100% green energy 	<ul style="list-style-type: none"> - Energy Consumption - Gross Scopes 1, 2, 3 and Total GHG emissions 	<ul style="list-style-type: none"> - No target established
Impact related to energy	BRD Group's financing of renewable energy projects supports the generation of clean energy which is crucial for transitioning to net-zero. This shift helps mitigate climate change while promoting sustainable growth within the Earth's natural boundaries.	<ul style="list-style-type: none"> - SG Environmental and Social (E&S) General Principles - SG E&S Sectoral Policies - SG's Transversal Statement on Climate - Société Générale Positive Impact Financing Framework (for details refers to chapter Consumers and End Users) 	<ul style="list-style-type: none"> - Business plan for sustainable and positive impact financing (for details refers to chapter Consumers and End Users) 	<ul style="list-style-type: none"> - Gross Scopes 1, 2, 3 and Total GHG emissions 	<ul style="list-style-type: none"> - Achieve EUR 2.4 billion in sustainable finance production by 2027 (for details refers to chapter Consumers and End Users)
Impact related to energy	By financing energy-intensive companies that rely on fossil fuels can lead to a high level of GHG emissions, which in turn aggravates climate change and its effects.	<ul style="list-style-type: none"> - SG Environmental and Social (E&S) General Principles 	<ul style="list-style-type: none"> - Business plan for sustainable and positive impact financing (for details refers to chapter 	<ul style="list-style-type: none"> - Gross Scopes 1, 2, 3 and Total GHG emissions 	<ul style="list-style-type: none"> - Achieve EUR 2.4 billion in sustainable finance

Type of IRO	Material IRO	Policies	Actions	Metrics	Targets
		- SG E&S Sectoral Policies - SG's Transversal Statement on Climate	Consumers and End Users)		production by 2027 (for details refers to chapter Consumers and End Users)
Risk related to energy	<p>In the Energy sector, BRD is navigating risks associated with the growing demand for energy-efficient housing and the transition to green power production. As energy efficiency becomes a priority, construction costs for such houses may rise, potentially impacting housing affordability and the demand for BRD's mortgage loans. The bank also faces the operational challenge of collecting Energy Performance Certificates (EPCs) for both new and existing mortgage loans, a process that could incur significant costs and affect compliance status if the cost-benefit analysis does not support widespread EPC acquisition.</p> <p>BRD's clients in the green power sector, including producers and utilities, depend on the stability of funding and favorable regulatory environments to maintain their financial stability and execute investment plans. Uncertainties in funding or regulatory changes could jeopardize the viability of green power projects, affecting clients' operations and BRD's investment strategies. Additionally, the risk of properties becoming unrentable due to not meeting energy efficiency standards poses a threat to the value of mortgage collaterals and the potential for loan defaults, highlighting the importance of supporting clients in financing necessary renovations to meet these standards.</p>	- - SG Environmental and Social (E&S) General Principles - SG E&S Sectoral Policies - SG's Transversal Statement on Climate - Société Générale Positive Impact Financing Framework (for details refers to chapter Consumers and End Users)	- Business plan for sustainable and positive impact financing (for details refers to chapter Consumers and End Users)	No metric established	No target established
Opportunity related to energy	BRD is strategically positioned to catalyze the sustainable transformation across various sectors, providing financial services that promote the growth of the green economy. The bank	- - SG Environmental and Social (E&S) General Principles	- Business plan for sustainable and positive impact financing (for details refers to chapter	- No metric established	- Achieve EUR 2.4 billion in sustainable finance

Type of IRO	Material IRO	Policies	Actions	Metrics	Targets
	<p>can support the automotive industry's shift towards electric vehicles, contributing to a comprehensive decarbonization strategy. In clean energy, there is potential to finance new low-carbon power generation projects, capitalizing on regulatory stability and long-term financial agreements.</p> <p>The bank's role also includes financing energy storage solutions to balance the intermittency of renewable energy sources and funding energy efficiency upgrades in buildings, such as solar panel installations and LED lighting systems. Collaborations with the Romanian Government on programs like "First House" highlight a dedication to financing energy-efficient housing.</p> <p>Prioritizing investments in renewable energy companies and modernizing outdated energy infrastructure are key to reducing emissions and conserving water. Financing the adoption of advanced technologies in energy generation, storage, and distribution offers opportunities for growth and innovation.</p> <p>Competitive mortgage options for energy-efficient homes and the facilitation of Energy Performance Certificates contribute to regulatory compliance and enhance property evaluations. Financing the expansion and modernization of transmission and distribution networks is essential for maintaining energy security and accommodating new energy capacities.</p> <p>With a focus on financing properties with high energy efficiency, BRD can reduce environmental and social risks, ensuring the resilience of its mortgage portfolio in a market increasingly oriented towards sustainability.</p>	<ul style="list-style-type: none"> - SG E&S Sectoral Policies - SG's Transversal Statement on Climate - Société Générale Positive Impact Financing Framework (for details refers to chapter Consumers and End Users) 	Consumers and End Users)		production by 2027 (for details refers to chapter Consumers and End Users)

Policies Related to Climate Change

E1-2.24

This section presents the policies adopted by BRD Group to manage the material IROs related to climate change, as identified during the Double Materiality Analysis. These policies are designed to ensure an effective and structured approach to climate change material IROs management and compliance with regulatory requirements. For energy efficiency, BRD Group does not have a specific policy.

SG Environmental and Social (E&S) General Principles

MDR-P 65 (a)

The SG E&S General Principles present the E&S framework applicable to SG Group's activities, including BRD Group, to manage environmental and social impacts and risks across its activities. The policy was updated in 2025.

The SG E&S General Principles aim to align SG Group's activities with Sustainable Development Goals by mitigating negative impacts and enhancing positive contributions to environmental and social well-being. The key objectives include promoting responsible and innovative financial solutions, managing E&S risks linked to SG Group's products and services, ensuring compliance with applicable laws, treaties and conventions, engaging with stakeholders to drive sustainability efforts. The principles address material environmental and social risks and opportunities through structured monitoring mechanisms, such as integrating E&S considerations into decision-making processes, implementing risk management frameworks, and conducting regular reporting via public documents like the Duty of Care Plan and the Extra-Financial Performance Statement. This policy covers all the climate change-related material IROs identified during the double materiality analysis, therefore addressing climate change mitigation, climate change adaptation, and energy efficiency. No other areas are explicitly addressed by this policy. To address E&S risks, the policy embeds the Environmental & Social Risk Management (ESRM) System into decision-making processes. This system operates through a sequence of identification of potential risks, evaluation against internal standards - including the E&S General Principles, transversal statements and sector policies - and the implementation of appropriate mitigation or prevention actions when needed. Depending on risk severity, the Group may apply enhanced monitoring, introduce contractual E&S conditions, restrict dealings or even exclude certain clients, products or services from its activities.

The SG E&S General Principles are updated in line with regulatory, scientific or societal developments, observed best practices and SG Group's strategy.

MDR-P 65 (b)

The scope of the policy extends to all countries in which SG Group operates and where its activities may have significant environmental or human rights impacts, and it covers all consolidated entities under exclusive control of SG Group. It applies to all products and services including corporate lending, dedicated financing, investment, and asset management activities.

Across the value chain, the ESRM System applies not only to corporate clients and dedicated transactions but also to issuers of securities held by SG Group and to financial products that may carry inherent E&S risks. It further governs long-term portfolio-level commitments, such as sector-wide climate transition strategies, which influence how SG Group manages its exposure across sectors like energy or natural resources.

MDR-P 65 (c)

At SG, the most senior level accountable for policy implementation is the Group Responsible Commitments Committee (CORESP), chaired by the Deputy Chief Executive Officer overseeing control functions. This committee includes senior executives from Compliance, Risk, Communications, CSR departments, and relevant Business Units. In addition, climate-related aspects of the E&S framework are overseen by General Management and reviewed by the Board of Directors, reflecting senior-level responsibility for the broader environmental and social strategy of SG Group. At BRD Group, the most senior level that is accountable for the implementation of the overall general policy is the EC.

MDR-P 65 (d)

SG Group commits to several third-party standards and initiatives, including Universal Declaration of Human Rights (UDHR), International Labour Organization (ILO) conventions, United Nations Sustainable Development Goals (UN SDGs), OECD Guidelines for Multinational Enterprises, Equator Principles, United Nations Principles for Responsible Banking, UN Global Compact. These commitments guide SG Group's risk assessment and operational frameworks.

MDR-P 65 (e)

In setting the principles, SG Group has considered the interests of key stakeholders such as employees, investors, regulatory bodies, clients and civil society organizations. SG engages in regular (annual or ad hoc as needed) dialogue, internal inquiries, and documented responses to stakeholder concerns related to E&S issues.

MDR-P 65 (f)

The E&S General Principles are made publicly available on SG Group's website. The Group ensures stakeholders, including clients, employees, and civil society organizations, can access these principles.

SG E&S Sectoral Policies

MDR-P 65 (a)

SG Group E&S sectoral policies referred to as E&S policies define the standards that SG Group implements in potentially sensitive sectors from an E&S or ethics perspective, based on its mapping of actual or potential E&S risks. They cover Industrial Agriculture and Forestry, Dams and Hydropower, Thermal Power, Thermal Coal, Defense and Security, Mining, Shipping, Civil Nuclear Power, Oil and Gas, Tobacco. In March 2025, the Thermal Coal sectoral policy was amended to provide several clarifications, extend the definition of "coal developers" subject to exclusions in the policy, and complete the exception granted to energy transition operations in order to be able to support customers more effectively in their transition. All SG E&S policies follow the same structure: they identify the actual or potential E&S risk factors, list the reference standards applicable to the sector or field in question, specify the scope of the activities covered (subsectors, financial and banking products and services) and may also define criteria in respect of each sector or field. These policies cover all the climate change-related material IROs identified during the double materiality analysis, therefore addressing climate change mitigation, climate change adaptation, energy efficiency, and renewable energy deployment. No other areas are explicitly addressed by these policies.

The E&S sector policies define 3 sets of criteria:

- I. E&S exclusion criteria – these criteria are designed to exclude from SG Group's activities certain types of corporate clients, issuers, banking or financial products or specific services or transactions that are associated with underlying practices or activities that are damaging the environment and/or human rights to such an extent or in such a way that improvement within a reasonable timeframe is not possible.
- II. E&S priority assessment criteria – these criteria address priority risk factors that require a targeted and systematic response as part of the assessment process. If a client does not satisfy the assessment criteria, it must improve its practices within a reasonable timeframe. This may require formal action plans or the signing of contractual undertakings. For dedicated transactions or projects, meeting the criteria is part of the project development phase.
- III. Other E&S assessment criteria – these criteria are designed to identify additional risk factors related to a specific sector that also need to be considered as part of the E&S assessment.

The policies are updated in line with regulatory, scientific or societal developments, observed best practices and SG's strategy.

MDR-P-65 b

The sector policies apply to Société Générale and all consolidated companies over which SG Group exercises exclusive control, including BRD Group. They apply to banking and financial products and services provided by the Group. For more details, please refer to each policy that is available on SG Group's website: Industrial Agriculture and Forestry, Dams and Hydropower, Thermal Power, Thermal Coal, Defense and Security, Mining, Shipping, Civil Nuclear Power, Oil and Gas, Tobacco. Upstream value chain and affected stakeholders do not explicitly fall under the scope of these policies.

BRD Group adopted the sectorial policies of SG Group in a local normative document which stipulates the applicability of the rules for each of the business sectors.

MDR-P 65 (c)

At BRD Group, the most senior level that is accountable for the implementation of the policies is the EC.

MDR-P-65 d

Please refer to each sector policy, as indicated above, to understand which are the third-party standards or initiatives SG Group and BRD Group commit to respect through the implementation of these policies.

MDR-P 65 (e)

The policies consider the interests of key stakeholders, such as employees, investors, regulatory bodies, clients, and civil society organizations, by ensuring compliance with E&S regulations, engaging in stakeholder dialogue, and assessing potential social impacts. SG Group actively seeks to balance financial performance with stakeholder concerns related to environmental sustainability and social responsibility.

MDR-P-65 f

The E&S policies are publicly available on SG Group's corporate website, "Our 10 sector-wide E&S policies". Sector policies - Société Générale¹⁵

SG's Transversal Statement on Climate

MDR-P 65 (a)

SG's Climate Policy aims to align its activities with the Paris Climate Agreement by mitigating climate-related risks and supporting the transition to a low-carbon economy. The policy addresses material risks, including transition risks from regulatory changes, physical climate risks and litigation risks, while also exploring opportunities in sustainable finance. SG manages these risks through its Environmental and Social (E&S) Risk Management system, sector-specific policies and ongoing efforts to reduce exposure to carbon-intensive industries. Climate-related risks are monitored through governance structures such as SG Group Risk Committee and the Responsible Engagement Committee (CORESP). This policy covers all the climate change mitigation and climate change adaptation related material IROs identified during the double materiality analysis, Energy efficiency, renewable energy deployment or other areas are not explicitly addressed by this policy.

MDR-P 65 (b)

The policy applies across SG's global operations - including BRD Group, covering key sectors such as energy, transport, and forestry, which have significant climate impact. It extends to financing, Asset Management, and insurance activities, ensuring a comprehensive approach to climate risk management. In terms of geographies, this policy is applicable everywhere BRD Group is active. Upstream value chain and affected stakeholders are not explicitly covered by the scope of this policy.

MDR-P 65 (c)

¹⁵ Sector policies - Société Générale - <https://www.societegenerale.com/en/responsibility/governance/sector-policies>

The highest level of accountability for the implementation of climate policy lies with SG's General Management, with oversight provided by the Board of Directors. Climate-related risks are incorporated into SG Group's overall risk management framework and are monitored by the Group Risk Committee. Additionally, the Responsible Engagement Committee (CORESP) oversees strategic decisions related to climate action, such as SG Group's phased exit from coal financing and other key environmental commitments.

MDR-P 65 (d)

SG aligns its climate policy with several internationally recognized third-party standards and initiatives. This climate policy has also been transposed locally at BRD Group level. These include the United Nations Environment Program Finance Initiative (UNEP-FI) Principles for Responsible Banking, the Taskforce for Climate-related Financial Disclosure (TCFD), the Katowice Commitment, the Carbon Pricing Leadership Coalition, the Climate Bond Initiative⁴, the Poseidon Principles for responsible shipping, the Green Bond Principles, and the Hydrogen Council. By adhering to these frameworks, the Group ensures its climate strategy aligns with the best global practices and industry standards.

MDR-P 65 (e)

The development of the Group's climate policy considers the interests of key stakeholders, including clients, investors, regulators, and industry bodies. Société Générale actively participates in trade associations such as the French Banking Federation and the European Banking Federation to advocate for sustainable finance regulations. Furthermore, SG Group joined the Green Recovery Alliance, recognizing the importance of aligning economic recovery initiatives with environmental sustainability, demonstrating its commitment to balancing financial growth with climate responsibility.

MDR-P 65 (f)

The policy is available on SG Group's website within the "SG Environmental and Social General Principles" (<https://www.societegenerale.com/sites/default/files/documents/CSR/environmental-social-general-principles.pdf>).

Actions Related to Climate Change Adaptation, Climate Change Mitigation and Energy

E1-3

BRD Group implements different actions to manage the material impacts, risks and opportunities related to climate change mitigation, adaptation, and energy, while maximizing the positive material impacts associated with sustainable business practices. To ensure effective management of these material impacts, risks and opportunities, BRD Group allocates dedicated resources. These efforts are coordinated by specialized teams within relevant departments, following established procedures that include continuous monitoring, risk assessment, and periodic reviews to align with regulatory requirements and sustainability commitments. All actions listed below are ongoing, namely they were both applicable for the reporting period and will continue in the future. The implementation of the actions listed below did not depend on any specific preconditions. Current financial resources and FTE allocated to certain actions are disclosed below. The allocation of future resources was not determined and disclosed for any of the actions listed below.

MDR-A-a

Corporate Climate Vulnerability Indicator (CCVI) (Downstream)

(Adaption solution: Identification of climate risk)

In 2025, BRD Group continued the implementation of SG's Corporate Climate Vulnerability Indicator (CCVI) to enhance its assessment of climate-related risks across its entire portfolio. Initially designed to assess transition risks by combining the Industry Climate Vulnerability Indicator (ICVI) with borrower specific information on governance, disclosures, and transition strategies, the CCVI was strengthened in December 2025 through the addition of a physical risk module. This update extended the tool's analytical scope to

include both acute and chronic climate hazards. The CCVI therefore now provides an integrated view of how both transition and physical risks may influence a client's solvency, strategic resilience and vulnerability to changes driven by the low carbon transition and evolving climate conditions.

The implementation of the CCVI is not directly tied to the policies or targets disclosed under this reporting but is rather expected to contribute to BRD Group's sustainability and risk management objectives by providing a comprehensive, forward-looking assessment of climate transition risks. The outcomes include enhanced risk identification across the value chain, improved engagement with clients on their transition strategies, and better alignment with SG's broader climate goals, including financing projects that support a net-zero transition. By leveraging the CCVI, BRD Group aims to enhance portfolio resilience to climate risks, facilitate informed lending decisions, and support clients in adopting credible and transparent climate strategies.

The scope of the CCVI implementation covers all industry sectors within BRD Group's lending portfolio, except for financial activities. The CCVI evaluates key risk factors such as emissions at risk, costs at risk, revenue at risk, and assets at risk, providing an understanding of climate-related vulnerabilities. The initiative affects internal stakeholders, including credit risk teams, relationship managers and sustainability officers, and external stakeholders, such as corporate clients across various industries. The scope of the CCVI does not explicitly cover the upstream value chain.

While the implementation of the CCVI itself does not directly result in material negative impacts, BRD Group has taken proactive steps to support clients with negative CCVI scores by offering tailored transition planning discussions and financing solutions. If a client receives a significantly negative CCVI score, BRD Group initiates a structured dialogue covering the client's transition strategy, business model adaptability, and financial readiness to undertake necessary changes. The Bank provides guidance on decarbonization pathways, facilitates access to green financing instruments and collaborates with clients to develop actionable transition roadmaps. These efforts help mitigate the risk of stranded assets, reputational damage and financial instability within high-risk sectors while positioning clients for long-term sustainability.

During the reporting year, BRD implemented the CCVI across its lending portfolio, conducted internal training for relationship managers and initiated client engagement processes based on the findings. More precisely, BRD Group has conducted CCVI assessments for more than half of its client portfolio with Turnover > EUR 5m, with annual reviews ensuring up-to-date risk evaluation. Qualitative progress includes improved internal capacity, with 66 sessions of and RACI trainings organized with the participation of > 5000 unique participants, and stronger alignment of credit policies with the Bank's ESG strategy.

No significant monetary amount of Capex or Opex were required to implement this action.

The CCVI assessment is conducted annually, synchronized with the internal credit rating review cycle to ensure continuous monitoring and improvement. Future milestones include refining the CCVI methodology (primarily supported through training courses for the specialized team, already available on the SG ESG Green platform) deepening client engagement based on assessment results, improving data collection methodologies and integrating climate risk considerations further into credit risk assessments and decision-making processes. BRD Group aims to leverage CCVI outputs in scenario analysis and stress testing activities over the medium to long term, aligning with the bank's broader sustainability and climate action roadmap.

BRD Asset Management funds Art. 8 SFDR compliant (Downstream)

(Decarbonization lever and adaptation solution: Transforming into sustainable business)

In 2023, BRD Asset Management implemented key actions to transition FDI BRD GLOBAL into a financial product aligned with Article 8 of EU Regulation 2019/2088 (SFDR), promoting environmental and social features. The Fund was structured to incorporate ESG considerations by applying ESG scoring, exclusion criteria and continuous monitoring.

The Fund promotes environmental and social characteristics by constructing a portfolio of equities and ETFs with enhanced environmental, social and governance (ESG) characteristics at the aggregate portfolio level. In order to substantiate investment decisions, ESG analysis complements specific evaluations from

financial perspective. In selecting ETFs and individual stocks, the Fund uses ESG techniques such as „positive screening” or „exclusionary screening”, the use of ESG scores from an external data provider (Morningstar), as well as exclusion lists and identification lists to build a portfolio with improved environmental, social and governance characteristics, with the aim of contributing to reducing ESG risks.

The key actions cover:

- Activities: Investment in equities and ETFs with strong ESG profiles, regular screening, and exclusion of non-compliant issuers.
- Value Chain: The actions impact investment decision-making and asset selection process and portfolio management and investor reporting process.
- Geographies: The Fund provides global exposure, covering multiple equity markets across various regions.
- Stakeholders: Investors, regulators and ESG data providers, ensuring compliance and transparency.

To mitigate potential adverse environmental or social impacts, the Fund enforces strict investment exclusion criteria based on BRD Group’s ESG policies and external assessments. Investments in issuers associated with high ESG risks are prohibited, and regular monitoring (based on screening, ESG scores, provided by Morningstar, as an external data source) is performed to ensure compliance. If a holding is found to pose material risks, corrective actions such as rebalancing or divestment are taken within a reasonable timeframe in the best interest of investors.

The expected outcomes of these actions include:

- Building a globally diversified equity and ETF portfolio with enhanced ESG characteristics, reducing exposure to environmental and social risks.
- Aligning the Fund’s investment strategy with BRD Group’s broader ESG commitments and sustainability targets.
- Strengthening investor confidence by ensuring compliance with regulatory standards and delivering long-term value through responsible investments.

These actions are not meant to provide for the remedy for those harmed by actual material impact, but rather to directly contribute to the policy objectives of promoting sustainable finance and meeting EU regulatory requirements while supporting the transition to a low-carbon economy.

In 2025, additional four BRD Asset Management investment funds were transformed to be compliant with Article 8 of EU Regulation 2019/2088 (SFDR), namely BRD Actiuni, BRD Diverso, BRD Orizont 2035 and BRD Orizont 2045 (validation of authorities received in September, and adaptation of corresponding investment strategies finalized in October 2025).

Consequently, BRD Asset Management portfolio includes at the end of 2025 five ESG Article 8 funds (compared to one as of 2024 end), with RON 2.09 billion assets under management) out of the total of twelve investment funds (with total assets under management of RON 9.27 billion RON vs RON 6.15bn as of 2024 end), a significant increase and a statement to its commitment to sustainability.

Current and expected GHG emission reductions could not be determined for this action, given its complex nature. No significant monetary amount of Capex or Opex were required to implement this action, as these measures do not involve restructuring of these funds, rather, it represents an alignment process to Article 8, SFDR requirements.

The implementation of ESG screening measures, exclusion policies, and performance monitoring was initiated in 2023 and will continue indefinitely. Funds’ portfolio are monitored continuously, with rebalancing occurring as needed to maintain the targeted ESG ratings. Since the implementation of the sustainability strategy in 2023, the first Article 8 compliant fund, FDI BRD Global, has maintained its commitment to ESG principles, achieving a weighted average ESG score above 3.5 (based on Morningstar methodology) in line with established targets. Permanent monitoring and exclusion checks have been effectively integrated into portfolio management processes, with no significant deviations from ESG investment criteria.

Planned actions for the future include further enhancement of ESG integration, expansion of the investment universe to include more sustainable assets, continued collaboration with ESG data providers to refine

screening methodologies and reporting practices and enhanced transparency through improved reporting and stakeholder engagement. These planned actions do not require significant financial resources.

Purchase 100% green energy (Own operations)

(Decarbonization lever: use of renewable energy)

The scope of BRD Group's transition to 100% green energy covers all operational aspects, including corporate offices, branches and data centres. The initiative primarily impacts the upstream value chain and own operations. Downstream value chain is not covered by the scope of this action. Key stakeholders impacted by this transition include employees, customers, and local communities. Although this action is not directly linked to the policies disclosed in this report, it supports the achievement of BRD Group's objective to reduce the carbon footprint of its own operations by 55% by 2027.

BRD Group began this transition in 2021, and it remains an ongoing process, with a target to fully integrate renewable energy across all operations by 2030. The implementation is continuously monitored, and progress is assessed through impact tracking systems, enabling BRD to make data-driven adjustments as needed.

Although the transition to renewable energy primarily aims to prevent environmental harm, BRD Group has established mechanisms to address any potential unintended impacts that may arise during this process. In certain situations, external conditions may not be favorable for the production or acquisition of green energy - such as periods with insufficient wind, sunlight or limited availability of renewable electricity on the local market. In such cases, energy may need to be imported or sourced from existing storage, which can temporarily limit the share of renewable electricity used in operations. To mitigate operational risks associated with these fluctuations, BRD Group has implemented protocols for buildings with higher risk exposure, including the deployment of backup generators and UPS systems to ensure business continuity, operational safety and adherence to sustainability commitments.

Current and expected GHG emission reductions were not determined for this action. No significant monetary amount of Capex or Opex were required to implement this action.

In the reporting year, BRD Group maintained 100% renewable electricity across all operations where BRD has control over contracts by engaging with energy suppliers to secure green energy contracts, ensuring that the electricity used in corporate offices, branches and data centers is sourced from renewable sources. BRD Group has already secured renewable energy supply agreements and is actively working on the next phase of on-site energy generation, specifically through the installation of solar panels on company-owned buildings. Additionally, BRD Group intends to implement energy monitoring systems to track consumption and assess the effectiveness of its sustainability efforts, ensuring continuous improvement.

Electric Mobility – B&T Project (Own Operations)

(Decarbonization lever: electrification, fuel switching)

In 2023, BRD Group initiated the deployment of electric vehicle (EV) charging infrastructure as part of its broader electrification strategy aimed at reducing its carbon footprint. The key actions undertaken included the installation of 3 high-power (120KW) auto charging stations for clients in Timișoara, Sibiu, and Galați, as well as 5 monitored (22KW) auto charging stations for employees at Headquarters, DC Berceni, Timișoara, Cluj, and Iași. Additionally, the Bank established 18 charging stations dedicated to its own fleet and implemented an electricity consumption monitoring system to separately track the electricity used for EV charging from that used by the real estate facilities. Thus, the Bank ensures that both employees and clients have access to EV charging facilities.

These actions are expected to facilitate the transition to electric mobility, reduce the Bank's carbon footprint by displacing fossil fuel consumption, support employee and client adoption of EVs, and promote sustainable transportation solutions. Although this action is not directly linked to the policies disclosed in this report, it supports the achievement of BRD Group's objective to reduce the carbon footprint of its own operations by 55% by 2027.

The implementation of EV charging stations covers internal operations, including fleet management, employee benefits, and client services. Upstream and downstream value chain are not addressed by the scope of these actions. The key stakeholders involved include BRD employees, clients, and the fleet management teams.

As of 2025, the charging stations at BRD Tower headquarters alone consumed 48MWh of electricity, enabling an estimated 240,000 km of electric travel, which effectively avoided the emission of 26 tonnes of CO₂. Future emission reductions were not determined.

BRD car fleet greening program (Own operations)

(Decarbonization lever: fuel switch)

The expected outcome of the car fleet greening program is a 50% reduction in fleet-related greenhouse gas emissions by 2025 compared to the 2019 baseline, contributing to BRD's broader decarbonization goals and to the GHG reduction target disclosed in this report. Although this action is not directly linked to the policies disclosed in this report, it supports the achievement of BRD Group's objective to reduce the carbon footprint of its own operations by 55% by 2027. The program also introduced CO₂ monitoring tools, awareness campaigns and driver training programs to promote eco-friendly driving behaviours among employees.

The car fleet greening program covers all operational vehicles across BRD Group's headquarters (HQ) and nationwide network (NW), involving employees who utilize fleet cars for business purposes. It spans across the entire vehicle lifecycle, from procurement and operational usage. The initiative's scope also includes stakeholders such as leasing providers, fleet management services, and employees, who are directly impacted through improved vehicle efficiency and lower environmental impact. The program addresses upstream value chain elements such as vehicle sourcing and procurement practices. The downstream value chain is not explicitly covered by the scope of this action.

While the car fleet greening program is primarily focused on emissions reduction, BRD Group has taken proactive measures to support employees in adapting to new driving technologies and behaviors. This includes training programs on eco-driving best practices, ensuring a smooth transition to electric and hybrid vehicles without disruption to operational efficiency.

Since the program's inception in 2019, BRD Group has made progress, achieving a steady reduction in fleet emissions through the phased replacement of internal combustion engine (ICE) vehicles. In 2025, BRD Group advanced its car fleet greening program, focusing on replacing conventional vehicles reaching the end of their operational leasing contracts with lower-emission models, including battery electric vehicles (BEVs) and plug-in hybrid electric vehicles (PHEVs). Specifically, in 2025, 145 Dacia Logan units (diesel engine with 120g CO₂/km) were replaced with a similar model featuring a gasoline engine (116g CO₂/km), representing a 3.33% reduction in emissions for these models. As a result of this change, starting from January 2026, only 0.2% of the vehicle fleet will consist of diesel engines and 93.9% are gasoline, and 5.8% are electric. Additionally, BRD Group has continued efforts to monitor and encourage the use of cars in a pool-car (shared cars) system and, for vehicles equipped with this feature, to promote the use of ECO mode.

Current and expected GHG emission reductions were not determined for this action. No significant monetary amount of Capex or Opex were required to implement this action.

On-grid photovoltaic systems on BRD buildings (Own operations)

(Decarbonization lever: use of renewable energy)

The installation of the photovoltaic system covers several key aspects, including direct energy generation and consumption for BRD Group's operational needs. This initiative primarily impacts the Group's internal operations, enhancing energy efficiency across its locations. Key stakeholder groups involved include BRD Group's employees. The upstream and downstream value chain are not explicitly covered by the scope of this action.

The project commenced in 2023 and continued until the end of 2025. In 2025, we installed a carport with a 30kW photovoltaic system at the Berceni Data Center.

The implementation of the photovoltaic systems is expected to:

- Contribute to BRD Group’s sustainability targets by reducing reliance on conventional energy sources and lowering carbon emissions, thus contributing to the GHG reduction target disclosed in this report.
- Achieve an annual energy production of 1153 MWh, covering approximately 6.5% of BRD’s total electricity consumption, leading to cost savings and environmental benefits.
- Enhance operational resilience and energy security by diversifying the Bank’s energy mix and integrating renewable sources.

Post-implementation, ongoing monitoring and optimization efforts will ensure maximum energy production efficiency and continued alignment with BRD Group’s sustainability objectives. Although this action is not directly linked to the policies disclosed in this report, it supports the achievement of BRD Group’s objective to reduce the carbon footprint of its own operations by 55% by 2027. No material adverse impacts have been identified during the implementation of photovoltaic systems. However, BRD Group remains committed to addressing any potential concerns through stakeholder engagement, regular performance evaluations, and compliance with environmental regulations to mitigate any unforeseen issues.

As of 2025, the installed systems have achieved an estimated annual production capacity of 1153 MWh, contributing to a 6.5% reduction in BRD’s dependency on external energy sources (compared with 2024 results: an estimated annual production capacity of 858 MWh that contributed with a 4.5% reduction). This progress aligns with BRD Group’s previously disclosed sustainability plans and demonstrates tangible improvements in energy efficiency and carbon footprint reduction.

Replacement of equipment older than 10 years - Operational energy efficiency

(Decarbonization lever: energy or material efficiency and consumption reduction)

In 2023-2025, BRD Group implemented an extensive equipment modernization program aimed at improving energy efficiency and reducing environmental impact. Key actions include:

- Replacement of outdated equipment (over 10 years old) with modern, energy-efficient VRV/VRF systems (Variable Refrigerant Flow) across 3 branches in 2025 (2024:140 branches). These systems serve dual purposes—heating and cooling—while significantly improving energy efficiency.
- Retrofitting of 5 branches in 2025 (2024:35 branches) in Romania’s coldest areas with condensing boilers, in compliance with the European ERP Directive, to replace older, less efficient models.
- Maintaining gas-consuming boilers as backup solutions for extremely low temperatures to ensure operational reliability while leveraging renewable electricity sources whenever possible.
- Shifting energy consumption from fossil fuels (Scope 1 emissions) to electricity (Scope 2), which can be sourced from renewable energy.

The equipment replacement initiative covers different areas, including energy management, operational infrastructure, and facility upgrades. The focus is on improving internal operations within BRD Group’s facilities. This program targets 140 branches across Romania, specifically focusing on the colder regions for the installation of condensing boilers to improve energy efficiency. Key stakeholders involved include BRD employees (particularly those in facility teams), clients (ensuring for a comfortable branch experience) and energy providers (electricity and heating suppliers). The upstream value chain is not explicitly covered by the scope of this action.

No material adverse impacts have been reported related to the replacement process. However, BRD Group remains committed to addressing potential issues by ensuring proper installation, maintenance, and stakeholder communication. A backup solution (gas boilers) is maintained in critical locations to prevent service interruptions during extremely low temperatures.

This action does not address the policies disclosed in this report, but rather BRD Group's commitment to a transition to a low-carbon economy.

The initiative aims to achieve the following:

- Increased energy efficiency: The new VRV/VRF systems operate with a coefficient of performance (COP) greater than 5, meaning that for every 1 kW of electricity consumed, they generate 5 kW of heating or cooling energy. Condensing boilers also offer improved thermal efficiency of 92-95% compared to traditional models (85%).
- Reduction in energy consumption and carbon footprint: Transitioning to energy-efficient systems helps lower overall consumption, contributing to BRD Group's decarbonization targets and sustainability objectives. This action is directly tied to the GHG reduction target disclosed in this report.
- Scope 1 to Scope 2 transition: By reducing reliance on natural gas and increasing the use of electricity, BRD aims to move its emissions from Scope 1 (direct emissions) to Scope 2 (indirect emissions), which can be mitigated through renewable energy.
- Regulatory compliance: Ensuring all replaced equipment meets or exceeds the European ErP Directive requirements, demonstrating BRD's commitment to regulatory adherence and environmental responsibility.

As of 2025, BRD Group has successfully optimized heating and BMS system in BRD Tower and cooling system in Data Center Berceni, leading to enhanced operational efficiency and important reduction in energy consumption. These upgrades resulted in a total reduction of 1,000 MWh of energy, 16 tones of CO2 emissions annually, and 200000 EUR in energy savings per year (compared with 2024 results of a total reduction of 2,000 MWh of energy, 32,343 kg of CO2 emissions annually and 348,000 EUR in energy savings per year).

Future plans include further expansion of the VRV/VRF system rollout across additional branches and continuous upgrades to heating solutions to meet evolving efficiency standards. Further evaluations will be conducted to identify additional replacement needs and future expansion opportunities in line with BRD's long-term sustainability strategy.

Green IT Program (Own Operations)

(Decarbonization lever: energy or material efficiency and consumption reduction)

The Green IT program, launched at SG level and implemented within BRD Group as well, directly contributes to BRD Group's sustainability and policy objectives by significantly reducing the environmental impact of IT operations while maintaining high service quality. It aims to reduce greenhouse gas emissions generated by IT activities by 50% by 2025, thus contributing to the GHG reduction target disclosed in this report.

This action does not address the policies disclosed in this report and is not meant to provide for the provision of remedy for those harmed by actual material impact but rather contribute BRD Group's commitment to a transition to a low-carbon economy.

Implementing energy-efficient technologies, such as server virtualization and HVAC optimization, is expected to reduce energy consumption by approximately 1,000 MWh, equating to an estimated 400 tCO2 reduction by the end of 2025. Additionally, workplace asset optimization, including reducing the number of printers, monitors and workstations, contributes to lower energy consumption and cost savings.

The scope of BRD Group's Green IT initiatives spans across its entire value chain, including upstream activities related to procurement and sourcing of IT equipment, and downstream activities related to IT service delivery and operations. Internally, the program covers data centres, branch offices, corporate headquarters and remote working environments, affecting a broad range of stakeholders such as IT employees, operational teams, and management. The program impacts external stakeholders through partnerships with waste management organizations, such as Ateliere Fără Frontiere, which facilitates the responsible recycling and refurbishment of IT equipment. Geographically, the actions cover all BRD operations across Romania, including urban and rural branch locations. The program also involves cross-

functional collaboration with SG Group's global sustainability initiatives, ensuring alignment with international standards and best practices for IT-related environmental performance.

BRD Group's Green IT Program is structured within a clear timeline to ensure measurable progress toward sustainability goals. The program's initial phase started in 2019, focusing on early actions such as IT infrastructure optimization and employee awareness programs. Ongoing initiatives, such as server virtualization, printer fleet reductions, and HVAC optimizations, were completed in 2025. Future initiatives, such as further data centre energy efficiency improvements and the rollout of solar panel installations, were completed in H2 2025, ensuring continuous progress toward BRD's emissions reduction targets].

A new optimization phase started in 2025, where the IT teams took over initiatives aiming to:

- Optimizing physical infrastructure and IT assets by replacing some of obsolete equipment with new technologies, more energy efficient
- Simplifying application referential, through open source, insourcing, consolidation and decommissioning of low used tools

Green energy proofs were submitted to the SG GreenIS team, to compute the IT CO₂ footprint under these terms.

The quantification of the 2025 results will be carried out in 2026 in the ESG IT Group tool. These achievements reflect BRD's commitment to continuous improvement and transparency in reducing its IT-related carbon footprint.

Metrics and Targets

Target

Achieve a 55% reduction in the carbon footprint of BRD Group's own operations by 2027, compared to the 2019 baseline.

The target was established in alignment with SG Group policies and BRD's strategic vision outlined in the Horizons 2027 strategy, ensuring a cohesive approach to our objectives. It does not, however, address the policies disclosed in this report.

We note that the methodology used to calculate the baseline value for the reduction in the carbon footprint of BRD Group's own operations was internally developed and refers to categories of emissions associated with Scope 1, 2 and selected categories in scope 3, as described above. The target set by us of reduction with 55% of the carbon footprint of BRD Group's own operations by 2027 is set in accordance with the above-mentioned methodology. Our goal is to achieve this current target by 2027 and set a new GHG reduction target as part of our updated strategy.

However, the methodology disclosed in section "Metrics related to climate change" as well as the actual values for GHG emissions under Scope 1, 2 and selected categories from scope 3 is different from the methodology used to determine the baseline value as well as actual achieved GHG reductions for carbon footprint of BRD Group's own operations.

The defined target is to achieve a 55% absolute reduction in the carbon footprint of BRD Group's own operations by 2027, compared to the 2019 baseline of 20,071 tons of CO₂ (tCO₂). The target expressed in absolute terms is of 11, 039 tons of CO₂ (tCO₂).

The target covers BRD Group's direct operations, including Scope 1 and Scope 2 emissions across all office buildings, branches, data centers, and operational facilities within Romania and Scope 3 (categories referring to own emissions, fuel and energy-related activities, not included in Scope1 or Scope 2, waste generated in operations and business travel). It does not currently extend to upstream or downstream value chains but focuses on emissions under the Group's direct control, ensuring a significant impact within BRD's geographical operations. The target is set on market-based scope 2.

The target includes GHG Emission from own emissions for Scope 1, Scope 2 and selected Scope 3 categories (i.e. categories referring to own emissions, fuel and energy-related activities, not included in Scope1 or Scope 2, waste generated in operations and business travel). It covers GHG emissions Scope

1 from gas and fuel (non-car), Scope 2 from electricity and heat water and Scope 3 (categories referring to own operations, mentioned above). It is a gross target.

BRD Group ensures the consistency of its GHG reduction targets and its GHG inventory boundaries by relying on the same boundary definitions and accounting methodologies. The defined target of a 55% reduction in the carbon footprint of BRD's own operations by 2027, compared to the 2019 baseline, covers the same organizational and operational boundaries used in the annual GHG inventory assessment.

The GHG inventory encompasses Scope 1 and Scope 2 emissions, covering direct emissions from owned or controlled sources (e.g., company vehicles, heating systems) and indirect emissions from purchased electricity, heat, and cooling. Additionally, relevant Scope 3 emissions, such as employee commuting and business travel (train and airplane), waste, paper, water, are monitored to assess their impact and identify potential reduction opportunities. This approach ensures that BRD's emissions reduction initiatives are comprehensive and address all material sources of operational carbon emissions.

BRD's integrated environmental management system enables accurate data collection, validation, and reporting across all relevant operational sites. Yearly audits and reviews are conducted to validate the consistency between the defined GHG targets and the inventory boundaries, ensuring that any adjustments or operational changes (such as new office locations, fleet modifications, or energy procurement strategies) are reflected in both the target and the inventory.

All reductions are calculated against this established baseline to track year-over-year improvements and ensure consistency in reporting.

The baseline mentioned above was determined through a comprehensive assessment of emissions data collected across all operational sites, covering both Scope 1 and Scope 2 emissions, and selected Scope 3 categories. The 2019 baseline serves as a reference point for measuring progress and tracking the effectiveness of BRD's emissions reduction initiatives.

BRD Group has made progress towards achieving its target of a 55% reduction in emissions by 2027, achieving a 51.7% reduction by 2025, compared to the 2019 baseline. This progress underscores the effectiveness of the initiatives implemented, including energy efficiency measures, transitioning to renewable energy sources, and optimizing the corporate vehicle fleet.

BRD Group has selected 2019 as the baseline year for its GHG emissions reduction target due to its operational stability and typical consumption levels. While 2020 was a potential candidate for the baseline, it was excluded due to the significant disruption caused by the COVID-19 pandemic, which led to abnormal consumption patterns and a reduction in overall operational activity. This drastic reduction in emissions and energy use in 2020 could have negatively influenced the data, making it an unreliable reference for normal operations. To ensure that the baseline is representative of typical activity levels, 2019 was chosen as it reflects a year of normal operational performance without the external disruptions that occurred in 2020. This baseline value was reviewed to ensure that it reflects BRD Group's operational emissions prior to any significant external factors or anomalies.

The target period spans from 2019 to 2027. In 2025 a reduction of 51.7% (as determined using the same methodology which was used to calculate the baseline year) was achieved compared to the 2019 baseline (2024 results: reduction of 45% compared to the 2019 baseline). Further reviews and adjustments are planned annually to ensure the Group remains on track to achieve its final 2027 goal.

The target was defined using methodologies aligned with the best international practices, including the Greenhouse Gas Protocol. Data sources include internal energy consumption reports, third-party audits, and regulatory environmental disclosures. In developing the target EU Green Deal, Paris Agreement, and Romania's national climate goals were considered. Assumptions include a stable regulatory environment, continued adoption of energy-efficient technologies, and employee engagement in sustainability initiatives.

Stakeholders, including internal specialized teams, and operational managers were actively involved in the target-setting process. Employee engagement initiatives, such as awareness campaigns and training sessions, also played a crucial role in shaping the target, ensuring alignment with both business operations and employee expectations.

Performance is monitored through the integrated environmental management system, with annual reviews conducted to track emissions, assess trends, and identify areas for further improvement. Key metrics include total CO₂ emissions, energy efficiency indicators, and cost savings from energy reduction initiatives. Progress remains on track, with ongoing measures such as remote work policies (1 day per week), energy-efficient infrastructure upgrades, and fleet greening programs supporting continued reductions.

The target was not set based on conclusive scientific evidence.

No significant changes have been made to the target or its underlying measurement methodologies since its initial definition. However, data collection processes and emission factors have been refined over time to improve accuracy. Adjustments to operational strategies may occur based on evolving technologies, regulatory updates, or new sustainability initiatives.

Decarbonization levers related to the target¹⁶

BRD Group has identified several key decarbonization levers that will contribute to the achievement of its GHG emissions reduction target for its own operations. These levers include:

- Energy Efficiency Improvements: The Group is implementing measures to reduce energy consumption across its operations, including the optimization of energy use in office spaces and reducing the energy intensity of production processes. This lever will primarily contribute to the reduction of Scope 2 emissions (indirect emissions from purchased energy).
- Fuel Switching: BRD will transition to low-carbon or renewable fuels in its operations, particularly for any remaining fossil fuel use. The move to electric vehicles (EVs) and the greening of the car fleet by adopting Battery Electric Vehicles (BEVs) and Plug-in Hybrid Electric Vehicles (PHEVs) will significantly lower emissions in Scope 1 (direct emissions from owned or controlled sources) by replacing traditional gasoline or diesel vehicles.
- Renewable Energy Adoption: One of the key actions will be to increase the use of renewable energy sources, such as solar or green electricity, in its operations, thereby reducing Scope 2 emissions. This includes potential on-site renewable energy generation and the purchase of renewable energy.
- Operational Optimization: enhancing operational efficiencies through technology upgrades, such as automation systems, which improve energy management and reduce overall emissions.

For GHG emissions Scope 1, the greening of the car fleet (with BEVs/PHEVs) and a reduction in fossil fuel usage across BRD Group's operations are expected to be the primary decarbonization measures. Also, switching from fossil fuels to low-carbon or renewable fuels and enhancing energy efficiency in BRD's building operations will also help reduce direct emissions. Transitioning to renewable energy (solar, wind, and green energy) for BRD's office buildings and operational facilities will significantly reduce Scope 2 emissions. Additionally, energy-efficient equipment and technologies implemented across operations will reduce energy demand, further decreasing Scope 2 emissions.

Use of new technology in achieving the target

To achieve the GHG emission reduction targets, BRD Group is investing in new technologies that will accelerate decarbonization, particularly for Scope 1 and Scope 2 emissions. Some examples include:

- Electric Vehicle (EV) Infrastructure: By adopting BEVs and PHEVs for the company's car fleet, BRD Group will reduce its Scope 1 emissions. In addition, the Group is investing in charging infrastructure to support these vehicles.
- Energy-efficient Technologies: BRD will continue to implement advanced energy-efficient technologies in buildings, such as smart building management systems that optimize energy consumption in real-time.
- Data Analytics for Energy Optimization: The use of data analytics tools and IoT devices will enhance operational efficiencies and energy management, improving energy use efficiency and reducing carbon intensity.

Targets alignment with Paris Agreement objectives

¹⁶ Information related to the contribution of each decarbonization levers to the GHG reduction target is not available.

BRD Group has established two key targets to address its environmental impact: (1) achieving EUR 2.4 billion in sustainable finance production by 2027 (more details are included in chapter S4 “Consumers and end users”) and (2) achieving a 55% - 11, 039 tons of CO₂ - reduction in the carbon footprint of its own operations by 2027, compared to the 2019 baseline. The sustainable finance target is grounded on policy frameworks such as the EU Green Deal and Fit for 55. BRD ensures that financed projects align with sustainable development goals (SDGs), with a focus on climate change mitigation and adaptation. The own emissions reduction target is not science-based and has not been explicitly aligned with limiting global warming to 1.5°C, as outlined by the Science Based Targets initiative (SBTi) or other similar frameworks.

The methodology used to determine these targets is primarily based on internal assessments, industry benchmarks, and alignment with SG Group ambitions, rather than a sectoral decarbonization pathway. BRD Group’s carbon reduction target for operational emissions is derived from an analysis of its historical emissions, operational energy efficiency initiatives, and anticipated improvements in energy procurement and building infrastructure. The sustainable finance target is based on SG Group’s strategic commitment to financing projects aligned with environmental and social objectives, with a focus on renewable energy, energy efficiency, and green infrastructure.

Underlying climate and policy scenarios have been considered to a limited extent in the target-setting process. While BRD Group acknowledges the importance of regulatory factors such as the EU Green Deal, and the Taxonomy Regulation, the current targets are primarily based on achievable operational improvements and projected market trends rather than detailed climate scenario modelling.

In setting these targets, BRD Group has considered several critical assumptions, including:

- Future developments in regulatory factors: anticipated tightening of energy efficiency regulations and environmental reporting requirements.
- Technological advancements: the adoption of energy-efficient technologies and digital solutions to reduce emissions across owned operations.
- Changes in customer preferences and demand: an expected increase in demand for green financial products and services, supporting the sustainable finance goal.
- Potential business growth: expansion of operations and potential changes in energy consumption patterns, which have been factored into reduction estimates.

BRD Group confirms that the GHG reduction targets have not been externally assured, though internal reviews and progress monitoring mechanisms are in place to track achievement against the stated objectives.

Climate Scenario

In setting up BRD Group’s GHG reduction target, climate scenarios were not explicitly considered as part of the target-setting process.

While climate scenarios were not formally included in the initial target-setting phase, BRD Group has committed to reducing its carbon footprint in alignment with broader environmental regulations and market developments, including the EU Green Deal and EU climate targets. The focus of the target is to achieve a 55% reduction in GHG emissions by 2027, which reflects the Group’s ambition to contribute to the global effort of reducing emissions and transitioning to a low-carbon economy.

Metrics related to climate change

This section presents the key metrics that have been identified as material for tracking BRD Group’s performance in relation to the material IROs. These metrics provide insights into the effectiveness of BRD Group’s IROs management strategies and its commitment to address climate change.

The calculations for energy consumption for BRD and Sogelease were made based on the invoices received by the suppliers. The data was afterwards inputted by the internal teams based on the different types of energy required by the reporting standard. For renewable energy, the explanation is provided under the Contractual instruments used for the sale and purchase of energy paragraph below. For BRD AM, the data was provided by the owner of the building in which BRD AM is located.

Table 5 - Energy Consumption and mix related to BRD Groupe Société Générale S.A. and BRD Sogelease

Energy Consumption and mix	Unit Measure	2024	2025
Fuel consumption from coal and coal products	MWh	0	0
Fuel consumption from crude oil and petroleum products	MWh	336	243
Fuel consumption from natural gas	MWh	16,003	16,700
Fuel consumption from other fossil sources	MWh	0	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	MWh	1,630	1,128
Total fossil energy consumption	MWh	17,969	18,071
Share of fossil sources in total energy consumption	%	48%	51%
Consumption from nuclear sources	MWh	-	-
Share of consumption from nuclear sources in total energy consumption	%	0	0
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	MWh	0	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	19,465	17,281
The consumption of self-generated non-fuel renewable energy	MWh	0	0
Total renewable energy consumption	MWh	19,465	17,281
Share of renewable sources in total energy consumption	%	52%	49%
Total energy consumption	MWh	37,434	35,352

Table 6 - Energy Consumption and mix related to BRD Asset Management

Energy Consumption and mix	Unit Measure	2024	2025
Fuel consumption from coal and coal products	MWh	0	0
Fuel consumption from crude oil and petroleum products	MWh	0	0
Fuel consumption from natural gas	MWh	37.56	46.22
Fuel consumption from other fossil sources	MWh	0	
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	MWh	47.34	51.51
Total fossil energy consumption	MWh	84.90	97.73
Share of fossil sources in total energy consumption	%	100%	100%
Consumption from nuclear sources	MWh	0	0
Share of consumption from nuclear sources in total energy consumption	%	0	0

Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	MWh	0	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	0	0
The consumption of self-generated non-fuel renewable energy	MWh	0	0
Total renewable energy consumption	MWh	0	0
Share of renewable sources in total energy consumption	%	0	0
Total energy consumption	MWh	84.90	97.73

Note to data related to “Energy Consumption and mix”:

The data includes diesel used for the generator and heating. The data is not validated by an external body. No assumptions were used.

Table 7 - Gross Scopes 1, 2, 3 and Total GHG emissions

BRD Group - Corporate carbon footprint				
Scope	Activity Type	Reference year 2024	Reference year 2025	Unit
Scope 1	Stationary combustion – BRD Bank	3,355	3,420	tons CO ₂ e
Scope 1	Stationary combustion – BRD AM	8	9	tons CO ₂ e
Scope 1	Stationary combustion – BRD Sog	10	13	tons CO ₂ e
Scope 1	Mobile combustion – BRD Bank	1,128	1,038	tons CO ₂ e
Scope 1	Mobile combustion – BRD AM	9	9	tons CO ₂ e
Scope 1	Mobile combustion – BRD Sog.	105	102	tons CO ₂ e
Scope 1	Gross Scope 1 GHG emissions	4,615	4,586	tons CO₂e
Scope 1	Percentage of GHG emissions from regulated emission trading schemes (%)	0	0	-
Scope 1	Biogenic emissions of CO₂ from the combustion or biodegradation of biomass not included in the Scope 1 GHG emissions, including emissions of other types of GHG (in particular CH₄ and N₂O)	0	0	tons CO₂e
Scope 2	Purchased electricity (Location Based) – BRD Bank	3,348	3,084	tons CO ₂ e
Scope 2	Purchased electricity (Market Based) – BRD Bank	0	0	tons CO ₂ e
Scope 2	Purchased electricity (Location Based) – BRD Sog.	35	22	tons CO ₂ e
Scope 2	Purchased electricity (Market Based) – BRD Sog.	0	0	tons CO ₂ e

BRD Group - Corporate carbon footprint				
Scope	Activity Type	Reference year 2024	Reference year 2025	Unit
Scope 2	Purchased electricity (Location Based) – BRD AM	11	9	tons CO ₂ e
Scope 2	Purchased electricity (Market Based) – BRD AM	8	10	tons CO ₂ e
Scope 2	Purchased heat and steam – BRD Bank	359	248	tons CO ₂ e
Scope 2	Gross location-based Scope 2 GHG emissions	3,752	3,363	tons CO₂e
Scope 2	Gross market-based Scope 2 GHG emissions	367	258	tons CO₂e
Scope 2	Biogenic emissions of CO₂ from the combustion or biodegradation of biomass not included in the Scope 1 GHG emissions, including emissions of other types of GHG (in particular CH₄ and N₂O)¹⁷	N/A	N/A	tons CO₂e
Scope 3.1	Purchased Goods and Services	39,202	24,650	tons CO ₂ e
Scope 3.2	Capital goods	-	-	tons CO ₂ e
Scope 3.3	Fuel and energy-related Activities (not included in Scope 1 or Scope 2)	1,858	1,279	tons CO ₂ e
Scope 3.4	Upstream transportation and distribution	-	-	tons CO ₂ e
Scope 3.5	Waste generated in operations	2	1	tons CO ₂ e
Scope 3.6	Business Travel	107	71	tons CO ₂ e
Scope 3.7	Employee commuting (estimated total)	3,439	1,702	tons CO ₂ e
Scope 3.8	Upstream leased assets	-	-	tons CO ₂ e
Scope 3.9	Downstream transportation	-	-	tons CO ₂ e
Scope 3.10	Processing of sold products	-	-	tons CO ₂ e
Scope 3.11	Use of sold products	-	-	tons CO ₂ e
Scope 3.12	End-of-life treatment of sold products	-	-	tons CO ₂ e
Scope 3.13	Downstream leased assets	-	-	tons CO ₂ e
Scope 3.14	Franchises	-	-	tons CO ₂ e
Scope 3.15	Investments	1,752,781	1,403,052	tons CO ₂ e

¹⁷ Biogenic CO₂ is disclosed as a separate category, but no quantitative value is reported because the supplier does not provide a biogenic CO₂ emission factor.

BRD Group - Corporate carbon footprint				
Scope	Activity Type	Reference year 2024	Reference year 2025	Unit
Scope 3	Total Gross indirect (Scope 3) GHG emissions – BRD Group	1,797,389	1,430,755	tons CO ₂ e
	Total GHG emissions (location-based)	1,805,756	1,438,704	tons CO ₂ e
	Total GHG emissions (market-based)	1,802,371	1,435,600	tons CO ₂ e

Note to data related to “Gross Scopes 1, 2, 3 and Total GHG emissions”:

Methodology applied for the calculation of the GHG Emissions from own operations – Scope 1, Scope 2, Scope 3

BRD Groups calculate the GHG emissions from own operations based on the indication provided by the GHG Protocol Corporate Accounting and Reporting Standard. In the calculation are included BRD Groupe Societe Generale S.A., BRD Asset Management and BRD Sogelease.

BRD Group applies the operational control approach, which ensures that emissions are accounted for from operations that BRD Group has full control over, excluding those where BRD Group has an interest but no control.

For Scope 1 emissions (direct emissions from owned or controlled sources), data on fuel consumption in stationary combustion (e.g., boilers, diesel backup generators), mobile combustion (e.g., vehicles), were collected and processed. Emission factors for these categories were provided from authoritative sources such as Order no. 2.057/2020 (Romanian Ministry of Environment, Waters and Forest) completed and amended in the case of natural gas consumption, and DEFRA 2025 datasets for fuels consumption.

For Scope 2 emissions (indirect emissions from purchased electricity), BRD Group calculates emissions using both location-based and market-based methods. The location-based method uses the national electricity grid emission factor published by ANRE, while the market-based method reflects the emission factor provided by the electricity provider companies serving BRD Group operations.

In terms of Scope 3 emissions (indirect emissions across the value chain), BRD Group employs a combination of data and methodologies specific to each subcategory. In 2025, BRD Group updated its methodology for calculating Scope 3.1 (Purchased Goods and Services) emissions by applying emission factors from the CEDA database, whereas the 2024 calculation was originally based on emission factors from the Exiobase and Ademe datasets. We replaced last year’s Exiobase/Ademe factors with CEDA for the Scope 3.1 category to improve methodological fidelity and data quality. CEDA aligns with GHG Protocol minimum boundary conditions and is among the thirdparty databases recommended by the standard; it offers countryspecific factors for the 2025 reference year and provides a more granular sectoral breakdown, thereby reducing the need for broad assumptions and enhancing overall accuracy and completeness. Using the revised methodology, total Scope 3.1 emissions for 2025 amount to 24,649.68 tCO₂e, compared with 39,201.78 tCO₂e originally calculated for 2024. The BRD Group recalculated the 2024 emissions figure using the updated CEDA emission factors, resulting in 36,649 tCO₂e. The difference between the originally disclosed 2024 figure (39,201.78 tCO₂e) and the revised comparative figure (36,649 tCO₂e) is therefore 2,552.78 tCO₂e, representing a reduction of approximately 6.5%, which is disclosed to ensure transparency and comparability following the methodological change.

Emissions from fuel and energy activities (Scope 3.3), waste generated in operations (Scope 3.5), business travel (Scope 3.6), and employee commuting (Scope 3.7) were calculated using emission factors from the UK DEFRA 2025 dataset for disclosing 2025 metrics, while for 2024 metrics we used UK DEFRA 2024 dataset.

Based on the current data availability, approximately 5% of the reported Scope 3 emissions (excluding Scope 3.15) are derived from primary, supplier-specific information (Scope 3.3, 3.5), while the remaining emissions are estimated using secondary data sources, spend -based method and recognized emission factors.

The calculation of the GHG emissions from own operations is not validated by an external body other than the assurance provider.

Contractual instruments used for the sale and purchase of energy

BRD Group calculates its Scope 2 GHG emissions using both the location-based and market-based methods, in accordance with the requirements of the GHG Protocol Scope 2 Guidance (2015).

The location-based method uses the national electricity grid emission factor published by ANRE. For disclosing 2024 scope 2 location-based emissions we used the national electricity emission factor published by ANRE for 2023, while for 2025 scope 2 location-based emissions we used 2024 emission factor published by ESRS (as no availability for 2025 value). However, we assessed the difference between emission factors published for 2023 and 2024 as not material (172.21 g CO₂/kwh vs 179.72 g CO₂/kwh), as such no restatement was needed for 2024 values as per ESRS requirements.

In contrast, the market-based method considers emissions from electricity that BRD Group has contractually purchased, considering the specific emissions profiles of energy providers. BRD ensures the credibility of its market-based emissions reporting by using Guarantees of Origin (GOs) as proof of purchasing renewable electricity. These GOs are contractual instruments that verify the renewable origin of the electricity supplied to BRD, thus allowing the company to work towards its target of reducing market-based emissions in alignment with its sustainability commitments. At Group level, based on a total energy consumption of 17,332,192.78 kWh, approximately 99% of market based Scope 2 GHG emissions are associated with electricity purchased together with energy attribute instruments, specifically Guarantees of Origin.

Methodology applied for the calculation of financed emissions

The methodology used by BRD Group to calculate financed GHG emissions is based on The Global GHG Accounting and Reporting Standard Part A: Financed Emissions, Second Edition, issued by Partnership for Carbon Accounting Financials (further referred to as "PCAF methodology"). This approach provides a standardized, transparent, and consistent way for financial institutions to assess the greenhouse gas (GHG) emissions associated with their lending and investment portfolios, which are further included in Scope 3 emissions category. The PCAF methodology ensures that all relevant emissions are included (completeness), consistent rules are applied across financial institutions (consistency), and the methods and sources are clearly communicated (transparency).

BRD Group computes the financed emissions for the following asset classes, as defined by the PCAF standard: Sovereign, Equity, Corporate Bonds, Business loans, Vehicle loans, Mortgage loans, Commercial real estate. Consumer loans (secured and unsecured), exposures to municipalities, exposures to central banks, exposures to supranational, financial derivatives, off-balance sheet exposures are excluded from the financed emissions calculation perimeter, in line with PCAF methodology.

To compute the financed emissions, BRD Group applies the following general formula: Emissions * Attribution factor, where:

- Emissions are defined as the actual GHG emissions of the counterparties. Given the limited data availability, most of the emissions are computed based on economic activity. For limited cases, 0.9% of total on-balance exposure, where information was available, emissions directly reported by the counterparties in their sustainability reports were considered.
- Attribution factor determines the share of emissions of the borrower or investee that are attributable to BRD based on its financing. This factor is limited to 1.

Depending on asset class, the components of the general formula are defined as:

- For Mortgage loans and Commercial real estate:

- Emissions are computed by multiplying the surface of the property with the emission factor, taken over from the PCAF's European building emission factor database. The emission factor is based on country, property type and EPC rating.
- Attribution factor is computed as the share of the on-balance exposure out of the property value at origination.
- For Sovereign:
 - Emissions are the total country emissions taken over from the European Commission's Emissions Database for Global Atmospheric Research (EDGAR).
 - Attribution factor is computed as the share of the on-balance exposure out of GDP adjusted by purchasing power parity (GDP PPP) at country level. GDP PPP is taken over from World Bank's database.
- For Business loans, Corporate bonds and Equity:
 - For 97.2% of total on-balance exposures in these asset classes, emissions are computed by multiplying the total revenue of the counterparty with the average emissions (per million revenue) of the industry in which the counterparty operates. The average industry emissions are determined using data published by the National Institute of Statistics (INS). In limited cases (2.8%), the Emissions were directly taken over from the sustainability reports of the counterparties.
 - Attribution factor is computed as the share of the on-balance exposure out of EVIC (enterprise value including cash), or Total equity + Total debt, or Total assets (depending on data availability).
- For Vehicle loans:
 - Emissions are computed by multiplying the distance travelled by a motor vehicle with the emissions based on vehicle make, vehicle model, registration year and fuel type, taken over from the European Environment Agency (EEA) CO2 emissions database
 - Attribution factor is computed as the share of the on-balance exposure out of the motor vehicle value at origination.

The methodology is susceptible to the effects of assumptions applied during financed emission calculations. The most significant assumptions are detailed below:

- EPC rating was available for 42% of total mortgage loans and for 30% of all Commercial Real Estate Loans. Floor area was available for 99% of total mortgage loans and 86% of all Commercial Real Estate Loans. For cases where EPC rating or surface was not available (for Mortgage loans and Commercial Real Estate asset classes), an estimation of such information was considered, as further described below:
- EPC rating:
 - Mortgage loans:

Collateral type	Average EPC rating
Single-family home	B
Multi-family home	B
Residential total	C
 - Commercial real estate: Average EPC rating is A, however the sample size is very low (only 13 contracts).
- Floor area:
 - Mortgage loans: Average surface is 73.96 m².
 - Commercial real estate: Average surface is 9,001.52 m².
- For Mortgage loans and Commercial real estate:
 - There were limited cases when property value at origination was missing from the Bank's database/systems. For such cases, the Attribution factor was set to 1, thus ensuring that the entire Emissions generated by the respective collateral were attributed to BRD.

- For Business loans, Equity and Corporate bonds, the general procedure for the calculation of financed emissions, when no sufficient financial data of a counterparty was available, is based on the average intensity of emissions of similar exposures, grouped by subsidiary, asset class and NACE code. If NACE code was not available, then the grouping is performed by subsidiary and asset class.
- For Vehicle loans:
 - o Distance travelled by a motor vehicle was expertly established at 50,000 km/year.
 - o If fuel type is electric, then the average emissions were expertly established at 0.
 - o When the allocation of Emissions based on vehicle make, model, registration year and fuel type is not possible (due to different naming conventions between Bank's internal database and Environment Agency CO2 emissions database), the allocated Emissions represent the average of emissions based on vehicle make, registration year and fuel type. If this allocation is still not possible, the allocated Emissions represent the average of emissions based on vehicle make and fuel type. If this allocation is still not possible, the allocated Emissions represent the average of emissions based on vehicle make. If this allocation is still not possible, the allocated Emissions represent the average of emissions based on fuel type. If this allocation is still not possible, the allocated Emissions represent the average of emissions based on registration year.

Table 8: Financed Emissions: PCAF ASSET CLASS						
	On Balance RON Equivalent		Financed Emissions tCO2		Emission Intensity per MRON Financed	
	2024	2025	2024	2025	2024	2025
Business loans	17,292,065,865	18,771,095,551	1,123,106	802,473	64.9	42.8
Commercial Real Estate	648,423,085	855,415,984	5,314	3,511	8.2	4.1
Corporate bonds	25,923,559	42,056,840	606	149	23.4	3.5
Equity	39,534,702	40,683,891	625	578	15.8	14.2
Mortgage loans	15,995,945,567	17,872,407,968	98,052	84,000	6.1	4.7
Sovereign	18,805,639,707	18,221,147,560	472,966	447,958	25.2	24.6
Vehicle loans	2,411,765,442	2,545,804,456	52,113	64,383	25.6	25.3
Total	55,219,297,929	58,348,612,251	1,752,781	1,403,052	31.7	24.0

Table 9: Financed Emissions: Split by data quality scores on each PCAF class (2024)					
2024	DQS (High = 1, Low = 5)	On Balance RON Equivalent	Financed Emissions tCO2	Emission Intensity MRON Financed	
Business loans	2	534,443,135	449,629	841.3	
	4	14,833,093,861	644,229	43.4	
	5	1,924,528,869	29,248	15.2	
Commercial Real Estate	5	648,423,085	5,314	8.2	
	2	9,990,298	410	41.0	
Corporate bonds	4	9,004,657	68	7.6	
	5	6,928,604	128	18.4	
	4	38,254,966	605	15.8	
Equity	5	1,279,736	20	15.3	
	5	15,995,945,567	98,052	6.1	
Mortgage loans	5	15,995,945,567	98,052	6.1	
Sovereign	2	18,805,639,707	472,966	25.2	
Vehicle loans	5	2,411,765,442	52,113	21.6	

Total	55,219,297,929	1,752,781	31.7
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Table 10: Financed Emissions: Split by data quality scores on each PCAF class (2025)

2025	DQS (High = 1, Low = 5)	On Balance RON Equivalent	Financed Emissions tCO2	Emission Intensity MRON Financed
Business loans	2	322,536,826	127,110.1	394.1
	4	16,447,356,071	624,432.4	38.0
	5	2,001,202,653	50,930.4	25.4
Commercial Real Estate	3	294,943,038	1,268.0	4.3
	4	553,073,068	1,945.6	3.5
	5	7,399,878	297.1	40.1
Corporate bonds	4	34,955,741	123.9	3.5
	5	7,101,099	25.2	3.5
Equity	4	39,155,973	556.3	14.2
	5	1,527,918	21.7	14.2
Mortgage loans	3	10,435,635,161	40,694.6	3.9
	4	7,386,038,205	43,013.8	5.8
	5	50,734,602	292	5.7
Sovereign	2	18,221,147,560	447,958	24.6
Vehicle loans	5	2,545,804,456	64,383	25.3
Total		58,348,612,251	1,403,052	24.0

While we are committed to transparency and accuracy in our reporting, it is important to note that the current data utilized in our financed emissions calculations includes a significant proportion of estimates and proxies based on limited data. This results in data quality scores primarily in the lower range of the PCAF scale. We acknowledge these limitations, and we are working to enhance the specificity and reliability of our emissions data. Data quality and completeness improved in 2025, as the collection rate for EPC for the mortgage loan portfolio reached approximately 40%. New production registers an EPC collection rate of 99% since November 2024.

Table 11: Financed Emissions: Split by key industries

Industry Description	On Balance RON equivalent		Financed Emissions tCO2		Emission Intensity per MRON Financed	
	2024	2025	2024	2025	2024	2025
Activities of administrative and support services	117,160,761	216,805,456	3,413	3,276	29.1	15.1
Agriculture, hunting and fishing	1,485,714,207	1,534,398,430	249,471	212,454	167.9	138.5
Construction	1,050,915,277	840,038,637	26,022	13,905	24.8	16.6
Cultural and recreational entertainment activities	55,468,580	50,100,817	2,557	2,616	46.1	52.2

Education	18,600,604	16,033,605	1,003	706	53.9	44.0
Financial intermediation and assurance	777,224,526	1,136,428,262	1,977	5,260	2.5	4.6
Health and social work	575,655,260	494,334,204	12,667	10,509	22.0	21.3
Hotels and restaurants	480,809,087	577,772,513	4,782	3,167	9.9	5.5
Information and communications	860,751,404	934,391,411	1,610	1,609	1.9	1.7
Manufacturing	3,442,555,204	3,865,135,774	179,380	228,386	52.1	59.1
Mining and quarrying	20,835,383	9,316,566	2,638	3,068	126.6	329.3
Other service activities	32,492,561	32,882,113	379	969	11.7	29.5
Production and distribution of electric and thermal energy, gas and warm water and conditioning air	1,267,069,022	1,607,366,362	497,544	183,693	392.7	114.3
Professional, scientific and technical activities	267,912,655	357,820,728	5,654	2,783	21.1	7.8
Public administration and defense	300,550	229,346	8	6	27.8	24.7
Real estate transaction	166,250,769	327,962,804	355	544	2.1	1.7
Trade	5,751,368,801	5,750,279,982	24,569	20,998	4.3	3.7
Transport and storage	840,667,975	923,765,666	61,329	65,071	73.0	70.4
Water distribution, salubrity, managing of waste, decontaminate activities	143,578,517	177,245,441	48,904	43,867	340.6	247.5
Other*	37,863,966,786	39,496,304,132	628,520	599,873	16.6	15.2
TOTAL	55,219,297,929	58,348,612,251	1,752,781	1,403,052	31.7	24.0

**Other* include exposures on Commercial Real Estate, Mortgage loans, Vehicle loans and Sovereign investments. Percentage of portfolio covered by Financed Emissions calculation from total portfolio: 76% in 2025 (78% in 2024).

Scope 3 GHG emissions and data sources

BRD Group calculates its Scope 3 GHG emissions using a combination of primary and secondary data source applying methodologies aligned with the GHG Protocol Corporate Accounting and Reporting Standard. The extent to which Scope 3 emissions are measured using inputs from specific activities within BRD's upstream and downstream value chain varies by subcategory. For example, in the calculation of emissions from purchased goods and services (Scope 3.1), BRD primarily relies on an expenditure-based method, using emission factors from the CEDA 2025 dataset, country specific. Similarly, emissions from fuel and energy-related activities (Scope 3.3), waste generated in operations (Scope 3.5), business travel (Scope 3.6), and employee commuting (Scope 3.7) are calculated based on sector-specific factors derived

from the UK DEFRA 2025 dataset. UK DEFRA 2025 dataset was used for determining the metrics reported for 2025, while UK DEFRA 2024 dataset was used for determining the metrics reported for 2024. The Scope 3 emissions are calculated predominantly using primary data obtained directly from suppliers and value chain partners, such as invoices for purchased goods and services, utility bills, and waste collection records. The use of secondary data or industry averages is limited and applied only where primary data is not available. However, in some instances, primary data is incorporated, such as direct reporting from suppliers or business partners when available. For financed emissions, BRD Group applies the PCAF methodology, which prioritizes the use of directly reported emissions from counterparties whenever possible (for asset classes Business loans, corporate bonds, Equity), and country reported emissions (for Sovereign asset class). In cases where reported emissions data is unavailable, emissions are estimated based on economic activity data, namely average industry emissions per 1 million revenues, sourced from the National Institute of Statistics. For secured loans (i.e. Mortgage loans, Commercial Real Estate and Vehicle loans) emissions are computed based on emission factors sourced from PCAF and European Environment Agency, respectively, by considering specific collateral characteristics (as further detailed in the methodology section).

Type of Scope 3 GHG Emissions

BRD Group includes several Scope 3 GHG emissions categories in its emissions inventory, ensuring comprehensive coverage of its indirect emissions in alignment with the GHG Protocol Corporate Accounting and Reporting Standard. The following Scope 3 categories are included in BRD's inventory:

- Purchased Goods and Services (Scope 3.1): Included based on the expenditure-based method using emission factors from the CEDA 2025 dataset. This category is significant due to the nature of BRD's operations and procurement activities.
- Fuel- and Energy-Related Activities (Scope 3.3): Included using data on fuel and electricity consumption, with emission factors sourced from the UK DEFRA 2025 dataset. This category is critical for understanding the upstream impacts of purchased energy.
- Waste Generated in Operations (Scope 3.5): Included based on waste data reported by BRD and emission factors from the UK DEFRA 2025 dataset. This category is relevant considering the waste management practices and number of agencies and branches of BRD Group.
- Business Travel (Scope 3.6): Included based on reported travel data (air and rail) processed using emission factors from the UK DEFRA 2025 dataset. This category is relevant due to frequent employee business travel activities.
- Employee Commuting (Scope 3.7): Included based on employee survey data on commuting habits and emission factors from the UK DEFRA 2025 dataset. This category is relevant considering the number of employees within BRD Group.

For financed emissions, BRD applies the Partnership for Carbon Accounting Financials (PCAF) methodology, which includes emissions from the following financial products:

- Mortgage Loans and Commercial Real Estate: Included using data from the PCAF European building emission factor database. Significant emissions source due to BRD's lending portfolio.
- Business Loans, Corporate Bonds, Equity, Project Finance: Included using industry-average emission factors from the National Institute of Statistics (INS). A key part of BRD's investment and lending activities.
- Vehicle Loans: Included using emission factors from the European Environment Agency CO2 emissions database. Important for assessing transport-related emissions.
- Sovereign Exposures: Included using country-level emissions from the EDGAR database and World Bank GDP data. Ensures full coverage of sovereign lending activities.

Excluded Scope 3 Categories and Justifications:

The following Scope 3 categories are excluded from BRD Group's inventory:

- Capital Goods (Scope 3.2): As a financial institution, BRD Group did not report emissions under Scope 3.2 – Capital Goods because the emissions associated with capital goods were already

accounted for within Scope 3.1 – Purchased Goods and Services, based on primary data from invoices for goods and services procured during the reporting year.

- Upstream and Downstream Transportation and Distribution (Scope 3.4 and Scope 3.9): Not relevant to BRD Group’s core business model, as it does not manufacture or distribute physical products.
- Processing of Sold Products (Scope 3.10): BRD Group’s services do not result in physical product processing, making this category irrelevant.
- Use of Sold Products (Scope 3.11): BRD Group primarily offers financial products, which do not directly result in emissions from product usage.
- End-of-Life Treatment of Sold Products (Scope 3.12): Financial services do not produce physical goods that require end-of-life considerations.
- Downstream Leased Assets (Scope 3.13): These emissions were excluded due to the immaterial value of the investment property hold by BRD Group, because of the ongoing rationalization of its Retail branch network. Investment properties comprise several commercial properties that are leased to third parties (please refer to note 15. Property, plant and equipment, to the Consolidated and Separate Financial Statements as at and for the year ended 31 December 2025).
- Franchises (Scope 3.14): This category was excluded as BRD Group does not operate any franchise-based business model. All banking operations are carried out directly by BRD entities, without independent franchisees; hence, no emissions arise from franchised activities.
- Investments (Scope 3.15) – Other than those already covered under financed emissions: Financed emissions are already comprehensively accounted for under the PCAF methodology.

Table 12

Scope 3 Category	Included/Excluded	Calculation Method	Data Sources / Tools	Boundary
Purchased Goods and Services	Included	Expenditure-based	CEDA 2025	BRD controlled procurement
Fuel- and Energy-Related Activities	Included	Activity-based	UK DEFRA 2025	Consolidated group
Waste Generated in Operations	Included	Activity-based	UK DEFRA 2025	BRD operations only
Business Travel	Included	Distance-based	UK DEFRA 2025	Controlled business travel
Employee Commuting	Included	Survey-based	UK DEFRA 2025	BRD employees under operational control
Upstream Transportation & Distribution	Excluded	Not applicable	-	Not relevant to financial services
Use of Sold Products	Excluded	Not applicable	-	Not relevant to financial services
End-of-Life Treatment of Sold Products	Excluded	Not applicable	-	Not relevant to financial services
Financed Emissions (Investments)	Included	Economic activity-based (primary method) and directly reported emissions (limited cases).	Data sources: Internal data (e.g. exposure value, financial data of counterparties, value of the underlying asset at	Lending and investment activities

The calculation methodology applied by the Bank is based on The Global GHG Accounting and Reporting Standard Part A: Financed Emissions (Second Edition), issued by the Partnership for Carbon Accounting Financials (PCAF)

origination date (RRE, CRE, motor vehicle loans), type and details on the underlying asset, EPC rating and surface of RRE and CRE collaterals, etc.).

External data (e.g. emission factors, average industry emissions, country emissions): PCAF, National Institute of Statistics, European Commission, World Bank, European Environment Agency

Tool: Financed Emissions Calculator (SQL based tool)

GHG intensity based on net revenue

Table 13: GHG intensity per net revenue

GHG intensity per net revenue	2024	2025
Total GHG emissions (location-based) per net revenue (tCO ₂ eq/million RON)	434.7	330.7
Total GHG emissions (market-based) per net revenue (tCO ₂ eq/million RON)	434.7	330.0

Table 14: GHG Emissions per net revenue

GHG Emissions per net revenue (million RON)	2024	2025
Net revenue used to calculate GHG intensity	4,032	4,350
Net revenue (other)	-	
Total net revenue (in financial statements)	4,032	4,350

Note to data related to "GHG Emissions based on net revenue":

The GHG Intensity based on net revenue is determined by dividing the total GHG emissions by net revenue which is defined as net interest income, net fees and commission and other operating income (presented in the Financial Statements in the CONSOLIDATED AND SEPARATE STATEMENT OF PROFIT OR LOSS for the year ended December 31, 2025, under line Net banking income).

EU TAXONOMY

The EU Taxonomy is a cornerstone of the European Union's (EU's) sustainable finance framework, as it helps direct investments to the economic activities most needed for the transition, in line with the European Green Deal objectives and defines criteria for economic activities that are aligned with a net zero trajectory by 2050 and the broader EU environmental goals.

On this basis, the EU Taxonomy is a classification system of economic activities that make a substantial contribution to environmental sustainability and sets out the criteria that an economic activity must meet to qualify as environmentally sustainable (Article 3 of Regulation (EU) 2020/852):

Environmentally sustainable activities must:

1. Significantly contribute to at least one of the six EU environmental objectives (as defined in the delegated regulation – Regulation (EU) 2020/852);
2. Comply with the technical screening criteria for the EU environmental objectives;
3. Do No Significant Harm (“DNSH”) to the other five EU environmental objectives;
4. Meet Minimum Safeguards (“MS”).

REPORTING PERIMETER

The preparation of the EU Taxonomy reporting for the financial year ended 31 December 2025 (FY 2025) is based on the prudential consolidation perimeter of BRD Group, determined in accordance with Regulation (EU) No 575/2013 (CRR). On this basis, the prudential consolidation perimeter of BRD Group¹⁸ as of 31 December 2025 includes the parent company BRD Groupe Société Générale S.A (“the Bank” or “BRD”) and its fully consolidated subsidiary: BRD Sogelease IFN S.A. (BRD Sogelease).

As of 31 December 2024, BRD Finance was in a run-off process finalized in 2025 (voluntary liquidation), with activity kept at a minimum level and no longer classified as financial institution, thus BRD Finance was excluded from the prudential consolidation perimeter both at 31 December 2024 and 31 December 2025 (as by the end of 2025, BRD Finance S.A. was liquidated).

BASIS OF PREPARATION

BRD Group's EU Taxonomy Reporting for the financial year ended 31 December 2025 was prepared in accordance with Annex V, Annex VI and Annex XI of the Commission Delegated Regulation (EU) 2026/73 of 4 July 2025 amending Delegated Regulation (EU) 2021/2178 as regards the simplification of the content and presentation of information to be disclosed concerning environmentally sustainable activities and Delegated Regulations (EU) 2021/2139 and (EU) 2023/2486 as regards simplification of certain technical screening criteria for determining whether economic activities cause no significant harm to environmental objectives.

Commission Delegated Regulation (EU) 2026/73 is applicable for the financial year 2025. However, undertakings may apply Delegated Regulations (EU) 2021/2178, (EU) 2021/2139 and (EU) 2023/2486 as applicable on 31 December 2025 for the financial year covering the period from 1 January to 31 December 2025. BRD Group opted to apply for the financial year 2025, the amended EU taxonomy delegated regulation - Commission Delegated Regulation (EU) 2026/73.

For the financial year ended 31 December 2024, BRD Group prepared the EU Taxonomy reporting according to Delegated Regulation (EU) 2021/2178. To enhance comparability, this report presents the figures for 2024 in “Template 0. Summary of KPIs to be disclosed by credit institutions under Article 8

¹⁸ BRD Asset Management SAI S.A. (BRD Asset Management) is included in the financial consolidation perimeter, but it is excluded from the prudential consolidation perimeter.

Taxonomy Regulation” as reported and also recalculated under the provisions of the Commission Delegated Regulation (EU) 2026/73, as explained below.

MAIN CHANGES BROUGHT BY COMMISSION DELEGATED REGULATION (EU) 2026/73

The main changes between the Commission Delegated Regulation (EU) 2026/73 (revised Delegated Act on EU Taxonomy) and Delegated Regulation (EU) 2021/2178 that impact BRD Group’s EU Taxonomy reporting for FY 2025 are described below.

Alignment of numerator and denominator: the revised Delegated Act on EU Taxonomy excludes certain exposures from both the numerator and the denominator of GAR (assets not covered for GAR calculation), for which it is not possible to carry out an assessment of taxonomy-eligibility or taxonomy-alignment.

The Key Performance Indicator (KPI) denominator includes exposures to financial and non-financial undertakings subject to Article 19a or 29a (CSRD reporters or subsidiaries), households and local governments (e.g., municipalities, local councils and other public institutions). Exposures to financial and non-financial undertakings outside CSRD scope must be excluded. Consequently, financial undertakings must include within the scope of their KPIs those exposures to counterparties that are not individually subject to the reporting requirements under Article 19a of Directive 2013/34/EU, but that nonetheless belong to a group which is subject to consolidated reporting by a parent undertaking in accordance with Article 29a of the same Directive. The criteria applied at year-end 2024 for the identification of CSRD-obligated undertakings continue to apply in full at year-end 2025.

Total on-balance sheet assets as per the prudential reporting perimeter broken down by environmental objective and by type of counterparty, are based on the following components:

- **GAR assets:** Loans and advances, debt securities and equity instruments (with breakdown on Financial undertakings, Non-Financial undertakings, Households, and Local governments financing, Collateral obtained by taking possession (residential and commercial immovable properties, and Exposures included on a voluntary basis (newly included line as compared to the disclosure requirements implemented by Delegated Regulation (EU) 2021/2178),
- **Assets not-covered for GAR calculation:** Central governments and Supranational issuers, Central banks’ exposure, Trading Book, Undertakings and entities not subject to CSRD, Derivatives, On demand interbank loans, Cash and cash-related items and Other assets (e.g. goodwill and commodities). According to Delegated Regulation (EU) 2026/73, exposures for such as derivatives, cash and cash equivalents, on demand bank loans, goodwill or commodities, are now excluded from the denominator of the KPIs of financial undertakings.

Off balance-sheet exposures, namely financial guarantees not reported by BRD Group for the financial year 2025 based on the materiality thresholds mentioned below.

Credit institutions may include counterparties that comply on a voluntary basis with the requirements laid down in Article 8 of Regulation (EU) 2020/852. Similarly, financial undertakings may include in their KPIs exposures to those counterparties that finance specific economic activities or assets based on available information about the compliance of those economic activities and assets with the Taxonomy criteria.

For the financial year ended 31 December 2025, BRD Group has not assessed exposures to counterparty undertakings that comply on a voluntary basis with the requirements laid down in Article 8 of Regulation (EU) 2020/852.

Commission Delegated Regulation (EU) 2026/73 introduced materiality thresholds. There are several approaches to assessing quantitative materiality, based on exposures and on turnover.

- Credit institutions may omit assessing whether the **on-balance sheet assets** whose use of proceeds is known are taxonomy-eligible or taxonomy-aligned where the cumulative value of those assets is below 10 % of all on-balance sheet assets whose use of proceeds is known, for stock and flow. The assets shall be reported separately as non-material assets.
- Credit institutions may omit assessing whether the **financial guarantees** supporting loans and advances or debt securities whose use of proceeds is known are taxonomy-eligible or taxonomy-

aligned where the cumulative value of those financial guarantees is below 10 % of the value of all financial guarantees supporting loans and advances or debt securities whose use of proceeds. These financial guarantees shall be reported separately as non-material.

- Credit institutions may omit reporting the KPIs when the cumulative value of the net turnover generated by the activities covered by those KPIs is below 10 % of the total net turnover of the credit institution.
- There are also similar materiality thresholds for Fees and Commissions KPI and Trading Book KPI. However, these KPIs shall only apply starting 2028.

Financial entities are required to report on non-material exposures separately. In the contextual information accompanying the reporting templates, undertakings should clearly identify the assets and activities considered non-material, consistent with materiality thresholds, and provide an explanation of the absence of materiality of those economic activities. To this end, financial entities may use the NACE statistical classification of economic activities established by Regulation (EC) No 1893/2006 of the European Parliament and of the Council.

Financial entities are required to report on non-assessed exposures separately. Financial entities are required to report non-assessed exposures, with details on: financing of non-material activities in accordance with Article 7 (8) (a) and (b), financing counterparties reporting in accordance with Article 7 (9), and exposures that are not assessed and considered not-material in accordance with Article 7 (3).

Identifying whether counterparties that are not individually subject to sustainability reporting under Article 19a belong to a group falling under Article 29a requires a significant and complex analysis of group structures, parent-subsidiary relationships, and consolidated CSRD reporting obligations. As of the 2025 reporting cycle, this analysis is not yet fully completed for all relevant counterparties.

To ensure the robustness and reliability of the taxonomy-aligned KPI calculations, a phased approach has been adopted, by prioritizing the assessment of counterparties that are individually subject to Article 19a. For the remaining counterparties for which group-level CSRD applicability has not yet been determined, BRD Group has applied a conservative data treatment consistent with the principles of the revised taxonomy regulation and has refrained from classifying exposures as taxonomy-aligned unless sufficient information was available to support such classification.

During 2026, we will continue to enhance our data collection processes, strengthen our methodology for identifying groups subject to consolidated sustainability reporting under Article 29a, and progressively integrate this analysis into our internal systems. This staged approach reflects both regulatory expectations and the practical challenges associated with interpreting group structures under the evolving sustainability reporting landscape, while ensuring transparency and proportionality in our taxonomy disclosures.

The separate templates related to activities in the nuclear and fossil gas sectors have been removed. Instead, financial undertakings need to report their aggregated exposures to nuclear and fossil fuel activities in Template 2. GAR sector information.

BRD Group did not report on-balance sheet exposures to nuclear and fossil activities at 31 December 2025 and at 31 December 2024.

The revised templates have been simplified. They contain less detailed breakdowns for each environmental objective. The template on GAR sector information has also been simplified and now credit institutions disclose in this template information only on top ten exposures in the banking book towards top ten sectors covered by the Taxonomy (NACE sectors 4 levels of detail), as well as exposures to nuclear and fossil gas activities, as mentioned above.

For the avoidance of doubt, covered assets include, in accordance to Annex VI of the Commission Delegated Regulation (EU) 2026/73, the following categories of financial assets:

- (a) financial assets at amortised cost;
- (b) financial assets at fair value through other comprehensive income;

- (c) financial assets designated at fair value through profit or loss and non-trading financial assets mandatorily at fair value through profit or loss
- (d) and real estate collaterals obtained by credit institutions by taking possession in exchange in of cancellation of debts.

In the preparation of EU Taxonomy reporting for financial year 2025 (FY 2025), BRD Group reports the assets mentioned at points a) and b) are presented at gross carrying amount, while assets at points c), and d) are presented at carrying amount (net).

BRD Group's methodology for eligibility and alignment assessment is described in further detail in the sections below.

For the purposes of the EU Taxonomy reporting for the financial year ended 31 December 2025, BRD Group reports quantitative information on all six environmental objectives listed below:

1. Climate change mitigation ("CCM")
2. Climate change adaptation ("CCA")
3. Water and marine resources ("WTR")
4. The transition to a circular economy ("CE")
5. Pollution prevention and control ("PPC")
6. The protection and restoration of biodiversity and ecosystems ("BIO")

However, there is currently insufficient publicly available data regarding the last four environmental objectives, as such, the corresponding information is limited.

BRD Group's quantitative disclosure consists of the following Templates:

Template 0. Summary of KPIs to be disclosed by credit institutions under Article 8 Taxonomy Regulation

Template 1. Assets for the calculation of GAR Stock (Turnover based disclosure)

Template 1. Assets for the calculation of GAR Stock (CapEx based disclosure)

Template 1. Assets for the calculation of GAR Flow (Turnover based disclosure)

Template 1. Assets for the calculation of GAR Flow (CapEx based disclosure)

Template 2. GAR sector information (Turnover based disclosure)

Template 2. GAR sector information (CapEx based disclosure)

Template 3. GAR KPI stock (Turnover based disclosure)

Template 3. GAR KPI stock (CapEx based disclosure)

Template 4. GAR KPI flow (Turnover based disclosure)

Template 4. GAR KPI flow (CapEx based disclosure)

BRD GROUP'S GREEN ASSET RATIO (GAR)

GAR EVOLUTION

Note: The GAR evolution at 31 December 2025 (FY 2025) compared to 31 December 2024 (FY 2024) is presented on a like-to-like basis. Consequently, KPIs at 31 December 2024 (FY 2024) were recalculated based on the new methodology as defined by the revised Delegated Act on EU Taxonomy.

The reported and recalculated KPIs for the previous reporting period are presented below, in *TEMPLATE 0. Summary Of KPIs To Be Disclosed By Credit Institutions Under Article 8 Taxonomy Regulation*.

➤ **GAR STOCK**

Based on turnover KPI, at 31 December 2025, 0.64% of BRD Group's total covered assets are considered aligned compared to 0.43% in the previous reporting period. The evolution is due to the +68% YoY increase in aligned exposures to RON 274.7m at 31 December 2025 versus RON 163.3m at 31 December 2024, mostly due to the positive contribution of FUs.

The CapEx-based KPI was 1.58% at 31 December 2025 vs 2.00% at 31 December 2024 (recalculated), resulting from increased activity with FUs.

On this basis, as at 31 December 2025:

- Turnover based total aligned exposures amounting to RON 274.7m (vs. RON 163.3m at 31 December 2024), comprise of:
 - Unknown Use of Proceeds (UoP) to Non-Financial Undertakings (NFUs) in amount of RON 93.0m (vs. RON 86.2m at 31 December 2024), representing 3.44% of NFUs' loans and advances gross carrying amount, vs. 3.59% at 31 December 2024.
 - Unknown UoP to Financial Undertakings (FUs) in amount of RON 181.8m (vs. RON 77.1m at 31 December 2024), representing 2.11% of FUs' loans and advances gross carrying amount, vs. 1.12% at 31 December 2024.
- CapEx-based aligned exposures amounting to RON 681.9m (vs. RON 760.6 m at 31 December 2024), comprise of:
 - Unknown UoP to NFUs in amount of RON 466.9m (vs. RON 661.4m at 31 December 2024) representing 17.28% of NFUs' loans and advances gross carrying amount, vs. 27.54% at 31 December 2024
 - Unknown UoP to FUs in amount of RON 215m (vs. RON 99.2m at 31 December 2024), representing 2.50% of FUs' loans and advances gross carrying amount vs. 1.44% at 31 December 2024.

The changes introduced by the revised Delegated Act on EU Taxonomy have not impacted the value of aligned exposures for the previous reporting period.

➤ **GAR FLOW**

GAR flow calculation methodology differs depending on the type of exposure, as follows:

- Loans and advances to Households and NFUs: GAR flow was calculated as new year-on-year production (i.e. newly incurred flows);
- For revolving credit facilities, given the absence of a reliable mechanism to isolate newly originated exposures during the reporting year, the flow was calculated using the month on month variation in outstanding balances over 2025.
- Exposures to FUs and Debt securities: GAR flow was calculated as positive year-on-year variation; negative year-on-year variation was not included in the flow;
- Central governments and supranational issuers, Central banks exposure, Trading book, On demand interbank loans, Cash and cash-related assets, and Other categories of assets (e.g. Goodwill): GAR flow was computed as positive year-on-year variation.

For FY 2025, the turnover-based KPI for GAR (flow) amounted to 0.86% of total covered assets vs. 0.59% for FY 2024 recalculated. The CapEx-based KPI for GAR (flow) was 1.00% of total covered assets (1.25% for FY 2024 recalculated).

CHANGES IN 2024 GAR KPIS DUE TO REVISED DDA

As a result of the changes in methodology impacting the calculation of GAR assets and the KPI denominator, at 31 December 2024, total GAR assets decreased to RON 38.0bn (41.94% of total assets) from RON 63.4bn (70.01% of total assets) reported according to the requirements of the previous delegated

regulation. The decline is due to the elimination of assets amounting to RON 25.4bn from the KPI denominator. These assets were comprised of exposures to Financial and Non-Financial undertakings (RON 20.3bn, largely related to SMEs and Non-financial counterparties (NFC) not subject to Non-Financial Reporting Directive (NFRD) disclosure), Cash and cash-related assets (RON 2.4 bn), Other categories of assets like Goodwill (RON 2.2bn) and On demand interbank loans (RON 0.4bn).

Eligible assets and aligned assets have remained unchanged, at RON 17.64bn and RON 163.3m respectively for 31 December 2024. Consequently, the weight of eligible and aligned assets has significantly increased. The percentage of taxonomy-eligible assets for turnover-based exposures increased to 46.43% from 27.82% previously reported. The recalculated percentage of capex-based eligible exposures is 48.98% versus 29.34% previously reported.

As a result of the alignment of GAR assets in scope for the KPI numerator and the denominator, GAR KPI Stock based (Turnover-based) was revised to 0.43% from 0.26%, while GAR KPI Stock based on the (CapEx-based) was revised to 2.00% from 1.20%. GAR KPI Flow (Turnover-based) was revised to 0.59% from 0.34%, while GAR KPI Flow (CapEx-based) was revised to 1.25% from 0.71%.

TEMPLATE 0. SUMMARY OF KPIS TO BE DISCLOSED BY CREDIT INSTITUTIONS UNDER ARTICLE 8 TAXONOMY REGULATION AT 31 DECEMBER 2024 (RECALCULATED)

Disclosure reference date/31.12.2024								
		Total exposure to Taxonomy aligned activities (RON thousand)		KPI (1) (%)	KPI (2) (%)	% coverage (over total assets) (3) (%)	non assessed exposures (% of covered assets) (4) (%)	non assessed exposures (% of covered assets) (4) (%)
		Turnover-based	CapEx-based	Turnover-based	CapEx-based		Turnover-based	CapEx-based
Main KPI	Green asset ratio (GAR) stock	163,254	760,599	0.43%	2.00%	41.94%		
Additional KPIS	GAR (flow)	44,796	94,284	0.59%	1.25%	52.2%		
	Trading book							
	Financial guarantees	182,949	949,583	7.06%	36.64%			
	Assets under management							
	Fees and commissions income (5)							

TEMPLATE 0. SUMMARY OF KPIS TO BE DISCLOSED BY CREDIT INSTITUTIONS UNDER ARTICLE 8 TAXONOMY REGULATION AT 31 DECEMBER 2024 (REPORTED)

Disclosure reference date/31.12.2024								
		Total exposure to Taxonomy aligned activities (RON thousand)		KPI (1) (%)	KPI (2) (%)	% coverage (over total assets) (3) (%)	non assessed exposures (% of covered assets) (4) (%)	non assessed exposures (% of covered assets) (4) (%)
		Turnover-based	CapEx-based	Turnover-based	CapEx-based		Turnover-based	CapEx-based
Main KPI	Green asset ratio (GAR) stock	163,254	760,599	0.26%	1.20%	70.01%		
Additional KPIS	GAR (flow)	44,796	94,284	0.34%	0.71%	52.19%		
	Trading book							
	Financial guarantees	182,949	949,583	7.06%	36.64%			
	Assets under management							
	Fees and commissions income (5)							

- (1) based on the Turnover KPI of the counterparty
- (2) based on the CapEx KPI of the counterparty
- (3) % of assets covered by the KPI over banks' total assets
- (4) in accordance with Article 7(8) of this Regulation
- (5) Fees and commissions income from services other than lending and AuM

FINANCIAL GUARANTEES KPI

A significant change introduced by Commission Delegated Regulation (EU) 2026/73 provides the option for reporting credit institutions not to disclose the KPIs set out in Annex V where the aggregate net turnover generated by the activities underlying those KPIs represents 10% or less of the institution's total net turnover, in accordance with the applicable regulatory requirements.

In this context, the Group assessed its off-balance sheet commission income, as reported in the consolidated statement of comprehensive income for the financial year ended 31 December 2025, and concluded that the related contribution falls below the applicable de minimis threshold of 10%. As a result, the Group has not disclosed the off balance sheet KPI as at 31 December 2025 in any of the relevant disclosure views.

Accordingly, the corresponding rows in Templates 1 and 5 as at 31 December 2025, as presented below (across all applicable views), have not been completed.

BRD GROUP'S PORTFOLIO ELIGIBILITY ASSESSMENT

Taxonomy eligible economic activities are determined based on the nature of the economic activity of each relevant counterparty. If the economic activity belongs to the list of economic activities described in the delegated acts adopted pursuant to articles 10(3), 11(3), 12(2), Article 13(2), 14(2), and 15(2), of Regulation (EU) 2020/852, the economic activity is deemed Taxonomy eligible.

The eligibility of an economic activity is determined irrespective of whether that economic activity meets any or all of the technical screening criteria laid down in the relevant delegated acts.

For the preparation of the EU Taxonomy reporting for the financial year ended December 2025, BRD Group has adopted the below eligibility assessment methodology by counterparty type:

- Exposures to FUs and NFUs subject to the CSRD reporting requirements:
 - Unknown Use of Proceeds (UoP) – the exposure is multiplied by the eligibility percentage of turnover and Capex, as per counterparty disclosure;
 - Known Use of Proceeds – the object or service financed must meet the eligibility criteria according to the EU Taxonomy;
- Households: Mortgage loan exposures are considered fully eligible in accordance with the Commission Delegated Regulation (EU) 2021/2178 Annex V, 1.2.1.3.
- Local governments: Due to insufficient project-level data, BRD Group encountered difficulties in assessing known UoP exposures to local governments, limiting its ability to assess eligibility

The eligibility of BRD Group's total covered assets is as follows:

- Turnover-based eligible exposures: 47.85% at 31 December 2025 vs. 46.43% at 31 December 2024 (recalculated)
- CAPEX-based eligible exposures: 50.23% at 31 December 2025 vs. 48.98% at 31 December 2024 (recalculated).

At 31 December 2025, the turnover-based eligible exposures to FUs and NFUs amounted to RON 2.9bn (vs RON 1.8bn at 31 December 2024), 25.72% of total exposures to these counterparties (vs 18.94% at 31 December 2024). The CapEx-based eligible exposures to FUs and NFUs amounted to RON 3.9bn (vs. RON 2.7bn at 31 December 2024), 34.84% of total exposure to these counterparties (vs 29.37% at 31 December 2024).

Out of the total eligible exposures, known use exposures amounted to RON 504.2m, accounting for 17.35% of turnover-based taxonomy-eligible exposures and 12.80% of CapEx-based exposures to FUs and NFUs. At 31 December 2024, eligible known use of proceeds exposures were RON 2.4m, 0.14% of Turnover-based exposures and 0.09% of CapEx-based exposures to FUs and NFUs, reflecting data limitations regarding project-level data necessary for assessing eligibility.

BRD GROUP PORTFOLIO ALIGNMENT ASSESSMENT

Taxonomy-aligned economic activities are determined based on their compliance with the requirements laid down in Article 3 of Regulation (EU) 2020/852, referred to below.

According to Article 3, for the purposes of establishing the degree to which an investment is environmentally sustainable (interpreted as aligned), an economic activity shall qualify as environmentally sustainable where that economic activity:

- Contributes substantially (Significant Contribution – SC) to one or more of the environmental objectives set out in Article 9 in accordance with Article 10 to 16;
- Does not significantly harm (Do No Significant Harm – DNSH) any of the environmental objectives set out in Article 9 in accordance with Article 17;
- Is carried out in compliance with the minimum safeguards (Minimum Safeguards – “MS”) laid down in Article 18; and
- Complies with technical screening criteria that have been established by the Commission in accordance with Article 10(3), 11(3), 12(2), 13(2), 14(2) or 15(2).

DATA LIMITATIONS

For Unknown UoP exposures, BRD Group took into account the relevant Taxonomy KPIs for Taxonomy eligibility and Taxonomy alignment that were disclosed by the counterparties. These relevant Taxonomy CAPEX-based and turnover-based KPIs for non-financial counterparties, as well as Taxonomy-specific KPIs for financial counterparties were collected through an internal data collection process.

BRD Group encountered difficulties in assessing known use of proceeds exposures, as a result of insufficient project-level data, limiting the ability to determine Taxonomy-eligible and Taxonomy-aligned allocation.

BRD Group’s eligibility and alignment of its exposures to FUs and NFUs is based on publicly available information disclosed by the relevant counterparties. One limitation is that data for the financial year ended 31 December 2025 is not available when this analysis was performed for the preparation of this report, therefore the analysis is based on relevant counterparty disclosure as at 31 December 2024.

The application scope of the revised EU Taxonomy Disclosures Regulation is currently limited by legislation, specifically the counterparties in scope of CSRD. For BRD Group, this limitation means that an important portion of the portfolio, including counterparties not subject to CSRD requirements, cannot presently be factored into the Green Asset Ratio (GAR).

For the EU Taxonomy reporting as of 31 December 2025, BRD Group encountered difficulties in demonstrating the Taxonomy alignment of its mortgage portfolio, particularly concerning the Do No Significant Harm (DNSH) criterion, as a result of data limitations. Hence, the Group has opted for a conservative approach and assessed its mortgage portfolio as not aligned. BRD Group remains committed to further refining its data collection, processing, and methodology in order to facilitate alignment assessment in the future.

The EU Taxonomy is a complex framework, and there are still on-going guidance and clarifications issued, such as the FAQs issued by the European Commission, offering additional clarity. These developments are regularly reviewed by BRD Group. The disclosure for 2025, pursuant to Commission Delegated Regulation (EU) 2026/73, reflects BRD Group’s current interpretation of this framework. The European Commission’s FAQs were considered, provided they do not exceed or contradict the requirements set forth in the revised Taxonomy Regulation, or previous FAQs.

8.3. SOCIAL INFORMATION

OWN WORKFORCE

This chapter includes details on the identified impacts, risks, and opportunities (IROs) related to Own Workforce, as well as the corresponding policies, actions, metrics and targets. Furthermore, BRD Group's progress and the result of the policies, actions and targets is also presented.

The information reported under this chapter refers to all employees and non-employees that could be influenced by BRD Group activities, unless otherwise stated.

Strategy

The business strategy of BRD Group includes a pillar dedicated to People Ambition, confirming the strategic role of human capital in the overall development of the Group.

In line with BRD Group's transformation, its commitment to support employees and managers is consistently aligned with fostering a culture of performance, prioritizing the continuous development of competences through targeted upskilling and reskilling initiatives, ensuring our workforce remains agile and future ready. Within this strategy, the Bank does not only develop and retain experts but also strengthen its capacity for innovation and growth. These efforts are further reinforced by a focus on simplification - streamlining, automating, and digitalizing processes to create seamless experiences for our clients and empowering our people.

To identify and assess actual and potential impacts on our workforce, BRD Group has established processes aligned with ESRS 2 IRO-1. These processes include systematic engagement with employees, analysis of workforce-related risks, and the integration of workforce insights into decision-making frameworks. The outcomes of this approach ensure that BRD Group can proactively identify areas of concern, anticipate potential challenges and address workforce impacts effectively.

Impacts Related to Own Workforce

S1-SBM 3-13 a, S1-SBM 3-16

The double materiality assessment (DMA) updates confirm that the wellbeing and development of our people remain closely connected to BRD Group's strategy and business model. In an increasingly challenging macroeconomic and geopolitical landscape, defined by heightened tension, uncertainty, global fragmentation, tax volatility, consolidation across the banking sector, and accelerating digital transformation, the Bank must continually adapt its organisational structure and operating model to boost efficiency and to safeguard resilience and future growth. In this wider context, as the organisation continues to evolve, the assessment shows that short-to medium-term effects can cause pressure on employees, can create uncertainty, influence morale, and potentially increase turnover in areas undergoing change. These insights directly inform the Bank's strategic workforce planning, reinforcing the need for transparent communication, responsible restructuring, and the expansion of internal mobility, upskilling, and reskilling opportunities.

At the same time, the DMA highlights positive drivers within the Bank's culture: strong social dialogue, respect for freedom of association and effective collective bargaining all help employees feel informed and represented, ensuring a supportive and collaborative workplace environment despite these structural initiatives. Conversely, areas such as health and safety, training and gender equality reveal where continued attention is needed. This guides us to reinforce our policies, strengthen preventive measures and advance our Diversity, Equity and Inclusion commitments.

Considering the risk associated with training and skills development, this area continues to be a strategic priority. Strengthening employee capabilities is essential for BRD Group to foster innovation and ensure long-term organizational resilience. By broadening access to learning opportunities, accelerating the development of digital competencies, and promoting effective leadership pathways, we can empower employees to adapt, grow, and succeed in an environment that is evolving at an unprecedented pace.

These identified impacts contribute to the ongoing adaptation of BRD Group's strategy and business model through:

- Strengthening our internal policy: Employee feedback and DMA results help adjust policies related to job security, well-being, working conditions, equal pay and health and safety. These updates ensure that our internal rules and practices reflect what truly matters to our people.
- Expanding leadership and skills development Initiatives: Findings on training needs and emerging skills have led us to broaden our development programs—supporting leaders at every level, promoting continuous learning and preparing employees for changing roles as digitalisation accelerates.
- Enhancing workforce stability, flexibility and accessibility: We are committed to create a more accessible and supportive work environment, with stable employment practices, flexible working models, and strengthened inclusion measures for all employees.

Activities Resulting in Positive Impacts

S1-SBM 3-14 c

BRD Group undertakes a wide range of activities that generate material positive impacts on its workforce, reflecting its commitment to creating a safe, equitable, and engaging work environment. Employees at all levels benefit from these activities — junior staff, specialists, senior professionals, and managers — by enhancing their skills, engagement, and sense of inclusion.

A key area of positive impact is the respect for freedom of association and active employee participation. Through work councils and other representative structures, employees are encouraged to organize and engage in decisions that affect their work and professional environment. This not only strengthens transparency and trust but also fosters a collaborative culture, where employees feel their voices are valued in shaping the organization's development. Complementing this, BRD Group maintains effective collective bargaining processes, ensuring fair rights, equitable working conditions, and contractual protections that contribute to workforce stability and long-term loyalty. These mechanisms underpin a resilient and supportive workplace that benefits all employees, while reinforcing compliance with labour regulations and social dialogue standards across the Group.

Activities resulting in negative impacts

S1-SBM 3.14-b

The DMA highlighted several areas where BRD Group's workforce may experience negative impacts, including secure employment, health and safety and gender equality. These impacts reflect structural and organizational dynamics within the Group rather than isolated incidents.

Secure employment is influenced by the effects of optimizing business structures and simplifying processes, driven by external and strategic pressures. While these structure optimisations are essential for maintaining a sustainable and competitive business model, they can also generate uncertainty among employees, affecting morale and overall productivity. Similarly, challenges related to ensuring good wellbeing may arise across teams as role evolves. Gender-related pay gaps and unequal opportunities reflect structural patterns that require continuous attention. These negative impacts are specific to BRD Group's internal operations and reflect recurring organizational challenges that require proactive and ongoing management.

In response, BRD Group has embedded strategic initiatives into its business model to address these systemic impacts. Measures to strengthen job security during transformation projects, enhance wellbeing and reinforce health and safety, promote gender equality are designed to mitigate risks, prevent recurrence, and support employees consistently across the organization. These actions demonstrate BRD Group's commitment to managing workforce-related impacts responsibly while maintaining operational resilience and preparing the organization for long-term success.

Risks Related to Own Workforce

S1-SBM 3-13 b, S1-SBM-14 d, S1-SBM 3-16

The wellbeing, stability, and development of BRD Group's workforce are central to the resilience of its business model and the delivery of its long-term strategy. Across Europe, rising stress levels driven by economic pressures and demanding work environments continue to pose a challenge to employee wellbeing, productivity, and retention. Elevated stress level is expected to be reflected in the annual employee Barometer deployed across SG Group, including BRD, reinforcing the need to proactively address these issues.

In response, BRD Group implemented the MIND BRD – Wellbeing and Stress Prevention program in collaboration with Regina Maria Health Network. This initiative strengthens employee resilience and is closely linked to maintaining secure and stable employment conditions, which are essential for operational continuity and organizational performance.

The DMA further identified secure employment as a material area of risk, particularly in the context of BRD Group's broader transformation initiatives. The ongoing optimization of business structures and the accelerated digitalization of banking services are reshaping traditional roles, creating a need for new skills in areas such as data analytics, cybersecurity, and digital client services. This transformation may lead to temporary or permanent adjustments in workforce composition, which, if not carefully managed, could affect employee morale, increase turnover, and influence BRD Group's positioning as a secure and attractive employer.

These findings highlight the interdependence between job security, workforce planning, and the ability to achieve strategic objectives, demonstrating that maintaining a skilled, stable, and adaptable workforce is central to the success of BRD Group's business model.

Training and skills development emerged as another key material risk. Inadequate access to training or education could leave employees without the competencies necessary to perform their roles effectively, limiting productivity, hindering innovation, and potentially affecting financial performance. As BRD Group continues its digital transformation, the demand for up-to-date skills becomes even more pressing, making workforce development a strategic imperative. The Group's People Ambition pillar addresses these challenges by embedding continuous learning into the organizational culture. Comprehensive training programs, spanning technical banking expertise, digital and data skills, operational excellence, regulatory knowledge, and leadership development, equip employees to meet evolving business needs. Certification programs and structured learning pathways ensure competencies are developed in line with role requirements, while internal mobility, upskilling, and reskilling initiatives allow employees to transition successfully into new roles, mitigating redundancy risks and preserving institutional knowledge. At the same time, managers are empowered to play an active role in talent development, fostering a feedback-rich environment that encourages self-development, engagement, and leadership growth.

Through these integrated efforts, BRD Group transforms workforce-related risks into strategic opportunities, enhancing employee engagement, ensuring long-term employability, strengthening wellbeing, and equipping the organization to adapt to technological, regulatory, and market changes. This close alignment between workforce management, talent development, and strategic objectives demonstrates how impacts and risks identified through the DMA are systematically addressed within BRD Group's strategy and business model, reinforcing both organizational resilience and sustainable growth.

Operation at Risk of Incidents of Forced Labour or Compulsory labour, and Child Labour

S1-SBM 3-14 f, g

BRD Group has no such operations and is committed to maintaining high ethical standards and compliance with national laws regarding forced labour and child labour. BRD Group has established strict internal policies that prohibit any form of forced labour or child labour within its own workforce. These policies are regularly reviewed to ensure alignment with current legal requirements. BRD Group provides a fair, safe, and respectful work environment for all employees and actively monitors and enforces these policies to prevent any violations. Considering its business model, BRD Group didn't identify operations at significant risk of incidents of forced labour or compulsory labour, and child labour.

Categories of Vulnerable People

S1-SBM 3-15

Based on the materiality assessment, BRD Group identified that the gender pay gap represents a negative impact at organizational level, while comparisons between employees performing similar roles do not show significant disparities. This indicates that the gap is driven primarily by differences in role and function distribution between women and men across the organization, rather than unequal pay for comparable work.

To understand which employees may be more exposed to this impact, the Group analyzed workforce demographics, representation by seniority level, and career progression pathways. The assessment showed that the risk is linked primarily to structural representation differences, as women are less present in higher paid senior, technical, or specialist positions and more concentrated in functions with lower average remuneration. These insights allow BRD Group to target measures that address underlying structural drivers - such as improving gender balance in leadership, strengthening access to development opportunities, and supporting equitable career progression.

Impacts, risks and opportunities management

Type of IRO	Material IRO	Policies	Actions	Metrics	Targets
Negative Impact related to secure employment (actual)	In an increasingly challenging macroeconomic and geopolitical landscape, defined by heightened tension, uncertainty, global fragmentation, tax volatility, industry consolidation, and accelerating digital transformation, the Bank must continually adapt its organizational structure and operating model to safeguard resilience and future growth, leading to temporary job insecurity.	Human Resources Policy	<p>Internal mobility initiatives: Focusing on internal mobility and events focused on upskilling and reskilling</p> <p>Post-termination initiatives: eligibility for bonuses, six-months medical subscription, access to training programs</p>	Employees broken down by gender and type of employment Employee turnover Social Protection	Not established
Risk related to secure employment	A deterioration in employees' perception of secure employment within the organization and banking sector creates a material risk of increased turnover, reduced workforce stability, and potential disruption to BRD's operational continuity and performance.	Human Resources Policy			
Positive Impact related to Freedom of association, the existence of works councils and the information, consultation and participation rights of workers (actual)	The impact may manifest through respecting employees' rights to organize and actively participate in decisions that concern them, through works councils and similar structures	Human Resources Policy	<p>Promotion of union membership and awareness among employees</p> <p>Regular structured dialogue between top management and trade union representatives</p> <p>Supporting Effective Trade Union Functioning and Member Engagement</p>	Own workforce covered by collective bargaining and social dialogue agreements	<p>Obtain an employee engagement rate of 80% in 2027</p> <p>Obtain a well-being score of 7.5 in 2027</p> <p>Obtain an inclusion rate of 92% in 2027</p>

Type of IRO	Material IRO	Policies	Actions	Metrics	Targets
Positive Impact related to Collective bargaining, including rate of workers covered by collective agreements (actual)	The impact may manifest through effective collective bargaining that ensures fair rights and working conditions for all employees, contributing to their retention.	Human Resources Policy	Negotiation and conclusion of BRD's company level Collective Labor Agreement Conclusion of a Collective Labor Agreement for BRD Sogelease	Own workforce covered by collective bargaining and social dialogue agreements	Obtain an employee engagement rate of 80% in 2027 Obtain a well-being score of 7.5 in 2027 Obtain an inclusion rate of 92% in 2027
Negative Impact related to Health and Safety (potential)	The impact may arise when wider contextual pressures (such as macroeconomic uncertainty and increased geopolitical tensions, sector consolidation, and accelerated digitalization) drive changes in organizational structures and policies that heighten perceived stress and psychosocial strain, with mental health considerations becoming more prominent even as physical safety concerns remain limited in the financial sector.	Human Resources Policy Occupational Health and Safety Policy	Health Promotion Among the Employees Occupational health and safety training activities	Health & Safety metrics	Obtain a well-being score of 7.5 in 2027
Negative Impact related to Gender equality and equal pay for work of equal value (actual)	The impact may manifest through pay gaps and unequal opportunities between employees based on gender, leading to discrimination and dissatisfaction among staff.	Human Resources Policy Remuneration Policy	Strengthening recognition and fairness through employee feedback mechanism Promoting Pay Equity via Annual Salary Calibration and Uniform Reward Structures	Remuneration metrics	Not established
Risk related to Training and skills development	Inadequate training and education processes can leave employees without the essential skills and knowledge needed to perform their roles	Human Resources Policy	Implementation of a structured and diversified annual training plan Deployment of the Development	Career development, performance reviews and training hours	Not established

Type of IRO	Material IRO	Policies	Actions	Metrics	Targets
	effectively, leading to reduced productivity and stifled innovation, ultimately affecting the company's financial performance. This issue is particularly critical given the skills required for successful digitalization.		<p>Program for people managers</p> <p>Launch of a formal Mentoring Program to support successors and high potential talent</p> <p>Launch of the Reverse Mentoring Program to address digital and innovation skill gaps</p> <p>Creation of the "Believers" high potential programme for young talent</p> <p>Implementation of the Sales Force Efficiency (SFE) training and performance programme</p> <p>Strengthening internal mobility through upskilling and reskilling initiatives</p>		

Policies Related to Own Workforce

S1-1

This section presents the policies adopted by BRD Group to manage the material IROs related to its own workforce, as identified during the DMA. These policies are designed to ensure an effective and structured approach to workforce management and compliance with regulatory requirements. Thus, BRD Group aims to foster a supportive and equitable work environment while mitigating potential risks and maximizing positive outcomes.

Human Resources Policy

MDR-P 65 a

Through the Human Resources Policy and its related procedures, BRD Group focuses its efforts on establishing and maintaining a trustworthy relationship with its employees. The policy covers all the material IROs related to the own workforce. The Human Resources Policy addresses social impact by identifying rules and regulations applicable and promoting trust and engagement, contributing to strengthening social responsibility.

BRD Group's Human Resources Policy is a key element in effectively managing employees and creating a positive work environment that promotes diversity and talent. This policy defines various human resources processes and incorporates a set of key principles that encourage their efficient management throughout BRD Group.

As part of the regular update of normative documents, the Human Resources Policy was revised in 2025 to reinforce commitments to equal treatment, equal opportunities, and the prohibition of discrimination and harassment. Updates also further embedded inclusion and diversity principles within the Recruitment Policy and clarified the role of employee representation and social dialogue in the Policy on Work Environment, Ethics and Deontology.

The objectives of the Human Resources activities are established in accordance with the strategic business directives and SG's targets. These objectives cover areas such as recruitment and selection, professional training, performance management, career management, succession planning, remuneration, and social relations.

The implementation of this policy is monitored through a series of internal controls covering all the areas mentioned above. Depending on the topic monitored, the frequency of controls is monthly, quarterly, bi-annual, annual or on specific demand.

MDR-P 65 b

The Human Resource Policy is applied to all employees of BRD Group. The policy is applied to a certain extent, to collaborators (Leasing of personnel) and seconded personnel from other entities of SG Group, especially related to remuneration and work environment, ethics, and deontology. In addition, the remuneration principles apply also to external candidates who receive an offer of employment in BRD.

MDR-P 65 c

The Human Resources Director (HRD) is accountable for the implementation of this policy, reporting directly to the CEO and the BoD.

MDR-P 65 d

The Human Resources policy is aligned in principle with SG Group's normative framework. Furthermore, as part of SG Group, BRD Group respects the Global Agreement on the rights of SG Group employees concluded with UNI Global Union in accordance with the guidance given by the United Nations Guiding Principles on Human Rights and adherence to OECD Guidelines for Multinational Enterprises.

MDR-P 65 e

In setting this policy, BRD Group takes into consideration Romanian legal provisions and standards specific to each type of activity. In addition, if compulsory from a legal point of view, BRD Group also informs and consults the trade union representatives (e.g. for the content of the Internal Regulation and other internal rules, which are of significant impact on employment).

MDR-P 65 f

The Human Resources policy is available to all employees on the intranet. The HR department ensures that any updates to the policy are promptly communicated to employees. Significant modifications are announced through official normative communications and are easily accessible on the internal website, ensuring transparency and clarity for all staff.

Remuneration Policy

MDR-P 65 a-b

The aim of the Remuneration Policy is to enhance the efficiency of remuneration for attracting, motivating and retaining employees who contribute to the long-term success of BRD Group in the context of proper risk management and in line with the in-force regulations. The policy applies to all BRD Group employees and covers the material IRO related “gender equality and equal pay for work of equal value”.

The Remuneration Policy is continuously adapted to align with BRD Group's culture, growth and profitability objectives, long-term strategy, and control framework. It promotes sound and efficient risk management, incorporating sustainability risk considerations since March 2021. The policy also plays a crucial role in limiting and controlling operational risks by discouraging excessive risk-taking and fostering prudent behaviour. Employee remuneration is structured to recognize both individual and collective performance while encouraging teamwork and adherence to BRD Group's strategic goals. Performance evaluation is conducted within a multiannual framework, integrating financial and non-financial criteria such as accumulated knowledge, personal development and contribution to team performance. The monitoring process involves regular reviews to ensure alignment with BRD Group's objectives, risk framework, and evolving regulatory requirements, reinforcing a sustainable and responsible remuneration structure.

MDR-P 65 c

The highest level of accountability for the implementation of the Remuneration Policy within BRD Group lies with the BoD. With recommendations from the Remuneration Committee, the BoD approves and periodically reviews the principles of the policy, as well as the rules governing its application. Additionally, the BoD ensures the correct and effective implementation of the policy, aligning it with the organization's strategic objectives, risk management framework and regulatory requirements.

MDR-P 65 d

BRD Group's Remuneration Policy and practices respects:

- Local and EU regulations: Regulation 5/2013 NBR modified by Regulation 11/2020 and by Regulation 2/2022, CRD V, delegated Regulation (UE) 923/2021, MiFID II, Volker
- EU guidelines on sound remuneration policy and remuneration of sales staff SG policies

MDR-P 65 e

In setting the Remuneration Policy, BRD Group carefully considers the interests of key stakeholders, including employees, regulatory bodies, and market competitors, to ensure a fair, competitive, and sustainable remuneration structure. Periodic remuneration studies are conducted in collaboration with specialized firms to assess the market positioning and maintain a competitive compensation package within the banking sector. The data gathered from these studies is analyzed with a focus on relevance and comparability, ensuring that the remuneration framework aligns with industry standards, while remaining fair and transparent.

MDR-P 65 f

The remuneration policy is available on the intranet. Each employee must understand and correctly measure the importance of elements that compose his/her total remuneration (e.g: the ratio between fixed and variable parts of the total remuneration, social protection elements, pensions and other benefits).

Occupational Health and Safety Policy

MDR-P 65 a, S1 1-23

BRD Group recognizes the critical importance of occupational health and safety (OHS) in ensuring the well-being of its employees and collaborators. The Occupational Health and Safety Policy establish the Group's commitments to ensuring safe working conditions, preventing occupational issues, complying with applicable legislation, providing adequate information and training, and supplying the organizational and material means required for OHS. The policy defines the responsibilities of managers, the Internal Prevention and Protection Service (SPP), designated workers, and employees in maintaining a safe working environment. This Policy provides the framework for the OHS Management System implemented across the Group. The system operationalizes the policy commitments through processes such as employee OHS training, workplace risk identification and assessment, preventive and protective measures, health surveillance, and the reporting and investigation of work-related incidents. The system is fully aligned with Romanian legal requirements (Law 319/2006). Compliance with OHS regulations is continuously monitored by the Internal Prevention and Protection Service, workplace managers and designated health and safety personnel, ensuring adherence to safety protocols and the maintenance of safe working conditions. Furthermore, special attention is given to vulnerable categories of employees, and reporting mechanisms, such as dedicated email addresses for administrative services, are in place to address workplace concerns. The policy covers the material IROs related to the sustainability matter "Health and safety".

MDR-P 65 b

The Occupational Health and Safety Policy of BRD Group applies comprehensively to all employees, regardless of their role or seniority, and external collaborators, including leased personnel, ensuring a safe and healthy work environment for all stakeholders involved in its operations. The policy has no exclusions and is implemented across all business activities and locations where BRD Group operates.

MDR-P 65 c

The highest level of accountability for the implementation of the Health and Safety Policy within BRD Group rests with the CEO. The Internal Prevention and Protection Service, operating within the Human Resources Department, is responsible for managing all aspects of OHS.

MDR-P 65 d, MDR-P 65 e

The Occupation Health and Safety policy of BRD Group is designed with a focus on the well-being of employees. In setting the policy, BRD Group considers the interests of its workforce by aligning health and safety measures with national legislation, industry best practices and voluntary commitments made under the SG standards. Employee feedback is actively encouraged through dedicated communication channels, allowing concerns related to workplace conditions to be addressed promptly.

Additionally, regular training and awareness programs ensure that employees and collaborators are well-informed about safety procedures, risk prevention and emergency protocols.

MDR-P 65 f

The obligations and procedures related to occupational health and safety are clearly outlined in essential documents, including the Internal Regulations, Collective Labor Agreement, Occupational Health and Safety Instruction and Internal Health and Safety Rules, all of which are accessible to employees and collaborators, on the intranet and intralegis (iLegis), ensuring that staff can easily access the latest guidelines and procedures.

Human Rights Commitment

S1 1-20 a

Through the implementation of the Code of Conduct and the CSR policy, BRD Group is committed to maintaining and improving the systems and processes that enable it to ensure respect for human rights in its human resources operations and management, in its supply chain and in its products and services.

As part of SG Group, BRD Group adheres to SG Group Transversal Statement on Human Rights and operates with the utmost respect for the following principles and commitments regarding human rights:

- the Universal Declaration of Human Rights and its additional commitments;
- the fundamental conventions of the International Labor Organization (ILO);
- the UNESCO World Heritage Convention;

- the Guidelines for Multinational Enterprises of the OECD (Organization for Economic Cooperation and Development);
- the United Nations Guiding Principles on Business and Human Rights.

BRD Group's internal procedures include and encourage the respect of human rights and International Labour conventions and the local labour code. For example:

- Speak up & right to alert are stipulated in the normative framework and promoted through communication campaigns: e-mails, articles, internal conferences, screen savers, etc. These encourage the freedom of speech and reaction of the employees in case of non-compliances and inappropriate behaviours.
- In the onboarding welcome message, new joiners are informed about the right of association and about the collective labour agreement, which is the result of the negotiations between Union & bank, based on the right of association of the employees.
- Health and safety are ensured according to the law and the wellbeing of the employees is promoted through webinars with medical specialists (ergonomics at the office, anti-tobacco, nutrition, etc).
- Hybrid work procedure stipulates the right of the employee to disconnect
- Interdictions regarding child labour, trafficking of human beings, and forced labour are guaranteed through internal regulation.

Through the Human Resources Policy and its related procedures, BRD Group focuses its efforts on establishing and maintaining a trustworthy relationship with its employees. The organization consistently promotes values such as diversity and inclusion, supports employees throughout their professional careers, fosters a culture of responsibility, recognizes individual contributions to BRD Group's performance, and encourages a work environment that supports employee engagement through different events on topics such as career opportunities, diversity and inclusion, freedom of speech, innovation. Through consistent communication (newsletters), BRD Group collects feedback from union representatives during meetings, where they share employees' perspectives on various projects and aspects related to the implementation of the collective labour agreement. Additionally, union representatives provide further insights into employees' views through email correspondence or phone conversations for clarification purposes.

S1 1-20 b, S1 1-20 c

BRD Group has implemented comprehensive measures to provide and enable remedies for human rights impacts arising from its operations and business relationships. BRD Group actively engages in stakeholder dialogue and uses established grievance and whistleblowing mechanisms to identify, address and remediate any negative human rights impacts. These mechanisms are accessible to customers, employees and suppliers, ensuring that concerns can be raised transparently and securely.

For employees, BRD Group has established robust grievance mechanisms designed to address complaints and concerns promptly and fairly. These processes ensure that individuals impacted receive the appropriate support and that remedial actions are implemented effectively. Through these mechanisms, BRD Group demonstrates its commitment to upholding human rights and maintaining an ethical and responsible approach to its business practices.

S1 1-21

Policy development processes ensure that all new policies are reviewed and harmonized with international human rights and labour rights standards. This guarantees that the principles enshrined in the above-mentioned frameworks are reflected in BRD Group's internal governance and practices. Additionally, all international provisions on employment that are mandatory under Romanian legislation are fully incorporated and respected within BRD Group's operations. These provisions are embedded in the Internal Regulation of BRD Group and the Collective Labour Contract, further reinforcing the alignment of our workforce policies with international standards.

Elimination of Discrimination and Promotion of Equal Opportunities

S1 1-24 a-d

BRD Group strongly promotes the values of diversity, non-discrimination, inclusion and equal opportunities in the workplace. This commitment was empowered in 2018 by signing the Romanian Charter of Diversity. By signing this Charter, the signatory publicly commits to support, protect and develop diversity within the organization.

Non-discrimination and equal opportunity principles are included within the general Human Resources Policy and in all the specific procedures related to the entire human resources process (recruiting, development, training, career management), ensuring that all applications and qualifications are assessed impartially based solely on competencies. The policy includes commitments aimed at promoting inclusion and positive action for individuals at risk of vulnerability. The implementation of policies is reinforced through regular compliance checks, monitoring mechanisms, and internal controls, ensuring a proactive and structured approach to fostering a diverse and inclusive workplace.

To prevent discrimination and harassment, BRD Group ensures compliance with internal policies and procedures (such as the HR Policy, Remuneration Policy, and Internal Regulation), conducts dedicated training courses and Speak-up events. Employees are given unconditional access to all internal normative documents and channels through which they can report irregularities or discriminatory behaviour.

BRD Group, through its HR Policy, offers career opportunities to applicants and employees regardless of gender, sexual orientation, genetic characteristics, age, gender, race, colour, language, religion, political choice, social origin, disability, family status or responsibility, family affiliation or trade union activity or any other characteristic protected by applicable laws and regulations.

BRD Group is aligned to SG Group's policy on non-discrimination and equal opportunities, such as the recognition and protection of vulnerable groups through specific inclusion commitments and dedicated actions. In particular, the Group's DE&I program, mentioned on section Vulnerable Groups S1 2-28, provides for active consultation with these groups and the implementation of concrete measures to promote diversity, equity, and inclusion in the workplace. In this way, we ensure that our policies reflect SG Group's commitment to creating a non-discriminatory and inclusive professional environment for all employees.

To achieve its objectives and ensure compliance at all levels of the organization, Société Générale and BRD Group have implemented a Diversity, Equity and Inclusion strategy based on concrete pillars. This strategy promotes an inclusive and equitable working environment that supports gender diversity, the inclusion of people with specific needs, respect for sexual orientation and gender identity, and the celebration of cultural and intergenerational diversity. Through these commitments, BRD Group ensures that every employee is respected, supported, and valued within the organization, with a strong focus on eliminating discrimination and facilitating a healthy work-life balance.

As such, BRD Group mitigates discrimination through bias-free recruitment, fair compensation and benefits policies, and career management practices that ensure equal pay for equal work and fairness in promotions. Monitoring and reporting of discrimination cases are explicitly detailed in the Internal Regulation, with procedures for addressing such cases, including mediation, formal investigations, training on anti-discrimination policies, or disciplinary actions based on the severity of the incident.

Processes for Engaging with Own Workforce

S1 2-27

At BRD Group, employee engagement occurs both directly with the workforce and through workers' representatives. The HRD, who reports directly to the CEO is responsible for overseeing this engagement. The Human Resources Director coordinates directly the Social Dialogue Direction, and one of the main attributions of the HR department is to contribute to maintaining a favorable social climate and to manage the relation with the employees' representatives.

Regular meetings with employee representatives are held at least quarterly, with additional meetings scheduled upon request from either party. These discussions with employees' representatives cover a wide range of significant topics, including working conditions, remuneration, health and safety, and working time - essentially addressing any issues that impact the workforce. Additionally, there is direct communication between the Bank's representatives and employees affected by organizational changes or reorganization projects that may impact their work.

Furthermore, BRD Group actively engages with the trade union, addressing labour relations issues and negotiating additional rights beyond those mandated by law. The Collective Labor Agreement (CCM) outlines these terms, covering areas such as compensation, benefits, working time, health and safety, vocational training and social dialogue. The trade union is also involved in the development of the training plan and participates in quarterly meetings where the Bank's results are presented. Additionally, the Bank operates a Health and Safety Committee with a mixed composition of Bank and union

members, and the trade union is invited to the Board of Directors meetings to discuss matters of professional, economic, and social interest with potential impacts on labour relations.

Employee engagement is further assessed through the SG Barometer, an annual international survey that allows employees to share their views on key company topics, including engagement, management relationships, sustainability efforts and working conditions. The results of the Employee Barometer are carefully analyzed and help guide the creation of an action plan to improve employee perceptions and satisfaction. For 2025, the participation rate of BRD employees was at 74% (vs 76% in 2024) and the engagement/ commitment show a decline with 14pp (61% from 75% in 2024).

SG Group and UNI Global Union concluded in 2023 a new 4-year global agreement on fundamental rights. This agreement applies to all subsidiaries, including BRD Group. Through this agreement, SG confirms its commitment to respect the United Nations guiding principles on business and human rights, to avoid harming human rights and to strive to remedy any adverse effects on human rights in its activities and business lines, including the implementation of reasonable measures to prevent, mitigate and, where appropriate, remedy them, in accordance with the guidance given by the United Nations Guiding Principles on Human Rights. At BRD Group level, the agreement is communicated to the employees and is available for consultation.

Vulnerable Groups

S1 2-28

BRD Group takes proactive steps to gain insight into the perspectives of individuals within its workforce who may be particularly vulnerable to impacts or marginalized. Vulnerable groups are identified based on criteria established through the Bank's Diversity, Equity, and Inclusion (DEI) program. This program has an action plan specifically designed to address key areas of vulnerability, including accessibility for people with disabilities, gender-related issues, LGBTQ+ rights, ethnic background and socio-economic diversity, and generational differences.

Since 2023, BRD Group has included a targeted question in the annual SG Barometer survey in Romania to better understand the experiences of employees who identify as part of a minority. This question explores their perception of inclusion and acceptance, considering various forms of minority status such as ethnic or cultural background, disability, sexual orientation, socio-economic status, or other factors.

The survey responses are handled with strict confidentiality, ensuring that no individual names are disclosed, and only aggregate statistical data is used. This approach enables the Group to monitor perceptions of inclusion, identify areas for improvement, and strengthen its commitment to fostering a diverse and supportive work environment.

Processes to Remediate Negative Impacts and Channels for its Own Workforce to Raise Concerns

S1 3-32,33

BRD Group recognizes its responsibility to provide effective remedy for where its activities or decisions have caused or contributed to material negative impacts on its workforce. The 2025 double materiality assessment identified several areas of concern, including secure employment, health and safety and gender equality. These issues may affect employee wellbeing, engagement, career progression, and overall satisfaction.

In the context of secure employment, the organizational optimization measures undertaken as part of BRD Group's transformation require restructuring certain roles. To address the negative effects, BRD ensures that any dismissals strictly comply with collective dismissal regulations. Employees whose roles are impacted receive compensation and benefits defined by the Collective Labour Agreement. In addition, the Group engages in consultation with employee representatives and unions to identify supplementary measures, which may include financial or non-financial support, career counselling, or outplacement services. These measures are designed to mitigate the effects of job loss, support employees in transitioning to new opportunities, and maintain workforce stability.

For issues related to health and safety and gender equality BRD implements preventive and remedial measures that support employee wellbeing and equitable treatment. These include wellbeing programs such as MIND BRD, occupational health and safety initiatives and pay equity reviews. The Group also maintains open channels for employees to raise concerns, including dialogue through works councils and HR feedback mechanisms, ensuring that issues are addressed in a timely and constructive manner.

BRD actively monitors the effectiveness of these remedial actions through various performance indicators, employee surveys, and internal audits. Feedback from employees and unions is used to continuously refine the measures, ensuring they effectively address the underlying negative impacts and support both individual and organizational resilience.

BRD Group has established a formal procedure, according to the legal provisions, for complaints of the employees regarding harassment, discrimination, or any other abusive practices. This procedure is part of the Internal Regulation. All employees can send their complaints/grievances to a dedicated email address, which is managed by a limited number of HR personnel to ensure confidentiality. Additionally, designated personnel are mainly from HR, but also from compliance, legal and also from Union representatives, if the case (if requested by employees). Beyond the dedicated email, employees also have alternative channels for reporting concerns, including reaching out to their direct superiors, the superiors of other employees, or dedicated HRBPs, ensuring multiple ways for support and resolution. All employees are protected against retaliation by the provision of the Code of Conduct.

Upon receiving a complaint via the dedicated email, the relevant team assesses its validity. If the complaint lacks necessary details, the employee is asked to provide more information. Without sufficient details, the procedure won't proceed, but minimal protective measures may be taken. If the complaint is complete an investigation can begin.

Before forming an investigation commission, HR may organize mediation with the parties involved. If mediation resolves the issues, no further investigation is needed. Otherwise, a commission (HR, Legal, Compliance and sometimes Union representatives) will investigate through interviews and issue a final report with recommendations. Depending on the findings, disciplinary actions may follow.

The complaints/grievances received via the dedicated email address are easily traceable, as an online register is maintained with details of each case. In addition, reports regarding the cases and their resolutions must be submitted to the HR Executive Director in the first quarter of each year for the previous year. If employees who have filed complaints are not satisfied with the outcome, they have the option to submit new complaints either through the dedicated email address or via other available channels.

The assessment related to what extent BRD Group employees are aware and trust the channels available to raise complaints/grievances is realized through the Employee Barometer survey.

To foster an environment of transparency and trust, BRD Group actively implements initiatives designed to nurture a Speak-Up Culture, which is an integral component of the Group's broader culture. Speak-up behaviours - such as raising concerns, expressing views openly, and providing constructive feedback - are recognized as essential for strengthening ethical conduct and organizational integrity. Thus, in 2025 we followed closely a Culture and Conduct communication plan that included dedicated newsletters on conduct risk, screensavers and other internal messages designed to reinforce expected behaviours. In June 2025, BRD Group organized an internal conference "From feedback to forward". The event underlined that people who feel safe and express themselves in an open communication environment bring added value to their teams. Therefore, feedback from each of us and the courage to express opinions can make a difference. These behaviours play an important role in improving organizational effectiveness.

BRD Group acknowledges the material negative impact of gender pay gaps and unequal opportunities, which can lead to discrimination and dissatisfaction among staff. To address these disparities and foster a more inclusive workplace, the Bank has implemented a series of initiatives. This includes structured Diversity, Equity, and Inclusion (DE&I) programs, awareness campaigns, leadership development initiatives, and external partnerships.

To assess the effectiveness of these measures, BRD Group actively engages employees through working groups focused on key DE&I priorities, including gender equality. The Bank has integrated DE&I training into leadership development programs, ensuring that managers and decision-makers are equipped to promote fairness and inclusivity. Additionally, internal communication channels, such as newsletter and dedicated workshops, help raise awareness and encourage open dialogue on diversity-related challenges.

BRD Group also collaborates with external organizations, such as the Romanian Diversity Chamber of Commerce, to align with best practices and reinforce its commitment to equal opportunities. Specific actions like inclusive recruitment policies and awareness events—such as the "Inclusion: Truth or Dare?" internal conference and initiatives supporting individuals with disabilities—demonstrate ongoing

efforts to create an equitable work environment. Through these initiatives, BRD Group monitors progress in mitigating gender-related disparities and fostering a culture of inclusion, ensuring that its remediation efforts are effective and aligned with its sustainability commitments.

BRD Group monitors every year the pay gap between men and women and its evolution over time and implements corrective measures, if necessary. The differences are analyzed individually, after comparing same function occupied and same level of responsiveness between women and men, and if there are no objective arguments to explain them (e.g.: skills & expertise, managerial responsibilities, studies, job specialization, length of professional experience, nature of tasks, geographic location), then there will be taken measures to correct differences.

Another measure already implemented is for workers returning from parental leave/maternity for which a systematic review of the pay level is carried out on return to work to correct and prevent possible pay gaps between women and men.

Actions Related to Own Workforce

MDR-A, S1 4-38, S1 4-39

This section outlines the key actions undertaken by BRD Group to address the material IROs related to its own workforce, as identified through the Double Materiality Assessment. These actions reflect the Group's commitment to a proactive and structured approach to managing workforce-related matters, ensuring that measures are not only compliant with regulatory expectations but also supportive of long-term employee well-being and organizational resilience.

To ensure that these actions are relevant and effective, BRD Group has established a structured process for determining what measures are needed when actual or potential negative impacts on its workforce arise. The process begins with the internal risk assessment framework, which flags areas of concern based on HR and operational data. When an issue is identified, it is escalated to the appropriate management level, where HR, operational leaders and, where applicable, employee representatives assess the nature and causes of the impact. Based on this assessment, the Group defines the actions that are necessary and proportionate, formally approves them, and integrates them into follow-up mechanisms to ensure consistent implementation. This approach enables BRD Group to identify and apply the most suitable response for each actual or potential negative impact on its workforce.

Actions to manage the negative IROs related to secure employment

BRD Group undertook a set of clearly defined actions in 2025 to manage the negative impact and risk associated with secure employment. These actions were designed to mitigate the effects on affected employees, ensure equal treatment, and support professional transition, in line with the legal requirements on information and consultation of union representatives

Internal mobility initiatives:

Over the past several years, BRD Group has substantially strengthened its internal mobility process as part of its commitment to secure and sustainable employment. Internal candidates are now given clear priority when vacancies arise, and even in situations where employees do not yet possess the full range of required competencies, they are supported through structured upskilling and reskilling pathways. This approach ensures that employees have real opportunities to grow within the organization while reducing risks related to job insecurity.

In 2025, this commitment was further reinforced through the global Career and Development Week, held between 22 and 26 September. This program is not only developed at BRD level but is implemented across the entire Société Générale Group, enabling our employees to participate in events organized by all SG entities worldwide. The initiative was accompanied by a rich series of locally organized activities designed to stimulate internal mobility, enhance learning, and encourage employees to actively manage their career development. Throughout the week, employees engaged in interactive presentations showcasing the company's learning platforms, storytelling sessions where mentors and mentees shared their experiences, discussions on how to build a career within expert pathways, and initiatives promoting non-financial recognition as a key element of engagement and retention. Additionally, a dedicated discussion panel invited participants to reflect on new ways of taking ownership of their professional journeys

More than 2,000 employees took part in these activities within a single week, demonstrating a high level of engagement and confirming the relevance of these measures in strengthening employability, fostering internal development, and mitigating potential negative impacts related to secure employment

Post-termination initiatives:

To remediate the negative impacts on secure employment arising from the effects of optimizing business structures and simplifying operational processes - effects that resulted in role suppressions and subsequent dismissals - BRD Group implemented a set of post termination support measures applicable exclusively to employees already dismissed, designed to mitigate the financial, health, and employability risks associated with job loss. In particular, the Bank maintained eligibility for annual performance bonuses for former employees whose contracts ended due to restructuring, enabling payment of the 2024 and 2025 bonuses to individuals who completed the full reference year and met established performance criteria, even if they were no longer employed at the time of payment (with continuation for employees exiting in Q1 2026 subject to final approval at COREM (Remuneration committee) and Board level). To support professional reintegration, dismissed employees may request access to in person training delivered by internal trainers for up to twelve months following termination, ensuring continued upskilling and reskilling opportunities during a critical transition period. BRD also offered continuity of preventive healthcare by providing a six-month medical subscription after termination, fully covered by the Bank, to reduce vulnerability linked to the loss of employer provided benefits. In addition, former employees can individually request derogatory financial conditions comparable to commercial derogations granted to clients, strengthening short-term financial flexibility during the transition. Collectively, these remedial actions aim to prevent dismissed employees from being disadvantaged by dismissal timing, safeguard wellbeing, and reinforce employability and equitable treatment in the context of workforce reductions driven by operational optimization.

Actions to prevent, mitigate and provide remedy to the gender pay gap

To address the material IRO related to the organizational-level gender pay gap, BRD Group carries out a set of ongoing actions, designed to ensure equitable remuneration, strengthen fairness in reward allocation, and provide remediation where discrepancies are identified. The actions taken and planned are outlined below.

Promoting Pay Equity via Annual Salary Calibration and Uniform Reward Structures

To reduce the negative impact related to the gender pay gap, BRD Group has implemented a set of organization-wide measures that reinforce fair and competitive remuneration by addressing structural drivers of pay differences and preventing disparities. As part of the annual remuneration cycle, the Bank performs yearly adjustments to fixed salaries for employees, using comprehensive market wage studies that benchmark each role against banking-sector standards; this process corrects misalignments identified through external comparisons and has been methodologically strengthened in recent years to improve the consistency and precision of pay alignment across the organization. In parallel, BRD Group enhanced equity in total compensation by negotiating uniform benefits under the Collective Labor Agreement—including anniversary and loyalty bonuses—ensuring equal access to these rewards irrespective of gender and supporting a more standardized, transparent reward structure. These actions are complemented by a continuous review of salary and benefits packages throughout the year to maintain alignment with market conditions and legal requirements, integrating external benchmarks and gender considerations to identify and mitigate potential imbalances early. Collectively, these measures apply to the workforce covered by the remuneration framework and the Collective Labor Agreement and contribute to a more equitable pay architecture by strengthening competitiveness, consistency, and fairness in both fixed and total remuneration.

Strengthening recognition and fairness through employee feedback mechanism

BRD Group uses the annual SG Barometer survey to gather employee feedback on recognition, fairness, and reward practices, including perceptions that may reflect or influence pay equity. The insights from this survey help the Bank identify emerging concerns related to remuneration fairness and guide refinements to reward practices to prevent potential inequities. The action applies to all employees and is conducted annually, forming part of the continuous improvement cycle in remuneration policy implementation. By capturing employees' experience of recognition and fairness, the survey provides an indirect remedy mechanism, prompting adjustments where perceptions indicate risk. The sustained use of this tool demonstrates the Bank's ongoing commitment to monitoring and improving fairness in compensation.

Actions Implemented to Ensure the Positive Impact Related to Freedom of Association

To strengthen the positive impact associated with Freedom of Association, BRD Group carries out a set of ongoing clearly defined actions. These actions support employee rights, reinforce social dialogue, and maintain an enabling environment for collective representation. Union membership is already significant within the Group, reflecting the important role the trade union plays in ensuring that employees' voices are heard and their interests effectively defended in negotiations. As part of the Federation of Financial Industry Unions, the trade union contributes to robust employee representation, improved working conditions, and a solid social dialogue framework. BRD Group's approach demonstrates its commitment to maintaining a supportive and inclusive work environment where employees feel valued, empowered, and confident expressing their concerns. The key actions taken in 2025, along with their scope, expected outcomes and progress, are presented below.

Promotion of union membership and awareness among employees

BRD Group actively promotes employee awareness of their right to freedom of association by integrating union information into onboarding processes. The contact details of the trade union are included in the induction materials, and union leaders participate in induction sessions to familiarize new employees with union structures and services. This action ensures that all new hires from retail segment begin their employment fully informed about their rights and available support. In addition, all employees across all business lines and entities have access to the internal BRD Network where the Collective Labour Contract in force, negotiated with Impact Trade Union is uploaded, ensuring the information of all employees not only on their rights obligations according to this contract, but also to information regarding the management board of the trade union. Carried continuously throughout the year, these measures prevent information gaps that could limit employees' ability to organize.

Regular structured dialogue between top management and trade union representatives

BRD Group organizes quarterly meetings between top management and the trade union to discuss organizational results, working conditions, and topics relevant to the Collective Labour Agreement. This action reinforces constructive labour management relations and strengthens the union's ability to represent employees effectively. The measure covers all unionized employees, with indirect benefits extending to all staff affected by collective agreement outcomes. Implemented on a quarterly cycle, it provides a consistent platform to address concerns and contributes to remedy by enabling structured escalation and resolution of issues. Over time, the regularity and formality of these exchanges have increased, marking progress in enhancing social dialogue within the organization.

Supporting Effective Trade Union Functioning and Member Engagement

BRD Group supports freedom of association by enabling the effective functioning of the trade union and facilitating union-led engagement through a combination of permanent logistical resources and periodic support initiatives. The Bank provides operational and logistical support to union representatives, including dedicated office space and meeting facilities (e.g., a room in BRD Tower), office supplies, Outlook access for official correspondence, and access to a bank vehicle for union-related activities, ensuring representatives have the tools needed to perform their mandate independently and effectively. In addition, BRD supports union-led cohesion and engagement activities through financial or organizational backing for initiatives that foster solidarity and dialogue among members (e.g., community/sports events) and allows union representatives to carry out union activities during working hours, with HR facilitating managerial alignment to ensure operational continuity. Together, these measures sustain an active social dialogue environment, strengthen employee representation capacity, and indirectly benefit all union members by maintaining accessible, structured channels for collective representation and peer support.

Actions Implemented to Ensure the Positive Impact related to Collective Bargaining

To strengthen the positive impact associated with Collective Bargaining, BRD Group implemented several clearly defined actions in 2024–2025. These actions ensured enhanced employee benefits, and reinforced constructive social dialogue. The key actions, together with their expected outcomes, scope, time horizons, remedy relevance and progress versus prior periods, are set out below.

Negotiation and conclusion of BRD Group's company-level Collective Labor Agreement

Following the entry into force of the sectorial collective labour agreement, BRD Group updated its internal collective labour agreement (“CCM”), by negotiating benefits superior to those mandated at sector level. These include increased minimum salaries, higher meal vouchers, holiday vouchers, bonuses for employees’ children, and additional benefits such as Women’s Day and Bank Anniversary bonuses, as well as the introduction of a loyalty bonus. This action applies to all BRD employees covered by the CCM and represents an ongoing process, as BRD Group engage in negotiations of a new company-level CCM upon the expiry of the previous one (the current CCM is valid until June 2026). The expected outcome is a more competitive and equitable benefits framework, directly supporting employee wellbeing and recognition. The CCM also functions as a remedy mechanism by ensuring predictable protection and improved financial conditions for employees, particularly during organizational change. Progress compared to previous periods is reflected in the expansion of benefits and the introduction of new forms of recognition that go beyond prior agreements.

Conclusion of a Collective Labor Agreement for BRD Sogelease

BRD Sogelease concluded its own Collective Labor Agreement at the end of 2024, registered with authorities in 2025, and valid for a two-year period. The agreement mirrors BRD Group’s CCM by granting similar rights and benefits, ensuring consistency in employee protections across the Group. The expected outcome is the harmonization of working conditions, increased financial stability for employees, and strengthened labour relations within the entity. The action applies to all BRD Sogelease employees and remains effective for the duration of the agreement. This measure contributes to remedy by offering enhanced security and predictable entitlements to workers who may be exposed to potential organizational changes. It also reflects meaningful progress, as BRD Sogelease did not previously have a CCM containing such a broad set of benefits.

Actions Implemented to Manage the Negative Impact Related to Health and Safety

Health Promotion Among the Employees

BRD Group continued to promote employee health and wellbeing through a diversified approach. The “MIND BRD” wellbeing and stress prevention program, launched in September 2023, remained active during January–February 2025 with ongoing webinars and emotional support. Delivered in partnership with Regina Maria Private Health Network, the program offered employees access to monthly webinars, targeted workshops for managers and HR business partners, and a 24/7 Emotional Helpline for confidential counseling. Managers also benefited from training designed to help them recognize early signs of stress or burnout and better support their teams. Although the program concluded in February 2025, the practices and tools developed continue to contribute to a supportive work environment focused on emotional wellbeing.

The scope of the health and well-being initiatives is extensive, covering all BRD Group employees across geographies, including both branch locations and headquarters. The program’s outreach extends beyond just employees, offering support for family members, which broadens the impact to the community around the workforce. Additionally, the company’s occupational health services, which include annual medical check-ups, specialized investigations for employees exposed to occupational risks, and preventative health packages, directly contribute to maintaining the health of the workforce. These services are delivered by a specialized medical provider, ensuring that employees’ job compatibility is regularly assessed, with a focus on minimizing health risks.

Looking ahead, BRD Group aims to continue improving its employee health and well-being programs. In 2025, additional specialized workshops for Call Center employees were provided, focusing on stress and emotional health prevention, ensuring that the support system for employees is proactive. The Bank also intends to continue offering health care plans, including free flu vaccinations, annual health screenings and access to over 30 medical specialties through four healthcare providers. The Bank will monitor the effectiveness of these initiatives through employee feedback and health metrics, and any identified issues or areas for improvement will be addressed in a timely manner.

These actions help mitigate the potential negative impact related to Health and Safety, particularly associated with stress and reduced well-being, while also contributing to a supportive and healthy work environment. They strengthen prevention, improve access to emotional support, and enhance employee engagement. The planned initiatives — including continued health subscriptions, wellness programs, and a focus on emotional health — further reinforce the company’s commitment to promoting well-being and reducing the likelihood of adverse Health and Safety outcomes.

Occupational Health and Safety training activities

In 2025, BRD Group continued to prioritize the health and safety of its employees through a dedicated training program aimed at ensuring the proper implementation of all occupational health and safety policies and procedures. The company provided annual training for all employees, including onboard training for new hires and periodic refresher sessions. Operational roles underwent training every six months, while managers participated in annual training sessions. Employees completed e-learning courses specifically dedicated to occupational health and safety.

These actions were part of BRD Group's ongoing commitment to maintaining a safe and compliant working environment for all employees, contractors, and leased personnel. By ensuring that everyone involved with the company, from permanent employees to external contractors, is properly trained and aware of the safety protocols, BRD Group has reinforced its focus on preventing workplace accidents, reducing occupational health risks and promoting a culture of safety across its operations.

To mitigate the potential negative impact related to Health and Safety, these actions aim to strengthen employee well-being by increasing satisfaction, supporting retention, and aligning our practices with market standards. By ensuring that employees feel valued, recognized, and fairly supported, these measures reduce risks related to stress, disengagement, or diminished well-being and contribute to the long-term stability and success of the organization.

Actions Implemented to Manage the Risk Related to Training and skills development

To address the risk identified under Training and Skills Development, BRD Group implemented a set of clearly defined actions aimed at strengthening employee capabilities, supporting reskilling and upskilling, and preparing teams to operate effectively in a rapidly changing environment.

Implementation of a structured and diversified annual training plan

BRD Group deployed a comprehensive annual training plan covering technical, softskills and organizational development programs. This action aims to mitigate the negative impact identified in the DMA—namely, potential gaps in access to relevant training—by ensuring that all employees can develop the skills required by evolving market and organizational conditions. The plan applies to the entire organization, from new hires to senior leaders, and is delivered throughout the year via elearning, in person training, webinars and team based workshops. The expected outcome is improved performance, stronger adaptability and enhanced capability across key domains such as customer management, communication, sales, stress management and teamwork. As a remedy measure, the plan supports employees whose roles are changing/ evolving amid efficiency-focused changes to the organizational structure and operating model.

Deployment of the Development Program for people managers

The Development Program provides targeted development for people managers to help them lead teams effectively through transformation. Comprising four structured modules -change management, crucial conversations, prioritization and delegation, and feedback - the programme equips managers with skills essential for navigating the rapid organizational changes. It applies to people managers across multiple seniority levels and was deployed in sequential waves starting March 2025, with full coverage planned by Q2 2026. Its expected outcome is improved leadership capability and more effective support for employees undergoing change, directly mitigating the negative impact associated with insufficient managerial support. The programme includes individual coaching as a remedy tool for managers facing acute challenges. 40% of people managers, were trained in 2025.

Launch of a formal Mentoring Program to support successors and high-potential talent

In 2025, BRD Group expanded its mentoring initiatives by launching a structured Mentoring Program involving Board and Board -1 leaders acting as mentors. The action aims to develop successors (short and long-term), support behavioural and cultural transformation, and strengthen leadership development pathways. The programme applies to employees identified as successors and high potential individuals and operates on an annual basis. As a remedy, mentoring helps employees experiencing reduced development opportunities or role uncertainty by providing personalized guidance and support. Compared with prior periods, 2025 marked an expansion from the 2024–2025 pilot (58 participants and 32 pairs) to a Groupwide deployment, reflecting progress in leadership development infrastructure.

Launch of the Reverse Mentoring Program to address digital and innovation skill gaps

BRD Group launched a Reverse Mentoring Program in October 2025, pairing young employees with expertise in innovation, AI, technology and market research with senior managers. This action mitigates

negative impacts related to disparities in digital and innovation capabilities by enabling cross generational learning. The programme applies to selected pairs and will continue into 2026 after the initial 12 pair pilot. Its expected outcome is accelerated digital upskilling among senior leaders and stronger collaboration between generations. The remedy aspect lies in closing capability gaps that may hinder performance or adaptation to new technologies. As a new initiative in 2025, it represents clear progress in nurturing an innovation driven skill base.

Creation of the “Believers” high-potential programme for young talent

To support early career employees and address potential inequities in access to development opportunities, BRD Group launched the “Believers” program, targeting employees under 30 yo with leadership potential. Participants self nominate through a structured process and maintain their roles while taking on strategic transformation missions, participating in Taskforce meetings, receiving coaching and gaining exposure to senior leadership. The expected outcome is the creation of a pipeline of future leaders and the mitigation of negative impacts related to limited career advancement pathways for young employees. The programme applies to selected high potential employees and runs over a one year cycle. With 17 applications in 2025 and a structured governance framework under development, the initiative marks significant progress in building next generation talent.

Implementation of the Sales Force Efficiency (SFE) training and performance programme

BRD deployed a dedicated SFE programme to strengthen the competencies and performance of the retail sales force across two axes: sales & service excellence and performance management. In 2025, 17 training sessions were held, with further deployment planned for Q1 2026. The action applies to the retail network workforce, aiming to improve customer interactions, strengthen process discipline, and support capability gaps that could negatively impact performance. The programme includes coaching discussions and monitoring of the sales process, functioning as a remedy for teams experiencing performance challenges. Compared with previous periods, the SFE programme has increased in scale, structure and consistency.

Strengthening internal mobility through upskilling and reskilling initiatives

BRD Group continued to strengthen internal mobility by giving priority to internal candidates for open roles and by focusing on upskilling and reskilling training programs that prepare employees for new positions. This action mitigates the negative impact identified in the DMA relating to access to career development and skill renewal. It applies across all departments and seniority levels and is sustained throughout the year. Expected outcomes include improved retention, stronger career progression pathways and reduced risk of skill obsolescence. Internal events such as Career and development week at group and local level (focused on boosting internal mobility and learning), INSPIRE events, where colleagues can speak about their inspiring career path and encourage others to be brave and explore career paths within the entity. Progress is reflected in a more structured approach to talent mobility and in increased opportunities for internal advancement compared to prior years.

S1-4 41

BRD Group ensures that its internal practices are designed to prevent or minimize any risk of causing or contributing to negative impacts on its own workforce. This commitment is embedded across BRD Group’s governance systems, HR policies, and operational procedures, and extends where relevant to interactions with procurement, sales, and the use of employee-related data.

The starting point is a strong policy framework that sets clear expectations regarding employment stability, equal treatment, health and safety, and professional development. All operational decisions that may affect employees, including organizational changes, are evaluated through this lens. Before changes are implemented, multidisciplinary teams assess potential impacts on job security, workload distribution, training needs, and employee wellbeing. This ensures that restructuring or other business transformations are managed responsibly and in close dialogue with employee representatives.

In procurement and sales activities, BRD Group applies internal procedures that safeguard employees from undue pressure, unrealistic performance targets, or indirect risks stemming from third-party interactions. Procurement practices incorporate labor-related criteria, while sales processes are monitored to ensure that objectives and incentive schemes do not encourage behaviors that could harm wellbeing or work-life balance, such as excessive overtime or stress.

Data-use practices are likewise governed by strict internal rules. BRD Group ensures that employee data is handled responsibly, limiting access to authorized personnel and applying data-minimization principles. Monitoring systems are designed to support organizational efficiency and compliance objectives without infringing on the dignity or rights of employees.

Situations where tensions arise between business imperatives and the prevention of negative impacts – such as cost pressures, accelerated digital transformation, or regulatory changes – are managed through established escalation processes. Management teams analyze potential trade-offs, consult with HR and compliance functions, and engage with union representatives to find solutions that maintain operational performance while upholding responsible employment standards. Where compromises are required, priority is given to safeguarding health, safety, fair treatment, and employment stability.

Metrics and Targets

Targets Related to Own Workforce

S1 5-46, S1 5-47, MDR-T, M

“Responsible Employer” is a fundamental pillar of BRD Group’s Sustainability Strategy, establishing the key objectives related to its own workforce. Through the implementation of the established targets, BRD Group is committed to offering an attractive and engaging working environment, promoting and implementing Diversity, Equity and Inclusion, and fostering people growth by developing skills & competences in line with the business strategy and with the leadership model.

Table 14 - Targets to be achieved by 2027

Obtain an employee engagement rate of 80% in 2027
Obtain an employee inclusion rate of 92% in 2027
Obtain a well-being score of 7.5 in 2027

The set targets align with the goals of the Human Resource Policy, which focuses on creating a positive and inclusive work environment, improving employee satisfaction, and encouraging organizational commitment.

The targets are obtained through the annual employee self-assessment by responding to a series of questions in the SG Barometer, in the form of grades on a scale from 1 to 10 (1 being the lowest, 10 the highest grade). The index is the average of these grades, expressed in the form of percentage.

Employee engagement at BRD Group refers to the commitment, enthusiasm, and emotional connection employees have toward their work and the organization. Engaged employees are motivated and aligned with the Group’s goals. In BRD Group employee inclusion means fostering a workplace where everyone feels valued, respected and empowered, regardless of their background. Employee wellbeing refers to creating a supportive environment that prioritizes physical, mental and emotional health.

Inclusion rate is defined based on the employee's answer to the question: "I feel included and accepted as I am."

Well-being at work refers to a general feeling of satisfaction and fulfillment in and through work. To do so, the Employee Barometer provides a better understanding of the well-being at work of employees through twenty questions grouped into eight dimensions: work organization, work environment, workload management, change management, emotional commitment, social relationship, culture and values adherence, professional projection.

The defined targets apply to all BRD Group employees and are measured as a percentage of the total employee engagement rate within the organization. For each target a baseline value has been established, with the base year being 2023, for measuring the progress towards the achievement of the targets (employee engagement rate of 77%, inclusion rate of 89% and wellbeing score of 6.7). These values serve as the starting point for tracking improvements.

To ensure steady progress, annual milestones have been set:

- employee engagement rate - 79% by 2025, reaching 80% by 2026, and maintaining 80% in 2027
- employee inclusion rate – 90% by 2025, 91% by 2026, 92% by 2027
- employee wellbeing score– 7.1 by 2025, 7.3 by 2026, 7.5 by 2027

The targets were defined on previous years’ engagement results, internal benchmarks within SG Group – including comparisons with the entire SG Group and the Eurozone – and external benchmark from

Bank Finance Insurance Worldwide-RED¹⁹. The objective was to establish targets with a focus on consistent upward trends, ensuring measurable progress. This approach was informed by the positive performance levels observed in previous years across the three indicators, which positioned the Bank favorably in comparison to industry benchmarks. The results are monitored annually, allowing for performance tracking and continuous improvement.

The progress in 2025 for the targets is:

- Employee engagement rate: 61%
- Employee inclusion rate 85%
- Employee well-being score: 6.2

The targets set for employee engagement, wellbeing, and inclusion were ambitious, reflecting the organization’s long-term strategic commitments. This year’s results were influenced by a period of organizational optimization, during which BRD Group implemented structural efficiency and process simplification in response to external and strategic pressures. While these changes temporarily affected employee perceptions, they were designed to strengthen the organization and will contribute to a more efficient, supportive, and engaging work environment in the coming years. At the same time, the enhanced maturity of our measurement methodologies has provided a more accurate and transparent view of employee experience. Although the outcomes reflect a transitional year, they offer valuable insights for recalibrating future targets and guiding focused actions that will have a positive, lasting impact on employee experience.

Following each SG Barometer assessment, areas requiring enhancement are identified, and a corresponding action plan is developed to address specific needs. Improvements are also identified from discussions with the Union related to working relations and working climate.

Metrics Related to Own Workforce

This section presents the key workforce metrics that have been identified as material for tracking BRD Group’s performance in relation to the material IROs. These metrics provide insights into the effectiveness of the Group’s workforce management strategies and its commitment to fostering a fair, inclusive and sustainable work environment.

Characteristics of BRD Group’s employees

S1 6-50a

Table 15- Employees broken down by gender		
	2024	2025
Gender	Number of employees²⁰	
Male	1,495	1,346
Female	4,748	4,171
Other ²¹	Not applicable	Not applicable
Not reported	Not applicable	Not applicable
Total employees	6,243	5,517

The difference in the total number of employees between 2024 and 2025 is primarily the result of both natural leaves and a period of organizational optimization, during which BRD Group implemented structural efficiency measures and process simplification in response to external and strategic pressures. While part of the decrease reflects normal voluntary departures aligned with labor market dynamics, the optimization measures were undertaken to enhance operational efficiency, align the organizational structure with strategic priorities, and strengthen the long-term sustainability of the Group.

¹⁹ RED (“Representative Employee Data”) is Ipsos’ proprietary benchmark database based on a survey conducted in October each year, with representative samples of employees, in 40 countries. The companies in the Banking, Finance and Insurance sector represented in the RED are top tier companies in the industry with impact in the respective countries. The reference to this benchmark of top companies allow us to have a relevant comparison.

²⁰ Headcount

²¹ Gender as specified by the employees themselves. Not yet monitored by BRD Group.

Table 16 - Employees broken down by gender and type of employment in 2024				
2024				
Female	Male	Other	Not reported	Total
Number of employees				
4,748	1,495	Not applicable	Not applicable	6,243
Number of permanent employees				
4,512	1,444	Not applicable	Not applicable	5,956
Number of temporary employees				
236	51	Not applicable	Not applicable	287
Number of non-guaranteed hours employees				
0	0	Not applicable	Not applicable	0
Number of full-time employees				
4,723	1,488	Not applicable	Not applicable	6,211
Number of part-time employees				
25	7	Not applicable	Not applicable	32

Table 17 - Employees broken down by gender and type of employment in 2025				
2025				
Female	Male	Other	Not reported	Total
Number of employees				
4,171	1,346	Not applicable	Not applicable	5,517
Number of permanent employees				
4,020	1,311	Not applicable	Not applicable	5,331
Number of temporary employees				
151	35	Not applicable	Not applicable	186
Number of non-guaranteed hours employees				
0	0	Not applicable	Not applicable	0
Number of full-time employees				
4,152	1,341	Not applicable	Not applicable	5,493
Number of part-time employees				
19	5	Not applicable	Not applicable	24

Table 18 – Employee turnover		
	2024	2025
Number	811	1,133
Percentage	12.8%	19.3%

Note to data related to disclosure “Characteristics of BRD Group’s employees”

All employee data were reported as headcount at the end of the reporting year. Data does not exclude any type of employee (i.e., active, inactive). Employee turnover includes both voluntary and involuntary contract terminations-

Employee turnover is calculated as follows: the number of departures is reported relative to the average headcount for the respective year. The average headcount is calculated as the total headcount at the end of each month divided by 12. Data is not an estimate. The data is not validated by an external body. Reference to the most representative number in the financial statements can be found in Note 1 Corporate information. Notes to the consolidated and separate financial statements for the year ended December 31, 2025.

Characteristics of non-employees

S1 7-55a

Table 19 – Non-employees	2024	2025
Total number of non-employee workers in own workforce	343	285
<i>Out of which – self-employed workers</i>	320	259
<i>Out of which – workers provided by undertakings primarily engaged in employment activities</i>	23	26

S1 7-55b, c, S1 7-57

Note to data related to disclosure “Characteristics of non-employees”

Non-employees are individuals who are not directly employed by BRD, but which are either self-employed individuals or contracted through a third party engaged in employment activity. All data related to non-employees were reported as headcount at the end of the reporting year. The significant fluctuation observed during the reporting year is linked to SG Group strategy, cascaded into BRD Group’s strategy, referring to optimization of external resources and also the internalization of some niche profiles. Data is not an estimate. The data is not validated by an external body.

Collective Bargaining Coverage and Social Dialogue

S1 8-60a, S1 8-63

As of the end of 2025, 99.49% of BRD Group employees were covered by collective bargaining agreements (vs 97% as of 2024 end). Both BRD Bank and Sogelease have their own collective labour agreement in place covering their respective employees.

As for the other subsidiary there is no collective labor contract. Additionally, the collective labor agreement concluded at the banking sector level applies only to BRD, as it is specific to banks, and not to other subsidiaries. The Executive Board of IMPACT Trade Union has appointed representatives within the Group European Works Council established at the Societe Generale level. These representatives also serve as the voice for subsidiaries in Romania, ensuring that employee interests are communicated and considered at the European level.

Table 20 – Own workforce covered by collective bargaining and social dialogue agreements				
2025	Collective Bargaining Coverage		Social Dialogue	
Coverage Rate/country	Employees - EEA	Employees – Non-EEA	Workplace (EEA only)	representation
0-19%	-	-	-	
20-39%	-	-	-	
40-59%	-	-	-	
60-79%	-	-	-	
80-100%	Romania		Romania	
2024	Collective Bargaining Coverage		Social Dialogue	
Coverage Rate/country	Employees - EEA	Employees – Non-EEA	Workplace (EEA only)	representation
0-19%	-	-	-	
20-39%	-	-	-	
40-59%	-	-	-	
60-79%	-	-	-	
80-100%	Romania		Romania	

Note to data related to „Collective bargaining coverage and social dialogue”

All data is reported as headcount at the end of the period. The data is not validated by an external body.

Diversity metrics

The sustainability matter of Diversity was not assessed as material by BRD Group following the results of the DMA. However, diversity-related metrics provide relevant insights in relation to gender equality and equal pay for work of equal value. Accordingly, BRD Group discloses these metrics.

S1 9-66a

Table 21 – Gender distribution in number and percentage at top management level	2024		2025	
	Number	Percentage	Number	Percentage
Female	11	42%	10	42%
Male	15	58%	14	58%
Total	26	100%	24	100%

S1 9-66b

Table 22 – Employees by age groups	2024		2025	
	Number	Percentage	Number	Percentage
Under 30 years old	1,201	19%	925	17%
Between 30 and 50 years old	3,786	61%	3,387	61%
Over 50 years old	1,256	20%	1,205	22%
Total	6,243	100%	5,517	100%

Note to data related to “Diversity metrics”

Top management is defined as members of Board of Directors and Executive Committee, reported as headcount at the end of the reporting year. All data are reported as headcount at the end of the period. The data is not validated by an external body.

Social Protection

S1-11

All BRD Group employees benefit from social protection coverage through a combination of Romanian public social security schemes and employer-provided benefits, ensuring protection across all major life events. Romanian legislation provides statutory protection for sickness, unemployment, employment injury and acquired disability, parental leave, and retirement, applicable to all employees working within the Group. In addition to these public schemes, BRD Group enhances employee protection through a group life insurance policy covering death from any cause, partial or permanent disability resulting from accidents, surgical interventions, hospitalization, convalescence, fractures and burns due to accidents, as well as serious illnesses. Furthermore, through the Collective Labour Contract of BRD and Sogelease and the Internal Regulation of BRD Asset Management, employees are eligible for financial support in cases of death, serious illness, and for the procurement of prosthetics.

Training and Skills Development

S1 13-81a, b

The performance management approach is at the heart of Human Resources management.

The formal evaluation will allow to assess individual contributions to the collective performance and to define individual development plans and career development needs.

The Manager ensures that the employees’ objectives are aligned with the strategy and goals of the Group, the entity and the team. A mid-year evaluation meeting is recommended to have intermediary discussion. The evaluation (at the end of the year) must be objective, considering the criteria and objectives established for the position. The manager evaluates employee performance, both in terms of results and how they have been achieved.

Career management processes are customer oriented. HR Business partner provides assistance and advice to management for all business lines and represents the interface for all human resource aspects. For each entity, HRBP supports the recruitment needs management, mobility and training.

Table 23 – Career development, performance reviews and training hours

	2024		2025	
	Women	Men	Women	Men
Percentage of employees that participated in regular performance and career development reviews ²²	89%	94%	88%	95%
Average number of training hours per employee	59	46	40	30

Note to data related to “Training and skills development”

This data is determined based on the training reports that are generated from all active e-learning platforms, including MyLearning, BRD IKnow LMS, Bold Technologies, Coursera, and Udemy (starting November 2024). The total training hours are calculated by summing the hours completed by employees, whether active or inactive, during the selected year, using the criteria "Complete". To calculate the average number of training hours per employee, the total training hours are divided by the total number of employees reported as headcount at the end of the year, segmented by gender. Standard training includes hard skills and soft skills training, internal and external training (delivered by internal trainers or external providers), training on specific topics, and training on different formats: face to face, virtual/online, e-learning. One hour of training = 60 minutes.

Health and Safety metrics

S1 14-a-e

Table 24 – Health and Safety

	2024		2025	
	Employees	Non-employees	Employees	Non-employees
Percentage of own workers who are covered by health and safety management system based on legal requirements and (or) recognised standards or guidelines	100%	100%	100%	100%
Number of fatalities in own workforce as result of work-related injuries and work-related ill	0	0	0	0
Number of fatalities in own workforce as result of work-related injuries	0	0	0	0
Number of fatalities in own workforce as result of work-related ill	0	0	0	0
Number of fatalities as result of work-related injuries and work-related ill health of other workers working on undertaking's sites	0	0	0	0
Number of fatalities as result of work-related injuries of other workers working on undertaking's sites	0	0	0	0

²² Evaluation campaign for 2025 finalized in 2026, percentage out of the total population divided by gender that participated in career Evaluation Campaign. Percentage of employees that participated in regular performance and career development divided by headcount reported in S1-6 is 90%.

Number of fatalities as result of work-related ill of other workers working on undertaking's sites	0	0	0	0
Number of recordable work-related accidents for own workforce	3	0	7	0
Rate of recordable work-related accidents for own workforce ²³	0.27	0	0.64	0
Number of cases of recordable work-related ill of own workforce	0	0	1	0
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill and fatalities from ill	81	0	608	0

Note to data related to "Health and Safety metrics"

All BRD Group employees are covered by the health and safety management system. Data above are determined according to the Romanian Law. Investigation files are validated by ITM (Territorial Labour Inspectorate)

Remuneration metrics

S1 16-a, b

Table 25 – Remuneration metrics	2024	2024	2025
	as reported	as restated*	
Gender pay gap²⁴	30.14%	28.52%	28.54%
Annual total remuneration ratio of the highest-paid individual to the median for all other employees (excluding the highest-paid individual)²⁵	29x	25x	26x

(*) The 2024 comparative figures for gender pay gap and annual total remuneration ratio have been restated to reflect a revised calculation of annual total remuneration. Specifically, benefits in kind (such as, plane tickets, private health insurance or medical subscriptions) as well as other forms of variable cash payments (such as vacation vouchers, the 13th salary, loyalty bonuses or meal vouchers) offered to employees were included in the scope of total remuneration, whereas they were not comprehensively captured in the original presentation. These additional benefits may account for up to approx. 15% of total remuneration on average and are determined on an individual basis. The restatement was performed to align the calculation methodology with the current reporting approach and the applicable ESRS requirements, thereby enhancing consistency and comparability between reporting periods.

Note to data related to "Remuneration metrics"

For BRD Group, total remuneration is comprised of base salary (computed as monthly salary annualised), performance bonuses and any other form of variable cash payments, as well as benefits in kind offered to employees and management during the financial year.

²³ Number of employees involved in work-related accidents / the number of total hours worked, estimated on the basis of the organisation's standard annual working schedule adjusted for recognised non-working days, × 1,000,000.

²⁴ Gender pay gap using total remuneration and represents the unadjusted ratio according to ESRS requirements.

²⁵ The highest remuneration paid is x bigger than the median employee annual total remuneration (excluding the highest total remuneration).

For the calculation of gender pay gap and remuneration ratio for the reporting period, bonuses based on prior year performance (granted during the reporting period) were used.

BRD Group monitors every year the pay gap between men and women and its evolution over time and implements corrective measures, if necessary. However, there is still a gender pay gap at BRD Group level reflecting a negative impact on gender equality and equal pay for work of equal value.

Currently, the number of women within BRD Group exceeds the number of men, particularly within BRD.

The reported gender pay gap is primarily explained by the distribution of women and men across different roles and functions within the Group, rather than by pay differences for comparable work. Consistent with this, comparisons among employees performing similar roles do not indicate material disparities, suggesting that the gap largely reflects role-composition effects (i.e., concentration of women and men in job categories with different average remuneration).

However, the recruitment process remains fair and strictly focused on candidates' skills and qualifications for the respective roles.

To ensure fairness in relation to the pay-out of workers returning from parental leave/maternity, a systematic review of the pay level is carried out on return to work in order to prevent possible pay gaps between women and men.

BRD Group monitors every year the pay gap between men and women and its evolution over time and implements corrective measures, if necessary.

Incidents, complaints and severe human rights impacts

S1 17-103

In 2025, BRD Group received a total of 5 complaints, all representing discrimination/harassment alerts (vs. 11 in 2024) through whistleblowing channels from SG or BRD. Of the 5 alerts received in total, 4 were not confirmed, while 1 alert is currently being processed.

There were no fines, penalties or compensation for damages because of complaints for discrimination/harassment in the reporting period.

In addition, no severe human rights incidents connected to BRD Group workforce have occurred in the reporting period.

CONSUMERS AND END USERS

This chapter includes details on the identified impacts, risks, and opportunities (IROs) related to Consumers and end-users, as well as the corresponding policies, actions and targets. Furthermore, BRD Group's overview on the policies, measures and targets is also presented.

Strategy

Interaction of Material IROs with BRD Group Strategy

[S4-SBM-3-9-a, b](#), [S4-SBM-3-10 a, c, d](#), [S4-SBM-3-12](#)

BRD Group's strategy and business model contribute positively to enhance financial inclusion and access to essential financial services, aligning with its commitment to responsible banking and sustainable economic development. Serving a diverse consumer base – including individuals, professionals, SMEs, large corporations, and institutional investors – BRD Group engages in sustainable finance²⁶ initiatives that support renewable energy projects, reduce greenhouse gas emissions, protect the environment, create green jobs, and improve livelihoods in local communities. These efforts are embedded within BRD Group's lending and investment strategies, ensuring that customers benefit from responsible financial solutions while contributing to long-term environmental and social sustainability. The Bank plays a key role in facilitating access to financing for first-time homebuyers, students, and SMEs through tailored programs such as the Prima Casa state-guaranteed mortgage program, Study Loans, and European Investment Bank-backed SMEs financing solutions, fostering social mobility and financial resilience. Additionally, BRD's sustainability-related lending campaigns, such as Espresso Green and Habitat Green, encourage environmentally responsible financial decisions, while sustainability-linked loans address both environmental and social challenges. Also, BRD prioritizes inclusivity by adapting its infrastructure, procedures, and technologies to ensure that all individuals, including vulnerable groups, can easily access its products and services.

At the same time, BRD Group assesses material risks and opportunities through double materiality analysis, ensuring its strategy remains resilient against emerging challenges.

A key material risk identified pertains to access to quality financial information, impacting all BRD Group clients. The complexity of financial products can lead to misinterpretation, emphasizing the importance of clear communication, transparent product disclosures, and financial literacy programs to protect consumers from financial vulnerability. Ethical marketing strategies and responsible lending practices are also fundamental to ensuring that financial offerings are presented transparently, particularly for financially vulnerable individuals. Cybersecurity threats, data protection failures and unclear customer information represent material risks that could undermine customer trust, expose clients to harm and result in legal or reputational consequences for the institution. To address these risks, BRD Group has developed a structured understanding of which consumers are at greater risk of harm, relying on customer segmentation analyses, monitoring of product suitability, complaints data, accessibility reviews and digital behavior insights. This structured understanding helps identify groups of customers at greater risk of harm such as seniors, low-income households, who are likely to benefit from simplified regulatory or commercial communications, and enhanced digital safety. As a result, these insights are integrated into product design, digital enhancements, customer support, and risk management frameworks. Conversely, strengthening data protection and customer security, enhancing access to quality and transparent information, designing more inclusive financial solutions, and expanding sustainable financing, offer important opportunities to differentiate BRD Group on the market, attract new customer segments and reinforce long-term customer loyalty.

Furthermore, ensuring transparency in product offerings and compliance reporting is essential to mitigating risks related to unclear financial information, which could otherwise lead to customer dissatisfaction, regulatory scrutiny, and reputational damage. The reliance on clear and quality financial information is interwoven with BRD's strategy, as ambiguity in policy terms, product details, and sales practices poses significant risks, including potential legal disputes and customer disengagement, which could impact market competitiveness. To address these risks, BRD emphasizes transparent

²⁶ Sustainable financing refers to financial transactions that generate environmental and/or social benefits, aligning with either the Green & Sustainability Linked Loans Framework or the Green Financing Framework, and may include positive impact financing (PIF), sustainability-linked loans (SLL), and other specialized loans like blue or gender loans. Sustainable financing encompasses green or social loans used to finance or refinance eligible Green/Social Projects, with methodologies and criteria that are internally defined and distinct from the EU Taxonomy's criteria, being less stringent than those in the EU Taxonomy. Consequently, not all sustainable finance provided by BRD Group will meet the strict criteria for EU Taxonomy alignment and the Sustainable Financing metric and target presented hereinafter in this report is an internal metric and must not be confused with the Green Asset Ratio (GAR) KPI under the EU Taxonomy.

communication, consumer financial education, and responsible lending practices, thereby strengthening customer relationships and protecting shareholders' value. Given the nature of BRD Group's activities, cybersecurity and data protection are also paramount, as evolving threats could impact financial integrity and institutional reputation. Strengthening GDPR compliance, enhancing cybersecurity measures and investing in digital security frameworks are key strategic priorities to safeguard customer information and mitigate risks associated with data breaches.

Sustainable finance presents an important opportunity for BRD to align its business model with global sustainability goals while fostering long-term financial resilience. The bank is well-positioned to expand its green and social financing portfolio, increasing sustainable lending in sectors such as eco-friendly real estate, renewable energy projects and agriculture, and developing ESG investment products to meet growing demand. These opportunities not only enhance BRD's role as a responsible financial institution but also contribute to economic growth and job creation in key sectors.

Additionally, as digital banking adoption accelerates, BRD continues to enhance its digital offer - You BRD, MultiX, BRD@ffice, Anyma, and All Net - to improve accessibility, operational efficiency, and security for consumers while ensuring compliance with data protection regulations. By integrating robust risk management measures and internal controls, BRD mitigates potential financial and reputational risks while differentiating itself as a transparent and reliable partner.

To reinforce consumer trust, BRD continuously invests in financial education, digital tools, and employee staff programmes that empower customers to make informed financial decisions.

The interplay between BRD Group's material impact, risks, opportunities, and strategic actions underscores its commitment to sustainable economic development, financial inclusion, and the transition to a low-carbon economy.

Impact, risk and opportunity management

Type of IRO	Material IRO	Policies	Actions	Metrics	Targets
Risk related to Privacy	BRD Group faces significant risks associated with the management of customer data security amidst evolving external cybersecurity threats. The responsibility to safeguard customers' personal information, including sensitive financial details, is paramount. As banking operations increasingly rely on mobile platforms and cloud storage, the potential for security breaches that could compromise personal information, credit, and debit card data, and expose customers to financial fraud and data theft, escalates. These risks not only threaten the financial integrity of customers but also pose substantial legal and reputational risks to the Bank, emphasizing the critical need for robust cybersecurity measures and vigilant data security management.	Information and ICT System Security Directive Customer Complaints Policy Fraud Risk Management Policy	GDPR Program GDPR Trainings, communications	Total number of substantiated complaints received concerning breaches of customer privacy and Number of personal data breaches notified to the local data protection authority and rated as "significant" by the Data Protection officer.	For the material IROs related to Privacy, Access to quality of information, Security of a person, Access to products and services, BRD Group has not identified any material targets relevant to be disclosed
Risk related to Access to (quality) information	In the financial sector, access to clear and quality information is crucial for maintaining customer trust and brand reputation. Ambiguities in policy terms, product details, and sales practices can lead to brand damage, legal disputes, and a reduction in the range of services and products offered by entities like BRD. Customers who are dissatisfied due to misleading or unclear information may reduce their engagement with the Bank's products, leading to adverse financial consequences. Conversely, entities that ensure transparency in their policy terms and provide products that are well-suited to their customers can safeguard their brand reputation, minimize regulatory scrutiny, and protect shareholder value. Additionally, improper communication of Compliance & Ethics (C&E) data and reports can result in diminished investor interest, which could negatively affect the funding and growth prospects of BRD Group.	Customer Complaints Policy Fraud Risk Management Policy	Training staff District Program Antifraud awareness initiatives	Incidents of non-compliance concerning marketing communications	For the material IROs related to Privacy, Access to quality of information, Security of a person, Access to products and services, BRD Group has not identified any material targets relevant to be disclosed
Risk related to Security of a person	BRD faces significant risks related to digital security, which could compromise client safety during online operations. Such breaches may result in financial losses, regulatory fines, and substantial reputational damage.	Information and ICT System Security Directive Fraud Risk Management Policy	Cybersecurity and Digital Resilience Program	N/A	For the material IROs related to Privacy, Access to quality of information, Security of a person, Access to products and services, BRD Group has not identified any material targets relevant to be disclosed

Type of IRO	Material IRO	Policies	Actions	Metrics	Targets
		Customer Complaints Policy			
Positive Impact related to Access to products and services (actual)	The impact may manifest through initiatives that improve access to essential services such as healthcare and housing, while also expanding financial inclusion through programs like IFC Gender Finance, MEDAT, EUROBRD, the EIF Sustainability Guarantee and the Eco-Tech Program, which support women, SMEs and projects focused on accessibility and inclusion. In addition, BRD enhances access to its own banking services for vulnerable groups by improving physical and digital accessibility - such as digital activation options for seniors, recyclable cards and expanded payment solutions for small merchants - making its products and services more inclusive and user-friendly.	Customer Complaints Policy Fraud Risk Management Policy	Access to products and services to vulnerable people and persons with disabilities	N/A	For the material IROs related to Privacy, Access to quality of information, Security of a person, Access to products and services, BRD Group has not identified any material targets relevant to be disclosed
Positive Impact related to Sustainable finance (potential)	The impact may manifest through the implementation of sustainable finance practices that support renewable energy projects, clean mobility, energy efficiency in industries and buildings or enhancing ESG practices, reducing greenhouse gas emissions, protecting the environment, creating green jobs, and improving livelihoods in local communities.	Societe Generale Positive Impact Financing Framework, applicable for large corporates Standards for assessing and addressing the ESG risks	Business plan for sustainable and positive impact financing Sustainable financing and ESG investments Training for the employees on sustainable finance Climate Change Summit	New Sustainable Finance Production Cumulated Sustainable Financed Production	Achieve EUR 2.4 billion in sustainable finance production by 2027. Achieve EUR 2.4 billion in sustainable finance production by 2027
Opportunity related to sustainable finance	The impact may manifest through the implementation of sustainable finance practices that support renewable energy projects, reducing greenhouse gas emissions, protecting the environment, creating green jobs, and improving livelihoods in local communities.	Societe Generale Positive Impact Financing Framework, applicable for large corporates Standards for assessing and addressing the ESG risks		New Sustainable Finance Production Cumulated Sustainable Financed Production	

Policies Related to Consumers and End-Users

S4-1

This section presents the policies adopted by BRD Group to manage the material IROs related to its clients, as identified during the Double Materiality Assessment. These policies are designed to ensure an effective and structured approach to customer management and compliance with regulatory requirements. By adopting these measures, BRD Group seeks to enhance customer experience, uphold ethical business practices, and mitigate potential risks, ultimately fostering a fair, transparent, and responsible banking environment.

Information and ICT System Security Directive

MDR-P-65 a

The Information and ICT System Security Directive (IISSD) policy for BRD and its affiliates outlines key objectives focused on ensuring the protection of strategic information assets, including financial, contractual, business, and personal data, which are vulnerable to security risks. The policy aims to comply with national and international laws, preserve client and partner trust, improve service accessibility, reduce security incidents, and manage risks, particularly those related to cybercrime. It emphasizes protecting the confidentiality, integrity, and availability of ICT systems, addressing risks such as cyber threats, service interruptions, fraud, and data breaches. The policy's implementation aims to mitigate potential financial losses, reputational damage, and legal liabilities. Monitoring is achieved through governance mechanisms, adherence to SG Group methodologies, prioritizing high-risk assets, and continuous staff training on cybersecurity responsibilities, with a focus on anticipating technological trends and managing third-party risks. The policy aligns with SG Group's overall risk appetite, ensuring comprehensive risk management and robust security practices across all operations. This policy addresses the material IROs related to Privacy, Access to quality information and Security of a person.

MDR-P-65 b, S4-1-15

The scope of ISS policy at BRD applies to all personnel within BRD's Head Office, BRD network, and entities within BRD Group that use or interact with BRD's ICT systems, including other SG subsidiaries. These entities are required to align their internal information security policies with BRD's, ensuring they remain consistent with BRD's updated guidelines unless they conflict with SG Group's overarching policies or applicable legal provisions. The policy also extends to third-party ICT service providers interacting with BRD's ICT systems, with responsibilities clearly defined in contractual agreements. The policy does not cover business continuity and crisis management (except for cyber resilience), fraud (which is managed by Antifraud Department, physical security (handled by Security Department), staff loyalty (managed by Human Resources Department), or the accuracy and lawfulness of information content (the responsibility of BRD or its Affiliates). All users of BRD's ICT systems, including employees, consultants, temporary staff, and third-party representatives, are required to adopt safe cybersecurity practices, with potential disciplinary measures for violations, such as negligence or deliberate breaches. Considering the activities carried out by BRD Group as a financial institution, this policy covers also all its clients.

MDR-P-65 c

The CEO is accountable for the implementation of this policy. The function of CISO – Director of Information Security Division - is managing the cyber security activity in BRD Groupe Société Générale. Information Security Division defines governance and represents the second level of defence team for Information Security. Another independent team (SOC) is dedicated for operational security and is equivalent to first level of support. The SOC team is reporting to the Chief Technical Officer, Head of Infrastructure Production and Operations Department.

MDR-P-65 d

With the implementation of the IISSD policy (Information & IT / Information Systems Security Directive), BRD Group commits to respect the framework related to ICT security and identity management. The policy follows a comprehensive Information and ICT Security Framework, which includes principles validated under specific rules and technical details adapted to BRD's needs, while ensuring compliance with the broader Societe Generale (SG) Group standards. BRD's ICT services development integrates the principles

of Security by Design and Security by Default, ensuring that both functional and non-functional requirements align with best practices in security and privacy. Furthermore, BRD's Identity and Access Management (IAM) framework is aligned with SG Group's strategy and executed in compliance with SG-issued instructions and procedures. These include instructions on identity management, lifecycle management of user accounts, and the proper governance of access rights across BRD's ICT systems. The policy also incorporates measures to mitigate risks related to unintentional or intentional manipulation of ICT systems during development, maintenance, and deployment. These standards ensure that BRD's practices align with both internal guidelines and external best practices in ICT security and identity management

MDR-P-65 e

In setting the IISSD policy, careful consideration was given to the interests of key stakeholders by consolidating their roles and responsibilities within the policy. The responsibilities of various stakeholders, including all personnel, the COO of BRD, the CIO, and expert functions, are clearly outlined to ensure clarity and accountability. Furthermore, the policy underwent consultation with the relevant departments in the Bank and was validated to ensure it aligns with the interests and requirements of all parties involved, ensuring their needs and perspectives were considered in the final framework.

MDR-P-65 f

The policy is made available to stakeholders and those responsible for its implementation through various means. All personnel, including those of BRD, SG subsidiaries, and ICT third-party representatives, are required to undergo Information & ICT Security training and awareness programs. This ensures they are aware of their responsibilities and the consequences of non-compliance. BRD's management body is also actively trained to understand and assess ICT risks, with training provided regularly in cooperation with the CISO's team. New employees receive a set of documents outlining key security obligations before interacting with BRD's ICT systems, while ICT third-party representatives are required to sign confidentiality and security agreements. The full Information & ICT Security policies, including the IISSD BRD, are published and permanently accessible on the internal platform, IntraLegis, and can be disclosed to ICT third-party representatives upon request. Additionally, all employees and ICT third-party representatives are required to attend initial and regular training sessions to ensure continuous awareness and compliance with the policy. This approach ensures that all relevant stakeholders are well-informed and equipped to implement the policy effectively.

Customer Complaints Policy

MDR-P-65 a, S4-1-15

The key content of the policy focus on the management of complaints from customers, investors, non-customers. It outlines the processes for receiving, registering, managing, analyzing, and resolving complaints, along with the steps to ensure that responses are communicated back to the complainants. The policy addresses the material IROs related to privacy, access to quality information, security of a person and access to products and services.

The general objectives of the policy are to maximize the positive impact manifested through the provisions of clear, precise, and easily accessible information, including through digital platforms, contributing to better transparency and informed decision-making for customers. This approach also helps mitigate the risk of customer dissatisfaction due to misleading or unclear information. The policy relates to material risks, including customer dissatisfaction and potential reputational damage, and offers opportunities for improved customer service and communication. The monitoring process of the policy is carried out through a set of managerial and operational controls, with the responsibility for overseeing this process resting with the Quality Director. The Quality Department is tasked with informing the Bank's management, including the Management Committee and Board of Directors, when necessary, about the key indicators monitored in the complaint management process, the causes of complaints, and any potential risks identified.

MDR-P-65 b

The scope of the policy applies to all types of complaints expressed in writing or verbally, including those from individual and corporate clients, non-clients, investors, and other interested parties. The policy is specifically limited to BRD level and does not extend beyond this scope. It addresses complaints across

various activities and stakeholder groups directly interacting with BRD but does not cover entities outside of BRD, nor does it extend to other geographical areas or parts of the value chain. Additionally, BRD AM and BRD Solease also have their own customer complaints framework, publicly available on their website.

MDR-P-65 c

The General Secretary is responsible for the implementation of the policy, under the direct supervision of the CEO.

MDR-P-65 d

The policy respects the EBA Guide 04/10/2018 for complaints handling for the securities (ESMA) and banking (EBA) sectors and SG policy (SG Code) regarding complaints management.

MDR-P-65 e

In setting this policy, BRD consulted with internal key stakeholders to incorporate their concerns and suggestions during the internal approval process. BRD also has a permanent dialogue with clients and representatives of Associations such as the Association of Romanian Users of Financial Services (Asociatia Utilizatorilor Romani de Servicii Financiare). For the internal stakeholders all relevant departments (Compliance Department, Legal Department, Data Protection, commercial departments) were consulted according with the process of approving internal regulations. For the external stakeholders, feedback is constantly captured during regular interactions and included were considered necessary in the internal regulation.

MDR-P-65 f

The relevant policy regarding the management of complaints is available on BRD's intranet.

Fraud Risk Management Policy

MDR-P-65 a

The Fraud Risk Management Policy outlines the key principles and guidelines for effectively managing fraud risk, both internal and external, within BRD. It establishes the general framework for fraud prevention, detection, mitigation, and response, aligning with legal regulations, market realities, and the policies of SG Group. The primary objective of this policy is to minimize BRD's exposure to fraud-related risks by implementing preventive measures, swiftly detecting potential or actual fraud, mitigating its impact, and ensuring the recovery of losses resulting from fraudulent activities targeting the Bank, SG Group, or their clients. The policy is continuously monitored through evaluation instruments, internal controls, and clearly defined roles and responsibilities to ensure compliance and effectiveness in fraud risk management. The policy addresses the material IROs related to Privacy, Access to quality information, Access to products and services.

MDR-P-65 b

The Fraud Risk Management Policy applies to all employees of BRD, regardless of their employment type, including permanent, temporary, full-time, part-time, remote, and apprenticeship contracts. Additionally, compliance with the policy is mandatory for individuals engaged with the Bank through various professional relationships, such as those seconded from other employers, temporary workers provided by labour agencies, service providers under contractual agreements, and individuals conducting professional internships, including students and doctoral candidates. The policy serves as a fundamental component of BRD's overall risk management framework, ensuring that all relevant stakeholders adhere to the established principles for fraud prevention, detection, and mitigation. The policy applies across all BRD units and operations. However, its scope does not extend to external entities that are not in a direct or contractual relationship with BRD.

MDR-P-65 c

The Executive Committee is the most senior level accountable for the implementation of the Fraud Risk Management Policy. It holds the final responsibility for supervising the management of fraud risk, ensuring that antifraud principles are upheld, and that an effective system of prevention and control is in place.

MDR-P-65 e

In designing the Fraud Risk Management Policy, considerable attention was given to the interests of key stakeholders. The policy was developed to address the concerns of all parties impacted by fraud risk—including employees, management, customers, investors, and regulatory bodies—by clearly defining the roles, responsibilities, and conduct required to prevent and detect fraudulent activities. It aligns with legal regulations, the operational realities of the markets in which the bank operates, and the overarching policies of SG Group. This holistic approach ensures that employees are equipped and accountable for enforcing the policy, while customers and investors benefit from a robust framework that minimizes fraud risk and protects their interests. Moreover, by incorporating comprehensive evaluation instruments and control mechanisms, the policy supports transparency and trust, thereby reinforcing the integrity of the bank and its commitment to safeguarding the interests of all its stakeholders.

MDR-P-65 f

The Fraud Risk Management Policy is made readily available to all potentially affected stakeholders through multiple communication channels and training initiatives. It is integrated into the bank's internal regulatory framework and is disseminated via internal platforms, formal training sessions, and regular communication actions. This ensures that employees are aware of their role in preventing and detecting fraud. Additionally, service providers, interns, and other external parties involved in the bank's operations receive the necessary information and guidance on implementing the policy. The comprehensive approach to communication and training guarantees that all stakeholders who are responsible for implementing the policy have access to up-to-date guidelines and operational procedures, thus supporting a robust supervisory environment and effective fraud prevention practices across the organization.

S4-1-15

The Fraud Risk Management Policy is specifically designed to govern the behaviour and responsibilities of internal stakeholders and those in a contractual or temporary relationship with the bank, such as employees, service providers, etc. It does not directly cover all consumers or end-users. However, by ensuring robust fraud prevention, detection, and mitigation measures are effectively implemented by these key groups, the policy indirectly benefits consumers by reducing fraud risks and enhancing the overall security and trustworthiness of the bank's operations.

Societe Generale Sustainable Financing Framework

MDR-P 65 (a)

The Sustainable Financing Framework aims to support activities that generate positive environmental and social impacts while mitigating negative impacts. Its objectives are to align with the United Nations Sustainable Development Goals (SDGs) and the Paris Agreement by financing sustainable projects. The framework covers climate change mitigation and adaptation, renewable energy and energy efficiency, social inclusion, and responsible economic development. It establishes a rigorous monitoring process, including regular impact assessments and transparent reporting to stakeholders. This framework covers all the climate change-related material IROs identified during the double materiality assessment in downstream (portfolio) only, therefore addressing climate change mitigation, climate change adaptation, and energy efficiency, as well as the positive impact and opportunity related to sustainable finance.

MDR-P 65 (b)

The framework applies globally to SG Group and its consolidated subsidiaries (including BRD Group), covering a range of banking and financial products. It focuses on key sectors such as renewable energy, low-carbon transport, green buildings, and social projects related to healthcare, education and affordable housing. Exclusions include industries such as tobacco, weapons and gambling, ensuring alignment with responsible investment principles. In terms of geographies, this policy is applicable everywhere BRD Group is active. Upstream value chain and affected stakeholders are not explicitly covered by the scope of this policy. SG's framework was implemented locally in the normative framework and is applicable to the large corporates, on a tailor-made basis.

MDR-P 65 (c)

The implementation of the framework is overseen at SG Group level by the Positive Impact Bond Committee, chaired by Societe Generale's Head of Group Treasury. This committee is responsible for ensuring compliance, reviewing eligible activities and fostering transparency through periodic reviews and disclosures.

At BRD level, depending on the value, sustainable finance transactions can be approved by either the Executive Committee or the BoD.

MDR-P 65 (d)

The framework aligns with globally recognized standards, including the International Capital Market Association's (ICMA) Green Bond Principles, Social Bond Principles, and Sustainability Bond Guidelines. Additionally, it references the EU Green Bond Standard, ensuring adherence to best practices in sustainable finance.

MDR-P 65 (e)

The policy takes into account the interests of various stakeholders, including investors, regulatory bodies, and civil society. SG actively engages with stakeholders through dialogue, consultations, and alignment with international sustainability initiatives to ensure its financing activities align with societal expectations and regulatory requirements.

MDR-P 65 (f)

The framework is publicly available on SG's website²⁷ (20211104-societe-generale-sustainable-and-positive-impact-bond-framework.pdf), ensuring transparency and accessibility to all relevant stakeholders, including investors, clients, and regulators. SG commits to regular updates and disclosures, including annual impact reports and second-party opinions to validate compliance and performance.

Standards for Assessing and Addressing the ESG Risks

MDR-P-65 a, b

The Standards for assessing and addressing the ESG risks policy establish clear guidelines for the governance of sustainable products and services offered to both individual and corporate customers. Its key contents include defined objectives, rules, and perimeters for issuing and managing these products and services, as detailed in the bank's instructions. These instructions regulate every phase of the customer relationship lifecycle—from onboarding and product granting ongoing management and eventual closure of the business relationship. The policy is designed not only to enhance transparency and performance in response to evolving market conditions and customer needs, but also to address material impacts and risks, such as ESG risks in the lending process. Specifically, it identifies opportunities to finance the sustainable economy while incorporating a risk-based approach to environmental, social, and governance factors. Monitoring of the policy is carried out through continuous evaluation, measurement, and regular revisions, capitalizing on customer surveys, complex research, and the bank's sustainability strategy. Furthermore, the policy is subject to rigorous validation and approval by responsible units, ensuring compliance with legal frameworks and alignment with the bank's overall strategic principles and culture. This policy addresses the material IROs related to Sustainable finance.

MDR-P-65 c

The highest level for the approval of new products is the Executive Committee, with the BoD being informed, based on internal set criteria.

MDR-P-65 e

In setting this policy, BRD consulted with key stakeholders to incorporate their concerns and suggestions. The internal framework related to new products follows a well-regulated circuit for issuing, updating and validation: establishes the departments impacted by the updates (e.g. Legal, Data Protection, Compliance,

²⁷ SG Sustainable and Positive Impact Bond Framework (20211104-societe-generale-sustainable-and-positive-impact-bond-framework.pdf)

Product owners, Product experts, Business Distribution, Financial, Risk etc), consult key internal stakeholders, obtaining their validation and finally approval from Executive Committee, as the case, according to the competencies establish at bank level.

At the same time, prior to issuing a policy related to the creation of the products and services offered by the bank, BRD is also organizing focus groups research with actual and potential bank customers selected from relevant customers segments, with a clear objective of gaining their insights and feedback related to the ideal product/service prototype and features. The results of the focus groups are communicated/presented to the responsible internal stakeholders (product managers, business directors, marketing managers, customer experience managers, distribution managers, etc. and further on to the relevant executive directors and BoD) who will create or reshape the offers also considering this valuable information.

MDR-P-65 f

The internal policy is made available only for internal stakeholders. It is not relevant for the external stakeholders/ customers/ end-users who have all needed support documents/ materials/ instructions/ guides/ pre-contractual and contractual documentation/presentations made available on BRD website and by request in the branches and Call Centre.

S4-1-15

The policy is tailored to cover specific customer segments rather than applying uniformly to all consumers and end-users. Depending on the product perimeter, it covers different groups such as corporate customers, small business customers, business professionals, freelancers, and private individuals. This segmentation allows the bank to address the unique needs, risks, and regulatory requirements associated with each customer group, aiming for the products and services to be appropriately designed and governed for the intended target audience.

Human Rights Commitment in Relation with Consumers and End-Users

S4-1-16, S4-1-17

BRD Group is deeply committed to respecting human rights by adhering to SG Group Transversal Statement on Human Rights, which aligns with international initiatives such as the Universal Declaration of Human Rights and its additional commitments, the fundamental conventions of the International Labor Organization (ILO); the UNESCO World Heritage Convention, the Guidelines for Multinational Enterprises of the OECD (Organization for Economic Cooperation and Development) and the United Nations Guiding Principles on Business and Human Rights.

This commitment extends explicitly to the human rights of consumers and end-users, ensuring that all clients are treated with dignity, fairness, and non-discrimination, and that they benefit from safe, transparent, and accessible financial products and services.

Respect for consumer rights is integrated into BRD Group's CSR Policy and operationalized through employee training, responsible marketing standards, transparent product information, data-protection measures, and processes designed to safeguard vulnerable consumers. BRD also engages directly with consumers through multiple channels - such as customer satisfaction surveys, complaints mechanisms, accessibility reviews, and dialogue with consumer-protection organizations - to understand expectations and identify potential risks.

To provide or enable remedy where human-rights impacts may occur, BRD Group maintains accessible and responsive grievance and complaint-handling mechanisms, investigates customer claims with impartiality, and implements corrective measures when issues are identified. These systems ensure that clients can report concerns related to unfair treatment, discrimination, privacy breaches, product suitability, or barriers to access, and that BRD Group takes timely action to address and prevent recurrence.

Engagement with Consumers and End-Users

S4-2-20

BRD Group incorporates the perspectives of its customers into its decisions and activities aimed at managing actual and potential impacts on them. Key to this approach is the ongoing efforts for adaptation to market evolution, regulatory requirements, and the specific needs of its customers, which supports the development of new products and services, including financing the sustainable economy through lending products. BRD Group also integrates environmental, social, and governance (ESG) factors into its lending process, analyzing potential risks based on a differentiated, risk-based approach. Regular communication with customers is an important aspect of the business strategy, with regular surveys conducted to gather feedback on various aspects of its offerings, including products, services, processes, and customer-bank interactions. The feedback collected through these surveys is essential for reshaping the business strategy, refining offers, improving processes, and identifying business opportunities, particularly when survey results indicate underserved market segments. Additionally, customer feedback plays an important role in shaping the ESG strategy, for example through closeness in communication during events like the tobacco sector exit strategy, where proactive engagement is designed to minimize disruptions. Additionally, subsidiaries like BRD Sogelease and BRD AM utilize similar engagement methods to tailor their services and improve client relationships.

S4-2-20 a, S4-2-20 b

Engagement occurs directly with BRD Group customers for private individuals and with their legitimate representatives for businesses.

The customer research department conducts regular surveys on an extended list of subjects of interest, in which engagements occur directly with relevant customers and uses external studies and research conducted by renowned companies, which serve the respective topic of interest for the bank.

For corporate clients, surveys are conducted through external research agencies, as follows:

- The annual Corporate Net Promoter Score (NPS), for a selected list of SME &TCC companies
- The 2nd day call survey, recurrent for all SME companies that purchase certain banking products, the questionnaire being sent to legal representatives shortly after the sale of the product

Also, before launching certain products (e.g. SLL for SME), a double survey was conducted, with a quantitative survey carried out by the Research team and a qualitative survey carried out by the SME Relationship Managers together with the Product Manager. The purpose is to assess the corporate clients' appetite for the specific credit product and, based on the feedback collected, adjust the parameters and/or conditions of the product.

After the ESG analysis is finalized, the eventual recommendations, conditions of the business relationship to respect, actions that the client must enforce to improve its ESG practices and to align them to SG Group standards, or eventual restrictions of the business relationship to respect, are shared by the bank (coverage teams) to the impacted clients. These can be reflected in a side letter or as contractual provisions.

S4-2-20 c

The operational responsibility for ensuring consumer and end-user engagement and integrating the results into the bank's strategic approach lies with middle and senior management, including Board Members. They are continuously informed about the findings of surveys and studies conducted by the bank and are actively involved in decision-making processes and necessary actions. Specifically, Retail Customer Value Management (RCVM) Directors, the RCVM Executive Director, and the Retail Deputy CEO play a key role in overseeing and managing this engagement, ensuring that consumer feedback is effectively incorporated into the Bank's products, services, and overall strategy.

The Corporate Directors, together with the Corporate Executive Director and the Deputy Global Corporate CEO, exercise governance and strategic oversight of this engagement. They ensure that customer feedback is captured, evaluated, and integrated into the Bank's products, services, and long-term strategic objectives, thereby reinforcing transparency, accountability, and alignment with stakeholder interests.

S4-2-20 d

BRD Group has a systematic approach for assessing the effectiveness of engagement with customers, along with tracking relevant agreements or outcomes:

- Use customer complaints application to track and manage customer complaints. Maintain detailed records of customer complaints.
- Internal audits: perform regular audits to evaluate the efficiency of processes.
- Continuous improvement: implement a feedback loop to use customer insights for continuous improvement of engagement strategies.
- Develop and execute action plans based on the outcomes and feedback received from customers. If the case, adjust the parameters of certain product before launching.

S4-2-21

BRD Group takes several steps to gain insight into the perspectives of consumers and end-users who may be particularly vulnerable to financial impacts or marginalized, such as individuals with disabilities and financially vulnerable clients. In identifying vulnerable consumers, BRD applies the national legal definition of vulnerable customers as stipulated by Law no. 258/2017, which transposes EU Directive 2014/92/EU, rather than using a separate internal definition.

To understand the perspectives of these customers groups, BRD relies on a combination of customer-segmentation analyses, monitoring of product suitability, complaints data, accessibility assessments of branches and digital channels, and insights drawn from patterns in digital behaviour. The bank also gathers feedback through customer satisfaction surveys, targeted consultations, and interactions with clients using basic banking services or dedicated assistance channels.

To support financially vulnerable individuals, BRD Group offers a dedicated basic current account with essential banking services, for which information is clearly displayed in bank branches and on BRD's institutional website under the "Servicii de baza" section. In addition, a document describing how the services meet the accessibility requirements is available on BRD website on a dedicated page (Informatii privind accesibilitatea pentru consumatori a serviciilor din oferta BRD.pdf).

Regarding Digital Accessibility, YouBRD application is accessible and compatible with Voice Over readers. The mobile application was enhanced further with new functionalities; a new online onboarding flow is available for individuals, online consumer lending, investments services (including BRD AM funds distribution) and fully digital data update.

Processes to Remediate Negative Impacts and Channels for Consumers and End-Users to Raise Concerns

S4-3-25 b, c

BRD Group provides multiple channels for consumers and end-users to raise their concerns or needs directly with the bank and have them addressed. These channels are established by BRD itself and include both internal and external mechanisms:

- Direct Contact: Customers can engage directly with BRD employees at branches.
- Call Centre: MyBRD Contact service allows customers to reach out via phone.
- Email: Customers can submit concerns through mybrdcontact@brd.ro.
- Online Complaint Form: Available on the Bank's institutional website under the "Contact" section via the "I make a complaint" option.
- Chat Function: A dedicated chat feature on the institutional website enables real-time communication.
- Written Complaints: Customers can send letters to BRD's head office, directed to the Quality Direction.
- Banking Applications: The internet banking platforms provide a messaging section for submitting concerns.
- Social Media: Customers can interact with BRD via its official social media accounts, such as Facebook.

In addition to BRD's internal complaint-handling mechanisms, customers can also escalate their concerns to various external institutions, including:

- National Authority for Consumer Protection
- Centre for Alternative Dispute Resolution in the Banking Field

- Entity for Alternative Dispute Resolution in the Non-Banking Financial Field
- National Bank of Romania
- National Supervisory Authority for Personal Data Processing
- Financial Supervisory Authority
- Romanian Presidency and Romanian Parliament

If a customer receives a negative response from BRD regarding their complaint, the reply includes a list of institutions where they can further escalate their concerns.

Additionally, regarding BRD Asset Management activity, investors in investment funds have access to all the general customer complaint channels provided by BRD, along with direct contact options for BRD AM via email or phone. These multiple complaint-handling avenues ensure accessibility, transparency, and efficiency in addressing customer concerns.

BRD's website contains clear institutional information, the complaint-handling process, possible remedies, and communication methods.

BRD Group also applies grievance handling expectations across its business relationships. It requires relevant partners - such as outsourcing providers, payment processors, insurance distributors, IT service suppliers, and fintech collaborators - to maintain accessible complaint channels or to follow BRD defined procedures for recording, escalating, and resolving customer concerns on a case-by-case basis, if required. These requirements are embedded in contractual clauses, service level agreements, compliance obligations, and data protection (GDPR) provisions. BRD Group further supports partners through guidance, training, and periodic monitoring to ensure that their mechanisms function effectively and that any consumer issue raised through a partner is promptly escalated to BRD and appropriately addressed.

S4-3-25 d

BRD ensures effective tracking, monitoring, and resolution of customer issues through a structured approach that involves dedicated departments, periodic analysis, and internal controls. The Quality Direction continuously analyses complaints to monitor the evolution of key indicators, identify dysfunctions in services, products, or processes, and assess potential risks, whether isolated or recurring. This analysis helps detect common root causes, allowing the bank to take corrective actions and improve customer experience. The identified malfunctions and their corresponding corrective measures are closely monitored until full resolution is achieved. To ensure the effectiveness of its complaint channels, BRD has established clear internal rules and procedures for complaint management, including mechanisms for whistleblowing and data protection, ensuring that customer concerns are handled efficiently and in compliance with internal and external regulations. Every complaint receives a personalized response within the designated internal timeframe, reinforcing transparency and consumer trust. Additionally, BRD has implemented internal managerial controls that track the efficiency of issue resolution across BRD Group, ensuring that all identified risks and incidents are documented, monitored, and addressed following the bank's risk management framework. BRD Sozelease follows similar complaint resolution procedures, providing customers with various reporting channels, including online submission, and ensuring that all concerns are managed according to internal regulatory frameworks. At the same time, BRD AM systematically monitors petitions through its Compliance Department, maintaining an internal complaint registry while also reporting all petitions on a quarterly basis to ASF, the supervisory authority, ensuring external oversight and regulatory compliance.

BRD ensures that consumers and end-users are informed about and have confidence in the established structures and processes designed to address their concerns and needs. These systems are transparent, easily accessible, and regularly updated to maintain high standards of responsiveness and efficiency. The bank actively encourages customer feedback and continuously improves its mechanisms based on consumer input, ensuring a reliable and trustworthy platform for addressing concerns. BRD Sozelease reinforces awareness and trust in these processes through periodic internal communication via email for staff, as well as mandatory compliance training sessions that highlight available channels, internal procedures, and protective measures. For external end-users, including customers, suppliers, and partners, the complaint resolution process is clearly detailed on BRD Sozelease website, and each end-user receives a timely response to their complaint, in line with internal timelines. BRD AM follows a similar approach, ensuring that all stakeholders are informed about the available complaint mechanisms and reassured of

their effectiveness. Additionally, BRD has policies in place to protect individuals from retaliation when they use such structures or processes, reinforcing a safe and transparent environment for raising concerns.

Actions related to Consumers and End-Users

MDR-A-a, S4-4

BRD Group is committed to ensuring the security, accessibility, and transparency of its products and services while promoting sustainable finance initiatives. This section outlines the key actions taken to address the material impacts, risks and opportunities identified in relation to customer privacy, data security, access to quality information, access to products and services and sustainable finance. By implementing robust cybersecurity measures, enhancing transparency in communication, and improving access to banking products, BRD Group aims to strengthen customer trust and safeguard financial well-being. Additionally, BRD Group leverages sustainable finance opportunities to support environmental and social progress, reinforcing its role as a responsible financial institution.

Following the completion of certain awareness raising initiatives at the end of 2024 and into 2025, such as The Money Road podcast, which have since been concluded and replaced by other measures, BRD Group remains committed to ensuring the security, accessibility, and transparency of its products and services while promoting sustainable finance initiatives.

Actions Implemented to Manage the Risks Related to Privacy

To manage the material privacy-related risk identified through the double materiality assessment, BRD Group continued to implement the GDPR Program and the annual GDPR Training and Communication Program in 2025. These actions are complemented by a broader privacy governance system consisting of several initiatives that include the Data Protection Officer, Data Protection Correspondents at branch and subsidiary level, Data Protection Impact Assessment (DPIA), information classification rules and the regulatory monitoring framework.

GDPR Program

BRD Group has developed a comprehensive GDPR Program that was actively monitored quarterly by top management. This program was designed to ensure the implementation of GDPR requirements, including improving various data protection aspects and managing transversal projects that involved GDPR considerations. The outcomes of these actions include better management of personal data, improved compliance with GDPR regulations, enhanced data privacy for customers, and stronger data protection governance throughout the Group, had enabled the identification of areas for improvement, and corrective actions have been taken where needed. These efforts contributed directly to the Group's policy objectives of ensuring data security and maintaining trust with customers.

The scope of these key actions encompassed all relevant bank activities, particularly those that involve handling personal data. The actions affected all stakeholder groups, particularly customers whose data is processed, as well as the internal departments responsible for ensuring compliance.

BRD's GDPR Programme has been closed in 2025, however actions related to personal data protection and compliance with GDPR requirements are continuously monitored, improved and reported quarterly to the Top Management within the Compliance Committee, and is considered to be business as usual.

GDPR Trainings, communications

BRD has implemented organizational measures as required by GDPR, such as improved security protocols, internal audits, and updated data processing policies. Communication efforts, including updates and reminders regarding GDPR compliance, have been conducted to maintain awareness and ensure continuous adherence to regulations.

The expected outcomes of these actions include improved data protection awareness across the organization, enhanced compliance with GDPR, and minimized risks associated with data breaches. These measures help BRD Group ensure that it meets its policy objectives of safeguarding personal data and ensuring the rights of individuals are upheld. By continuously training staff and implementing the necessary organizational measures, there will be a high level of preparedness in managing data privacy and security.

The scope of these actions covers all employees within BRD Group, as well as any other personnel acting under BRD Group's control, including contractors or third-party service providers who may have access to sensitive data. The GDPR training and communications efforts extend across the entire organization, ensuring that all personnel, regardless of their role, are familiar with data protection principles.

The time horizons for these actions are long term, being ongoing, with training sessions and communications being held regularly. The implementation of organizational measures is also part of recurrent activities, meaning they are continuously updated and improved based on the evolving regulatory landscape and emerging risks.

Quantitative and qualitative information regarding the progress of these actions includes the completion of all scheduled GDPR training sessions and the continuous monitoring of GDPR compliance through internal audits. The implementation of organizational measures has resulted in the development of improved data protection procedures, which are regularly reviewed and updated to maintain compliance and security.

During 2025 various courses are provided, some to all employees, others to specific groups of employees exposed to GDPR incidents or requested by regulatory authorities.

BRD Group's initiatives aimed at complementing the actions taken to manage privacy risks are as follows.

Data Protection Officer and Data Protection Correspondents

BRD Group has a structured data protection governance system centered on a designated Data Protection Officer and a dedicated Data Protection Cell within the Compliance Department, supported by Data Protection Correspondents across subsidiaries and head office business units. This network ensures GDPR compliance by maintaining processing records, supporting data subject rights requests, conducting required assessments, analyzing breaches, and coordinating remediation. The framework covers all banking activities across the Group and extends to upstream and downstream processes, ensuring consistent application of BRD's data protection principles. Its long-term objective is to strengthen compliance, reduce the risk of data breaches, and enhance customer trust. When incidents occur, BRD applies a structured remediation process—breach analysis, documentation, corrective actions and communication—to restore affected individuals' rights and fulfil legal obligations.

Data Protection Impact Assessment (DPIA)

At BRD Group level a series of DPIA analyses were performed. Following the most recent analysis the Group has not identified the need to consult the relevant authority (The National Supervisory Authority for Personal Data Processing - ANSPDCP), as no high / significant residual risks were identified for the envisaged persons, following the measures implemented. At the same time, following the DPIA analysis performed, the Bank identified several supplementary measures, and their implementation is followed by the Internal Control Committee.

Classification and protection of information

BRD has implemented a comprehensive information protection framework that establishes clear ownership and classification of all information assets across the organization. Each department and employee is responsible for the data they create or handle, ensuring that every piece of information is properly classified and protected according to its sensitivity. This classification-based system applies to all internal activities and is continuously monitored and improved to adapt to evolving security threats. Employees receive ongoing training to ensure consistent application of protection measures, contributing to a safer information environment and supporting BRD's objectives of safeguarding data, reducing risks and maintaining regulatory compliance.

Actions Implemented to Manage the Risks Related to Access to Quality Information

To address the material risk of customers receiving incomplete, unclear or difficult to understand information, BRD Group continued to offer in 2025 structured training programmes designed to improve the clarity and quality of information delivered by frontline staff, the District Program and Anti-fraud awareness initiatives. These actions are complemented also by other initiatives – the Contractual and Communication Framework and the Regulatory Watch.

Training staff

BRD Group has in place a structured and recurrent training program to ensure that all employees who interact with customers, with the objective of ensuring accurate, transparent, and high-quality customer information and service delivery.

We ensure that all front-office employees are properly prepared to deliver accurate and high-quality information to our customers through a structured curriculum that includes “Induction“ (delivered by HR trainer with ongoing updates on normative from Retail business), “Sales Force Effectiveness“ (program built together with McKensey and delivered by Retail change agents and HR Trainers, “Data First“ (program built on SG level and deployed on MyLearning platform, “Data Days” (delivered by Business Intelligence BRD) “Clients’ Commercial Approach by Phone“ (delivered by HR trainer with curricula built with Retail business, “CreditUp Training“ (delivered by Retail Network support), and “Financial Analysis Training“ (delivered by HR technical trainer).

Together, these training programs strengthen employees’ technical, commercial, customer-interaction capabilities, and data quality, enabling consistent, professional, and customer-centric service across all touchpoints.

District Program

Throughout 2024 and 2025, District BRD has organized 16 regional events in eight cities, attracting more than 1,200 participants. Its newsletter, District News, has delivered 18 editions to a base of over 48,000 clients, covering topics such as legal and tax regulations, market trends, and practical recommendations. The events have earned an impressive average rating of 4.9 out of 5, thanks to the expertise of renowned trainers and consultants.

The program’s content has addressed critical themes such as leadership and organizational culture, entrepreneurial resilience, adaptive leadership, strategic transformation, operational efficiency and smart decision-making in uncertain times. Looking ahead, District BRD aims to become even more practical and interactive, tackling current challenges faced by entrepreneurs. Upcoming topics include resilience and balance in business, the Blue Ocean mindset, artificial intelligence as a strategic accelerator and adapting to new fiscal regulations.

District BRD continues to target both existing BRD clients - entrepreneurs and SME owners seeking to expand and optimize their operations - and potential clients who could benefit from BRD’s financial services and the program’s resources. With its growing community and forward-looking approach, District BRD is shaping the future of entrepreneurial development in Romania.

Antifraud awareness initiatives

In the final months of 2024, BRD launched the #ItCouldHaveBeenYou anti-fraud communication campaign, aimed at raising public awareness about online fraud tactics and equipping consumers with the knowledge for own protection. This initiative aligned with BRD’s commitment to consumer protection, cybersecurity awareness, and financial literacy, reinforcing trust in digital banking. The campaign leveraged social media, online platforms, and traditional media to disseminate key information, targeting a broad audience, including individual consumers, businesses, and online banking users across Romania. The campaign contributed to BRD’s policy objectives by reducing fraud risks, promoting safe financial behaviours, and enhancing digital security knowledge.

During 2025, BRD continued to systematically raise public awareness on online fraud tactics, both on social media (under the #ItCouldHaveBeenYou antifraud campaign) and dedicated newsletters. The actions were aligned with BRD’s commitment to consumer protection, cybersecurity awareness, and financial literacy, reinforcing trust in digital banking.

Furthermore, antifraud awareness initiatives were delivered across prominent universities in Romania, within several regions. Other educational actions in close collaboration with The Romanian Association of Banks include radio interviews and conferences dedicated to protecting consumers from financial fraud risks. Moving forward, BRD will evaluate the campaign’s effectiveness through customer feedback, engagement metrics, and fraud prevention data, ensuring continuous improvement in protecting consumers from financial fraud risks.

BRD Group's initiatives aimed at complementing the actions taken to manage the risks related to aAccess to Quality Information are presented below.

Contractual and Communication Framework

BRD Group applies a structured Contractual and Communication Framework to ensure that all information provided to consumers is clear, accurate and compliant. Before any contractual, commercial or marketing material reaches customers, it undergoes validation by the Legal and Data Protection departments, and, when needed, by Product Management, Customer Experience and Marketing. This multi-layered review process ensures that all consumer-facing information—across products, campaigns and service interactions—is complete, understandable and aligned with regulatory and ESG requirements. The framework is applied consistently throughout BRD's operations and value chain and is monitored on an ongoing basis. Progress is assessed through internal controls and customer feedback, allowing BRD to continually refine its communication practices and uphold high standards of transparency, responsible conduct and consumer protection.

Regulatory Watch

BRD Group maintains a continuous regulatory watch process to monitor draft and newly adopted legislation, ensuring that all legal requirements are correctly implemented and that customers receive accurate, compliant and accessible information. The General Secretariat tracks legislative developments, the Legal Department validates applicability once laws are adopted, and the Compliance Department oversees their implementation across all business areas. This ongoing process helps prevent regulatory sanctions, protects the bank's reputation, and strengthens internal awareness and training. Through these efforts, BRD maintains high compliance standards and reinforces customer confidence by ensuring clarity and precision in all legally required communications.

Actions Implemented to Manage the Risks Related to Security of a Person

BRD has consistently reinforced its cybersecurity posture in line with its Cyber Defense Strategy, focusing on prevention, detection, response, and resilience. In 2025, the Bank implemented different actions grouped under "Cybersecurity and Digital Resilience Program":

End-users (employees and external collaborators) Security Measures

Strengthened employee and external collaborators, who connect to the bank's IT system, cybersecurity awareness, requiring to sign and apply the Confidentiality and Information Security Obligations Annex, to participate in periodic cybersecurity trainings, webinars, and regulatory (mandatory) e-learning, as well as periodical phishing exercises.

Customer-Focused Security Measures

- Thoroughly informed by email the customers about how to protect themselves in case of phishing or ransomware attacks and how to protect their personal information in the remote banking application (YOU).
- Kept offering free security solution for remote banking applications, involving advanced authentication, real-time threat detection, and proactive fraud monitoring—helping customers prevent and recover from cyberattacks. These measures aim to protect customers at every stage of their digital banking journey, ensuring secure and uninterrupted operations while reinforcing trust in BRD's digital ecosystem.
- Applied Security by Design and Privacy by Design principles to all new or major modified applications (including remote banking application), embedding security controls throughout the development lifecycle.
- Performed annual penetration tests to the internet exposed applications.

By embedding security controls across onboarding, authentication, transaction monitoring, and incident response flows, BRD ensures that every interaction—whether through mobile banking, online platforms, or third-party integrations—is protected against evolving threats. These efforts safeguard personal data, financial assets, and digital trust, supporting BRD's commitment to secure and responsible banking.

Regulatory and Risk based Security Measures

BRD Performed a Tabletop Cyberattack Simulation Exercise conducted in a hybrid setting, both on-site and remote; the exercise benefited from the active participation of all involved parties. The scenario recreated realistic challenges, thus testing the team's ability to manage unpredictable situations efficiently and promptly. Based on the facilitators' observations, the results of the exercise highlighted an understanding of internal procedures and effective collaboration between the organization's various departments. The exercise proved to be a success, demonstrating the organization's ability to respond appropriately and promptly to unforeseen situations, with the crisis coordination unit playing a crucial role.

Implemented measures to ensure full compliance with EU Regulation 2022/2554 (DORA). BRD's compliance efforts under DORA cover all four pillars of the regulation:

1. Enhanced cyber risk management practices
2. Extended third-party risk oversight
3. Structured and regular security testing (including the TLPT exercise in close cooperation with the National Bank of Romania (NBR))
4. Reinforced incident management capabilities

Actions Implemented to Manage the Positive Impact Related to Access to Products and Services

Expanding equitable access to financial and non-financial services remains an important component of BRD Group's mission to support sustainable economic development, social inclusion and competitiveness. In 2025, BRD advanced a series of strategic initiatives aimed at widening access for underserved customer groups, facilitating participation in national and European funding programs, and supporting SMEs and entrepreneurs in their green, digital and social transitions.

IFC Gender Finance – Women Entrepreneurs Access Initiative

During 2025, BRD implemented the IFC Gender Finance initiative, which marked a significant step forward in enhancing financial inclusion for women entrepreneurs. The bank refined its offering by repackaging financial products with a gender specific perspective and adapting communication so that women-owned enterprises - most of which are small businesses and early-stage companies - can more easily understand and access available solutions. The initiative also expanded access through nonfinancial support, as BRD integrated training, mentoring and networking activities delivered through the District Program and the Startarium platform. These complementary services strengthened the bankability of women entrepreneurs and improved their capacity to manage and scale their businesses. As part of its broader effort to make access easier, BRD enhanced lending features, such as preapproved loans, flexible working capital solutions, grace periods that reflect maternity and childcare needs and simplified credit processes aimed at reducing documentation and shortening approval times. While revenues were conservatively projected using only unsecured working capital loans, the initiative covers the full lending portfolio and is expected to grow in 2026–2027 with clear quantitative assumptions for loan origination across Retail Small Business, Non-Retail and Personal Individuals segments.

EUROBRD – Access to EU Funded Investment Projects

BRD also expanded access to finance through the EUROBRD platform, which provides complete financial and advisory support to enterprises engaging in EU funded investment projects. In 2025, the bank continued offering financing instruments that cover cofinancing and prefinancing needs, support for noneligible expenditures, credit lines and letters of guarantee, enabling firms to implement complex projects across regional programs, Just Transition schemes and NRRP initiatives. A major facilitator of access was BRD's close advisory relationship with clients, which covered all project stages - from concept development to the monitoring phase conducted by managing authorities. To help entrepreneurs identify suitable funding opportunities more efficiently, BRD also strengthened its nationwide partnerships with specialized consultancy firms, a national premiere collaboration.

EIF Sustainability Guarantee (PNRR) – 70% Guarantee for Sustainable Loans

In 2025, BRD advanced the implementation of the EIF Sustainability Guarantee received in 2024 under the PNRR program, which provides a 70 percent guarantee on eligible loans. This mechanism enabled the bank to extend financing for working-capital needs and sustainable investments, particularly those with

green or social characteristics. These actions are expected to reduce collateral barriers, increase lending capacity for sustainable and accessibility-focused projects, and expand BRD's reach to beneficiaries who might otherwise lack access to traditional financing.

The scope of the initiative targets SMEs and small mid-caps pursuing sustainability-or accessibility-driven investments. It also indirectly benefits individuals with disabilities who make use of the upgraded services, workplaces, or technologies. In 2025, BRD concentrated on the roll-out and uptake of the guarantee, with continuing utilization expected in 2026–2027, including alignment with EU and national programs where relevant. As 2025 was the first full operational year after receiving the 2024 ceiling of 120 million EUR, utilization results will begin to be reported from 2026.

Women Entrepreneur Program (MEDAT) – De Minimis Aid 2024–2027

BRD continued to strengthen access to finance for women led SMEs through its role as an implementing partner in the national Women Entrepreneur Program managed by MEDAT. In 2025, following the signing of the Collaboration Agreement, BRD supported the processing of de minimis aid applications and provided complementary credit facilities from its own resources to assist beneficiaries in meeting program conditions. The multiannual program anticipates supporting 4,000 beneficiaries between 2022 and 2027 and is designed to increase access to funding packages combining grants and loans while stimulating the development of an entrepreneurial culture among women. These efforts are expected to improve financial readiness, drive business growth and strengthen long-term sustainability for women led SMEs.

The program serves women-owned SMEs nationwide. In 2025, BRD focused on establishing operational processes and supporting client intake, with full implementation expected to continue through 2026–2027 based on the national program's timeline. While the program has been active since prior years, 2025 marks the beginning of BRD's formal involvement as an implementing bank, with beneficiary data and disbursements to be reported as MEDAT call cycles progress.

SME Eco TECH Program – Green and Digital Investments (Swiss - Romanian Cooperation Program)

BRD's participation in the SME Eco Tech Program reflects its commitment to widening access to green and digital transformation financing for manufacturing SMEs. After being accepted as a partner bank in 2025, BRD started preparing the processes for extending investment loans that enable clients to access the program's mixed funding model, which combines grants of up to 40 percent of eligible costs with bank financing covering at least 60 percent. This structure is designed to facilitate investments that improve environmental performance, increase productivity and competitiveness, and support job creation and retention within the manufacturing sector.

The initiative focuses specifically on manufacturing SMEs, their employees and the communities benefiting from greener production and expanded digital capabilities. In 2025, BRD concentrated on implementing operational processes, while actual disbursements will occur mainly in 2026–2027 in accordance with the program calendar. As a new initiative in 2025, this year serves as the baseline, and progress indicators will be reported once the first loans are disbursed in 2026.

Actions Implemented to Manage the Positive Impact and Opportunity Related to Sustainable Finance

In 2025, BRD Group continued its sustainable finance initiatives aligned with the Horizon 2025/2027 commitment to reach EUR 2.4 billion in sustainable finance transactions by the end of 2027, both for corporate and retail clients²⁸. The approach is anchored in EU sustainability policy frameworks, including the EU Green Deal, Romania's National Recovery and Resilience Plan, and the EU Circular Economy Action Plan, ensuring coherence with European standards and market practices. The objective is to expand sustainable financing volumes, accelerate client transitions to low carbon and socially responsible models, and strengthen transparency and impact measurement.

BRD Group's sustainable finance solutions target both upstream and downstream value chain actors, offering tailored financing options to support environmental and social impact projects. Geographically,

²⁸ BRD Group's EUR 2.4bn sustainable finance target is set at Bank level.

these initiatives primarily focus on BRD Group's operational regions, with local implementation aligned with European sustainability goals and global financial standards.

Business plan for sustainable and positive impact financing (Downstream)

BRD Group is taking important steps to promote sustainable finance and support corporate clients in their sustainability transition and implemented an annual business plan for sustainable and positive impact financing, starting 2021, contributing to the achievement of the policy objectives and targets related to sustainable finance.

The objective of the plan is to mitigate actual and potential negative environmental or social impacts, through supporting clients in aligning with sustainability goals. Transactions must drive an environmental or social benefit, thus an impact analysis is carried out when structuring the dedicated product or transaction for large corporate clients.

BRD Group assesses sustainable finance impacts using recognized methodologies, either disclosed by clients or provided by qualified third parties, and, for sustainability linked instruments, through ESG ratings and/or borrower KPIs. Transactions with identified negative environmental or social impacts require remedial actions or may be declined, in line with Societe Generale's E&S Sectoral Policies, which exclude sensitive sectors.

These assessment frameworks ensure that financing supports measurable positive outcomes—such as lower emissions, improved efficiency, and social inclusion—while aligning with SG's environmental and social principles and BRD Group's objective of promoting sustainable economic growth and minimizing negative impacts.

Sustainable financing and ESG investments

To ensure accountability and measurable impact, BRD applies recognized standards (LMA Green Loan Principles and Sustainability Linked Loan Principles), across relevant transactions, dedicated to large corporates. Also, the ESG risk management process assures that the positive impact is not overcome by the negative impacts

Tailored solutions for large corporates and a standardized offer for SMEs

The solutions cover large corporates with bespoke structures in alignment with the SG Positive Impact Financing Framework and SMEs with standardized solutions, based on the SG internal taxonomy reflecting eligibility criteria of environmental or social nature.

BRD supports green bond issuance on international markets and assists clients in structuring transactions to international sustainability standards.

The Bank advances environmental or social impact financing in renewable energy, clean mobility, healthcare, education, local employment and social inclusion.

Launch of the first Sustainability Linked Loan for SMEs on the Romanian market

In 2025, BRD enhanced its efforts to cater for its SMEs customers' ever-evolving needs by launching an innovative product, for the first time on the Romanian market, a Sustainability-Linked Loan (SLL) specifically designed for SMEs. This financing solution is intended to encourage the integration of Environmental, Social, and Governance (ESG) objectives into the business strategies of SMEs, by offering interest margin adjustments (upward or downward), based on the achievement of pre-agreed sustainability performance indicators. Eligible beneficiaries are companies with an annual turnover exceeding EUR 10 m, seeking loans of at least EUR 1 m, that have already implemented or plan to implement sustainability goals and/or ESG factors within their operations. The scope encompasses SME clients across Romania, affecting management teams, employees and local communities through improved sustainability practices. If adverse impacts arise, remediation is pursued through performance linked covenants and corrective action plans. Relative to prior years, this represents a qualitative step change by introducing performance linked to SME financing on the market. This key action in 2025 is planned to scale through 2026–2027.

Apply international standards and ESG safeguards in origination. Deliver sustainable financing for large corporates in 2025

In 2025 BRD delivered notable transactions, including a green loan of RON 688 million in a syndicated facility supporting Distribuție Energie Oltenia SA. energy distribution activities. A green loan commitment of RON 175 million was made available off-balance sheet to a private energy distributor. BRD contributed RON 40.2 million in a syndication for Electrica SA to fund acquisitions, CAPEX and intragroup loans related to renewable energy and battery storage at operating or ready to build stages. BRD coordinated and granted a EUR 190 million sustainability linked club loan to NE Property BV, committing EUR 100 million and acting as mandated lead arranger, lender, sustainability structuring bank and facility agent. BRD granted a EUR 73.5 million green loan to Rivus Investments for a major regeneration project in Cluj Napoca, transforming an industrial site into a mixed-use complex while improving surrounding infrastructure. The Bank renewed a green loan of up to EUR 5 million to Hyundai Auto Romania for exclusively electric personal transport vehicles and related infrastructure under the IFC climate finance criteria for clean transportation. BRD acted as Joint Global Coordinator, Structuring Bank and Joint Sustainability Coordinator in a syndicated loan linked to sustainable objectives for Autonom Services, refinancing and financing fleet and equipment purchases through a EUR 250 million revolving facility and an EUR 50 million unsecured facility.

These financings are key actions executed in 2025. The expected outcomes are accelerated energy transition, urban regeneration with improved social amenities, fleet electrification and expansion of taxonomy aligned activities, contributing to BRD's policy objectives, and the 2027 target. The scope spans energy distribution, renewable generation and storage, clean transportation and mixed-use urban redevelopment, primarily in Romania, with stakeholder benefits for consumers, local communities and employees. The time horizons vary by transaction, from one-year renewals to seven-year revolving structures, with project CAPEX cycles distributed across 2025–2027. Remediation pathways are embedded via covenants, reporting and ESG safeguards; corrective actions are taken if adverse impacts are identified. Compared to prior periods, 2025 shows quantitative progress through the new volumes and qualitative progress through wider taxonomy alignment and SLL structuring.

Launch of a strategic supplier finance program with Auchan Romania

In 2025 BRD launched a five-year strategic partnership with Auchan Romania to promote a sustainable financing package exclusively for Auchan suppliers. The program supports decarbonization of operations and products and allows SMEs, large companies and SPVs to access financing for energy efficiency, electric mobility, low carbon technologies, resource reduction solutions and sustainability linked loans. Companies benefit from specialized consultant networks to define objectives and measure progress, and a dedicated website ensures transparent promotion.

This is a key action initiated in 2025, planned to scale throughout the five-year convention. Expected outcomes are supplier decarbonization, improved energy performance, expanded adoption of clean mobility and water efficiency solutions, contributing to BRD's transition objectives, and the 2027 target. The scope covers downstream value chains of retail suppliers in Romania, affecting company workforces and local communities through more efficient operations. Where adverse impacts are identified, remediation is addressed through program criteria, ESG safeguards, and corrective measures with participating companies.

Expand strategic partnerships and leverage public funds

BRD expanded partnerships with IFC, EIF/EIB, the newly established Investment and Development Bank, and the Ministry of Economy, Digitalization, Entrepreneurship and Tourism. Through the EIF Sustainability Program in 2025, BRD granted loans to sustainable SMEs for working capital and investments in energy efficient buildings, technologies and equipment that reduce energy use and GHG emissions, and fully electric vehicles. BRD Sogelease's partnership with the EIB provided favorable financing for SMEs in transportation and agriculture.

This is a key action in 2025 with continued deployment planned for 2026–2027. Expected outcomes are broader access to affordable sustainable financing for SMEs, accelerated adoption of clean technologies, and measurable reductions in energy intensity, contributing to policy objectives and targets. The scope covers SME activities across Romania, with upstream engagement with European institutions and downstream coverage of diverse sectors; stakeholder groups include SME owners, employees and local communities. The time horizon aligns to program windows through 2025–2027 with periodic allocations. Where negative impacts are detected, remedy is supported through program conditions and ESG

safeguards. Progress versus prior periods is demonstrated by increased program utilization and expanded eligible investment categories in 2025.

Cooperation with IFC continued in 2025, notably in blue finance and gender finance product development. This was also a key action in 2025 with further rollout planned for 2026–2027. Expected outcomes include increased client uptake, sectoral transition acceleration, and improved access to sustainable financing for SMEs, advancing policy objectives on inclusion and decarbonization. The scope includes corporate and SME portfolios across Romania, with affected stakeholder groups comprising employees, communities and vulnerable consumers benefiting from social impact projects. Remediation mechanisms apply when projects display adverse environmental or social signals, with escalation through ESG policies. Progress versus prior periods is visible through expanded SME offerings and deepened social impact project support in 2025.

Promote responsible investment through BRD Asset Management

BRD Asset Management helps more than 150,000 clients invest and save through investment funds and contributes to economic development as a responsible investor. BRD AM has been a Principles for Responsible Investment (PRI) signatory since April 2022, integrates sustainability principles across all products, and has managed an Article 8 fund since July 2023.

This remains a key, ongoing action with continued enhancement planned. Expected outcomes are improved ESG integration in portfolios and increased client access to responsible investment options, supporting policy objectives on sustainable savings. The scope covers retail and institutional investors in Romania. The time horizon is continuous, with periodic product and disclosure updates through 2025–2027. If portfolio companies present material adverse impacts, stewardship and engagement processes support remedy pathways. Progress versus prior periods includes sustained Article 8 offerings and continued PRI aligned practices.

Looking forward, BRD Group aims to continue prioritizing energy efficiency, clean mobility, green real estate, water treatment, agriculture and health projects while enhancing its support for SMEs through more standardized financing solutions. It continues to refine its methodologies and expand its sustainable finance offerings based on lessons learned from prior periods.

Training for the employees on sustainable finance

BRD has made progress in integrating Environmental & Social (E&S) awareness and sustainable finance principles into its corporate culture by implementing a series of dedicated training programs for employees. In 2025, the Bank conducted 66 dedicated training sessions on E&S analysis and sustainable finance, facilitated through both internal and external trainers at the local level, as well as with support from the Societe Generale (SG) Group. These training programs were delivered in various formats, including physical workshops, virtual sessions, and e-learning modules, ensuring accessibility and engagement across different teams.

A key achievement in the last couple of years was the successful deployment of the Climate Fresh programme, training over 1,600 employees and meeting the bank's goal of reaching 30% of its staff. In 2025 the program has been continued and finalised in October 2025 with additional 107 employees, including the newcomers from Network.

Furthermore, BRD continued and finalised the ESG Academy in 2025, an education programme aimed to improve awareness and expertise in sustainable finance. The awareness component includes a series of five fundamental-level courses in short e-learning formats, which will be progressively rolled out to all BRD employees. In 2025 the last e-learning from the whole learning journey was deployed to all staff.

In 2025, BRD continued the investments in training of functions involved in originating sustainable finance transactions on the new SPIF methodology implemented by the Group.

IFC specialists delivered 1 session of the training dedicated to Blue Finance with 187 participants from Corporate and Retail perimeters, but support functions as well. Also, another workshop “Customer Value Proposition” was delivered by IFC to 18 people from Corporate and Retail functions.

There were 3 events with 4 sessions /workshops on sustainable finance and investments 589 participants (Corporate, Risk, TCC) sustained by internal experts

These efforts reflect BRD's commitment to enhancing its workforce's capabilities in managing environmental and social impacts effectively.

Climate Change Summit

The 2025 edition of the Climate Change Summit went beyond the boundaries of a simple conference, transforming into a space for ideas, connection and concrete action. For an entire week, Bucharest became a hub for dialogue between the economy, research, education and social innovation, bringing together leaders to discuss energy transition, public policies in the face of climate change, the role of technology and the contribution of communities to the green transition.

The summit strengthened its status of largest event dedicated to climate change in the region, gathering hundreds of participants from Romania, Bulgaria, Greece, Serbia, North Macedonia and Slovenia over the course of a week, alongside 30 complementary initiatives, demonstrating the growing impact and relevance of this regional movement.

The event at the Palace of Parliament marked the beginning of CCS Week (October 22–25), a series of thematic days dedicated to sustainability and collective action. The week extended the summit beyond the stage and panels, turning Bucharest into a vibrant space for dialogue, inspiration and engagement.

The main event brought together over 60 speakers, with more than 1,300 people attending in person at the Palace of Parliament in Bucharest. The online broadcast of the event reached over 1 million views.

One of the summit's highlights was the Climate Change Summit Awards ceremony, dedicated to those who proposed innovative and practical solutions to today's climate challenges. The awards aimed to identify and support ideas from Central and Eastern Europe that can generate real impact in communities.

The competition was open to young professionals, PhD students, researchers, NGOs, and small and medium-sized enterprises (SMEs). On October 21, the three winners received grants totalling €15,000 and international exposure to help develop their sustainable projects.

The Summit continued throughout the entire week, with a total of 1,750 participants attending the various events organized in Bucharest and across the region.

No significant monetary amount of Capex or Opex were required to implement all the above-mentioned actions.

Metrics and Targets

Targets and Metrics Related to Consumers and End-Users

For the material IROs related to Privacy, Access to quality of information, Security of a person, Access to products and services, BRD Group has not identified any material targets relevant to be disclosed. The Group established processes are anchored within the functions that have day-to-day responsibility for ensuring adherence to its policies.

The metric and targets related to Sustainable Finance are presented below.

Target for the Cumulated Sustainable Finance Production

Achieve EUR 2.4 billion in sustainable finance production by 2027.

BRD Group has set clear time horizons for its sustainable finance initiatives. BRD Bank set an initial target of EUR 1 billion in sustainable finance transactions by 2025, which was already achieved in September 2024 and now is focused on achieving the new target of EUR 2.4 billion by 2027²⁹, contributing to SG's broader commitment to achieving EUR 300 billion in sustainable finance transactions on the same time horizon, by 2027. The target is set for the Cumulated Sustainable Finance Production metric, which is measured in monetary units (EUR) and reflects the cumulated volume of financing dedicated to sustainable

²⁹ BRD Group's EUR 2.4bn sustainable finance target is set at Bank level.

projects across various sectors. Regular impact reporting and continued monitoring throughout the implementation period to track progress against these targets. As of the end of December 2025 the cumulated value³⁰ was 2.3 billion EUR (vs. 1.4 billion EUR as of the end of December 2024).

Another sustainable finance metric that BRD monitors is the New Sustainable Finance Production, which in 2025, at BRD bank level, reached EUR 917 million, covering a diversified range of clients, both for corporate and retail clients. This amount represents the total value of new lending and financing commitments originated during the reporting period that meet BRD's internal sustainable finance eligibility criteria. The metric is calculated based on the gross amount of new loans, credit facilities approved and signed during 2025.

BRD Bank's target to achieve EUR 2.4 billion in sustainable finance production by the end of 2027 aligns with SG Group's sustainability policies and objectives. This target supports the SG Environmental and Social (E&S) General Principles by integrating environmental and social considerations into financial decision-making, mitigating risks, and ensuring compliance with regulations. It also aligns with Sector-wide E&S Policies, helping BRD prioritize financing in sustainable sectors while avoiding environmentally harmful industries.

Furthermore, the target contributes to the Societe Generale Group's Climate Policy, supporting the transition to a low-carbon economy by financing green projects and reducing exposure to carbon-intensive sectors. It is also in line with the SG Positive Impact Financing Bond Framework for large corporates, which promotes investments in projects that generate positive environmental and social impacts, such as renewable energy and social inclusion, while ensuring transparent reporting and accountability. For standardized sustainable finance transactions dedicated to SMEs and retail clients, the internal SG sustainable finance taxonomy is used, defined on eligibility criteria both for environmental and social objectives. The target is also used to track the effectiveness of the Business plan for sustainable and positive impact financing. It addresses all climate change mitigation adaptation and energy material impacts, risks and opportunities, apart from the negative impacts related to carbon emissions and the use of non-renewable energy.

The target applies to all BRD activities related to sustainable finance, including corporate lending, and retail banking. It covers financing activities across downstream value chains, addressing direct clients and potential clients. The geographical scope includes BRD's operational regions, covering Romania, with potential contributions from SG Group initiatives across the broader European market. The upstream value chain does not fall under the scope of this target.

The target applies to the period 2021-2027, with regular interim milestones to monitor progress. Annual reviews are conducted to ensure alignment with BRD Bank's sustainability goals and regulatory expectations, with interim targets set for each year to ensure a steady trajectory towards the 2027 goal.

The target is defined using methodologies aligned with SG/BRD Group's sustainability strategies. Significant assumptions include continued availability, stable economic conditions, and increasing client demand for sustainable financial products. Data sources include internal financial reporting systems, regulatory disclosures, and third-party verification mechanisms to ensure accuracy for certain categories (SLL financing).

The sustainable finance target is grounded in policy frameworks such as the EU Green Deal. BRD ensures that financed projects align with sustainable development goals (SDGs), with a focus on climate change mitigation and adaptation.

The target was defined based on consultations with internal stakeholders directly involved in the origination process. Their operational expertise and insights ensured that the target is realistic, aligned with internal processes, and integrated into BRD's origination practices, adapted to the maturity of the Romanian market.

Progress towards the sustainable finance target is monitored and reviewed regularly through internal governance structures, in the quarterly monitoring of business strategy and financial reporting systems. Metrics used to track progress include the total volume of sustainable financing, progress towards the

³⁰ This target is measured in monetary units (EUR), reflecting the cumulated volume (starting 2021 up to 2025 year end) of sustainable financing.

established targets, and trends of evolution compared to the target. In addition, on an annual basis, we assess the trend of the sustainable finance market. Performance is assessed through quarterly and annual reviews, ensuring that progress remains in line with initial projections and allowing for corrective actions if necessary. As of end of December 2025, the cumulative sustainable financing production value is EUR 2.3 billion.

No significant changes have been made to the target or its underlying measurement methodologies since its initial definition.

Metrics Related to Privacy and Access to Quality Information

Having in view that the ESRS Topical Standard related to Consumers and End-users does not provide any specific metrics, BRD Group uses internal metrics for monitoring events related to Privacy and Access to Quality Information.

Table 26 – Metrics related to Privacy

	2024	2025
1. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:	8	11
<i>i. complaints received from outside parties and substantiated by the organization.</i>	8	10
<i>ii. complaints from regulatory bodies</i>	0	1
2. Number of personal data breaches notified to the local data protection authority and rated as “significant” by the Data Protection officer.	0	0

A substantiated complaint represents a written statement by regulatory or similar official body addressed to the organization that identifies breaches of customer privacy, or a complaint lodged with the organization that has been recognized as legitimate by the organization.

The metric ‘Number of identified leaks, thefts or losses of customer data,’ previously disclosed in the 2024 Consolidated Sustainability Statement, has been replaced with the new metric referenced in point 2 above. This change was made to enhance the relevance of the disclosed metric and ensure consistent alignment with information presented to management and regulatory authorities:

- “personal data breach’ refers to a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, personal data transmitted, stored or otherwise processed, produced at Bank’s level which is notified to local data protection authority and is considered significant in terms of risk based approach.

Another indicator monitored by BRD refers to incidents of non-compliance in marketing communication. During 2025 and 2024, BRD did not identified any incidents of non-compliance with regulations or voluntary codes concerning marketing communications.

8.4. GOVERNANCE INFORMATION

BUSINESS CONDUCT

This chapter includes details on the identified impacts, risks, and opportunities (IROs) related to Business Conduct, as well as the corresponding policies, actions and metrics are provided.

G1-GOV-1-5

Information about the role of BoD and EC related to business conduct are reported in the chapter “General Disclosures”.

Impacts, risks and opportunities management

Type of IRO	Material IRO	Policies	Actions	Metrics	Targets
Positive Impact related to Corporate Culture/ actual	The impact may manifest through the promotion of an ethical and responsible corporate culture that encourages integrity, transparency, and respect in all operations and interactions, contributing to a positive working environment, considering the fact the Bank is a Public Interest Entity and listed on the Bucharest Stock Exchange.	- Code of Conduct - Conflict of Interests Policy - Principles and rules governing the fight against corruption	- Strengthening Culture & Conduct through yearly maturity assessments and targeted communication and training programmes - Strengthening BRD Group's Corporate Culture through robust feedback mechanisms	N/A	Not established
Negative Impact related to Protection of Whistle-blowers/ potential	The impact may manifest through the lack of effective whistle-blower protection mechanisms, discouraging the reporting of unethical behaviour due to fear of retaliation.	- Code of Conduct - Principles and rules governing the fight against corruption	- Strengthening Culture & Conduct through yearly maturity assessments and targeted communication and training programmes -	N/A	- Not established
Negative Impact related to Corruption and bribery - Prevention and detection including training/ potential	The impact may manifest through the lack of adequate mechanisms for corruption prevention and detection, as well as insufficient employee training, which may increase the risk of corrupt practices.	- Conflict of Interests Policy - Principles and rules governing the fight against corruption	- Strengthening Culture & Conduct through a yearly maturity assessments and targeted communication and training programmes - Conducting annual conduct risk and anti-	- Incidents of corruption or bribery and ABC training coverage	- Not established

Type of IRO	Material IRO	Policies	Actions	Metrics	Targets
			corruption assessments and integrating ABC clauses into third party agreements		

Business Conduct Policies and Corporate Culture

G1-1-9

At BRD Group, corporate culture is deeply rooted in the values that define its Leadership Model. These values – Customer First, Integrity, Care, Team Spirit, Innovation, Responsibility, and Commitment – serve as the foundation for how BRD Group interacts with its customers, supports its employees, and leads by example within the organization. They reflect a culture of performance, accountability, and alignment with Société Générale (SG) Group's strategy, always keeping the client at the forefront of BRD Group efforts.

To establish and develop this corporate culture, BRD Group implemented a range of initiatives aimed at embedding these values into every aspect of its operations. Leadership and training programs play a critical role in fostering the desired behaviours. For instance, BRD maintains an annual training plan that enhances technical expertise, compliance awareness, and soft skills development. These efforts are further complemented by the Climate Fresk workshops and ESG Academy (described in more detail in the “Consumers and End-users Chapter”), which underscores our commitment to sustainability and equip employees with knowledge to develop actionable ideas to address climate change.

BRD Group considers onboarding as a crucial step integrating new employees into its organizational framework. Onboarding processes have been improved with digital and automated workflows, ensuring a seamless transition for newcomers. Programs such as "Welcome to BRD" introduce new employees to BRD Group organizational values, compliance requirements, and responsibilities, setting the tone for their engagement with the Group.

Governance plays a pivotal role in reinforcing BRD Group corporate culture. The Culture and Conduct program implements a structured roadmap focused on governance frameworks, risk management, and communication. This program is overseen by designated roles such as the Culture and Conduct Correspondent and Conduct Officer, ensuring accountability and alignment with SG Group standards. The roadmap is reviewed annually at the executive level to measure progress and refine objectives.

Promoting an environment of psychological safety and corporate culture continued in 2025 through initiatives like the "From Feedback to Forward - a conference encouraging open dialogue among colleagues across the entire organization. A communication plan was designed to reunite in a consistent and effective manner all the messages and initiatives regarding culture and conduct. Moreover, BRD launched this year a transversal feedback pilot initiative to a limited number of our staff, as a supplementary to the usual yearly evaluation process. The initiative aims to consolidate both collaboration and efficient communication between departments, supporting continuous and coherent developments.

To evaluate and strengthen BRD Group’s corporate culture, we rely on robust feedback mechanisms, such as SG Barometer Survey and Organizational Health Index (OHI). For more details related to OHI please refer to the section “Actions Related to Business Conduct” within this chapter. The SG Barometer Survey is detailed in the S1 – “Own Workforce” chapter.

Policies Related to Business Conduct

SG Code of Conduct

MDR-P-65 a, b, G1-3-18-a

At the core of BRD Group's ethical commitment is the SG Code of Conduct, which represents a set of values and behavioural principles established to guide the actions and activities of all companies which are part of the SG. These principles emphasize the respect for human and socio-economic rights, as well as

the environment, having core values communicated among all stakeholders - team spirit, innovation, responsibility and commitment.

SG Code of Conduct represents a commitment by BRD Group to follow the proper standards of ethics and business responsibility and applies to all BRD Group subsidiaries and to all its employees as well as partners, customers, and suppliers. The Code addresses aspects related to confidentiality of information, market integrity, conflicts of interest, use of resources and how to deal with clients and suppliers. Furthermore, SG Code of Conduct is part of the CSR clause, being mandatory to be inserted in all the contracts concluded with third parties. This policy covers all the material IROs related to Business Conduct.

Compliance with SG's Code of Conduct is ensured through the implementation of SG's internal rules and procedures into its entities. There are dedicated internal policies and procedures for the implementation of the SG Code of Conduct, such as: Deontology Code (transposing SG Code of Conduct provisions), Conflict of Interest instruction (defining the set-up for managing conflict of interest), Whistleblowing instruction (detailing the reporting process and related regulatory and Group provisions), Anti-Bribery and Corruption instruction (transposing SG ABC principles) as well the instruction managing the process of Declaring gifts, business meals and external events.

SG Code of Conduct addresses the impact of business operations on transparency, managing the risks of misinformation and fostering opportunities for enhanced stakeholder trust and engagement.

The process for monitoring the implementation of the SG Code of Conduct is closely related to the evaluation process of each employee, focused on the conduct and compliance review section. The Conduct & Compliance review allows the manager to discuss the following points with the employee:

- compliance with rules, regulations, and internal procedures applicable to the employee's function;
- the completion of mandatory trainings;
- the completion of the necessary actions for maintaining their skills and knowledge.

The employees are evaluated on these elements by their manager, notably in terms of conduct, risk management, quality of service, and respect of client interests.

Furthermore, there are internal audit missions and dedicated controls in place to monitor the compliance with the SG Code of Conduct rules and to apply disciplinary sanctions in case of Code breaches, according to the internal regulatory framework. The monitoring activity of BRD Group employees, including observance of the Code, is done in accordance with internal regulatory framework.

MDR-P-65 c

The Executive Committee (EC) is ultimately responsible for communicating the "tone from the top" to maintain employees' awareness and is accountable for the implementation of SG Code of Conduct.

BRD Group employees have the obligation to comply with the provisions of SG Code of Conduct and of the regulatory framework issued for its enforcement and to observe its conformance and further to alert via the specific channels available the aspects that may represent breaches of deontology.

Additionally, the Compliance Department ensures the operational management and monitoring of the implementation of SG Code of Conduct. The policies and procedures are regularly reviewed and updated to reflect the legislative or regulatory changes and developments in the Bank's business activities.

MDR-P-65 d

BRD Group acts in accordance with and cooperates with those international initiatives with which it has chosen to endorse, which include: the United Nations Global Compact; the Statement by Financial Institutions on the Environment and Sustainable Development (United Nations Environment Programme); the Equator Principles; the Wolfsberg AML Principles.

MDR-P-65 e

The SG Code of Conduct is transposed at local level through the Deontology Code, which is consulted with different internal stakeholders (e.g. legal department, human resources department, Labour Union), and further relevant suggestions are integrated. The stakeholders are consulted via email and/or meetings.

MDR-P-65 f

SG Code of Conduct is available on BRD's corporate website and communicated through internal channels to ensure all employees are aware of and understand its content.

BRD Group's Conflict of Interests Policy

MDR-P-65 a, b, d

BRD Group has implemented a comprehensive Conflict of Interests Policy to ensure that it operates in full compliance with national legislation (NBR Regulation no. 5/2013, with further amendments on prudential requirements for credit institutions) and European legislation (especially MiFID II Directive). This policy integrates provisions from the Code of Ethics, the Policy for Selection, Monitoring, and Succession Planning of Management Body Members, the Rules of Organization and Functioning of the Management Bodies (Board of Directors and Executive Committee), and the Conflict of Interests Instruction. Its primary purpose is to prevent any potential conflicts between BRD Group and its customers, employees, third parties, or suppliers, covering all entities within the Group. The policy emphasizes transparency, effective management of conflict risks, and the promotion of stakeholder trust and engagement. The material IROs covered by this policy are the ones related to "Corporate Culture" and Corruption and bribery - Prevention and detection including training".

A conflict of interest is defined as a situation where an individual's personal interests conflict with the Group's interests, potentially affecting their objectivity and decision-making. To ensure compliance, BRD Group conducts regular internal audits, controls, and dedicated compliance actions such as training and quarterly assessments. These efforts help monitor the effectiveness of conflict management mechanisms and ensure alignment with evolving legislation and internal guidelines. Additionally, the Conflict of Interests Policy is reviewed at least annually to adapt to new legal requirements and SG guidelines.

MDR-P-65 c

BRD Group's EC establishes, approves, and supervises the implementation and maintenance of effective policies for identifying, evaluating, managing and reducing or preventing current conflicts of interest. Additionally, the Compliance Department ensures the management and monitoring of the implementation of the Conflict of Interest Policy. The policies and procedures are regularly reviewed and updated to reflect the legislative or regulatory changes and changes in the Group's business activities.

MDR-P-65 e

To implement this policy effectively, key internal stakeholders (i.e., Legal, Human Resources, Risk) are consulted. Their input is carefully reviewed, and relevant recommendations are integrated into the policy. The consultation process is conducted through email exchanges and online meetings.

MDR-P-65 f

The Conflict of Interest Policy is available on BRD Group's corporate website. The policy is also communicated through internal channels to ensure all employees are aware of and understand its provisions

Principles and Rules Governing the Fight Against Corruption

MDR-P-65 a, b, G1-3-18

To ensure a high level of compliance with legislation, regulations, banking standards, as well as internal directives/procedures/instructions and corporate governance principles, all companies within BRD Group

have adhered to the “Principles and Rules Governing the Fight Against Corruption”. These principles define several terms and regulate the conduct that BRD Group employees must adopt regarding the following aspects: the granting of undue benefits and bribes; recruiting and evaluation of employees; giving or receiving gifts or invitations to business meals or external events; the use of a third party intermediary or supplier; "facilitation" payments; sponsorship and patronage; political and religious donations; corruption or influence trafficking related to clients; advocacy activities; conflict of interest; documentation, accounting and archiving. This policy covers all the material IROs related to Business Conduct sub-topics.

There are internal and SG audit missions to monitor the deontological process, with focus on anti-bribery and corruption. Furthermore, there are dedicated actions at Compliance level (dedicated trainings for most exposed persons to ABC risk, quarterly controls and compliance indicators, ABC risk assessment, dedicated reporting to the management) in order to monitor the adequacy of the management of anti-bribery and corruption mechanism, in line with the applicable laws, including laws prohibiting corruption, bribery and influence peddling.

MDR-P-65 c

BRD Group's EC is responsible for implementing the commitment to fight bribery and corruption, notably through communication campaigns targeting all employees. The Compliance Department defines and implements the anti-corruption programme and ensures its effectiveness. It provides information and guidance to support the EC's responsibilities, ensuring that anti-corruption topics receive the necessary focus and that appropriate resources are available to comply with the provisions outlined in the normative framework.

MDR-P-65 d, G-1-10-b

The policy "Principles and Rules Governing the Fight Against Corruption" is aligned with SG values and global anti-bribery and corruption standards, including the United Nations Convention against Corruption. This alignment is based either on SG's operational presence in various countries or the extraterritorial nature of certain regulations, such as the U.S. Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act (UKBA). Additionally, the policy is aligned with guidelines from international frameworks, including the United Nations Convention against Corruption, Wolfsberg Group's Anti-Bribery and Corruption (ABC) Compliance Programme Guidance; UK Bribery Act, U.S. Foreign Corrupt Practices Act (FCPA).

MDR-P-65 e, f, G1-3-20

Similarly to all other internal normative processes, the feedback from internal stakeholders is collected and addressed within the approval process. The policy is also available on BRD Group's corporate website and is communicated to all employees through internal channels. Interested third parties are informed about the "Principles and Rules Governing the Fight Against Corruption" through an ABC clause, which is included in contracts with third parties based on the risk rating and contract value.

Procedures for Identifying, Reporting and Investigating Concerns About Unlawful Behaviour, Including Whistleblowing Channel

G1-3-18-a

BRD Group's framework for preventing and detecting cases of corruption includes the Code of Conduct (see above), the Principles and Rules Governing the Fight Against Corruption (see above), a Whistleblowing Mechanism and a specific Training Programme.

Whistleblowing Mechanism

G1-1-10-a, b, c, d

BRD Group has implemented a secure whistleblowing mechanism in accordance with NBR Regulation 5/2013, allowing employees, service providers, and other stakeholders to report ethical violations, misconduct, and illegal activities, including corruption and influence peddling, conflict of interest, theft of goods, misappropriation of funds, anti-competitive practices, non-compliance with international sanctions,

market abuse, money laundering, terrorist financing, accounting and tax fraud, human resource rights (discrimination, harassment, health and safety at work, human rights and fundamental freedoms, security, privacy and data protection, document tampering or falsification). The whistleblowing channel is accessible through the corporate website and ensures strict confidentiality and personal data protection. Reports can be submitted anonymously via the WhistleB platform, where whistleblowers receive a unique login and password to track the status of their report and securely communicate with the designated compliance officer, the BRD Whistleblowing (WBL) Referent, who is responsible for managing and investigating alerts. Additionally, SG provides an independent whistleblowing platform available to all staff members, offering an additional layer of protection.

BRD Group's whistleblowing system accommodates reporting from both internal and external stakeholders, ensuring that concerns are addressed in a structured and transparent manner. Employees may also report issues directly to their line managers, the Human Resources department (for cases related to harassment or discrimination), or the Chief Compliance Officer (CCO) in addition to any locally designated Whistleblowing Officer.

To ensure effectiveness and compliance, BRD Group provides regular information and training sessions to its employees on the whistleblowing process, including how to access and use the reporting channels, confidentiality guarantees, and protections against retaliation. These sessions are integrated into onboarding programmes and reinforced through periodic awareness campaigns. Furthermore, staff members designated to receive and manage reports, such as the Whistleblowing Referent and Compliance Officers, undergo specialized training on handling alerts, safeguarding anonymity, investigating reports, and applying relevant legal and regulatory frameworks.

BRD Group ensures full compliance with Directive (EU) 2019/1937 by implementing strong protections through normative documentation for whistleblowers against retaliation, including dismissal, demotion, salary reductions, intimidation, discrimination, and other forms of unfair treatment. Whistleblowers who believe they are facing retaliation are encouraged to file a new report, and BRD Group commits to investigating such claims promptly. It is also prohibited to include whistleblowers on industry blacklists that could impact their future employment opportunities. In cases where a whistleblower experiences any of these forms of retaliation, BRD Group provides clear channels for reporting and addressing such issues.

G1-3.18-b

When a whistleblowing report falls within the scope of anti-bribery and corruption, the person or persons who received it, will determine the persons to be involved in handling the report (Legal, Internal Audit, HR, etc.). The Whistleblowing Referent will decide if an external company/ firm should be involved in the analysis of the report.

At the end of the investigation phase of the report, the person or persons involved in handling the report may propose any appropriate measure, including the implementation of corrective measures or even disciplinary sanctions, actions performed through investigating committee where mandatory members (Legal, Human Resources, Compliance) are separate from the management body involved in the matter.

Additionally, the investigators or investigating committee are separate from the chain of management involved in the matter.

The number of people who have knowledge of a whistleblowing report and its contents must be strictly limited to those who are intended to intervene in the investigation or who must be informed of the existence and content of the report, according to the principles of confidentiality.

G1-3.18-c

The Compliance Executive Director reports to the EC the main findings of the investigations concluded as a result of receiving the alerts through the secure channel available on BRD's website (<https://report.whistleb.com/en/brd>). At the same time, the Director will present a status of all received alerts (the number of alerts received, the number of alerts investigated, the stage of the investigation, respectively the number of concluded or ongoing investigations), in an anonymized manner. Dedicated controls are also implemented for this channel and for the management of confidential alerts.

The Quality Department informs the Bank's management (Executive Committee and Board of Directors), whenever necessary, regarding the main indicators monitored in the complaint management process, identified causes and potential risks. The Department provides information regarding complaints that have not been resolved within the internally set deadlines and the causes that led to exceeding these deadlines. It also presents proposals for improving products, services, procedures, and the business relationship. Information on complaints is presented semi-annually to the Board of Directors – (2 presentations in 2025) and to the Management Committee (2 presentations in 2025). The main topics covered in the presentations held in 2025 were: the main indicators and their evolution compared to the previous reporting period, the causes of complaints and their evolution compared to the previous reporting period, and the distribution of customer complaints by products/services.

G1-1-10-e

In addition to whistleblower protections, BRD Group has clear procedures for investigating business conduct incidents, including corruption and bribery. Reports are processed in accordance with the internal normative framework, ensuring that all cases are handled independently, objectively, and in compliance with legal requirements. Investigations follow a structured process with predefined timelines and involve designated compliance officers. For incidents outside the scope of whistleblowing, BRD group has established specific internal policies, such as its Internal Regulation, which detail the procedures for investigating other types of reported misconduct through the HR department.

Functions at Risk of Corruption and Bribery

G1-1-10-h

BRD Group has identified specific positions particularly exposed to the risk of corruption based on criteria such as direct interaction with clients or third parties who have decision-making authority or influence over contracts the Group may enter. High-risk roles also include those engaging with Public Officials, Significant Public Officials (SPOs), and Politically Exposed Persons (PEPs) who have influence over the Group's business activities. Most Exposed Persons to risk of corruption and bribery include members of governing bodies, all Executive Committee members, and, if not part of these committees, functions such as HR and Legal, as well as commercial managers responsible for business development, purchasing employees involved in procurement and supplier selection, and other employees in similar positions. To mitigate corruption risks, individuals in these roles receive specialized training tailored to their responsibilities.

Anti-Bribery and Corruption Training Programme

G1-1-10-g, G1-3-21-a,b,c

To reinforce its whistleblowing framework and strengthen its anti-corruption measures, BRD Group provides a comprehensive training and awareness programme designed to prevent and detect corruption and bribery. This programme includes mandatory Anti-Bribery and Corruption (ABC) e-learning courses, interactive training sessions (dedicated ABC training for most exposed people -MEPs), and dedicated onboarding programmes such as "Welcome to BRD" to educate employees about whistleblowing procedures, their rights, and the importance of promptly reporting misconduct. Employees are required to remain vigilant and adhere to the Group's zero-tolerance policy on corruption, including the use of whistleblowing channels to report incidents. The ABC training covers a wide range of topics, including the collective and individual impact of corruption, extraterritorial ABC legislation, case studies addressing real-world ABC scenarios, and best practices for managing corruption risks at BRD. Additionally, employees receive guidance on ABC processes and frameworks implemented within the Bank, including conflict of interest management, procedures for declaring gifts, business meals, and external events, as well as detailed information on the whistleblowing channels available. Employees are encouraged to seek advice from their managers or the Compliance Executive Director when facing ethical dilemmas or uncertainties regarding whistleblowing and ABC-related matters. The ABC training programme dedicated to at-risk functions covers all at-risk functions (100% coverage).

The identification of at-risk functions and the corresponding table are part of SG Group's internal risk-management program. This mapping is reviewed and updated twice per year in alignment with Group requirements. The version presented in this report reflects the latest update performed in September 2025.

Table 27 - ABC Training-related information

	At-risk functions, BRD 2024	At-risk functions, BRD 2025	At-risk functions BRD Group 2024	At-risk functions BRD Group 2025
Training coverage				
Total	276	256	327	306
Total employees receiving training	272	255	321	304
Frequency				
How often training is required	annually			
Topics covered				
Definition of corruption	Most exposed staff to corruption risks, fight against money laundry and terrorism financing, combating the financing of terrorism.			
Policy				
Procedures on suspicion/detection	SG Group Code of Conduct BRD Conflict of interests policy BRD Principles and rules governing the fight against corruption			

Actions Related to Business Conduct

MDR-A

To address the material impacts identified under Business Conduct, in 2025, BRD Group continued to undertake clearly defined actions aimed at reinforcing ethical behaviour, preventing misconduct, and strengthening governance around conflicts of interest and anti-corruption. These actions are aligned with SG's Code of Conduct and BRD's internal policies and required no significant capex or opex. The key actions are presented below.

Strengthening Culture & Conduct through yearly maturity assessments and targeted communication and training programmes

The Program Culture and Conduct continued in 2025 based on a communication plan agreed at the Bank level, measuring its results through a set of instruments that focus on the Bank's organizational culture maturity level (risk and performance indicators, comparison with the standard maturity index established by the group, as well as a series of improvement actions intended to assure the reaching of the internal target level of maturity). BRD Group strengthened its Culture & Conduct programme by implementing a structured yearly maturity assessment across five key pillars: Governance Framework, Conduct Risk Management, Culture & Conduct Monitoring, HR Processes, and Communication. This action applies across the entire BRD Group and includes subsidiaries. Its expected outcome is to maintain the "Advanced" maturity level at BRD level, while for subsidiaries to reach Intermediate level and ensure a consistent, organisation-wide approach to ethical conduct. The maturity assessment enables the Bank to identify gaps, take corrective action and reinforce preventive measures, functioning as a remedy mechanism when weaknesses arise. Quarterly updates are presented to the Compliance Committee, strengthening accountability and

transparency. Compared with prior years, the maturity assessment is more formalised and integrated, demonstrating progress in embedding a sustainable culture of ethical behaviour.

Furthermore, BRD Group reinforced ethical conduct across the organization through regular communication and comprehensive training. HR newsletters with Culture & Conduct (C&C) topics integrated, targeted training sessions, and mandatory annual e-learning modules were delivered to all employees to reinforce behavioral expectations established by SG's Code of Conduct. This action applies to the entire workforce and is implemented on a recurring basis throughout the year. Its expected outcome is increased ethical awareness, reduction in potential misconduct, and consistent understanding of conduct standards. By educating staff and reinforcing behavioural norms, this action mitigates the negative impacts associated with protection of whistleblowers and anti-corruption, and enhances the positive impacts related to corporate culture. Compared to prior years, the training cycle in 2025 was more structured and frequent, marking progress in the maturity of the Culture & Conduct framework. Throughout this year, we organized the 'From Feedback to Forwards' event and supported internal communication through the distribution of five newsletters who contained C&C topics and two thematic screensavers. Additionally, two newsletters dedicated to the topic of conduct risk were issued by compliance department.

Conducting annual conduct risk and anticorruption assessments and integrating ABC clauses into third-party agreements

BRD Group performed annual risk assessments covering conduct risk, conflicts of interest, and anti-bribery and corruption (ABC), ensuring early identification of potential areas of exposure. The Bank also embedded ABC clauses into contracts with third parties and publicly communicated its "Principles and Rules Governing the Fight Against Corruption" to reinforce a zero-tolerance policy. This action applies to all employees, subsidiaries and external partners and operates on an annual assessment cycle. Its expected outcome is a more robust control environment and reduced exposure to negative impacts associated with bribery, corruption or unethical practices. This action provides a remedy by enabling timely corrective steps when weaknesses are identified. The expanded use of contractual ABC clauses and public disclosure of anti-corruption principles represent progress compared with earlier years, strengthening alignment with good-practice governance.

Strengthening BRD Group's Corporate Culture through robust feedback mechanisms

BRD Group strengthens its corporate culture through robust feedback mechanisms that address the identified impact.

Complementing the insights provided by the SG Barometer, the Organizational Health Index (OHI) survey evaluates the effectiveness of our processes and organizational behaviors, supporting the development of targeted action plans that guide the bank's ongoing transformation. In 2025, the OHI was carried out for the second consecutive year in a streamlined pulse-survey format.

The results highlighted our strong values, teamwork, and resilience, while also showing that an increasing number of employees recognize the progress made and trust the direction of the bank's process optimization efforts. Visible benefits are emerging, including clearer communication, reinforced leadership, and a stronger focus on accountability, innovation, and motivation. In 2025, both OHI and the Barometer achieved high participation rates at BRD level — 77% and 74% respectively — confirming the relevance and engagement around these assessments.

Following the 2025 OHI results, several key actions were initiated: appointing ambassadors to support organizational health, strengthening communication by encouraging managers to share their own change stories, equipping managers with practical tools to lead transformation effectively, and recognizing and developing high-performing employees.

Through these interconnected efforts, BRD Group continues to shape, promote, and assess a corporate culture aligned with its strategic objectives, fostering employee development and reinforcing its commitment to integrity and sustainability.

Targets

MDR-T

For the material IROs related to Business Conduct, BRD Group has not identified any targets relevant to be disclosed. The Group established processes are anchored within the functions that have day-to-day responsibility for ensuring adherence to its policies.

Metrics

G1-4

Table 28 – Incidents of corruption and bribery	2024	2025
Number of convictions for violation of anti-corruption and anti-bribery laws	0	0
Fines for violation of anti-corruption and anti-bribery laws (RON)	0	0

Note to data related to “Incidents of corruption and bribery”

The metrics on corruption and bribery incidents are compiled through BRD Group’s internal compliance monitoring systems. Only final, legally confirmed convictions and final, legally imposed fines related to violations of anti-corruption and anti-bribery laws are included in the metric. Internal disciplinary actions, open investigations, allegations, or pending legal cases are not counted unless they result in a final legal conviction or fine.

8.5. ANNEXES

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Disclosure Requirement and related datapoint	SFDR reference	Pillar reference	3	Benchmark Regulation reference	EU Climate Law reference	Pages
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	x			x		68
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)				x		69
ESRS 2 GOV-4 Statement on due diligence paragraph 30	x					69
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	x	x		x		Not material
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	x			x		Not material
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	x			x		Not material
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv				x		Not material
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14					x	99-100
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		x		x		99-100
ESRS E1-4 GHG emission reduction targets paragraph 34	x	x		x		118-121
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	x					Not material
ESRS E1-5 Energy consumption and mix paragraph 37	x					122-123
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	x					Not material
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	x	x		x		123-133
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	x	x		x		123-133
ESRS E1-7 GHG removals and carbon credits paragraph 56					x	Not material
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66				x		Not material (phase-in)
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant		x				Not material (phase-in)

Disclosure Requirement and related datapoint	SFDR reference	Pillar reference	3	Benchmark Regulation reference	EU Climate Law reference	Pages
assets at material physical risk paragraph 66 (c)						
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c)		x				Not material (phase-in)
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69				x		Not material (phase-in)
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	x					Not material
ESRS E3-1 Water and marine resources paragraph 9	x					Not material
ESRS E3-1 Dedicated policy paragraph 13	x					Not material
ESRS E3-1 Sustainable oceans and seas paragraph 14	x					Not material
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	x					Not material
ESRS E3-4 Total water consumption in m ³ per net revenue on own operations paragraph 29	x					Not material
ESRS 2- SBM 3 - E4 paragraph 16 (a) i	x					Not material
ESRS 2- SBM 3 - E4 paragraph 16 (b)	x					Not material
ESRS 2- SBM 3 - E4 paragraph 16 (c)	x					Not material
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	x					Not material
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	x					Not material
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	x					Not material
ESRS E5-5 Non-recycled waste paragraph 37 (d)	x					Not material
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	x					Not material
ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f)	x					145
ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14 (g)	x					145
ESRS S1-1 Human rights policy commitments paragraph 20	x					152-153
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21				x		153

Disclosure Requirement and related datapoint	SFDR reference	Pillar reference	3	Benchmark Regulation reference	EU Climate Law reference	Pages
ESRS S1-1 processes and measures for preventing trafficking in human beings paragraph 22	x					Not material
ESRS S1-1 workplace accident prevention policy or management system paragraph 23	x					152
ESRS S1-3 grievance/complaints handling mechanisms paragraph 32 (c)	x					155-157
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	x			x		168-169
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	x					168-169
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	x			x		169-170
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	x					169-170
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	x					170
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD Guidelines paragraph 104 (a)	x			x		170
ESRS 2- SBM3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	x					Not material
ESRS S2-1 Human rights policy commitments paragraph 17	x					Not material
ESRS S2-1 Policies related to value chain workers paragraph 18	x					Not material
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	x			x		Not material
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19				x		Not material
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	x					Not material
ESRS S3-1 Human rights policy commitments paragraph 16	x					Not material
ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines paragraph 17	x			x		Not material
ESRS S3-4 Human rights issues and incidents paragraph 36	x					Not material
ESRS S4-1 Policies related to consumers and end-users paragraph 16	x					175-180
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	x			x		180

Disclosure Requirement and related datapoint	SFDR reference	Pillar reference	3	Benchmark Regulation reference	EU Climate Law reference	Pages
ESRS S4-4 Human rights issues and incidents paragraph 35	x					Not material
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	x					200
ESRS G1-1 Protection of whistle-blowers paragraph 10 (d)	x					200-201
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	x			x		Not material
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	x					Not material

ANNEX 3 - DISCLOSURES INCORPORATED BY REFERENCE

ESRS Disclosures/Data point	Requirement	Location
GOV-1-21-a	(a) the number of executive and non-executive members	Chapter 2 Corporate Governance of the current Annual Board of Directors' Report 2025
GOV 1-21-c	The undertaking shall disclose the following information about the composition and diversity of the members of the undertaking's administrative, management and supervisory bodies: (c) experience relevant to the sectors, products and geographic locations of the undertaking.	Chapter 2 Corporate Governance of the current Annual Board of Directors' Report 2025
SBM-1-40-a	Description of: i. significant groups of products and/or services offered, including changes in the reporting period (new/removed products and/or services)	Chapter 4 Group activity and results of the current Annual Board of Directors' Report 2025
E1-2 (MDR-P 65 b)	Policies related to Climate Change - A description of the scope of the policy, or of its exclusions, in terms of activities, upstream and/or downstream value chain, geographies and if relevant, affected stakeholder groups	SG E&S sectoral policies: Industrial Agriculture and Forestry, Dams and Hydropower, Thermal Power, Thermal Coal, Defense and Security, Mining, Shipping, Civil Nuclear Power, Oil and Gas, Tobacco.

ANNEX 4 - ABBREVIATIONS

ANSPDCP - National Supervisory Authority for Personal Data Protection

ASF - Financial Supervisory Authority

BES - Business Environment Scan

BoD - Board of Directors
CCVI - Climate Change Vulnerability Index
CEO - Chief Executive Officer
CISO- Chief Information Security Officer/ CIO
CSR - Corporate Social Responsibility
CSRD - Corporate Sustainability Reporting Directive
DE&I - Diversity, Equity, and Inclusion
DAF - Antifraud Direction
DMA - Double Materiality Assessment
DPIA - Data Protection Impact Assessment
DPO - Data Protection Officer
EC- Executive Committee
EFRAG - European Financial Reporting Advisory Group
EIB - European Investment Bank
EIF - European Investment Fund
E&S - Environmental & Social
ESG - Environmental, Social and Governance
ESPIF - Social Environment and Positive Impact Financing
ESRS - European Sustainability Reporting Standards
ETF - Exchange Traded Fund
GAR - Green Asset Ratio
GDPR - General Data Protection Regulation
GHG - Green House Gas
ICT - Information and Communication Technology
ISS - Information System Security
ICVI - Industry Climate Vulnerability Indicators
ICMA - International Capital Market Association
IFC - International Finance Corporation (IFC)
IFRS - International Financial Reporting Standards
IROs - Impacts, Risks and Opportunities
KPI - Key Performance Indicators
LMA - Loan Market Association
NZBA - Net-Zero Banking Alliance PI Private Individuals
RCVM - Retail Customers Value Management
SFDR - Sustainable Finance Disclosure Regulation
SLL - Sustainable Linked Loans SME- Small and Medium Enterprises
SPIF - Sustainable, Positive Impact Financing
SG - Societe Generale

ANNEX 5 - TEMPLATES FOR THE KPIS OF CREDIT INSTITUTIONS

TEMPLATE 0. SUMMARY OF KPIS TO BE DISCLOSED BY CREDIT INSTITUTIONS UNDER ARTICLE 8 TAXONOMY REGULATION AT 31 DECEMBER 2025

Disclosure reference date/31.12.2025								
		Total exposure to Taxonomy aligned activities (RON thousand)		KPI (1) (%)	KPI (2) (%)	% coverage (over total assets) (3) (%)	non assessed exposures (% of covered assets) (4) (%)	non assessed exposures (% of covered assets) (4) (%)
		Turnover-based	CapEx-based	Turnover-based	CapEx-based		Turnover-based	CapEx-based
Main KPI	Green asset ratio (GAR) stock	274,748	681,871	0.64%	1.58%	43.1%		
<i>Additional KPis</i>	<i>GAR (flow)</i>	169,805	197,350	0.86%	1.00%	65.4%		
	<i>Trading book</i>							
	<i>Financial guarantees</i>							
	<i>Assets under management</i>							
	<i>Fees and commissions income (5)</i>							

TEMPLATE 1.ASSETS FOR THE CALCULATION OF GAR STOCK (TURNOVER BASED DISCLOSURE)

Disclosure reference date/31.12.2025																													
Stock (RON thousand)	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p													
																	Breakdown per environmental objective						Of which Use of Proceeds	Of which transitional	Of which enabling	Non-assessed exposures	Of which financing non material activities of counterparties (6)	Of which exposures financing counterparties reporting in accordance with Article 7(9)	Of which not assessed non material by the credit institution (7)
																	Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)							
1	GAR - Covered assets in both numerator and denominator	43,218,556	20,678,316	274,748	271,686	785	0	2,277	0	0	95,307	22,323	40,830																
2	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	43,215,904	20,678,316	274,748	271,686	785	0	2,277	0	0	95,307	22,323	40,830																
3	Financial undertakings	8,600,663	1,874,838	181,798	181,012	785	0	1	0	0	95,307	21,818	14,590																
4	Loans and advances	8,600,663	1,874,838	181,798	181,012	785	0	1	0	0	95,307	21,818	14,590																
5	Debt securities, including UoP																												
6	Equity instruments																												
7	Non-financial undertakings	2,701,439	1,032,013	92,950	90,673	0	0	2,277	0	0	0	505	26,239																
8	Loans and advances	2,881,970	1,019,552	92,950	90,673	0	0	2,277	0	0	0	505	26,239																
9	Debt securities, including UoP	19,470	12,461	0	0	0	0	0	0	0	0	0	0																
10	Equity instruments																												
11	Households	30,474,827	17,771,465	0	0	0	0	0	0	0	0	0	0																
12	of which loans collateralised by residential immovable property	18,238,631	17,771,465																										
13	of which building renovation loans																												
14	of which motor vehicle loans																												
15	Local governments financing	1,438,975	0	0	0	0	0	0	0	0	0	0	0	0	0														
16	Housing financing																												
17	Other local government financing	1,438,975																											
18	Collateral obtained by taking possession: residential and commercial immovable properties	2,652																											
19	Exposures included on a voluntary basis (8)																												
20	Total GAR assets	43,218,556																											
21	Assets not covered for GAR calculation	56,968,479																											
22	Central governments and Supranational issuers	20,939,443																											
23	Central banks exposure	6,327,799																											
24	Trading book	2,485,529																											
25	Undertakings and entities not subject to CSRD	21,533,700																											
26	SMEs and undertakings (other than SMEs) not subject to CSRD disclosure obligations	21,435,501																											
27	Loans and advances	21,402,540																											
28	of which loans collateralised by commercial immovable property	6,119,450																											
29	of which building renovation loans																												
30	Debt securities	22,587																											
31	Equity instruments	10,374																											
32	Non-EU country counterparties not subject to CSRD disclosure obligations	98,199																											
33	Loans and advances	98,199																											
34	Debt securities																												
35	Equity instruments																												
36	Derivatives	0																											
37	On demand interbank loans	459,935																											
38	Cash and cash-related assets	2,888,474																											
39	Other categories of assets (e.g. Goodwill, commodities etc.)	2,333,600																											
40	Total assets	100,187,036																											
Off-balance sheet exposures (stock) to Undertakings subject to CSRD disclosure obligations and local governments																													
41	Financial guarantees																												
42	Assets under management																												
43	Of which debt securities																												
44	Of which equity instruments																												

TEMPLATE 1.ASSETS FOR THE CALCULATION OF GAR STOCK (CAPEX BASED DISCLOSURE)

Disclosure reference date/31.12.2025																			
Stock (RON thousand)	a	b	c	Breakdown per environmental objective							j	k	l	m	n	o	p		
				d	e	f	g	h	i	Of which Use of Proceeds								Of which transitional	Of which enabling
1	GAR - Covered assets in both numerator and denominator	43,218,556	21,709,156	681,871	677,160	1,025	2,674	1,011	0	1	95,299	24,697	265,651						
2	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	43,215,904	21,709,156	681,871	677,160	1,025	2,674	1,011	0	1	95,299	24,697	265,651						
3	Financial undertakings	8,600,663	1,918,656	214,989	213,950	1,025	14	0	0	1	95,299	22,502	25,853						
4	Loans and advances	8,600,663	1,918,656	214,989	213,950	1,025	14	0	0	1	95,299	22,502	25,853						
5	Debt securities, including UoP	0	0	0	0	0	0	0	0	0	0	0	0						
6	Equity instruments	0	0	0	0	0	0	0	0	0	0	0	0						
7	Non-financial undertakings	2,701,439	2,019,035	466,882	463,211	0	2,660	1,011	0	0	0	2,195	239,798						
8	Loans and advances	2,681,970	2,002,096	466,882	463,211	0	2,660	1,011	0	0	0	2,195	239,798						
9	Debt securities, including UoP	19,470	16,939	0	0	0	0	0	0	0	0	0	0						
10	Equity instruments	0	0	0	0	0	0	0	0	0	0	0	0						
11	Households	30,474,827	17,771,465	0	0	0	0	0	0	0	0	0	0						
12	of which loans collateralised by residential immovable property	18,238,631	17,771,465	0	0	0	0	0	0	0	0	0	0						
13	of which building renovation loans	0	0	0	0	0	0	0	0	0	0	0	0						
14	of which motor vehicle loans	0	0	0	0	0	0	0	0	0	0	0	0						
15	Local governments financing	1,438,975	0	0	0	0	0	0	0	0	0	0	0						
16	Housing financing	0	0	0	0	0	0	0	0	0	0	0	0						
17	Other local government financing	1,438,975	0	0	0	0	0	0	0	0	0	0	0						
18	Collateral obtained by taking possession: residential and commercial immovable properties	2,652	0	0	0	0	0	0	0	0	0	0	0						
19	Exposures included on a voluntary basis (8)	0	0	0	0	0	0	0	0	0	0	0	0						
20	Total GAR assets	43,218,556	21,709,156	681,871	677,160	1,025	2,674	1,011	0	1	95,299	24,697	265,651						
21	Assets not covered for GAR calculation	56,968,479	0	0	0	0	0	0	0	0	0	0	0						
22	Central governments and Supranational issuers	20,939,443	0	0	0	0	0	0	0	0	0	0	0						
23	Central banks exposure	6,327,799	0	0	0	0	0	0	0	0	0	0	0						
24	Trading book	2,485,529	0	0	0	0	0	0	0	0	0	0	0						
25	Undertakings and entities not subject to CSRD	21,533,700	0	0	0	0	0	0	0	0	0	0	0						
26	SMEs and undertakings (other than SMEs) not subject to CSRD disclosure obligations	21,435,501	0	0	0	0	0	0	0	0	0	0	0						
27	Loans and advances	21,402,540	0	0	0	0	0	0	0	0	0	0	0						
28	of which loans collateralised by residential immovable property	6,119,450	0	0	0	0	0	0	0	0	0	0	0						
29	of which building renovation loans	0	0	0	0	0	0	0	0	0	0	0	0						
30	Debt securities	22,587	0	0	0	0	0	0	0	0	0	0	0						
31	Equity instruments	10,374	0	0	0	0	0	0	0	0	0	0	0						
32	Non-EU country counterparties not subject to CSRD disclosure obligations	98,199	0	0	0	0	0	0	0	0	0	0	0						
33	Loans and advances	98,199	0	0	0	0	0	0	0	0	0	0	0						
34	Debt securities	0	0	0	0	0	0	0	0	0	0	0	0						
35	Equity instruments	0	0	0	0	0	0	0	0	0	0	0	0						
36	Derivatives	0	0	0	0	0	0	0	0	0	0	0	0						
37	On demand interbank loans	459,935	0	0	0	0	0	0	0	0	0	0	0						
38	Cash and cash-related assets	2,888,474	0	0	0	0	0	0	0	0	0	0	0						
39	Other categories of assets (e.g. Goodwill, commodities etc.)	2,333,600	0	0	0	0	0	0	0	0	0	0	0						
40	Total assets	100,187,036	21,709,156	681,871	677,160	1,025	2,674	1,011	0	1	95,299	24,697	265,651						
Off-balance sheet exposures (stock) to Undertakings subject to CSRD disclosure obligations and local governments																			
41	Financial guarantees																		
42	Assets under management																		
43	Of which debt securities																		
44	Of which equity instruments																		

TEMPLATE 1.ASSETS FOR THE CALCULATION OF GAR FLOW (TURNOVER BASED DISCLOSURE)

Disclosure reference date/31.12.2025																							
Flow (RON thousand)	a	b	c	Breakdown per environmental objective							j	k	l	m	n	o	p						
				d	e	f	g	h	i	Of which Use of Proceeds								Of which transitional	Of which enabling	Non-assessed exposures	Of which financing non-material activities of counterparties (6)	Of which exposures financing counterparties reporting in accordance with Article 7(9)	Of which not assessed non-material by the credit institution (7)
1	GAR - Covered assets in both numerator and denominator	19,792,578	7,442,854	169,805	168,982	512	0	311	0	0	95,216	11,631	11,154										
2	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	19,792,578	7,442,854	169,805	168,982	512	0	311	0	0	95,216	11,631	11,154										
3	Financial undertakings	5,701,766	1,304,777	136,331	135,818	512	0	1	0	0	95,216	11,593	10,138										
4	Loans and advances	5,701,766	1,304,777	136,331	135,818	512	0	1	0	0	95,216	11,593	10,138										
5	Debt securities, including UoP																						
6	Equity instruments																						
7	Non-financial undertakings	653,689	410,048	33,474	33,164	0	0	310	0	0	0	38	1,016										
8	Loans and advances	653,689	410,048	33,474	33,164	0	0	310	0	0	0	38	1,016										
9	Debt securities, including UoP																						
10	Equity instruments																						
11	Households	13,386,373	5,728,029																				
12	of which loans collateralised by residential immovable property	5,735,678	5,728,029																				
13	of which building renovation loans																						
14	of which motor vehicle loans																						
15	Local governments financing	50,749																					
16	Housing financing																						
17	Other local government financing	50,749																					
18	Collateral obtained by taking possession: residential and commercial immovable properties																						
19	Exposures included on a voluntary basis (8)																						
20	Total GAR assets	19,792,578																					
21	Assets not covered for GAR calculation	10,482,355																					
22	Central governments and Supranational issuers	690,901																					
23	Central banks exposure	1,231,794																					
24	Trading book	675,026																					
25	Undertakings and entities not subject to CSRD	7,305,722																					
26	SMEs and undertakings (other than SMEs) not subject to CSRD disclosure obligations	7,279,250																					
27	Loans and advances	7,279,250																					
28	of which loans collateralised by residential immovable property																						
29	of which building renovation loans																						
30	Debt securities																						
31	Equity instruments																						
32	Non-EU country counterparties not subject to CSRD disclosure obligations	26,472																					
33	Loans and advances	26,472																					
34	Debt securities																						
35	Equity instruments																						
36	Derivatives																						
37	On demand interbank loans	49,480																					
38	Cash and cash-related assets	433,235																					
39	Other categories of assets (e.g. Goodwill, commodities etc.)	96,198																					
40	Total assets	30,274,934																					
Off-balance sheet exposures (stock) to Undertakings subject to CSRD disclosure obligations and local governments																							
41	Financial guarantees																						
42	Assets under management																						
43	Of which debt securities																						
44	Of which equity instruments																						

TEMPLATE 1.ASSETS FOR THE CALCULATION OF GAR FLOW (CAPEX BASED DISCLOSURE)

Disclosure reference date/31.12.2025		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p
Flow (RON thousand)	Total [gross] carrying amount	Of which Taxonomy- eligible	Of which Taxonomy- aligned	Breakdown per environmental objective							Of which Use of Proceeds	Of which transitional	Of which enabling	Non- assessed exposures	Of which financing non material activities of counterparties (6)	Of which exposures financing counterparties reporting in accordance with Article 7(9)	Of which not assessed non-material by the credit institution (7)
				Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)								
1	GAR - Covered assets in both numerator and denominator	19,792,578	7,598,203	197,350	194,964	713	1,587	86	0	1	95,207	12,186	21,281				
2	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	19,792,578	7,598,203	197,350	194,964	713	1,587	86	0	1	95,207	12,186	21,281				
3	Financial undertakings	5,701,766	1,343,529	162,783	162,069	713	1	0	0	1	95,207	12,005	18,180				
4	Loans and advances	5,701,766	1,343,529	162,783	162,069	713	1	0	0	1	95,207	12,005	18,180				
5	Debt securities, including UoP																
6	Equity instruments																
7	Non-financial undertakings	653,689	526,645	34,567	32,895	0	1,586	86	0	0	0	181	3,101				
8	Loans and advances	653,689	526,645	34,567	32,895	0	1,586	86	0	0	0	181	3,101				
9	Debt securities, including UoP																
10	Equity instruments																
11	Households	13,386,373	5,728,029	0	0	0		0			0	0	0				
12	of which loans collateralised by residential immovable property	5,735,678	5,728,029														
13	of which building renovation loans																
14	of which motor vehicle loans																
15	Local governments financing	50,749															
16	Housing financing																
17	Other local government financing	50,749															
18	Collateral obtained by taking possession: residential and commercial immovable properties																
19	Exposures included on a voluntary basis (8)																
20	Total GAR assets	19,792,578															
21	Assets not covered for GAR calculation	10,482,355															
22	Central governments and Supranational issuers	690,901															
23	Central banks exposure	1,231,794															
24	Trading book	675,026															
25	Undertakings and entities not subject to CSRD	7,305,722															
26	SMEs and undertakings (other than SMEs) not subject to CSRD disclosure obligations	7,279,250															
27	Loans and advances	7,279,250															
28	of which loans collateralised by residential immovable property																
29	of which building renovation loans																
30	Debt securities																
31	Equity instruments																
32	Non-EU country counterparties not subject to CSRD disclosure obligations	26,472															
33	Loans and advances	26,472															
34	Debt securities																
35	Equity instruments																
36	Derivatives																
37	On demand interbank loans	49,480															
38	Cash and cash-related assets	433,235															
39	Other categories of assets (e.g. Goodwill, commodities etc.)	96,198															
40	Total assets	30,274,934															
Off-balance sheet exposures (stock) to Undertakings subject to CSRD disclosure obligations and local governments																	
41	Financial guarantees																
42	Assets under management																
43	Of which debt securities																
44	Of which equity instruments																

TEMPLATE 2.GAR SECTOR INFORMATION (TURNOVER BASED DISCLOSURE)

Disclosure reference date/31.12.2025										
	a	b	c	d	e	f	g	h	i	j
	Breakdown by sector - NACE 4 digits level (code and label) (RON thousand)	Total [Gross] carrying amount	Of which Taxonomy- eligible	Of which Taxonomy- aligned	Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)
1	64.19-Other monetary intermediation	8,600,648	1,874,838	181,798	181,012	785	0	1	0	0
2	61.10-Wired telecommunications activities	614,411	134,249	0	0	0	0	0	0	0
3	35.14-Distribution of electricity	375,228	292,389	26,974	26,974	0	0	0	0	0
4	35.22-Distribution of gaseous fuels through mains	364,563	32,811	3,646	3,646	0	0	0	0	0
5	35.11-Production of electricity from non-renewable sources	213,336	213,329	0	0	0	0	0	0	0
6	49.50-Transport via pipeline of fuelgases	199,943	0	0	0	0	0	0	0	0
7	77.11-Rental and leasing of cars and light motor vehicles	190,626	151,838	0	0	0	0	0	0	0
8	86.22-Specialist medical practice activities	140,006	28	0	0	0	0	0	0	0
9	35.15-Trade of electricity	135,129	70,699	0	0	0	0	0	0	0
10	61.20-Wireless telecommunications activities, excluding satellite telecommunications activities	114,679	4,358	2,175	17	0	0	2,157	0	0
11	Nuclear activities (9)									
12	Fossil gas activities (10)									
13	Of which non-assessed exposures (11)									

TEMPLATE 2.GAR SECTOR INFORMATION (CAPEX BASED DISCLOSURE)

Disclosure reference date/31.12.2025										
	a	b	c	d	e	f	g	h	i	j
	Breakdown by sector - NACE 4 digits level (code and label) (RON thousand)	Total [Gross] carrying amount	Of which Taxonomy- eligible	Of which Taxonomy- aligned	Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)
1	64.19-Other monetary intermediation	8,600,648	1,918,655	214,989	213,950	1,025	14	0	0	1
2	61.10-Wired telecommunications activities	614,411	359,753	0	0	0	0	0	0	0
3	35.14-Distribution of electricity	375,228	367,989	27,260	27,260	0	0	0	0	0
4	35.22-Distribution of gaseous fuels through mains	364,563	339,044	339,044	339,044	0	0	0	0	0
5	35.11-Production of electricity from non-renewable sources	213,336	213,329	0	0	0	0	0	0	0
6	49.50-Transport via pipeline of fuelgases	199,943	195,704	0	0	0	0	0	0	0
7	77.11-Rental and leasing of cars and light motor vehicles	190,626	176,619	0	0	0	0	0	0	0
8	86.22-Specialist medical practice activities	140,006	20,721	0	0	0	0	0	0	0
9	35.15-Trade of electricity	135,129	129,859	0	0	0	0	0	0	0
10	61.20-Wireless telecommunications activities, excluding satellite telecommunications activities	114,679	5,849	1,491	480	0	0	1,011	0	0
11	Nuclear activities (9)									
12	Fossil gas activities (10)									
13	Of which non-assessed exposures (11)									

TEMPLATE 3.GAR KPI STOCK (TURNOVER BASED DISCLOSURE)

Disclosure reference date 31.12.2025														
% (compared to corresponding total covered assets in the denominator)	a	b	Breakdown per environmental objective									l	m	
			c	d	e	f	g	h	i	j	k			
														Climate Change Mitigation (CCM)
1	GAR - Covered assets in both numerator and denominator													
2	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	47.85%	0.64%	0.63%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.22%	0.05%	0.09%	1.33%
3	Financial undertakings	21.80%	2.11%	2.10%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	1.11%	0.25%	0.17%	9.70%
4	Loans and advances	21.80%	2.11%	2.10%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	1.11%	0.25%	0.17%	9.70%
5	Debt securities, including UoP													
6	Equity instruments													
7	Non-financial undertakings	38.20%	3.44%	3.36%	0.00%	0.00%	0.08%	0.00%	0.00%	0.00%	0.00%	0.02%	0.97%	9.01%
8	Loans and advances	38.02%	3.47%	3.38%	0.00%	0.00%	0.08%	0.00%	0.00%	0.00%	0.00%	0.02%	0.98%	9.12%
9	Debt securities, including UoP	64.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
10	Equity instruments													
11	Households	58.32%	0.00%	0.00%	0.00%		0.00%				0.00%	0.00%	0.00%	0.00%
12	of which loans collateralised by residential immovable property	97.44%	0.00%	0.00%	0.00%		0.00%				0.00%	0.00%	0.00%	0.00%
13	of which building renovation loans													
14	of which motor vehicle loans													
15	Local governments financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
16	Housing financing													
17	Other local government financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
18	Collateral obtained by taking possession: residential and commercial immovable properties	0.00%	0.00%	0.00%	0.00%		0.00%				0.00%	0.00%	0.00%	
19	Exposures included on a voluntary basis (13)													
20	Total GAR assets	47.85%	0.64%	0.63%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.22%	0.05%	0.09%	1.33%

TEMPLATE 3.GAR KPI STOCK (CAPEX BASED DISCLOSURE)

Disclosure reference date 31.12.2025													
% (compared to corresponding total covered assets in the denominator)	a	b	Breakdown per environmental objective									Proportion of Taxonomy aligned in Taxonomy eligible	Non-assessed exposures (12)
	Taxonomy-eligible	Taxonomy-aligned	Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)	Of which Use of Proceeds	Of which transitional	Of which enabling		
			c	d	e	f	g	h	i	j	k		
1	GAR - Covered assets in both numerator and denominator												
2	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	50.23%	1.58%	1.57%	0.00%	0.01%	0.00%	0.00%	0.00%	0.22%	0.06%	0.61%	3.14%
3	Financial undertakings	22.31%	2.50%	2.49%	0.01%	0.00%	0.00%	0.00%	0.00%	1.11%	0.26%	0.30%	11.21%
4	Loans and advances	22.31%	2.50%	2.49%	0.01%	0.00%	0.00%	0.00%	0.00%	1.11%	0.26%	0.30%	11.21%
5	Debt securities, including UoP												
6	Equity instruments												
7	Non-financial undertakings	74.74%	17.28%	17.15%	0.00%	0.10%	0.04%	0.00%	0.00%	0.00%	0.08%	8.88%	23.12%
8	Loans and advances	74.65%	17.41%	17.27%	0.00%	0.10%	0.04%	0.00%	0.00%	0.00%	0.08%	8.94%	23.32%
9	Debt securities, including UoP	87.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
10	Equity instruments												
11	Households	58.32%	0.00%	0.00%	0.00%		0.00%			0.00%	0.00%	0.00%	0.00%
12	of which loans collateralised by residential immovable property	97.44%	0.00%	0.00%	0.00%		0.00%			0.00%	0.00%	0.00%	0.00%
13	of which building renovation loans												
14	of which motor vehicle loans												
15	Local governments financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
16	Housing financing												
17	Other local government financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
18	Collateral obtained by taking possession: residential and commercial immovable properties	0.00%	0.00%	0.00%	0.00%		0.00%			0.00%	0.00%	0.00%	
19	Exposures included on a voluntary basis (13)												
20	Total GAR assets	50.23%	1.58%	1.57%	0.00%	0.01%	0.00%	0.00%	0.00%	0.22%	0.06%	0.61%	3.14%

TEMPLATE 4.GAR KPI FLOW (TURNOVER BASED DISCLOSURE)

Disclosure reference date 31.12.2025													
% (compared to corresponding total covered assets in the denominator)	a	b	c	d	e	f	g	h	i	j	k	l	m
	Taxonomy-eligible	Taxonomy-aligned	Breakdown per environmental objective						Of which Use of Proceeds	Of which transitional	Of which enabling	Proportion of Taxonomy aligned in Taxonomy eligible	Non assessed exposures (14)
			Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)					
1	GAR - Covered assets in both numerator and denominator												
2	37.60%	0.86%	0.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.48%	0.06%	0.06%	2.28%	
3	Financial undertakings												
4	22.88%	2.39%	2.38%	0.01%	0.00%	0.00%	0.00%	0.00%	1.67%	0.20%	0.18%	10.45%	
5	Loans and advances												
6	Debt securities, including UoP												
7	Equity instruments												
8	Non-financial undertakings												
9	62.73%	5.12%	5.07%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.01%	0.16%	8.16%	
10	Loans and advances												
11	Debt securities, including UoP												
12	Equity instruments												
13	Households												
14	42.79%	0.00%	0.00%	0.00%		0.00%			0.00%	0.00%	0.00%	0.00%	
15	of which loans collateralised by residential immovable property												
16	of which building renovation loans												
17	of which motor vehicle loans												
18	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
19	Local governments financing												
20	Housing financing												
21	Other local government financing												
22	Collateral obtained by taking possession: residential and commercial immovable properties												
23	Exposures included on a voluntary basis (15)												
24	37.60%	0.86%	0.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.48%	0.06%	0.06%	2.28%	
25	Total GAR assets												

TEMPLATE 4.GAR KPI FLOW (CAPEX BASED DISCLOSURE)

Disclosure reference date 31.12.2025														
% (compared to corresponding total covered assets in the denominator)	a	b	Breakdown per environmental objective									l	m	
			c	d	e	f	g	h	i	j	k			
														Climate Change Mitigation (CCM)
1	GAR - Covered assets in both numerator and denominator													
2	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	38.39%	1.00%	0.99%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.48%	0.06%	0.11%	2.60%
3	Financial undertakings	23.56%	2.85%	2.84%	0.01%	0.00%	0.00%	0.00%	0.00%	1.67%	0.21%	0.32%	12.12%	
4	Loans and advances	23.56%	2.85%	2.84%	0.01%	0.00%	0.00%	0.00%	0.00%	1.67%	0.21%	0.32%	12.12%	
5	Debt securities, including UoP													
6	Equity instruments													
7	Non-financial undertakings	80.57%	5.29%	5.03%	0.00%	0.24%	0.01%	0.00%	0.00%	0.00%	0.03%	0.47%	6.56%	
8	Loans and advances	80.57%	5.29%	5.03%	0.00%	0.24%	0.01%	0.00%	0.00%	0.00%	0.03%	0.47%	6.56%	
9	Debt securities, including UoP													
10	Equity instruments													
11	Households	42.79%	0.00%	0.00%	0.00%		0.00%			0.00%	0.00%	0.00%	0.00%	
12	of which loans collateralised by residential immovable property	99.87%	0.00%	0.00%	0.00%		0.00%			0.00%	0.00%	0.00%	0.00%	
13	of which building renovation loans													
14	of which motor vehicle loans													
15	Local governments financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
16	Housing financing													
17	Other local government financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
18	Collateral obtained by taking possession: residential and commercial immovable properties													
19	Exposures included on a voluntary basis (15)													
20	Total GAR assets	38.39%	1.00%	0.99%	0.00%	0.01%	0.00%	0.00%	0.00%	0.48%	0.06%	0.11%	2.60%	

Notes:

(1) Based on the Turnover KPI of the counterparty.	(10) Referred to in Sections 4.29, 4.30 and 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139.
(2) Based on the CapEx KPI of the counterparty.	(11) In accordance with Article 7(8) of this Regulation.
(3) % of assets covered by the KPI over banks' total assets.	(12) In accordance with Article 7(8) of this Regulation.
(4) In accordance with Article 7(8) of this Regulation.	(13) In accordance with Article 7(3) of this Regulation.
(5) Fee and commission income from services other than lending and AuM.	(14) In accordance with Article 7(8) of this Regulation.
(6) In accordance with Article 7(8)(a) and (b) of this Regulation.	(15) In accordance with Article 7(3) of this Regulation.
(7) In accordance with Article 4(1a) of this Regulation.	(16) In accordance with Article 7(8) of this Regulation.
(8) In accordance with Article 7(3) of this Regulation.	(17) In accordance with Article 7(8) of this Regulation.
(9) Referred to in Sections 4.26, 4.27 and 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139.	(18) In accordance with Article 7(8) of this Regulation.



Independent auditor's limited assurance report on BRD – Groupe Société Générale SA's consolidated sustainability statement

To the Shareholders of BRD – Groupe Société Générale SA

Limited assurance conclusion

We have conducted a limited assurance engagement on the consolidated sustainability statement of BRD – Groupe Société Générale SA (the “Bank”), included in Consolidated Sustainability Statement of the Annual Board of Directors' Report (the “consolidated sustainability statement”), as at 31 December 2025 and for the year then ended.

The Bank's registered office is in Romania, Bucharest, District 1, 1-7 Ion Mihalache Blvd, and its unique fiscal registration code is RO361579.

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the consolidated sustainability statement is not prepared, in all material respects, in accordance with the provisions of point 33 of National Bank of Romania (NBR) Order no. 27/2010 for approving accounting Regulations in accordance with International Financial Reporting Standards, republished, with subsequent amendments (the “NBR Order 27/2010”) implementing Article 29(a) of EU Directive 2013/34/EU, including:

- compliance with the European Sustainability Reporting Standards (ESRS), including that the process carried out by the Bank to identify the information reported in the consolidated sustainability statement (the “Process”) is in accordance with the description set out in subsection Double Materiality Assessment Process; and
- compliance of the disclosures in subsection EU Taxonomy within the environmental section and Annex 5 of the consolidated sustainability statement with Article 8 of EU Regulation 2020/852 (the “Taxonomy Regulation”).

Basis for conclusion

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance engagements other than audits or reviews of

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EUID ROONRC.J1993017223405, fiscal registration code RO4282940, share capital RON 7,630

This version of our report is a translation from the original, which was prepared in Romanian language. All possible care has been taken to ensure that the translation is an accurate representation of the original. However, in all matters of interpretation of information, views or opinions, the original language version of our report takes precedence over this translation.

historical financial information (“ISAE 3000 (Revised)”), issued by the International Auditing and Assurance Standards Board.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. Our responsibilities under this standard are further described in the Auditor’s responsibilities section of our report.

Our independence and quality management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour and of the requirements relevant in Romania, including Law 162/2017 regarding statutory audit of annual financial statements and annual consolidated financial statements and regarding changes to other regulations and subsequent amendments (“Law 162/2017”).

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Responsibilities for the consolidated sustainability statement

The Administrators of the Bank are responsible for designing and implementing a process to identify the information reported in the consolidated sustainability statement in accordance with the ESRS and for disclosing this Process in subsection Double Materiality Assessment Process of the consolidated sustainability statement. This responsibility includes:

- understanding the context in which the Group’s activities and business relationships take place and developing an understanding of its affected stakeholders;
- the identification of the actual and potential impacts (both negative and positive) related to sustainability matters, as well as risks and opportunities that affect, or could reasonably be expected to affect, the Group’s financial position, financial performance, cash flows, access to finance or cost of capital over the short-, medium-, or long-term;
- the assessment of the materiality of the identified impacts, risks and opportunities related to sustainability matters by selecting and applying appropriate thresholds; and
- making assumptions that are reasonable in the circumstances.

The Administrators of the Bank are further responsible for the preparation of the consolidated sustainability statement, in accordance with the provisions of point 33 of NBR Order 27/2010 implementing Article 29(a) of EU Directive 2013/34/EU, including:

- compliance with the ESRS;
- preparing the disclosures in subsection EU Taxonomy within the environmental section and Annex 5 of the consolidated sustainability statement, in compliance with Article 8 of the Taxonomy Regulation;
- designing, implementing and maintaining such internal control that the Administrators of the Bank determine is necessary to enable the preparation of the consolidated sustainability statement that is free from material misstatement, whether due to fraud or error; and
- the selection and application of appropriate sustainability reporting methods and making assumptions and estimates that are reasonable in the circumstances.

Those charged with governance are responsible for overseeing the Group's sustainability reporting process.

Inherent limitations in preparing the consolidated sustainability statement

In reporting forward-looking information in accordance with ESRS, the Administrators of the Bank are required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by the Group. Actual outcomes are likely to be different since anticipated events frequently do not occur as expected.

Reporting on sustainability matters in accordance with the ESRS requires the use of information from the Group's value chain, which is only accessible to a limited extent. As described in section 8.1. General Information under subsection 'Estimation Uncertainty Disclosure' of the consolidated sustainability statement, the Administrators of the Bank must therefore rely on third-party data and information, and make assumptions and estimates, to determine the sustainability information disclosed in the consolidated sustainability statement. Such sustainability information is therefore subject to significant inherent uncertainties.

Auditor's responsibilities

Our responsibility is to plan and perform the assurance engagement to obtain limited assurance about whether the consolidated sustainability statement is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the consolidated sustainability statement as a whole.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised) we exercise professional judgement and maintain professional scepticism throughout the engagement.

Our responsibilities in respect of the consolidated sustainability statement, in relation to the Process, include:

- Obtaining an understanding of the Process, but not for the purpose of providing a conclusion on the effectiveness of the Process, including the outcome of the Process;
- Considering whether the information identified addresses the applicable disclosure requirements of the ESRS; and
- Designing and performing procedures to evaluate whether the Process is consistent with the Bank's description of its Process set out in subsection Double Materiality Assessment Process.

Our other responsibilities in respect of the consolidated sustainability statement include:

- Identifying where material misstatements are likely to arise, whether due to fraud or error; and
- Designing and performing procedures responsive to where material misstatements are likely to arise in the consolidated sustainability statement. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Summary of the work performed

A limited assurance engagement involves performing procedures to obtain evidence about the consolidated sustainability statement. The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

The nature, timing and extent of procedures selected depend on professional judgement, including the identification of disclosures where material misstatements are likely to arise in the consolidated sustainability statement, whether due to fraud or error.

In conducting our limited assurance engagement, with respect to the Process, we:

- Obtained an understanding of the Process by:
 - performing inquiries to understand the sources of the information used by the Administrators of the Bank (e.g., stakeholder engagement, business plans and strategy documents); and
 - reviewing the Bank's internal documentation of its Process; and
- Evaluated whether the evidence obtained from our procedures with respect to the Process implemented by the Bank was consistent with the description of the Process set out in subsection Double Materiality Assessment Process.

In conducting our limited assurance engagement, with respect to the consolidated sustainability statement, we:

- Obtained an understanding of the Group’s reporting processes relevant to the preparation of its consolidated sustainability statement by obtaining an understanding of the Group’s control environment, processes and information system relevant to the preparation of the consolidated sustainability statement, but not for the purpose of providing a conclusion on the effectiveness of the Group’s internal control.
- Evaluated whether the information identified by the Process is included in the consolidated sustainability statement;
- Evaluated whether the structure and the presentation of the consolidated sustainability statement is in accordance with the ESRS;
- Performed inquires of relevant personnel and analytical procedures on selected information in the consolidated sustainability statement;
- Performed substantive assurance procedures on selected information in the consolidated sustainability statement;
- Where applicable, compared disclosures in the consolidated sustainability statement with the corresponding disclosures in the consolidated and separate financial statements and Annual Board of Directors’ Report;
- Evaluated the methods used by the Bank for developing estimates and forward-looking information;
- Obtained an understanding of the Bank’s process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the consolidated sustainability statement.

On behalf of

PricewaterhouseCoopers Audit SRL

Audit firm

registered with the Public Electronic Register of financial auditors and audit firms under no. FA6

**Refer to the original
signed Romanian version**

Ana-Maria Butucaru

Financial auditor

registered with the Public Electronic Register of financial auditors and audit firms under no. AF3378

Bucharest, 17 March 2026

9. CONCLUSIONS AND PERSPECTIVES FOR 2026

Despite an even more tense environment, BRD remained committed to supporting its customers and the Romanian economy, posting a resilient financial performance.

BRD's continuous efforts to ensure its products and services remain closely aligned with customers' evolving needs, supported the dynamic commercial activities registered last year.

As of December 2025 end, net loans outstanding, including leasing financing, marked a +13% YoY increase compared to December 2024 end, continuing to moderate its path given the challenging economic context. Lending to corporates registered a yearly advance of +17% YoY, while retail loans were up by +10% YoY, thanks to the individuals' segment, driven by higher demand for housing financing.

BRD strengthened its commitment to sustainable finance in 2025, providing EUR 919 million in new green financing (EUR 782 million to corporates and EUR 137 million to retail clients). The bank supported several landmark transactions, through green buildings financing, energy distribution, urban regeneration and e-mobility. It has also launched the first sustainability-linked loan (SLL) for SMEs on the Romanian market. Moreover, BRD signed two new guarantee agreements with BID aimed at supporting SMEs, as well as Territorial Administrative Units and their subordinated companies, and a convention with the Ministry of Economy, Digitalization, Entrepreneurship and Tourism for implementing SME ECO TECH program.

The deposit base expanded by +10.5% YoY as of December 2025 end, with higher collection from large corporate segment, while retail deposit inflows were constrained by the monthly issuances of Romanian government bonds for individuals, offered at attractive yields. Along with deposits, BRD savings offer provides access to a broad range of asset classes and investment strategies through its subsidiary, BRD Asset Management, which continues to be the main player on the UCITS market, with 25.3% market share at 2025 end, and RON 9.3 billion assets under management, marking a 51% YoY advance.

On the digital front, customers' digital activity continued to grow, reflected by the increased number of YouBRD mobile application users (1.87 million users at 2025 end) and the volume of transactions done through the application (+25% YoY in 2025). BRD remained committed to optimizing customers' digital journey, by constantly enriching YouBRD with new features, such as: the new mobile onboarding flow for individuals, the "refer a friend" feature, multicurrency option, partial early repayments, Fidelis subscriptions available in YouBRD, updating customers' data directly in the app, and the "repeat a payment" feature. The cashback loyalty program reached more than 1 million enrolled customers and the cashback amount since launch amounted to RON 4m at the end of the year.

BRD reported a healthy loan book with a low non-performing loan (NPL) ratio of 2.4% and NPL coverage of 63.4% at 2025 end. BRD Group net profit for the year amounted to RON 1,546 million, with a return on equity (ROE) of ~17% excluding the tax on turnover, and solid capital position. These financial results were driven by solid revenue stream on resilient margins, strict costs control with a focus on optimization and IT investments prioritized towards streamlining processes, as well as good asset quality. The resilient financial results and the solid capital and liquidity, position BRD for continued support of the Romanian economy.

Overall, BRD's performance in 2025 demonstrate its determination to enhance the customer journey, support Romanian companies' sustainable initiatives, and accelerate business growth in an highly competitive landscape.

Further details on the Bank's perspectives and objectives are presented in the budget for 2026 which is submitted for approval to the Ordinary General Shareholders Meeting.

10. BOARD OF DIRECTORS' PROPOSALS

- 1) Considering the present report, we submit for the approval of the Ordinary General Shareholders Meeting of BRD the consolidated and separate financial statements prepared according to the International Financial Reporting Standards as adopted by the European Union, as at and for the year ended December 31, 2025, made of:
 - Consolidated and separate statements of financial position;
 - Consolidated and separate statements of profit or loss;
 - Consolidated and separate statements of other comprehensive income;
 - Consolidated and separate statements of changes in equity;
 - Consolidated and separate statements of cash flows;
 - Notes to the consolidated and separate financial statements.
- 2) Part of the present report, is also the Consolidated Sustainability Statement prepared in accordance with CSRD (Corporate Sustainability Reporting Directive).
- 3) Dividend distribution corresponding to a payout ratio of 50% of the Bank's 2025 net result (gross dividend of RON 1.0752/share).
- 4) Discharge of the Board of Directors.


Cecile BARTENIEFF DANSAERT
President of the Board of Directors


Maria ROUSSEVA
Chief Executive Officer

Vladimir POJER
Deputy Chief Executive Officer



Simona PRODAN
Finance Executive Director



APPENDIX 1

COMPLY OR EXPLAIN STATEMENT (CSE) AS OF DECEMBER 31, 2025 Section	Principle	Prov No.	Provision (detailed)	Yes	Partial	No	Explanation (text and url link if document is on website)
A: GOVERNING BODIES							
A: GOVERNING BODIES	A.1. The Board should ensure the Company's long-term success and sustainability for the best interest of the Company and its shareholders and taking into account the interests of other stakeholders. The Board should clearly define and disclose the full scope of its roles and responsibilities.	A.1., 1	The Board should have an internal regulation that formalises and clearly states its roles and responsibilities. The articles of association, Board's internal regulation and other internal regulations should clearly delineate the roles and competencies among the Board, general meeting of shareholders (GMS) and executive management.	X			https://www.brd.ro/informatii-generale https://www.brd.ro/politicile-corporative-si-angajamente
A: GOVERNING BODIES	A.1. The Board should ensure the Company's long-term success and sustainability for the best interest of the Company and its shareholders and taking into account the interests of other stakeholders. The Board should clearly define and disclose the full scope of its roles and responsibilities.	A.1., 2	Board's internal regulation should include, among others, the Board's responsibilities as well as fiduciary duties of directors to act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the Company, its shareholders and taking into account the interests of other stakeholders in line with legal requirements.	X			https://www.brd.ro/informatii-generale https://www.brd.ro/politicile-corporative-si-angajamente
A: GOVERNING BODIES	A.1. The Board should ensure the Company's long-term success and sustainability for the best interest of the Company and its shareholders and taking into account the interests of other	A.1., 3	To sustain the Company's long-term viability and success, the Board should: <ul style="list-style-type: none"> · Oversee the development and approve the Company's strategy and ensure that it also integrates sustainability aspects, including environmental and social (E&S) considerations and climate-related risks and opportunities; · Appoint and dismiss CEO and other executives to whom executive management responsibilities were delegated (called executive management) and ensure their succession planning; 	X			https://www.brd.ro/informatii-generale https://www.brd.ro/politicile-corporative-si-angajamente

	stakeholders. The Board should clearly define and disclose the full scope of its roles and responsibilities.		<ul style="list-style-type: none"> · Oversee the management performance, management role in addressing material sustainability risks and opportunities and align the remuneration of executive management with the long-term interests and sustainability of the Company, according to the provisions of the Company's remuneration policy; · Ensure there is a sound framework for internal controls and risk management; · Ensure that the Company has in place procedures to enable effective communication with shareholders and other stakeholders. 				
A: GOVERNING BODIES	A.1. The Board should ensure the Company's long-term success and sustainability for the best interest of the Company and its shareholders and taking into account the interests of other stakeholders. The Board should clearly define and disclose the full scope of its roles and responsibilities.	A.1., 4	Duration of appointment of Board and executive management should be set clearly and should, to the extent possible, foster stability and predictability.	X			Legal Base BRD.ro
A: GOVERNING BODIES	A.2. The Board should have an appropriate balance of skills, experience, gender diversity, knowledge and independence to enable it to effectively perform its duties and responsibilities.	A.2., 1	The Board should have at least five members.	X			https://www.brd.ro/despre-brd/investitori-si-actionari/informatii/cadrul-juridic https://www.brd.ro/despre-noi/grupul-brd/cine-suntem/management https://www.brd.ro/politicile-corporative-si-angajamente
A: GOVERNING BODIES	A.2. The Board should have an appropriate balance of skills, experience, gender diversity, knowledge and independence to enable it to effectively perform its duties and responsibilities.	A.2., 2	The Board should have in place a policy on Board and executive management diversity and should ensure that diversity requirements in terms of gender, age, experiences and skills are incorporated in the Nomination Policy.	X			https://www.brd.ro/politicile-corporative-si-angajamente
A: GOVERNING BODIES	A.2. The Board should have an appropriate balance of skills, experience, gender diversity, knowledge and independence to enable it to effectively perform its duties and responsibilities.	A.2., 3	The Board should develop a Board profile which specifies the desired characteristics and traits of its members including factors such as independence, diversity, integrity, specific skills and experience, industry knowledge, ability and willingness to devote adequate time and effort to Board responsibilities in the context of the needs of the Board and its committees and their exercise of the Board's strategic and oversight roles. The Board profile can be part of the Nomination Policy.	X			https://www.brd.ro/politicile-corporative-si-angajamente
A: GOVERNING BODIES	A.2. The Board should have an appropriate balance of skills, experience, gender	A.2., 4	The majority of the members of the Board should be non-executives. At least a third of the Board members should be independent. Each independent member of the Board should submit a declaration regarding his/her independence at the time	X			https://www.brd.ro/despre-brd/investitori-si-actionari/informatii/cadrul-juridic

	diversity, knowledge and independence to enable it to effectively perform its duties and responsibilities.		of his/her nomination for election or re-election as well as when any change in his/her status arises, as per the criteria of independence defined in law and in Appendix A to the Code.			https://www.brd.ro/despre-noi/grupul-brd/cine-suntem/management
A: GOVERNING BODIES	A.2. The Board should have an appropriate balance of skills, experience, gender diversity, knowledge and independence to enable it to effectively perform its duties and responsibilities.	A.2., 5	The Nomination and Remuneration Committee (or the entire Board if there is no Nomination and Remuneration Committee) should assess whether the directors can be considered independent under the factors taken into account, by examining whether there are any business or other personal relationships that could materially affect the independence and objectivity of the director and his/her ability to act in the best interests of the Company, its shareholders and stakeholders.	X		Notes related to the items on the agenda of the Ordinary General Meeting of Shareholders concerning the appointment of directors/designation of independent directors
A: GOVERNING BODIES	A.2. The Board should have an appropriate balance of skills, experience, gender diversity, knowledge and independence to enable it to effectively perform its duties and responsibilities.	A.2., 6	The positions of Chairperson and Chief Executive Officer (CEO) are recommended to be held by different individuals.	X		In consideration of the banking legislation and the Bank's internal normative documents, the cumulation of these functions is prohibited.
A: GOVERNING BODIES	A.2. The Board should have an appropriate balance of skills, experience, gender diversity, knowledge and independence to enable it to effectively perform its duties and responsibilities.	A.2., 7	If the Chairperson and CEO functions are performed by the same person, it is recommended that the Board appoints an independent Vice-Chairperson.			N/A. In the case of BRD-Groupe Societe Generale S.A., in accordance with the applicable internal normative documents and banking legislation, the positions of Chair of the Board and Chief Executive Officer are not held by the same person.
A: GOVERNING BODIES	A.3. The Board should ensure that a formal, rigorous and transparent procedure is put into place regarding the nomination of new members to the Board.	A.3., 1	The Company should develop and disclose a board nomination policy ("Nomination Policy") that should define the processes and procedures for the nomination, election or replacement of a director. The Nomination Policy, approved by the competent governance body, shall describe how the Company receives and evaluates nominations from shareholders (including minority shareholders) or from members of the Board, including in relation to the board profile, independence and diversity.	X		https://www.brd.ro/politicile-corporative-si-angajamente
A: GOVERNING BODIES	A.3. The Board should ensure that a formal, rigorous and transparent procedure is put into place regarding the nomination of new members to the Board.	A.3., 2	The Board, through its Nomination and Remuneration Committee, if established, should monitor the nomination process of candidates for the position of Board member.	X		https://www.brd.ro/informatii-generale https://www.brd.ro/politicile-corporative-si-angajamente
A: GOVERNING BODIES	A.3. The Board should ensure that a formal, rigorous and transparent procedure is put into place regarding the nomination of new members to the Board.	A.3., 3	The Company should disclose to shareholders information on the experiences and CV of the director candidates that they require to make an informed decision on the appointment or reappointment of the directors including the following: · candidates' professional commitments and engagements, including executive and non-executive positions in companies, public authorities, not-for-profit bodies or other organisations; · any existing or potential conflicts of interest including whether	X		Starting to publication of the Convening notice, the full text of the informative documents and materials with regard to the matters on the agenda, the documents that are to be presented to the ordinary and extraordinary general meetings of the shareholders, the decision drafts

			they have business, family or other relationships that could affect their performance as directors on the Board; · which shareholder or member of the Board proposed each candidate for the Board positions.				for each point on the agenda and the information sheet with the name, locality of domicile and professional qualification of the candidate proposed for the position of director are available on the website of the Bank (www.brd.ro, section Shareholders and Investors) both Romanian and English or can be obtained by the shareholders from the General Secretariat of the Bank .
A: GOVERNING BODIES	A.4. The Board should establish committees which should assist the Board in the performance of its key responsibilities, dealing with strategic challenges and in managing sensitive issues with high potential for conflicts of interest.	A.4., 1	The Board shall establish an Audit Committee to enhance its oversight capability over the financial reporting, internal control framework, internal and external audit processes, and compliance with applicable laws and regulations. Where a separate risk management committee is not required by law or already established, the Audit Committee will also include oversight responsibilities for the efficiency of the risk management framework.	X			https://www.brd.ro/informatii-generale https://www.brd.ro/politicile-corporative-si-angajamente
A: GOVERNING BODIES	A.4. The Board should establish committees which should assist the Board in the performance of its key responsibilities, dealing with strategic challenges and in managing sensitive issues with high potential for conflicts of interest.	A.4., 2	The Audit Committee is recommended to be composed of non-executive directors. The majority of the Committee members is recommended to be independent, including the Committee chairperson. The Audit Committee, as a whole, should have competencies relevant to the Company's area of operations. The Committee and its members should comply with the applicable national and European legislation.	X			https://www.brd.ro/informatii-generale https://www.brd.ro/politicile-corporative-si-angajamente
A: GOVERNING BODIES	A.4. The Board should establish committees which should assist the Board in the performance of its key responsibilities, dealing with strategic challenges and in managing sensitive issues with high potential for conflicts of interest.	A.4., 3	The Boards of Premium Tier companies should set up a Nomination and Remuneration Committee formed of non-executive directors. The majority of the Committee members is recommended to be independent, including the Committee chairperson. The Board may also establish a separate Nomination Committee and a separate Remuneration Committee if the Board composition accommodates it and if this is justified given the Company's size and complexity of its business and governance structures.	X			https://www.brd.ro/informatii-generale https://www.brd.ro/politicile-corporative-si-angajamente
A: GOVERNING BODIES	A.4. The Board should establish committees which should assist the Board in the performance of its key responsibilities, dealing with strategic challenges and in managing sensitive issues with high potential for conflicts of interest.	A.4., 4	In addition to its specific responsibilities as provided under this Code, the Nomination and Remuneration Committee should: i. Review and recommend to the Board the size and composition of the Board and lead the development and ongoing review of the Board profile; ii. Identify individuals qualified to become Board members and members of the executive management, if requested; evaluate the candidates for executive management roles; evaluate the candidates proposed by the shareholders or by Board members for a director role and inform the GMS accordingly;	X			https://www.brd.ro/informatii-generale https://www.brd.ro/politicile-corporative-si-angajamente

	potential for conflicts of interest.		<p>iii. Make recommendations to the Board concerning committee appointments (other than the Nomination and Remuneration Committee);</p> <p>iv. Coordinate an annual evaluation of the Board, directors and committees in line with provisions set out in Principle A.5.;</p> <p>v. Assist the Board in fulfilling its responsibilities related to the Company's remuneration policy;</p> <p>vi. Assist the Board in the development of the succession plans for executive management, as well as the emergency succession plans and CEO search process, as required;</p> <p>vii. Oversee the administration of the Company's compensation and benefits plans.</p>				
A: GOVERNING BODIES	A.4. The Board should establish committees which should assist the Board in the performance of its key responsibilities, dealing with strategic challenges and in managing sensitive issues with high potential for conflicts of interest.	A.4., 5	The role and responsibilities of Board committees should be defined in separate internal regulation (operating regulations) and disclosed on the Company's website. If the Company chooses not to establish any of the Board committees not required by law, the corresponding tasks and responsibilities shall be done by the Board and should be adequately stated in the Board's internal regulation.	X			https://www.brd.ro/informatii-generale https://www.brd.ro/politicile-corporative-si-angajamente
A: GOVERNING BODIES	A.4. The Board should establish committees which should assist the Board in the performance of its key responsibilities, dealing with strategic challenges and in managing sensitive issues with high potential for conflicts of interest.	A.4., 6	The evaluation of independence for the members of the committees, including when the members of the committees are appointed by the GMS, shall be carried out according to the same procedure applicable to the independent members of the Board.	X			https://www.brd.ro/politicile-corporative-si-angajamente
A: GOVERNING BODIES	A.4. The Board should establish committees which should assist the Board in the performance of its key responsibilities, dealing with strategic challenges and in managing sensitive issues with high potential for conflicts of interest.	A.4., 7	The chairpersons of the Audit Committee and Nomination and Remuneration Committee should not be the Chairperson of the Board or of any other committee, unless this is justified by the size of the Board.		X		Exceptionally, for a limited period during 2025, due to changes in the Bank's Board of Directors, until the appointment of a new Chairman, Mr. Jean-Pierre Georges Vigroux (Independent Director) provisionally held the positions of Interim Chairman of the Board of Directors and Chairman of the Audit Committee. Upon the election of Mrs. Cécile Bartenieff as Chairman of the Board of Directors, subject to approval by the National Bank of Romania (BNR), the Bank will fully comply with the provisions of A.4., 7 starting from the effective date of Mrs. Bartenieff's mandate. Additionally, we mention that BRD-Groupe Société Générale S.A., as a significant credit institution, complies with the special

							banking legislation provisions regarding prohibitions on the accumulation of functions. Thus, according to Article 23, paragraph 4 of BNR Regulation 5/2013 on prudential requirements for credit institutions, "(4) In all credit institutions, the chairman of the risk management committee must not be the chairman of the governing body nor the chairman of any other committee." The special legislation does not prohibit the accumulation of functions for the other three mandatory committees in the case of significant credit institutions, namely the Audit Committee, the Nomination Committee, and the Remuneration Committee.
A: GOVERNING BODIES	A.5. The Board should set up robust Board operating procedures as well as Board evaluation and continuous development mechanisms to improve directors' skills and their ability to effectively deliver their responsibilities.	A.5., 1	The Board Chairperson is primarily responsible for ensuring that the Board functions properly. The Board's internal regulation should contain the role and responsibilities of the Board Chairperson and the Board Chairperson, at a minimum, should: <ul style="list-style-type: none"> • Determine the agenda of the Board meetings, chair such meetings and ensure that minutes are kept of such meetings; • Ensure the Board receives accurate, timely, useful, succinct information to enable the Board to make sound decisions; • Ensure the Board has sufficient time for consultation and decision-making; • Enable the Committees to function properly and that there is effective communication with Board committees, including actionable, insightful reports of committees back to the full Board; • Ensure the performance of the Board is evaluated and discussed at least once a year and disclosed as per provision D.1.3; • Ensure that the Board has proper working relationship with the executive management. The CEO and the Chairman of the Board (if positions are held by different individuals) shall meet regularly; • Address and manage internal disputes and conflicts of interest concerning Board members. 	X			
A: GOVERNING BODIES	A.5. The Board should set up robust Board operating procedures as well as Board evaluation and continuous development mechanisms to improve directors' skills and their ability to effectively deliver their responsibilities.	A.5., 2	The Board should meet as often as necessary but not less than six (6) times a year.	X			During the year 2025, 38 meetings of the Board of Directors were held.
A: GOVERNING BODIES	A.5. The Board should set up robust Board operating procedures as well as Board evaluation and	A.5., 3	The Board can request to designate the Corporate Secretary who should assist the Board in complying with its obligations under law, Board internal regulation and other policies. The Corporate Secretary should be a senior officer in the Company tasked with assisting the Board and its committees in organising their	X			Since February 10, 2016, Mrs. Flavia Popa – Corporate Secretary of BRD – Groupe Société Générale – has held the position of Secretary of the Board of Directors

	continuous development mechanisms to improve directors' skills and their ability to effectively deliver their responsibilities.		activities, in preparing for the meetings, annual Board and committee performance evaluation and director training programs, if the case.				
A: GOVERNING BODIES	A.5. The Board should set up robust Board operating procedures as well as Board evaluation and continuous development mechanisms to improve directors' skills and their ability to effectively deliver their responsibilities.	A.5., 4	The Board should clearly define the rights and responsibilities, scope of authority and other issues related to the Corporate Secretary.	X			
A: GOVERNING BODIES	A.5. The Board should set up robust Board operating procedures as well as Board evaluation and continuous development mechanisms to improve directors' skills and their ability to effectively deliver their responsibilities.	A.5., 5	The Board and its committees should develop and approve an annual internal work plan identifying topics to address during the year before the end of the previous year. The plan should take into account decisions that need to be proposed to the GMS, reporting by management and internal control functions, the required frequency of Board and Committee meetings, and should be reviewed by the Chairperson, assisted by the Corporate Secretary.	X			
A: GOVERNING BODIES	A.5. The Board should set up robust Board operating procedures as well as Board evaluation and continuous development mechanisms to improve directors' skills and their ability to effectively deliver their responsibilities.	A.5., 6	The Board should conduct an annual evaluation of the composition, activity and dynamics of the Board and its committees, individually and as a whole, and which should be coordinated by the Nomination and the Remuneration Committee.	X			CORPORATE GOVERNANCE section of the Annual Report
A: GOVERNING BODIES	A.5. The Board should set up robust Board operating procedures as well as Board evaluation and continuous development mechanisms to improve directors' skills and their ability to effectively deliver their responsibilities.	A.5., 7	The Nomination and Remuneration Committee should share the results of the Board evaluation with the whole Board and should then set follow up actions, if any, including professional development and training plans for the Board to fill gaps.	X			CORPORATE GOVERNANCE section of the Annual Report

A: GOVERNING BODIES	A.5. The Board should set up robust Board operating procedures as well as Board evaluation and continuous development mechanisms to improve directors' skills and their ability to effectively deliver their responsibilities.	A.5., 8	The Board's internal regulation should require Company orientation (induction) programmes for newly appointed directors, ensured by internal staff of the Company. The Board's internal regulation can also include references for ongoing director education program, if needed. The implementation of any orientation and ongoing trainings programmes for directors (as per the Board decision) is made under the oversight of the Nomination and Remuneration Committee, with the support of the Corporate Secretary. Based on the results of the annual board evaluation, the Nomination and Remuneration Committee jointly with the Board Chairperson shall develop professional development programmes focusing on the areas where capacity should be built among Board members.	X			
A: GOVERNING BODIES	A.6. Executive management is responsible for day-to-day management of the Company. The Board should ensure that the executive management is capable of effectively running the Company and that its composition, competence, roles and management incentives support the successful implementation of Company's strategy and plans.	A.6., 1	Executive management should run the Company and be accountable to the Board. Division of responsibilities between the Board and the executive management and between different members of the executive management should be clearly articulated in the Company's by-laws and the internal regulations of the Company.	X			https://www.brd.ro/informatii-generale https://www.brd.ro/politicile-corporative-si-angajamente
A: GOVERNING BODIES	A.6. Executive management is responsible for day-to-day management of the Company. The Board should ensure that the executive management is capable of effectively running the Company and that its composition, competence, roles and management incentives support the successful implementation of Company's strategy and plans.	A.6., 2	When Board Chairperson and CEO roles are exercised by one individual, the different responsibilities of the Board Chairperson and CEO should be clearly defined and distinguished in the Company by-laws.				N/A. In BRD the Board Chairperson and CEO roles are exercised by different individuals.
A: GOVERNING BODIES	A.6. Executive management is responsible for day-to-day management of the Company. The Board should ensure that the executive management is capable of effectively	A.6., 3	The Board should ensure that the executive management is comprised of persons with adequate knowledge, skills, diversity and experience to support successful Company performance and that there are measures in place to provide for the orderly succession of executive management.	X			https://www.brd.ro/en/corporate-policies-and-commitments

	running the Company and that its composition, competence, roles and management incentives support the successful implementation of Company's strategy and plans.						
A: GOVERNING BODIES	A.6. Executive management is responsible for day-to-day management of the Company. The Board should ensure that the executive management is capable of effectively running the Company and that its composition, competence, roles and management incentives support the successful implementation of Company's strategy and plans.	A.6., 4	The Board, with the support of the Nomination and Remuneration Committee, should annually evaluate executive management's performance, the effectiveness of its cooperation with the Board, including the information provided to the Board.	X			https://www.brd.ro/en/corporate-policies-and-commitments
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK							
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.1. The Company should have an adequate and effective internal control framework and an enterprise risk management framework, taking into account its strategy, size, complexity of operations and risk profile including potential environmental and social impact of its activities.	B.1., 1	The Board determines the nature and extent of the risks the Company is willing to take necessary for the achievement of Company's strategic objectives (i.e., the Company's risk appetite) and should ensure there are clear structures, policies and procedures in place that identify, evaluate, report, manage and monitor significant and emerging risks, including risks related to sustainability, cybersecurity and the use of digital technologies. The Board should explain in the annual report the mechanisms and processes in place to identify and manage risks.	X			
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.1. The Company should have an adequate and effective internal control framework and an enterprise risk management framework, taking into account its strategy, size, complexity of operations and risk profile including potential environmental	B.1., 2	The Board should adopt a formal risk management policy, to ensure accurate, complete and timely identification, measurement and reporting of risks, adequate and feasible risk control measures as well as integration of an E&S risks into the risk management framework in support of the Company's strategy implementation.	X			

	and social impact of its activities.						
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.1. The Company should have an adequate and effective internal control framework and an enterprise risk management framework, taking into account its strategy, size, complexity of operations and risk profile including potential environmental and social impact of its activities.	B.1., 3	The Board and Audit Committee should understand emerging information technology and artificial intelligence-related changes so to mitigate cybersecurity risks. Time should be given to the AI risks and opportunities and cybersecurity on Board agenda to ensure understanding of cyber protection.	X			
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.1. The Company should have an adequate and effective internal control framework and an enterprise risk management framework, taking into account its strategy, size, complexity of operations and risk profile including potential environmental and social impact of its activities.	B.1., 4	The Company is recommended to establish a risk management function responsible for ensuring accurate, complete and timely identification of the risks, ensuring that adequate and feasible risk control measures are in place and monitoring the risk management procedures. The risk management function, through the Chief Risk Officer (CRO), where present, should have a direct communication and functional reporting to the Board and Audit Committee (if there is no separate Risk Committee).	X			
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.1. The Company should have an adequate and effective internal control framework and an enterprise risk management framework, taking into account its strategy, size, complexity of operations and risk profile including potential environmental and social impact of its activities.	B.1., 5	The Board with the assistance from the Audit Committee should at least annually assess the adequacy and effectiveness of Company's risk management and internal control framework (including operational and compliance controls) and make relevant recommendations. The assessment should consider the effectiveness and scope of the internal audit function, the adequacy of risk management and compliance, internal control reports, if they are required by applicable legislation, to the Audit Committee, management's responsiveness and effectiveness in dealing with identified internal control failings or weaknesses and submission of relevant reports to the Board.	X			
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.1. The Company should have an adequate and effective internal control framework and an enterprise risk management framework, taking into account its strategy, size, complexity of	B.1., 6	The Company should develop and make available on a free of charge basis on the Company's website a whistle-blowing mechanism which would enable employees and stakeholders to make reports about suspected breaches or wrongdoings as per the applicable legislation in place.	X			Corporate policies and commitments IBRD.ro

	operations and risk profile including potential environmental and social impact of its activities.						
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.2. The Audit Committee should assist the Board with ensuring the integrity of financial and non-financial reporting, establishing an effective risk management and internal control framework and maintaining an appropriate relationship with the Company's external auditors.	B.2., 1	In addition to its responsibilities mentioned in legislation and elsewhere in the Code, the Audit Committee should: <ul style="list-style-type: none"> · Review the Company's internal controls and risk management frameworks; · Oversee the development and application of the Company's policies on conflicts of interests and related party transactions; · Ensure independence and review the effectiveness of the Company's internal audit function and make a recommendation to the Board; · Oversee the internal audit function; · Oversee the preparation of sustainability-related reports and information included in them, unless this task is assigned to another committee; · Oversee the framework for ensuring the Company's compliance with applicable legal and regulatory requirements and internal regulations of the Company (like the procedures for reporting breaches of the law or the Company's Code of Conduct), unless this task is assigned to another committee. 	X			
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.2. The Audit Committee should assist the Board with ensuring the integrity of financial and non-financial reporting, establishing an effective risk management and internal control framework and maintaining an appropriate relationship with the Company's external auditors.	B.2., 2	Whenever the Code mentions reviews or analysis to be exercised by the Audit Committee, these should be followed by regular (at least annual) or ad-hoc reports to the Board.	X			
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.2. The Audit Committee should assist the Board with ensuring the integrity of financial and non-financial reporting, establishing an effective risk management and internal control framework and maintaining an appropriate relationship with the Company's external auditors.	B.2., 3	The Audit Committee should monitor the independence and objectivity of the external auditor. The Committee should approve a policy on the provision of permitted non-audit services by the external auditor in line with legal requirements and enforce implementation of that policy. Committee's findings regarding the independence of the external auditor should be disclosed in the annual report.	X			
B: RISK MANAGEMENT	B.2. The Audit Committee should	B.2., 4	The Audit Committee should discuss the annual audit work plan with the external auditor covering the scope and materiality of the	X			

T AND INTERNAL CONTROL FRAMEWORK	assist the Board with ensuring the integrity of financial and non-financial reporting, establishing an effective risk management and internal control framework and maintaining an appropriate relationship with the Company's external auditors.		activities to be audited. The audit committee should meet the external auditor as needed to discuss issues identified and to monitor the quality of the services provided.				
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.3. The Board should ensure the independence of the internal audit function. Company's internal audit function should provide independent and objective assurance on the effectiveness of risk management framework and internal control framework.	B.3., 1	The Board should ensure that the internal audit has the authority, resources and procedures adequate to assist the Board in ensuring effectiveness and efficiency of the Company's risk management and internal control framework.	X			
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.3. The Board should ensure the independence of the internal audit function. Company's internal audit function should provide independent and objective assurance on the effectiveness of risk management framework and internal control framework.	B.3., 2	To ensure fulfillment of the core functions of the internal audit function, the head of the function should be appointed by and report functionally directly to the Board via the Audit Committee, who shall be tasked with approving his/her appointment and dismissal. This is without prejudice to administrative reporting to the CEO and sharing information with the Company's executive management, in line with legal requirements and professional standards.	X			
B: RISK MANAGEMENT AND INTERNAL CONTROL FRAMEWORK	B.3. The Board should ensure the independence of the internal audit function. Company's internal audit function should provide independent and objective assurance on the effectiveness of risk management framework and internal control framework.	B.3., 3	The internal audit function should be established in line with applicable legal requirements and industry standards (e.g., Institute of Internal Auditors). The internal audit authority, composition, remuneration, annual budget, working procedures and other relevant matters shall be regulated in separate internal audit's internal regulation approved by the Board, following the recommendation of the Audit Committee.	X			
B: RISK MANAGEMENT AND INTERNAL	B.3. The Board should ensure the independence of the internal audit function.	B.3., 4	The Audit Committee should agree an annual internal audit work plan with the internal auditor, receive internal audit reports, updates on key audit issues, monitor implementation of	X			

CONTROL FRAMEWORK	Company's internal audit function should provide independent and objective assurance on the effectiveness of risk management framework and internal control framework.		recommendations of the internal audit and provide necessary guidance.				
C: PERFORMANCE, MOTIVATION AND REWARD							
C: PERFORMAN CE, MOTIVATION AND REWARD	C.1. Members of the Board shall receive remuneration corresponding to the volume and weight of powers and their responsibilities, rather than the performance of management or the Company. The structure and amount of director's remuneration should enable the Company to attract, retain and motivate the competent and qualified directors.	C.1., 1	Board members should receive remuneration, as per the Remuneration Policy of the Company. Members who also serve on Board committees should receive additional remuneration for this work. But in no circumstances should the remuneration be linked to the number of board or committee meetings.	X			<u>Corporate policies and commitments</u> <u>BRD.ro</u>
C: PERFORMAN CE, MOTIVATION AND REWARD	C.2. The Board shall ensure there is a formal and transparent policy and procedure for determining the remuneration of executive management that aligns with the long-term interests of the Company and the Company's strategy. This policy shall be presented, subject for approval, to the GMS in line with legal requirements.	C.2., 1	The Board should determine the annual remuneration of the executive management, based on the recommendations of the Nomination and Remuneration Committee and in accordance with the Company's remuneration policy. The remuneration policy should be prepared in accordance with the relevant legal requirements.	X			
C: PERFORMAN CE, MOTIVATION AND REWARD	C.2. The Board shall ensure there is a formal and transparent policy and procedure for determining the remuneration of executive management that aligns with the long-term interests of the Company and the Company's strategy. This policy shall be presented, subject for approval, to the GMS in	C.2., 2	Levels of remuneration for executive management members and key performance indicators taken into account when determining variable (performance-based) part of the remuneration should be set in advance and be measurable and appropriate in relation to the agreed strategy and risk appetite, the economic environment within which the Company operates, and the pay and conditions of employees within the Company. In particular, they should include indicators related to non-financial performance and appropriate sustainability objectives.	X			

	line with legal requirements.						
C: PERFORMAN CE, MOTIVATION AND REWARD	C.2. The Board shall ensure there is a formal and transparent policy and procedure for determining the remuneration of executive management that aligns with the long-term interests of the Company and the Company's strategy. This policy shall be presented, subject for approval, to the GMS in line with legal requirements.	C.2., 3	Company's shares and/or share purchase options should represent a significant part (e.g., not less than 10%) of the executive management member's total variable remuneration.	X			Corporate policies and commitments BRD.ro
D: DISCLOSURE AND INVESTOR RELATIONS							
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 1	The Company should make sure to provide accurate, complete and timely financial and operational information, including quarterly, half-yearly and annual reports, as well as current reports. Companies should ensure all relevant information is easily accessible to investors, including through the Company website and other public information sources, as the case may be.	X			https://www.brd.ro/despre-brd/investitori-si-actionari/comunicare-financiara/rezultate-financiare https://www.brd.ro/despre-brd/investitori-si-actionari/comunicare-financiara/rapoarte-anuale
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 2	The Company is recommended to have an Investor Relations (IR) function and should appoint a dedicated person in charge of IR function. The contact details of the person or persons charged of the IR function shall be available on the Company's website. The IR function will report directly to the CEO/CFO, underscoring its significance within the Company's hierarchy and emphasizing its central role in managing and communicating the Company's capital market engagements and status. The Company should organise induction and regular training/courses, if needed, for the IR function, tailored to its specific needs and responsibilities.	X			https://www.brd.ro/despre-brd/despre-noi/contacte-si-retea/contacte-pentru-investitori
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 3	The Company should include on its corporate website a dedicated Investor Relations section, with all relevant information of interest for investors, available both in Romanian and English.	X			https://www.brd.ro/en/about-brd/investors-and-shareholders
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders,	D.1., 3	The company should include on its Investor Relations section: • Main corporate regulations: updated articles of association, GMS procedures, board's internal regulation and board committees' internal regulations.	X			-

	investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.						
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 3	The company should include on its Investor Relations section: • List of current members of the Board, Board's Committees and executive management, providing an up-to-date information on independence status, professional CVs (containing at least: name, surname, gender, nationality, age; work experience by year, position and Company; studies, field of study and academic or professional institution granting the diploma), other professional commitments, including executive and non-executive Board positions in companies, not-for-profit institutions and state institutions; relationship with shareholders holding at least 5% of the voting rights/shares issued by the Company; the duration of the appointment of the members of the Board, the Committees and the executive management, specifying the date from which they were appointed.	X			https://www.brd.ro/en/about-brd/investors-and-shareholders https://www.brd.ro/en/about-brd/about-us/about-brd/management
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 3	The company should include on its Investor Relations section: • Current reports and periodic reports (quarterly, semi-annual and annual reports).	X			BRD.ro Financial Results Investors & Shareholders https://www.brd.ro/en/about-brd/investors-and-shareholders/financial-information/current-reports
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 3	The company should include on its Investor Relations section: • Information related to GMS: the agenda, supporting materials and the decisions taken; procedure for running the GMS; the Nomination Policy; candidates' professional CVs (containing at least: name, surname, gender, nationality, age; work experience by year, position and Company; studies, field of study and academic or professional institution granting the diploma), as well as any other information presented at A.3.3; communication channel(s) for shareholders to address questions; answers to shareholders' questions related to the agenda; declarations of independence for board candidates and evaluations made by Nomination and Remuneration Committee/Board for candidates, including their compliance with independence criteria.	X			https://www.brd.ro/en/about-brd/about-us/about-brd/management
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 3	The company should include on its Investor Relations section: • Information on Board evaluation, made as per Provision A.5.7, including evaluation criteria and process, as well as a summary result of the evaluation and actions that have been or will be undertaken as a result of the evaluation.	X			
D: DISCLOSURE	D.1. The Company should ensure	D.1., 3	The company should include on its Investor Relations section: • Information on corporate events, such as payment of dividends	X			BRD.ro Dividends Investors & Shareholders

AND INVESTOR RELATIONS	adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.		and other distributions to shareholders, or other events leading to the acquisition or limitation of rights of a shareholder, including the deadlines and principles applied to such operations. Such information should be published within a timeframe that enables investors to make investment decisions.				
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 3	The company should include on its Investor Relations section: • Corporate policies, among which code of conduct, dividend policy, remuneration policy, forecast policy, policy for communication with investors, the corporate social responsibility (CSR)/sponsorship policy, policy for related parties' transactions, policy for diversity, equity and inclusion, and whistleblowing policy (if not already part of the Code of Conduct).		X		Corporate policies and commitments BRD.ro
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 4	The Company should organise at least two meetings/conference calls with analysts and investors each year. The information presented on these occasions should be published in the IR section of the Company website at the time of the meetings/conference calls.		X		BRD.ro Events Calendar 2021 Investors & Shareholders
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 5	The Company should disclose the material and reportable non-financial and sustainability issues with emphasis on the disclosure of environmental, social and governance (ESG) issues of its business and operations in line with the recognized standard of sustainability reporting. The Company's sustainability statements shall be disclosed on its website.		X		
D: DISCLOSURE AND INVESTOR RELATIONS	D.1. The Company should ensure adequate communications with shareholders, investors, regulators and other stakeholders and establish adequate systems for financial and sustainability reporting.	D.1., 6	The Company should have a CSR/sponsorship policy to guide the activity in the area of supporting CSR activities and sponsorship.		X		
D: DISCLOSURE AND	D.2. The Company should ensure fair and equitable treatment of all its shareholders, as	D.2., 1	The Company should have a dividend policy as a set of directions the Company intends to follow regarding the distribution of net profit.		X		Corporate policies and commitments BRD.ro

INVESTOR RELATIONS	well as availability of all needed tools and information to allow shareholders to exercise their rights in relation to the Company.						
D: DISCLOSURE AND INVESTOR RELATIONS	D.2. The Company should ensure fair and equitable treatment of all its shareholders, as well as availability of all needed tools and information to allow shareholders to exercise their rights in relation to the Company.	D.2., 2	The procedure for running the GMS should not restrict the participation of shareholders in GMS and the exercise of their rights. Amendments of the procedure for running the GMS should take effect, at the earliest, as of the next GMS.	X			BRD.ro Procedure on Organizing and Running GSM Investors & Shareholders
D: DISCLOSURE AND INVESTOR RELATIONS	D.2. The Company should ensure fair and equitable treatment of all its shareholders, as well as availability of all needed tools and information to allow shareholders to exercise their rights in relation to the Company.	D.2., 3	The external auditors should attend the shareholders' meetings where their reports are presented, in order to respond to shareholders' questions.	X			There are internal rules regarding CSR and sponsorships, which are to be published on the Bank's institutional website.
D: DISCLOSURE AND INVESTOR RELATIONS	D.2. The Company should ensure fair and equitable treatment of all its shareholders, as well as availability of all needed tools and information to allow shareholders to exercise their rights in relation to the Company.	D.2., 4	The Board should present to the annual GMS a summary of the assessment of the adequacy and effectiveness of the risk management and internal control framework, as per the related information included in the annual report.	X			
D: DISCLOSURE AND INVESTOR RELATIONS	D.2. The Company should ensure fair and equitable treatment of all its shareholders, as well as availability of all needed tools and information to allow shareholders to exercise their rights in relation to the Company.	D.2., 5	The Company should stimulate engagement with shareholders and investors by: <ul style="list-style-type: none"> • Encouraging active shareholder participation in GMS, like ensuring conditions for virtual participation. • Holding regular briefings and updates for investors, especially during significant corporate events. • Establishing channels for shareholders to provide feedback and ask questions, ensuring responses are timely and comprehensive. 	X			
D: DISCLOSURE AND INVESTOR RELATIONS	D.2. The Company should ensure fair and equitable treatment of all its shareholders, as well as availability of all needed tools and	D.2., 6	Any professional, consultant, expert or financial analyst may participate in the shareholders' meeting upon prior invitation from the Chairperson of the Board. Accredited journalists may also participate in the GMS, unless the Chairperson decides otherwise.	X			

	information to allow shareholders to exercise their rights in relation to the Company.						
E: SUSTAINABILITY AND STAKEHOLDERS							
E: SUSTAINABILITY AND STAKEHOLDERS	E.1. The Company should integrate sustainability aspects in its strategy and mitigate any material negative environmental and social impacts of its operations, to the possible extent.	E.1., 1	The Board should ensure that sustainability, environmental and social considerations are integrated in the Company's strategy and operations, risk management and remuneration practices and shall oversee this integration. A specialised sustainability committee or one of the standing committees of the Board shall assist the Board with these tasks.	X			ESG topics are integrated in BRD's strategy, risk management and remuneration practices. In 2025 BRD monitored ESG topics through ESD Steering Committees (quarterly).
E: SUSTAINABILITY AND STAKEHOLDERS	E.1. The Company should integrate sustainability aspects in its strategy and mitigate any material negative environmental and social impacts of its operations, to the possible extent.	E.1., 2	The Board should ensure that Company's operations run according to the national and international E&S standards and Company's E&S policies are consistent with its long-term objectives. In particular, the Company shall have internal acts relating to its responsibilities for environmental and social issues and policies and procedures that enable it to identify material factors and assess the impact on the Company's activities.	X			BRD has dedicated normatives for identification and management of ESG risk implemented at Bank level and regularly updated
E: SUSTAINABILITY AND STAKEHOLDERS	E.1. The Company should integrate sustainability aspects in its strategy and mitigate any material negative environmental and social impacts of its operations, to the possible extent.	E.1., 3	Whenever a decision to be approved by the Board has potential material and negative E&S impact, the Board should receive from the executive management (i) an analysis on how this decision is aligned with the Company's sustainability objectives and E&S policies or (ii) proposal of the measures to mitigate negative E&S impacts.	X			For Lending activities, the Dedicated transactions for Board's approval include ESG detailed analysis both on Clients and transactions.
E: SUSTAINABILITY AND STAKEHOLDERS	E.2. The Company should have in place a process for identifying the stakeholders affected by Company's operations. The Board should take into consideration stakeholders' interests and ensure there is active communication between the Company and its stakeholders.	E.2., 1	The Board should ensure that there is a formal stakeholder identification process for Company's stakeholders including investors, creditors, clients, employees and suppliers, as well as targeted approaches for engaging with its priority stakeholders.		X		The BRD Group identifies and consults stakeholders as part of the double materiality analysis (DMA) process, integrating their feedback into the assessment of IROs. This process is to be formalized through a workflow that clearly defines roles, responsibilities, and working steps
E: SUSTAINABILITY AND STAKEHOLDERS	E.3. The Board should adopt a Code of Conduct with adequate scope including guiding principles which reflect the Company's commitment to ethics, integrity and quality of performance.	E.3., 1	The Board should develop a purpose statement and a vision statement as well as articulate Company's values, so the entire organisation understands the Company's strategic direction.	X			BRD has a strategic direction, vision and mission and they are regularly communicated to entire organization.

E: SUSTAINABILITY AND STAKEHOLDERS	E.3. The Board should adopt a Code of Conduct with adequate scope including guiding principles which reflect the Company's commitment to ethics, integrity and quality of performance.	E.3., 2	The Board should adopt a Code of Conduct for Board members, executive management and Company employees, with clear provisions aimed at preventing and sanctioning fraud and bribery. The Board should not permit any waiver of any ethics requirement by any director, executive manager or employee.	X		https://www.societegenerale.com/en/group/compliance-risks/code-of-conduct https://www.brd.ro/_files/pdf/Group_Code_of_Conduct_Romania_n.pdf In addition, the ABC code includes aspects regarding whistleblowing/conflicts of interest, with the secure WhistleB channel available on the BRD website https://report.whistleb.com/en/brd
E: SUSTAINABILITY AND STAKEHOLDERS	E.3. The Board should adopt a Code of Conduct with adequate scope including guiding principles which reflect the Company's commitment to ethics, integrity and quality of performance.	E.3., 3	The Board should ensure that the Code of Conduct policies are integrated into Company's practices and incorporated into the onboarding process for new hires. The Board should ensure the efficient implementation and monitoring of compliance with the Code of Conduct and periodically review it.	X		

TRANSLATION**DECLARATION**

Acting as directors of BRD - Groupe Société Générale SA, in accordance with *Article 30 of the Accounting Law no. 82/1991 republished and with art 223, letter A, paragraph 1 (c) of the ASF Regulation no. 5/2018 on issuers of financial instruments and market operations*, we assume responsibility for preparing the separate and consolidated financial statements for the year ended December 31, 2025 and confirm, to the best of our knowledge, the following:

- a) The accounting policies used in preparing the separate and consolidated financial statements for the year ended December 31, 2025 are in accordance with accounting regulations applicable to credit institutions, as per Order no. 27/2010 for approving the Accounting Regulations in accordance with International Financial Reporting Standards, applicable to credit institutions, issued by the National Bank of Romania, with subsequent amendments;
- b) The financial statements present a true and fair view of the financial position, financial performance and other information related to the activity of BRD and its subsidiaries included in the financial statements consolidation process;
- c) BRD - Groupe Société Générale SA operates on a going concern basis;
- d) The Board of Directors' Report on the financial statements mentioned above includes a fair review of the development and performance of the Bank and Group, as well as a description of the main specific risks and uncertainties. Part of the Board of Director's Report, is also the Sustainability Statement prepared in accordance with CSRD (Corporate Sustainability Reporting Directive).



Cecile BARTENIEFF DANSAERT
President of the Board of Directors



Maria ROUSSEVA
Chief Executive Officer