

Oberbank

**Annual Report
2025**



Martin Seiter, MBA
Member of the Management Board

Mag. Romana Thiem, EMBA
Member of the Management Board


Mag. Florian Hagenauer, MBA
Member of the Management Board

Mag. Isabella Lehner, MBA
Member of the Management Board

Dr. Franz Casselsberger, MBA
CEO & Chairman of the Management Board

(from left to right)

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**For us, independence and sustainability
are two sides of the same coin.
Two basic truths rooted in independent
decision-making.**



Oberbank
Not like any other bank

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Oberbank Group - Overview

Oberbank Group - Overview

Income statement in €m	2025	2024	Change
Net interest income	621.2	656.3	-5.3%
Charges for losses on loans and advances	-59.1	-68.7	-14.1%
Net fee and commission income	231.8	205.9	12.6%
Administrative expenses	-401.8	-402.7	-0.2%
Profit for the year before tax	477.1	476.8	0.1%
Profit for the year after tax	372.0	378.8	-1.8%

Balance sheet in €m	2025	2024	Change
Total assets	29,364.8	28,382.6	3.5%
Loans and advances to customers	21,629.4	20,769.0	4.1%
Primary funds	20,632.9	19,700.3	4.7%
thereof securitised liabilities incl. subordinated capital	4,171.5	3,660.0	14.0%
Shareholders' equity	4,373.4	4,115.6	6.3%
Customer funds under management	43,593.5	40,158.0	8.6%

Regulatory capital in €m	2025	2024	Change
Common equity tier 1 capital	3,850.4	3,609.4	6.7%
Tier 1 capital	3,870.4	3,659.4	5.8%
Own funds	4,199.9	3,991.8	5.2%
Common equity tier 1 capital ratio	19.89%	19.25%	0.64 ppt
Tier 1 capital ratio	19.99%	19.52%	0.47 ppt
Total capital ratio	21.70%	21.29%	0.41 ppt

Performance indicators	2025	2024	Change
Liquidity coverage ratio	183.89%	173.63%	10.26 ppt
Net stable funding ratio	128.68%	129.99%	-1.31 ppt
Leverage ratio	12.32%	12.09%	0.23 ppt
Risk/earning ratio	9.51%	10.47%	-0.96 ppt
Non-performing loans ratio	2.78%	3.56%	-0.78 ppt
Impairment ratio	0.28%	0.32%	-0.04 ppt
Cost/income ratio	42.84%	42.47%	0.37 ppt
Return on equity before tax	11.27%	11.95%	-0.68 ppt
Return on equity after tax	8.79%	9.49%	-0.70 ppt

Resources	2025	2024	Change
Average number of staff (weighted)	2,163	2,227	-64
Number of branches	165	178	-13

Oberbank Group - Overview

Oberbank's shares – key figures	2025	2024
Number of ordinary no-par shares	70,614,600	70,614,600
High, ordinary shares in €	76.20	70.60
Low, ordinary shares in €	69.40	64.60
Close, ordinary shares in €	76.20	69.80
Market capitalisation in €m	5,380.83	4,928.90
IFRS earnings per share in €	5.27	5.37
Dividend per share in € ¹⁾	1.35	1.15
P/E ratio, ordinary shares	14.46	13.00

¹⁾ The Management Board and the Supervisory Board will propose to the Annual General Meeting 2026 the distribution of a dividend of EUR 1.35 for the financial year 2025.

Letter from the Chairman of the Management Board



Franz Gasselsberger
CEO of Oberbank AG

Letter from the Chairman of the Management Board

Dear Readers, Dear Shareholders,

The year 2025 will be the third successive year of recession in the history of Austria's economy. By contrast, the economy performed much better in Oberbank's markets of Hungary, Slovakia and the Czech Republic. The much lower interest rates are starting to have an effect, and although the figure for net interest income is slightly lower, the trend has also boosted credit growth. This makes us confident that we will finally overcome the recession in 2026.

We were optimistic about the future development of business in mid-year 2025 and our expectations were even surpassed. Our operating activities developed excellently and we have again achieved record earnings.

Overall, the financial year was excellent. Despite declines in net interest income and income from equity investments, our profit before tax increased again bolstered by the double-digit rise in net fee and commission income, an excellent risk result and slightly lower administrative expenses. Please note that all comparative figures refer to the period 31/12/2024 to 31/12/2025.

Robust growth in lending: volume increase +4.1% to EUR 21.6 billion.

Demand for loans from both businesses and private individuals rose substantially. New loans gained some 20%, while lending volumes increased year on year by EUR 860.4 million to EUR 21.6 billion. Corporate lending volume rose by +4.6% to EUR 17.9 billion. Net interest income clearly reflects the much lower interest rates and decreased by 5.3% to EUR 621.1 million.

Excellent risk management: NPL ratio 2.78%

We are proud of our very healthy and broadly diversified loan portfolio. Risk provisions decreased further from EUR 68.7 million to EUR 59.1 million. The NPL ratio improved again by 0.78 percentage points to 2.78%, which puts us well ahead of many of our peers.

Primary funds at new record level: volume increased +4.7% to EUR 20.6 billion

Even more important than growth in lending are primary funds, as these are the foundation of the banking business. Primary funds again increased more strongly than loans compared to the preceding year. With a gain of EUR 932.6 billion to EUR 20.6 billion, primary funds were at an all-time high. Together with the volumes on securities accounts, the volume of customer assets under management rose to a record level of EUR 43.6 billion.

Excellent services business: +12.6% increase in fee and commission income

Our Private Banking division is a major player on the market and remains on course for success. Net fee and commission income from the securities business rose by +17.8% to EUR 81.0 million. Fees and commissions from payment services performed robustly again, rising +10.1% to EUR 80.9 million. Overall, this is the best performance of income from fees and commissions in the bank's history.

Net profit before tax broke a new record at EUR 477.1 million.

In total, net profit for the year before tax increased by +0.1% to EUR 477.1 million. Income tax rose by 7.2% to EUR 105 million, and net profit for the year after tax is EUR 372.0 million.

Letter from the Chairman of the Management Board

Shareholders' equity rose a further 6.3% to EUR 4.4 billion

At a tier 1 capital ratio of 20% and a total capital ratio of 21.7%, Oberbank ranks among the top performing universal banks in Europe. This strong equity base will make it possible for us to continue on our successful growth trajectory. The “A” rating we received from Standard & Poor’s is further proof of Oberbank’s risk-bearing capacity, stability and creditworthiness.

Higher dividends are the goal

Based on the excellent results, the Management Board and the Supervisory Board will recommend to the Annual General Meeting to raise the dividend to EUR 1.35 per share.

Sustainability

Oberbank is firmly committed to the goal of the Paris Agreement of limiting global warming to 1.5°C and our climate strategy aims for the decarbonisation of the loan portfolio. We have defined three specific, measurable targets for the period up to 2030 for our three key asset classes: commercial real estate, residential mortgages and business loans. The corresponding measures are in place. For example, the loan terms in the Commercial Real Estate segment are now linked to energy efficiency requirements. In the asset class of business loans, a specific support concept addresses the most GHG-intensive companies.

We are proud of our excellent sustainability ratings: ISS ESG confirmed our prime rating, which places us among the best banks out of around 280 regional banks throughout the world. Furthermore, the bank’s MSCI ESG “AA” global rating puts Oberbank in the same league as the global leaders. Oberbank’s shares were included in the VÖNIX Sustainability Index of the Vienna Stock Exchange again in the year 2025.

Overall, the year 2025 was an excellent one for Oberbank

In May, we presented our Strategy 2030 to the Annual General Meeting and subsequently to all of our employees in all markets. This strategy sets the course for the future development of the bank.

I look forward to the next five years with confidence, as Oberbank’s business stands on a solid footing and is doing better than ever. One of our strengths is the loyalty of our entire staff – from the management to employee representatives. We all work together to achieve the same goal.

However, it is above all the trust and the loyalty of our customers, shareholders and employees that underpin our success and ensure our independence.

I hope you will continue to accompany us on our journey.

Linz, 12 March 2026



CEO Franz Gasselsberger
Chairman of the Management Board

Corporate Governance Report for the Group

Preamble

As a listed company with subsidiaries, Oberbank must prepare a corporate governance report on a consolidated basis (§ 267b Austrian Business Code). As the Oberbank Group does not have any exchange-listed subsidiaries, the rules of the Austrian Financial Reporting and Auditing Committee (AFRAC) state that the required reporting is limited to the information defined in § 243c (2) Austrian Business Code for companies included in the consolidation, i.e., information on the mode of operation of the management boards and any supervisory boards, on measures to promote the underrepresented gender, and on the diversity policy in place at these companies. The information required was integrated into the appropriate sections of the Corporate Governance Report. The report complies with the principles published by the Austrian Financial Reporting and Auditing Committee (AFRAC) for the drafting and auditing of corporate governance reports.

Corporate Governance

The commonly applied national and international standards of good corporate governance aim to guarantee the long-term and sustainable creation of added value by listed companies so as to safeguard the interests of all stakeholders involved.

This objective of achieving long-term and sustainable earnings is also a strategic goal of Oberbank, and therefore, the establishment of effective corporate governance is a matter of great importance to us.

In its internal corporate governance principles, Oberbank takes guidance from the **Guidelines of the European Banking Authority (EBA)** on internal governance and from the rules laid down in the Austrian Code of Corporate Governance (ÖCGK).

Austrian Code of Corporate Governance / Compliance Statement

As a listed company, Oberbank is committed to the Austrian Code of Corporate Governance (ÖCGK), as amended. The Code of Corporate Governance is available for downloading from Oberbank's website at www.oberbank.at and serves as valuable guidance for developing internal mechanisms and rules. The Supervisory Board of Oberbank issued its first statement of conformity at its meeting of 26 November 2007. Ever since, the respective valid version of the Austrian Code of Corporate Governance has been applied by implementing the relevant rules or giving explanations for any departures from the rules; this is also reviewed and confirmed at the first meeting of the Supervisory Board of the year in March.

Oberbank's reasons for non-compliance with certain C Rules

The Austrian Code of Corporate Governance (ÖCGK) requires companies to state the reasons for any non-compliance with C Rules (comply or explain) clearly, precisely and comprehensively (ÖCFK 2025, Annex 2b). Oberbank ensured compliance with the Code by giving explanations for the following non-compliance with the rules:

Rule 45 C: On account of the historically evolved shareholder structure of Oberbank, the members of the Supervisory Board include representatives appointed by the Annual General Meeting from among the largest individual shareholders. Since these shareholders also include banks, the respective Supervisory Board members also hold board functions at other banks that are competitors of Oberbank. The statutory obligations of the members of the Supervisory Board ensure that the legitimate interests of Oberbank are protected to the fullest extent.

Company information on the internet

Oberbank complies with the extensive rights to information of shareholders by publishing the following materials and reports on its website:

Company information on the internet	Websites
Austrian Code of Corporate Governance	www.corporate-governance.at
Oberbank AG's shares	www.oberbank.at/oberbank-aktie
Shareholder Structure	www.oberbank.at/aktionarsstruktur
Financial Calendar	www.oberbank.at/finanzkalender
Annual General Meeting	www.oberbank.at/hauptversammlung

Corporate Governance

Compliance Statement of Oberbank AG

Independence Criteria

Report of Oberbank AG on the Austrian Code of Corporate Governance

Publications pursuant to § 65 Banking Act regarding Corporate Governance and Remuneration

Internal Rules of Procedure of Oberbank AG

Articles of Association of Oberbank AG

Directors' Dealings

www.oberbank.at/corporate-governance

Key Ratios and Reports of Oberbank AG

Business, financial and sustainability reports

Letter to shareholders

Single-entity financial statements

Remuneration policy

Remuneration report

www.oberbank.at/kennzahlen-berichte

Ad-hoc reports

Corporate news

www.oberbank.at/veroeffentlichungen

Composition and mode of operation of the Management Board

The Management Board of Oberbank AG conducts the company's business in accordance with clear principles and objectives derived from the overall bank strategy and on its own responsibility within the parameters defined by the Austrian Stock Corporation Act (AktG) to ensure the protection of the various interests at stake. The Supervisory Board monitors implementation of the individual projects and their success in compliance with the Articles of Association and the Internal Rules of Procedure. The Management Board regularly reports to the Supervisory Board, thus ensuring a comprehensive flow of information. Management board functions, directorships, and where applicable, supervisory board functions in fully consolidated companies are in many cases filled by current or former members of the Oberbank Management Board or by employees of Oberbank. Regular reports on the development of

Corporate Governance Report

business in the operational subsidiaries are submitted to the Management Board. These subsidiaries are also covered by the Group rules on money laundering and compliance.

Members of the Management Board

In the reporting year, the Management Board of Oberbank consisted of five members.

	Year of birth	Initial appointment	End of period of office
Franz Gasselsberger	1959	28 April 1998	11 May 2027
Director Florian Hagenauer	1963	1 December 2009	30 November 2029
Martin Seiter	1985	1 October 2020	30 September 2028
Isabella Lehner	1986	1 May 2023	30 April 2031
Romana Thiem	1983	1 October 2024	30 September 2027

CEO Franz Gasselsberger

Having obtained a doctorate in law from Paris-Lodron University in Salzburg, Franz Gasselsberger started his career at Oberbank in 1983. While working in his management function in the bank's operations in Salzburg, he completed the MBA programme at the International Management Academy, earning an International Executive MBA degree. In April 1998, the Supervisory Board appointed him to the Management Board of Oberbank AG; on 1 May 2002, he was appointed Board Spokesman; on 1 May 2005, he was designated Chairman of the Management Board with the title "Generaldirektor" (CEO). In November 2007, the German Federal President appointed Franz Gasselsberger Honorary Consul of the Federal Republic of Germany in Upper Austria.

He is also a member of the Management Board and Vice President of the Austrian Bankers Association (Verband österreichischer Banken und Bankiers). In addition, he is on the board of the following organisations: Federation of Austrian Industries, Wirtschaftsbund Oberösterreich, Upper Austrian Federation of Industries (Industriellenvereinigung Oberösterreich) and the Austrian Society for Bank Research (Österreichische Bankwissenschaftliche Gesellschaft).

Supervisory board functions and other functions in non-Group Austrian and international companies:

Member of the Supervisory Board of Lenzing Aktiengesellschaft

Chairman of the Supervisory Board of Gasteiner Bergbahnen Aktiengesellschaft

Functions in companies included in the consolidated financial statements:

Member of the Supervisory Board of BTV Vier Länder Bank AG

Member of the Supervisory Board of BKS Bank AG

Member of the Supervisory Board of voestalpine AG

Oberbank complies with all upper limits to board functions pursuant to the Austrian Code of Corporate Governance, Stock Corporation Act and the Banking Act.

Florian Hagenauer

After graduating from the University of Vienna with a degree in International Commerce and Business Administration, he started his career at Oberbank in 1987. As from 1987 he worked in what was then the "Foreign Department", later renamed "Bank Relations and Payment Systems". In 1994, he was appointed authorised signatory (Prokurist) for the entire bank, and in 1999, he became Deputy Head of the Organisation Department. He completed the LIMAK General Management Programme in 1999 and the LIMAK MBA Programme in 2005.

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In 2005, Florian Hagenauer was appointed Managing Director of 3 Banken-EDV Gesellschaft (today: 3 Banken IT GmbH). In 2008, he returned to Oberbank as Head of the Organisation Department.

In 2009, the Supervisory Board appointed him to the Management Board of Oberbank AG. He is also president of “Verein der Förderer der OÖ Landmuseen” (Association of Supporters of the Museums of the Province of Upper Austria) as well as of the LIMAK Austrian Business School and auditor of the Federation of Austrian Industries in Upper Austria.

Supervisory board mandates and further functions in non-Group Austrian and international companies:

- Member of the Supervisory Board of Energie AG Oberösterreich
- Chairman of the Supervisory Board of VA Intertrading Aktiengesellschaft
- Member of the University Council of the University of Art and Design Linz
- Member of the Supervisory Board of BRP-Powertrain Management GmbH

Functions in companies included in the consolidated financial statements:

- Chairman of the Supervisory Board of 3-Banken Wohnbaubank AG
- Advisory Council member of 3 Banken IT GmbH
- Vice Chairman of the Advisory Board of Oberbank Service GmbH
- Chairman of the Supervisory Board of ALPENLÄNDISCHE GARANTIE - GESELLSCHAFT m.b.H.

Oberbank complies with all upper limits to board functions pursuant to the Austrian Code of Corporate Governance, Stock Corporation Act and the Banking Act.

Martin Seiter, Management Board Member

Martin Seiter, MBA, has been with Oberbank since 2006. After completing the Oberbank Ausbildungsakademie (Training Academy), he worked initially as a retail customer advisor at the Gmunden Salzkammergut Branch at the time, and in 2011 took over as head of the Gmunden Rathausplatz Branch. He worked in further positions in Sales and at the Salzburg Regional Division, as Head of the Salzkammergut Regional Division, and as joint manager of the OÖ-Süd (Upper Austria South) Regional Division created by the combination of the Salzkammergut and Wels Regional Divisions. Martin Seiter was general authorised signatory (Gesamtprokurist) at the Head Office, and worked as Deputy Head of Retail Banking from December 2017 until December 2018. From 2018 to 2020, he completed an MBA course at the LIMAK Business School, graduating with a Master’s Degree in Business Administration (MBA). In 2020, the Supervisory Board appointed him to the Management Board of Oberbank AG.

Supervisory board functions and other functions in non-Group Austrian and international companies:

- Member of the Supervisory Board of Wüstenrot Wohnungswirtschaft registrierte Genossenschaft mit beschränkter Haftung

Functions in companies included in the consolidated financial statements:

- None

Oberbank complies with all upper limits to board functions pursuant to the Austrian Code of Corporate Governance, Stock Corporation Act and the Banking Act.

Isabella Lehner, Management Board Member

Isabella Lehner studied economics at the Johannes Kepler University Linz. After completing her studies, she joined Oberbank in 2011 and worked in the central Secretariat and Communications department in Advertising, PR and New Media. After five years, she took over as head of Online Marketing & Digital Media. In this position, she significantly expanded and defined Oberbank’s online presence. In 2020, she became Deputy Head of Retail Banking. In 2022, she assumed the position of deputy head of Strategic Organisational Development, Digitalisation & IT. While working in her management role, she completed a

Corporate Governance Report

Management MBA “New Business Development in the Digital Economy” at the LIMAK Austrian Business School. Effective 1 May 2023, the Supervisory Board appointed her to the Management Board of Oberbank AG. She is also Chairwoman of the LIMAK Alumni Club.

Supervisory board functions and other functions in non-Group Austrian and international companies:

Member of the Supervisory Board of PSA Payment Services Austria GmbH

Functions in companies included in the consolidated financial statements:

Vice-Chairwoman of the Supervisory Board of 3-Banken IT GmbH

Advisory Council member of 3 Banken IT GmbH

Chairman of the Advisory Board of Oberbank Service GmbH

Oberbank complies with all upper limits to board functions pursuant to the Austrian Code of Corporate Governance, Stock Corporation Act and the Banking Act.

Romana Thiem, Management Board Member

Romana Thiem joined Oberbank in 2005 after studying law at the University of Salzburg. She learned the banking business from the ground up and worked very successfully in Corporate and Business Banking for more than 10 years before being appointed head of Private Banking in Salzburg in 2017. In this role, she devoted her attention to leveraging synergies from corporate and private banking activities and established a new standard in this field. Just two years later, she was promoted to the management of the Salzburg division, where she took over responsibility for Retail Banking and Private Banking. In 2022, she was appointed head of the central Retail Banking department in Linz, which she developed into what is now the General Banking department. Expanding the scope of this remit and creating a new, attractive job profile of “general banking advisor” within the bank. Effective 1 October 2024, the Supervisory Board appointed her to the Management Board of Oberbank AG. Parallel to her work on the Management Board, she completed the LIMAK Master's programme and graduated with an Executive MBA in Management & Leadership in the elective subject Strategic Management and Corporate Entrepreneurship in October 2025.

Mode of operation of the Management Board

In its work, the Management Board has the obligation to uphold the interests of the company in order to optimally achieve the sustainable value creation set out as a goal in the corporate strategy for the benefit of all involved stakeholders. The mode of operation of the Management Board is defined by the legal framework and the Articles of Association in addition to the areas of competence defined in the Internal Rules of Procedure of the Management Board. Cooperation within the Management Board is based on regular Management Board meetings, usually held weekly.

Resolutions are usually reached unanimously even though the areas of responsibility are clearly defined for each individual member of the Management Board. In the case of major decisions with an impact on risk, it is customary to inform the Supervisory Board no later than at its next meeting unless approval is mandatory under the Articles of Association, the law or the Internal Rules of Procedure of the Management Board and of the Supervisory Board.

Additionally, the individual members of the Management Board cooperate closely with the second management level of the bank, which must report to the Management Board within the scope of extensive internal reporting duties.

Corporate Governance Report

Current Management Board Remits (status on 31/12/2025)

Management Board Member Romana Thiem	Management Board Member Martin Seiter	CEO Franz Gasselsberger	Management Board Member Florian Hagenauer	Management Board Member Isabella Lehner
Market	Market	Market	Back Office	Back Office
General Business Policy				
Internal Audit				
Compliance				
Business and Service Departments				
(GBA) General Banking	CIF (Corporate & International Finance)	HR (Human Resources)	DSR (Data Governance & Supervisory Reporting)	ORG (Strategic Organisational Development, Digitalisation and IT)
PAM (Private Banking & Asset Management)	TRE (Treasury)	RUC (Accounts & Controlling)	ISK (Real Estate, Safety & Security and Cost Management)	ZSP (Central Services and Production)
	Oberbank Leasing GmbH ¹		KRM (Credit Management)	Oberbank Service GmbH ¹
			RIS (Strategic Risk Management)	3 Banken IT GmbH ²
			SEK (Secretariat & Communication)	
Regional Divisions				
Linz North	Salzburg	Innviertel	Back Office Austria	
Linz South	Vienna	Upper Austria South	Back Office Germany	
Lower Austria & Burgenland	Germany South	Germany Central	Back Office Czech Republic	
Germany Southwest	Slovakia	Czech Republic	Back Office Hungary	
	Hungary		Back Office Slovakia	

1) 100% subsidiary of Oberbank

2) 40% investee of Oberbank AG

Composition and mode of operation of the Supervisory Board

Members of the Supervisory Board

Number and type of all additional functions comply with the restrictions pursuant to the Banking Act with respect to all members of the Supervisory Board. In accordance with Rule 58 C ÖCGK, all supervisory board positions and similar functions in Austrian and international listed companies are listed here.

	Year of birth / Initial appointment / End of period of office
Chairpersons:	
Andreas König, Chairman Member of the Supervisory Board of BTV Vier Länder Bank AG	1960 / 11 May 2021 / AGM 2026
Martin Zahlbruckner, Vice Chairman	1966 / 18 May 2016 / AGM 2028
Shareholder representatives:	
Hannes Bogner Member of the Supervisory Board of BKS Bank AG Member of the Supervisory Board of BTV Vier Länder Bank AG Member of the Supervisory Board of PALFINGER AG	1959 / 20 May 2020 / AGM 2027
Gerhard Burtscher Member of the Supervisory Board of BKS Bank AG	1967 / 18 May 2016 / AGM 2026
Alina Czerny	1983 / 17 May 2022 / AGM 2028
Barbara Leitl-Staudinger	1974 / 13 May 2014 / AGM 2027
Maria Theresia Niss	1977 / 13 May 2024 / AGM 2030
Gregor Pilgram	1973 / 17 May 2022 / AGM 2027
Martha Kloibmüller Member of the Supervisory Board of BTV Vier Länder Bank AG	1965 / 13 May 2024 / AGM 2029
Nikolaus Juhász Member of the Supervisory Board of BTV Vier Länder Bank AG	1965 / 13 May 2025 / AGM 2029

Honorary president for life:

Hermann Bell (since 13 May 2014)

Representatives of the Works Council:

Wolfgang Pischinger, first delegated: 28 January 1993; Chair of the Central Works Council of Oberbank AG

Susanne Braun, first delegated: 15 May 2018, Oberbank Baden bei Wien

Alexandra Grabner, first delegated: 26 March 2014; Central Works Council of Oberbank

Elfriede Höchtel, first delegated: 22 May 2007; Oberbank Wels

Sven Zeiss first delegated: 1 January 2019; Oberbank Salzburg Regional Division

State Commissioners:

Angelika Schlögel, **State Commissioner, appointed** effective 1 August 2017; reappointed effective 1 August 2022.

Christina Pfau, Deputy State Commissioner, appointed effective 1 August 2024

Criteria for the assessment of the independence of a member of the Supervisory Board

In compliance with Rule C 53 of the Austrian Code of Corporate Governance, the Supervisory Board defined the following criteria to ensure its members' independence and also published these on its website at www.oberbank.at:

- A supervisory board member shall be considered independent if he or she has not served as a member of the management board or as senior management staff of the company or one of its subsidiaries in the past three years. A previous management board position shall not be deemed to qualify a person as lacking independence, above all when, considering all of the circumstances set out in § 87 (2) Stock Corporation Act, there is no doubt as to the independent exercise of the function.
- The supervisory board member shall not maintain or have maintained, in the past year, any business relations with the company or one of its subsidiaries to any extent of significance for such member of the supervisory board. This shall also apply to relationships with companies in which a member of the supervisory board has a material economic interest. The approval of individual transactions by the supervisory board pursuant to L Rule 48 does not automatically mean the person is qualified as lacking independence. The establishment or existence of agreements with the company that are customary in banking shall not be deemed to prejudice a supervisory board member's independence.
- The supervisory board member shall not have acted as auditor of the company or have owned a share in the auditing company or have worked there as an employee in the past three years.
- The supervisory board member shall not be a member of the management board of another company in which a member of the management board of the company is a supervisory board member unless the two companies are part of the same group or are associated with one another through a shareholding.
- The supervisory board member shall not be closely related (direct offspring, spouses, life partners, parents, uncles, aunts, sisters, nieces, nephews) to a member of the management board or a person who holds one of the aforementioned positions.

All members of the Supervisory Board of Oberbank elected by the Annual General Meeting have confirmed their independence in accordance with these criteria in individual statements. Furthermore, with the exception of Gerhard Burtscher (BTV Vier Länder Bank AG), Nikolaus Juhász (BKS Bank AG) and Hannes

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Bogner (UCBA), all members of the Supervisory Board elected by the Annual General Meeting are neither shareholders with a stake of more than 10% nor representatives of such shareholders (Rule 54 C ÖCGK, Austrian Code of Corporate Governance). Outside the scope of its ordinary banking activities, Oberbank has no business relationships with subsidiaries or individuals (including supervisory board members) that could jeopardize the bank's independence.

In addition to the independence criteria in the meaning of the ÖCGK (Austrian Code of Corporate Governance), the Banking Act also specifies more restrictive criteria in some cases for shareholder representatives on the supervisory board and on certain committees of the supervisory board. The plenary Supervisory Board must include at least two shareholder representatives that meet the independence criteria pursuant to § 28a (5a) 2 Banking Act. The different independence criteria applicable to the committees defined in the respective legal provisions are stated in the information provided on each of the committees. The plenary supervisory board has been fully compliant with this provision in the reporting year since it entered into force. The collective suitability of the entire board is evaluated annually and was also confirmed in the reporting year.

Mode of operation of the Supervisory Board

Since the Annual General Meeting of 20 May 2020, the Supervisory Board has consisted of ten elected shareholder representatives and five representatives delegated by the Works Council.

The Supervisory Board held four regular meetings in the financial year 2025, at which it performed its control functions (see also Report of the Supervisory Board).

None of the members of the Supervisory Board failed to take part personally in more than half of the meetings of the Supervisory Board (Rule 58 C Austrian Code of Corporate Governance).

The Supervisory Board monitors how the Management Board manages the company; discusses the business and risk strategy with the Management Board; monitors the efficacy of the main processes such as accounting, risk management, internal audit and the internal control system; reviews the single-entity and consolidated financial statements; monitors the independence of the auditors of the financial statements; defines Annual General Meeting agenda items regarding the election of the auditor and the election of new Supervisory Board members; discusses and decides jointly with the Management Board on the joint proposals for resolutions for all other items of the agenda; checks whether the remuneration policy conforms to the law and is being complied with; defines the remuneration principles for Management Board members; draws up a coherent and easy-to-understand remuneration report together with the Management Board; and is responsible for the appointment and removal of Management Board members and for many other matters. The individual Fit & Proper evaluations of the members of the Management Board and of the Supervisory Board as well as the collective suitability of the plenary Supervisory Board and its committees are conducted on the basis of the bank's Fit & Proper Policy. This evaluation was conducted in the reporting year at the meetings of the Nominations Committee held in March 2025 and at the meeting of the plenary Supervisory Board held in March. 2025

Apart from looking at the individual members of the Supervisory Board in terms of expert knowledge and personal qualification, independence and any potential conflicts of interest, the fit & proper evaluation also assesses the collective suitability of the plenary Supervisory Board and all of its Committees in terms of composition, age and diversity. The strict rules of the Austrian Banking Act are complied with. A policy on how to deal with potential conflicts of interest has been defined. At its meeting of 26 March 2025, the

Corporate Governance Report

Supervisory Board also re-evaluated the suitability of the members of the Nominations Committee and confirmed their eligibility under the Fit & Proper rules.

Relying on the extensive materials available and with the help of a preparatory questionnaire, the Supervisory Board also self-evaluated its activities pursuant to the C Rule 36 of Austrian Code of Corporate Governance (ÖCGK) at the same meeting.

Transactions requiring consent (L Rule 48 and C-Rule 49 ÖCGK)

In the 2025 reporting year, the Supervisory Board did not approve any transactions requiring consent under § 95 (5) 12 Austrian Stock Corporation Act (AktG).

Committees set up by the Supervisory Board

To accomplish its many tasks, the Supervisory Board establishes a certain number of committees that include the relevant experts from the Supervisory Board for the topics specified by law, the Articles of Association or the Internal Rules of Procedure.

With the objective of improving operational efficiency, the Supervisory Board of Oberbank AG has set up a Working Committee, a Credit Committee, a Risk Committee, an Audit Committee, a Nominations Committee and a Remuneration Committee, and a Sustainability Committee. The members of these committees are selected by the plenary Supervisory Board from among the shareholder representatives and are supplemented by the required number of members from the staff representatives.

The Audit Committee, the Risk Committee, the Remuneration Committee and the Sustainability Committee each consist of four shareholder representatives; the Credit Committee, the Working Committee and the Nominations Committee are each made up of three shareholder representatives. Worker representatives are represented on the committees in accordance with legal provisions.

Audit Committee

The Audit Committee executes its duties under § 63a (4) of the Austrian Banking Act. These obligations include:

- Monitoring the accounting process, presenting recommendations and proposals to guarantee its reliability;
- Monitoring the effectiveness of the bank's internal control system, the internal audit system and the risk management system;
- Monitoring the audit of the single-entity and consolidated financial statements taking into account the findings and conclusions in reports that the oversight body of the auditing profession has published pursuant to § 4 (2) 12 Auditor Supervisory Act (APAG);
- Reviewing and monitoring the independence of the auditor (auditor of the consolidated financial statements), especially with respect to the additional services provided to the company being audited; Article 5 of Regulation (EU) No 537/2014 and § 271a (6) Austrian Business Code apply;
- Reporting the findings of the audit of the financial statements to the Supervisory Board and presenting how the audit of the financial statements contributed to the reliability of financial reporting as well as on the role played by the Audit Committee in this context;
- The audit of the financial statements and the preparations for their approval, examination of the proposal for the distribution of profits, the management report and, if applicable, the corporate governance report, as well as reporting the audit findings to Supervisory Board;
- If applicable, the audit of the consolidated financial statements and Group management report and the consolidated corporate governance report, and reporting the audit findings to Supervisory Board;

Corporate Governance Report

- Carrying out the procedure for the selection of the auditor for the single-entity/consolidated financial statements, taking into consideration the appropriateness of the fee, and recommending the auditor to be appointed by the Supervisory Board for the audit of the single-entity/consolidated financial statements pursuant to Article 16 Regulation (EU) No 537/2014.

The Audit Committee met twice in the reporting year. The two meetings were held with participation the auditor and the State Commissioner and/or the Deputy State Commissioner.

The auditor presented the findings of the audit conducted in accordance with the audit engagement as defined in the audit contract regarding the economic position (single-entity and consolidated financial statements) and the risk situation of the bank to the Management Board and also to the Chair of the Supervisory Board. The Chair presented the findings to the Audit Committee, which discussed the matter at length directly with the auditors.

The results of the work performed by the Audit Committee were presented to the Supervisory Board at its next plenary meeting.

The Audit Committee decided to propose to the Supervisory Board that the audit engagement of Deloitte Audit Wirtschaftsprüfungs GmbH, Vienna, be renewed to serve as auditor of the single-entity and consolidated financial statements for the 2026 financial year.

In accordance with Rule 83 of the Austrian Code of Corporate Governance, the bank auditor was also tasked with reviewing the functioning of the risk management system in the reporting year.

The corresponding report will be discussed at the next meeting of the Audit Committee. In accordance with Rule 83 of the Austrian Code of Corporate Governance, this will also be reported to the Supervisory Board.

Members: Gerhard Burtscher (Chairman), Andreas König (Vice Chairman), Martha Kloibmüller (financial expert), Alina Czerny (deputy financial expert), Wolfgang Pischinger, Susanne Braun.

Apart from Chairman Gerhard Burtscher, Martha Kloibmüller and Alina Czerny also have specialist knowledge and practical experience in banking finance and accounting as well as reporting. At the Supervisory Board meeting in May 2025, Martha Kloibmüller and, in her absence, Alina Czerny were appointed as financial experts within the meaning of § 63a (4) Banking Act.

All members of the Committee meet the independence criteria defined in § 63a (4) Banking Act.

Working Committee

The Working Committee is not a committee required by law. The Working Committee is authorised to take decisions on certain matters which, while reserved for the Supervisory Board, fall neither under the exclusive authority of the plenary meeting of the Supervisory Board nor under the authority of the Credit Committee. These matters include, in particular, the acquisition and divestment of shareholdings of significant size and the acquisition, sale or encumbrance of real estate, and investments exceeding defined threshold amounts which are precisely specified in the Rules of Procedure of the Management Board and the Supervisory Board, as well as decisions in urgent matters. In accordance with the applicable provisions of the Articles of Association as well as of the Internal Rules of Procedure of the Supervisory Board, the Working Committee exercises its decision-making powers in urgent matters requiring prompt decisions by passing resolutions in writing, and, in addition to the reports written in preparation of such decisions, it also has the right to request information from the Management Board by telephone.

In the reporting year, the Working Committee approved four time-critical resolutions. The business cases decided by the Working Committee are subsequently reported and discussed in detail at the next plenary

Corporate Governance Report

meeting of the Supervisory Board. Oberbank relies on the banking expertise of the members of the Committee for all decisions that must be reached in writing due to the urgency of the matter.

Members: Members: Barbara Leitl-Staudinger (Chairwoman), Alina Czerny (Vice Chairwoman), Gerhard Burtscher, Wolfgang Pischinger, Susanne Braun.

Credit Committee

The Credit Committee is not a committee required by law.

Approval of the Credit Committee is required for any investment within the meaning of Article 112 Regulation (EU) 575/2013 (CRR) provided the volume exceeds the amount specified for the Management Board, as well as for the execution of transactions with members of a governing body within the meaning of § 28 Banking Act, but only with regard to transactions not covered by the relevant annual framework resolution of the Supervisory Board. Large exposures in the meaning of Article 392 CRR must be presented to the Supervisory Board and the Credit Committee for a decision.

In accordance with the applicable provisions of the Articles of Association as well as the Internal Rules of Procedure of the Supervisory Board, the Credit Committee exercises its decision-making powers in urgent matters requiring prompt decisions by passing resolutions in writing, and, in addition to the reports written in preparation of such decisions, it also has the right to request information from the Management Board by telephone. In 2025, the Credit Committee approved 75 time-sensitive resolutions. Transactions decided by the Credit Committee are subsequently reported and discussed in detail at the next plenary meeting of the Supervisory Board.

Members: Nikolaus Juhász (Chairman), Alina Czerny (Vice Chairwoman), Gerhard Burtscher, Wolfgang Pischinger, Susanne Braun.

Risk Committee

The Risk Committee must deal with the following matters pursuant to § 39d Banking Act:

- Advising the Management Board with respect to the current and future risk appetite, and the risk strategy of the credit institution;
- Monitoring implementation of the risk strategy in connection with the management, monitoring and containment of risks pursuant to § 39 (2b) nos 1 to 14, capital adequacy and liquidity;
- Reviewing the pricing policy for the services and products offered by the credit institution to check if it adequately takes the business model and risk strategy of the credit institution into account, and if necessary, presenting a plan for remedial measures;
- Regardless of the tasks of the Remuneration Committee, checking to ascertain if the incentives of the internal remuneration system take into consideration risk, capital, liquidity, probability and time of profits realisation.

In the reporting year, the Committee, in compliance with the Banking Act, held one meeting in the presence of the staff member responsible for the independent risk management function within Oberbank and the State Commissioner or her deputy; at this meeting, the Committee dealt in detail with the risk strategy of Oberbank and other matters required by law. At its next plenary meeting, the Supervisory Board was informed in detail of the topics discussed.

Members: Alina Czerny (Chairwoman), Martin Zahlbruckner (Vice Chairman), Nikolaus Juhász, Hannes Bogner, Wolfgang Pischinger, Susanne Braun.

Apart from Chairwoman Alina Czerny, Hannes Bogner, Nikolaus Juhász and Martin Zahlbruckner have the necessary experience and expertise for monitoring implementation of the bank's risk strategy as required by law. The majority of the members of the Risk Committee including the Vice Chairman meet the independence criteria of § 39d (3) Austrian Banking Act.

Nominations Committee

The Nominations Committee performs the tasks assigned to it by law (§ 29 Banking Act).

- Its tasks include finding candidates to fill vacant positions on the Management Board and presenting relevant proposals to the Supervisory Board;
- If required by the respective legal form of the credit institution, providing support to the Supervisory Board in preparing proposals for the Annual General Meeting for appointments to vacant positions on the Supervisory Board;
- Considering, within the scope of its tasks pursuant to 1 and 2, the differences in knowledge, skills and experience of all the members of the respective board with a view to achieving balanced representation, preparing job profiles that include a description of the tasks applicants are expected to perform, and stating the time requirements for the job;
- Defining, within the scope of its tasks pursuant to 1 and 2, a target ratio for the underrepresented gender on the Management Board and on the Supervisory Board as well as developing a strategy to achieve this target; the target ratio, strategy and progress achieved must be published pursuant to Article 435(2)(c) of Regulation (EU) No 575/2013;
- Ensuring, within the scope of its tasks pursuant to 1 and 2, that, when decisions are being reached by the Management Board or the Supervisory Board, no individual or a small group of persons is able to dominate those governing bodies in a manner contrary to the interests of the bank;
- Evaluating in regular intervals, but in any case when events occur that indicate the need for a re-assessment, the structure, size, composition and performance of the Management Board and the Supervisory Board, and, if necessary, presenting proposals for changes to the Supervisory Board;
- Conducting at regular intervals, but in any case at least yearly, an assessment of the knowledge, skills and experience of the Management Board members and of each of the members of the Supervisory Board as well as of the respective governing body in its entirety and reporting its findings to the Supervisory Board;
- Reviewing the policy of the Management Board with respect to the selection of senior management staff and assisting the Supervisory Board in preparing recommendations for the Management Board.

Among other things, the Nominations Committee defines the rules – unless the Remuneration Committee is responsible – of the relations between the company and the members of the Management Board, submits proposals regarding appointments to management board positions (vacancies) and takes care of addressing succession planning issues.

At its regular meeting in March 2025, the Nominations Committee evaluated existing job descriptions and candidate profiles for members of the Management Board and the Supervisory Board as well as the diversity policy and discussed the process and the objectives of strategic succession planning in detail. Apart from assessing the knowledge, skills and experience of the Management Board members and of each of the members of the Supervisory Board as well as of the respective governing body in its entirety, this meeting also reviewed and assessed the formal independence of the members of the Supervisory Board as

Corporate Governance Report

well as the existence of any potential material conflicts of interest at Management Board and Supervisory Board level.

At this meeting, the Nominations Committee also submitted a proposal for a resolution at the Annual General Meeting 2025 for filling vacancies on the Supervisory Board, which was unanimously approved at the subsequent Supervisory Board meeting.

At an extraordinary meeting in November 2025, the Nominations Committee dealt with the prolongation of the mandate of Isabella Lehner, which expires in the spring of 2026, and with succession planning on the Management Board. In addition, written descriptions of the roles of CEO, CFO, CIO, COO, CRO and CSO were prepared, and small changes were made to the Diversity Policy, the Fit & Proper Policy and the Conflict of Interests Policy.

The two meetings were held with the participation of the auditor and the State Commissioner and/or the Deputy State Commissioner.

Members: Members: Barbara Leitl-Staudinger (Chairwoman), Andreas König (Vice Chairman), Nikolaus Juhász, Wolfgang Pischinger.

There are no separate independence criteria defined in the Austrian Banking Act for the Nominations Committee.

Remuneration Committee

The Remuneration Committee performs the tasks assigned to it by law (§ 39c Austrian Banking Act). These tasks include all remuneration-related resolutions to be passed by the Supervisory Board, including those concerning risk and risk management, as well as the monitoring of the remuneration policy, remuneration practices and remuneration-related incentive structures.

In accordance with the provisions of the Stock Corporation Act §§ 78a to 78e and § 98a derived from the Shareholder Rights Directive regarding the remuneration policy for the Management Board and the Supervisory Board, the Remuneration Committee must define principles for the remuneration of Management Board and Supervisory Board members based on the relevant banking legislation and prepare, jointly with the Management Board, a clear-cut and easy-to-understand remuneration report on its implementation. The current remuneration policy and remuneration report are published on Oberbank's website (<https://www.oberbank.at/kennzahlen-berichte>).

Additionally, in accordance with § 39b Austrian Banking Act and the Annex to § 39b Banking Act, the Remuneration Committee must also define the principles of the remuneration policy and practices applicable to the remuneration of employees below the Management Board level that have a material impact on the bank's risk profile and also review their practical implementation annually.

At its regular meeting in March 2025, the Remuneration Committee monitored the remuneration policy, the practices applied and the remuneration-related incentives pursuant to § 39b Austrian Banking Act and its related Annex.

Based on the documented long-term objectives, the Committee dealt in detail with the variable components of Management Board member remuneration for the financial year 2024. The variable remuneration components for the individual members of the Management Board for the financial year

Corporate Governance Report

2024 were determined based on the remuneration policy and presented in a remuneration report drafted in clear and easy-to-understand language in accordance with the AFRAC recommendations, submitted to the Annual General Meeting 2025 and published. Furthermore, the Remuneration Committee used the policy for the internal identification of so-called risk-takers to evaluate whether a risk as defined in the EBA Guidelines on sound remuneration policies can be identified with respect to certain employees.

At the ordinary meeting of March 2025 as well as at the extraordinary meeting of the Remuneration Committee in November 2025, the specific metrics for the assessment of the variable component of the Management Board's remuneration and the respective weightings were evaluated, and specific targets and target corridors for the Management Board's variable remuneration 2026 were defined in accordance with new goals for the strategy period from 2026 to 2030.

With regard to the extension of the mandate of the Management Board member Isabella Lehner, the Remuneration Committee discussed a new salary arrangement at the meeting of November 2025.

Both meetings were attended by the State Commissioner and/or the Deputy State Commissioner.

Members: Andreas König (Chairman and Deputy of the Remuneration Expert), Martin Zahlbruckner (Vice Chairman and Remuneration Expert), Nikolaus Juhász, ^{Martha} Kloibmüller, Wolfgang Pischinger.

The Chairman is supported by long-time managers with many years of experience in remuneration policy. At the Supervisory Board meeting in May 2025, Martin Zahlbruckner and, in the event of the former's absence, Andreas König were appointed as remuneration experts within the meaning of § 39c (3) Banking Act. The majority of the committee members including the Chairman and remuneration expert meet the independence criteria of § 39c (3) Austrian Banking Act. The remuneration expert and the other committee members have expertise and practical experience in the field of remuneration policy.

Sustainability Committee

The Sustainability Committee, which is not a committee required by law, was newly established in 2023 and meets once a year.

The Committee is responsible for supporting the Supervisory Board with monitoring the implementation and development of the sustainability strategy. The Sustainability Committee is responsible for maintaining oversight of the topic of sustainability and, above all, for designing and developing the sustainability strategy jointly with the Management Board. The Committee does not have any decision-making powers within the meaning of § 74 (4) Austrian Banking Act.

At its regular meeting in November, the Committee discussed in detail the topics relating to Oberbank's sustainability strategy.

Members: Martin Zahlbruckner (Chairman), Alina Czerny (Vice Chairwoman), Gregor Pilgram, Hannes Bogner, Wolfgang Pischinger, Susanne Braun.

Measures for promoting women (§ 243c (2) 2 Austrian Business Code); diversity policy (§ 243c (2) (3) Austrian Business Code)

At a share of 57.54% of women in its workforce, the Oberbank Group is in an excellent situation to advance the development of women for executive positions.

Management positions below Management Board level

As at 31 December 2025, the Oberbank Group (including Oberbank Service GmbH) employed 148 women in managerial positions (up to and including team leader level); this corresponds to a share of 30.1% (2024: 140 women or 28.5%). "Chance 2030, Gender Balance - Next Generation", a programme developed in 2018 with external support has been in place since 2019 and includes detailed planning for the management positions to be filled until 2030. To increase the proportion of women, an internal ratio of 50% was defined for new and replacement appointments; in light of the changed framework conditions, the target for women in management positions was adjusted to 35% for the period until 2030. Oberbank has taken a number of supportive measures: HR processes in recruiting, development and parental leave management with a focus on diversity; the "Oberbank4Women" development and networking programme; targeted internal and external communication as well as specific measures to foster work-life balance and flexibility, including the "berufundfamilie" audit with external evaluation by TÜV SÜD (recertification in 2024, quality mark until 2027) which has been in place since 2011, and the bank's own nursery "Kinkis Nest" which has been in operation since autumn 2021 to enable employees to return to work as quickly as possible after parental leave. Starting in 2026, the "Intergenerational learning and working models" project will ensure that flexibility and work-life balance will be addressed in greater depth within the scope of the Strategy 2030.

Target ratios and implementation strategy

The Management Board and the Supervisory Board of Oberbank have developed a diversity policy that includes measures to promote women and is regularly evaluated.

Status as at 31/12/2025:

Governing body	Number of women	Number of men	Minority ratio
Management Board	2	3	40%
Supervisory Board (shareholder representatives)	4	6	40%
Supervisory Board (employee representatives)	3	2	40%
Supervisory Board (total)	7	8	approximately 47%

Management Board Members

At present, the Management Board (governing body) has three male members and two female members. As appointments to the Management Board are traditionally made from the ranks of senior management, the focus is on enlarging the pool of talented women at the next lower management levels. The "Chance 2030, Gender Balance - Next Generation" programme, the "Oberbank4Women" development and networking programme and the company-wide potentials development programme where the target ratio for female participation is set at 50% contribute significantly to sustainably raising the proportion of female managers.

The target defined the Nominations Committee for the project "Chance 2030, Gender Balance - Next Generation" is 25% women on the Management Board. Furthermore, the Nominations Committee is committed to the targets for the Management Board and the Supervisory Board as set out in Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 of 40% for the underrepresented gender for non-executive board members (= Supervisory Board members) or,

Corporate Governance Report

alternatively, 33% for all directors (= Supervisory Board and Management Board members). All of these targets were achieved or surpassed. With a view to specifically developing executive staff for a management board position and also to filling openings on the Management Board through outside recruiting in some instances, the Nominations Committee prepared job descriptions and candidate profiles for board members responsible for sales and back office matters. These may also serve as guidance for potential candidates from within the bank. Giving priority to female candidates when qualifications are equal, a principle defined in the recruiting process, also applies in this case.

Supervisory Board (shareholder representatives)

When filling positions, the Chair of Oberbank's Supervisory Board and Nominations Committee always strive to find qualified women to fill vacant Supervisory Board positions. Statutory provisions stipulate that supervisory boards should have a share of at least 30 percent of the respective underrepresented gender; at a share of four out of ten shareholder representatives, Oberbank meets this requirement.

Supervisory Board (employee representatives)

As at 31 December 2025, the employee representatives included three women and two men. Therefore, the ratio mandated by law, which stipulates that women and men must each be represented on the Supervisory Board with at least 30 percent was complied with as at 31 December 2025, both with respect to the plenary Supervisory Board and with respect to shareholder representatives and employee representatives taken separately.

Diversity

The Management Board of Oberbank currently consists of two female and three male Austrian citizens. Three Management Board members are in charge of sales and share responsibility for the regional sales units in Oberbank's five country markets. The CEO is responsible for the Head Office departments Accounting & Controlling as well as Human Resources; the two other Management Board members in charge of sales are responsible for sales units in line with their main remits of Corporate and Business Banking and Retail Banking respectively. Two further members of the Management Board are in charge of all back office matters and the relevant departments. The Supervisory Board consists of four female shareholder representatives and six male shareholder representatives. All are top specialists in their fields, ensuring a broad diversification on the Board (banking, insurance, industry, academia, law, auditing). In accordance with the strategic goal of preserving the independence of Oberbank, there is no political influence on the Supervisory Board.

With respect to the age of Supervisory Board members, we would like to underline that while Oberbank highly appreciates the fact that Supervisory Board members have many years of professional experience, which ensures high quality supervision, several elections and appointments of both shareholder and employee representatives in the past years have resulted in younger members joining the Supervisory Board without detracting from quality. Bearing in mind the responsibility of serving on the Board, the Works Council also refrains from delegating inexperienced colleagues to the Supervisory Board. Most shareholder representatives have university degrees, with qualifications ranging from business and law to technical specialities. The other members of the Supervisory Board also have sufficient experience, especially in the area of banking, to ensure proper supervision. In accordance with the one-third parity rule, five employee representatives are on the Supervisory Board of the bank. These three women and two men come from various business areas of the bank, including one employee delegated full-time to the Central Works Council and also employees from sales.

Evaluation of compliance with the C Rules pursuant to Rule 62 ÖCGK (Austrian Code of Corporate Governance)

In accordance with C Rule 62 of the Austrian Code of Corporate Governance (ÖCGK), which states that compliance with the C Rules must be evaluated externally at least every three years, the Supervisory Board assigned Deloitte the task of evaluating Oberbank AG's compliance with the C Rules of the ÖCGK in accordance with C Rule 62 ÖCGK on the basis of the Corporate Governance Report for the financial year 2025, and to assess if the compliance statement of the Management Board presents in all material aspects a true view of the implementation and compliance with the relevant C Rules of ÖCGK.

Audit activities

- Review of the explanations of departures from the C Rules of ÖCGK as part of the Corporate Governance Report of the company for the financial year 2025, and examination of compliance with the requirements of ÖCGK 2025. The review and examination were conducted on the basis of the questionnaire published by the Austrian Working Group for Corporate Governance.
- Interviews of persons responsible
- Checking random samples of relevant documents and records as well as the information provided on the website (<http://www.oberbank.at>) with regard to corporate governance

Audit findings

Based on these audit activities, Deloitte did not gain knowledge of any matters that would lead it to believe that the reporting of the company in the (consolidated) Corporate Governance Report fails to present a true view of implementation and compliance with the relevant rules of ÖCGK in material matters.

As Deloitte also served as auditor of the financial statements for the financial year 2025, the audit engagement did not include a review of compliance with C Rules 77 to 83, ÖCGK.

Corporate Governance Report

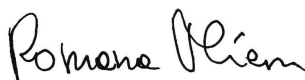
The next audit will be conducted in the financial year 2029.

Linz, 12 March 2026

Management Board



Franz Gasselsberger
Chairman of the Management Board



Romana Thiem
Management Board Member



Martin Seiter
Management Board Member



Florian Hagenauer
Management Board Member



Isabella Lehner
Management Board Member

Investor Relations

Shares and shareholder structure

Autonomy and independence are high priorities for Oberbank. This is achieved by robust earnings, a sound risk policy and shareholders who have an interest in preserving the independence of Oberbank. No single shareholder of Oberbank is in a position to acquire a direct or indirect controlling interest. There is a syndicate agreement between BKS and BTV for the purpose of protecting Oberbank's independence. Furthermore, employee share ownership is an additional stabilising element.

Oberbank ordinary shares 2025

Oberbank's ordinary shares performed strongly in 2025. The share's performance was +9.17%, or +10.98% including dividends. Oberbank AG's market capitalisation was EUR 5,380.83 million at the end of 2025 compared to EUR 4,928.90 million at the end of the preceding year.

Oberbank's shares – key figures	2025	2024
Number of ordinary no-par shares	70,614,600	70,614,600
High, ordinary shares in €	76.20	70.60
Low, ordinary shares in €	69.40	64.60
Close, ordinary share in €	76.20	69.80
Market capitalisation in €m	5,380.83	4,928.90
IFRS earnings per share in €	5.27	5.37
Dividend per share in ¹⁾	1.35	1.15
P/E ratio, ordinary shares	14.46	13.00

¹⁾ The Management Board and the Supervisory Board will propose to the Annual General Meeting 2026 a dividend payout of EUR 1.35 per share for the financial year 2025.

Steadily rising value

Oberbank's ordinary shares have been listed on the Vienna Stock Exchange since 1 July 1986 and their value has been rising steadily ever since. Shareholders who acquired Oberbank's shares in 1986 and participated in all capital increases have earned an average yield of 9.46% per year (before withholding tax) taking into account dividend distributions. At the 146th Annual General Meeting on 19 May 2026, the Board will recommend the distribution of a dividend of EUR 1.35 per eligible share, which is EUR 0.20 higher than in the preceding year.

Oberbank's global bank rating and mortgage-backed cover pool

Standard & Poor's left its rating unchanged in 2025. The bank's rating remained at a very good "A" with a stable outlook. The highest rating of "AAA" (with a stable outlook) was also confirmed for the mortgage cover pool. This again highlights the stability of Oberbank.

Investor Relations

Shareholders of Oberbank as at 31/12/2025	Total
BTV Vier Länder Bank AG, Innsbruck (incl. BTV 2000)*	16.45%
BKS Bank AG, Klagenfurt (incl. subordination syndicate with BVG)**	14.74%
G3B Holding AG, Wien	1.62%
Employees	5.04%
CABO Beteiligungsgesellschaft m.b.H., Vienna	23.76%
UniCredit Bank Austria AG, Vienna	3.41%
Free float	34.98%

* BTV 2000 Beteiligungsverwaltungsgesellschaft m.b.H. (BTV 2000), a 100% consolidated subsidiary of BTV Vier Länder Bank AG, owns 2.62% in Oberbank AG.

** Die Beteiligungsverwaltung Gesellschaft m.b.H. (BVG) holds a stake of 0.58% in Oberbank AG.

The share capital of Oberbank is divided into 70,614,600 ordinary registered shares, which are listed on the Vienna Stock Exchange under ISIN AT0000625108. The largest single shareholder is CABO Beteiligungsgesellschaft m.b.H., a 100% subsidiary of UniCredit Bank Austria. The free float (34.98% of Oberbank's ordinary shares) is held by corporate investors, institutional investors and private shareholders.

Investor Relations and Communication

Oberbank informs shareholders in detail about its financial position, financial performance and cash flows in its quarterly and annual reports. The website www.oberbank.at provides regularly updated information. The invitation to the Annual General Meeting calls on shareholders to seek direct contact with the members of the Management Board and the Supervisory Board. Potentially price-sensitive events are disclosed by Oberbank through the portal "www.presetext.com" under IR-NEWS/Inside information. In the financial year 2025, Oberbank published one such disclosure.

Investor Relations:

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Financial Calendar 2026

Publication of the Annual Report 2025	09/04/2026
Date of record for 146th Annual General Meeting 2025	09/05/2026
146th Annual General Meeting of Oberbank AG's shareholders	19/05/2026
Ex dividend day – dividend for financial year 2025	21/05/2026
Dividend record date – dividend for financial year 2025	22/05/2026
Dividend payout date – dividend for financial year 2025	26/05/2026

Publication of quarterly reports

Q1	19/05/2026
HY1	26/08/2026
Q1 to Q3	26/11/2026

145th Annual General Meeting of Oberbank on 13 May 2025 / Resolutions passed

AGENDA

ITEM 2: Resolution on the use of the net profit for the financial year 2024
YES: 42,971,438 votes; NO: 2,742 votes; ABSTENTIONS: 19,297,594 votes

AGENDA Resolution on the approval of the activities of the Management Board for the financial year
ITEM 3: 2024

YES: 42,847,355 votes; NO: 9,430 votes; ABSTENTIONS: 19,288,159 votes

AGENDA Resolution on the approval of the activities of the members of the Supervisory Board for the
ITEM 4: financial year 2024

König: YES: 42,792,585 votes; NO: 9,430 votes; ABSTENTIONS: 19,343,756 votes
Zahlbruckner: YES: 42,795,161 votes; NO: 9,430 votes; ABSTENTIONS: 19,343,756 votes
Bogner: YES: 61,984,025 votes; NO: 9,430 votes; ABSTENTIONS: 154,942 votes
Burtscher: YES: 42,796,041 votes; NO: 9,430 votes; ABSTENTIONS: 19,343,756
Czerny: YES: 42,798,001 votes; NO: 9,430 votes; ABSTENTIONS: 19,343,756 votes
Leitl-Staudinger: YES: 42,801,551 votes; NO: 9,430 votes; ABSTENTIONS: 19,343,756 votes
Franz Peter Mitterbauer: YES: 42,801,541 votes; NO: 9,430 votes; ABSTENTIONS: 19,343,756 votes
Pierer: YES: 42,741,086 votes; NO: 48,650 votes; ABSTENTIONS: 19,365,305 votes
Pilgram: YES: 42,803,365 votes; NO: 9,430 votes; ABSTENTIONS: 19,343,756 votes
Stockbauer: YES: 42,803,365 votes; NO: 9,430 votes; ABSTENTIONS: 19,343,756 votes
Pischinger: YES: 61,992,239 votes; NO: 9,430 votes; ABSTENTIONS: 154,942 votes
Kloibmüller: YES: 42,803,425 votes; NO: 9,430 votes; ABSTENTIONS: 19,343,756 votes
Braun: YES: 61,990,789 votes; NO: 9,430 votes; ABSTENTIONS: 154,942 votes
Grabner: YES: 61,918,389 votes; NO: 9,430 votes; ABSTENTIONS: 154,942 votes
Höchtel: YES: 61,919,689 votes; NO: 9,430 votes; ABSTENTIONS: 154,942 votes
Zeiss: YES: 61,919,289 votes; NO: 9,430 votes; ABSTENTIONS: 154,942 votes

Investor Relations

AGENDA

ITEM 5: Supervisory Board elections

AGENDA

ITEM 5a: Niss

YES: 42,200,873 votes; NO: 209,915 votes; ABSTENTIONS: 19,838,409 votes

AGENDA

ITEM 5b: Juhász

YES: 42,309,720 votes; NO: 8,720 Votes; ABSTENTIONS: 19,931,237 votes

AGENDA Appointment of the bank auditor for the financial year 2026, and if required by law for the
ITEM 6: financial year 2026, appointment of the auditor of the (consolidated) sustainability report for the financial year 2026.

YES: 61,976,766 votes; NO: 4,106 votes; ABSTENTIONS: 267,434 votes

AGENDA Appointment of the bank auditor for the Regional Division Slovakia for the financial year 2025
ITEM 7:

YES: 61,883,993 votes; NO: 0 votes; ABSTENTIONS: 281,971 votes

AGENDA Resolution on the remuneration report

ITEM 8:

YES: 42,547,397 votes; NO: 92,639 votes; ABSTENTIONS: 19,525,828 votes

Compliance

Compliance

Compliance (Banking Act)

Since 1 September 2018, banks have been under the obligation to keep written records on relevant principles and procedures for discovering and mitigating risks caused by breaches of supervisory regulations by Management Board and Supervisory Board members and by employees. Furthermore, since 1 January 2019 it has been mandatory and of extreme importance for banks to set up a permanent, effective and independent compliance function with direct access to the management (hereinafter: compliance function under the Banking Act).

Activities in the compliance function under the Banking Act are supported by high-quality IT tools. An information service unit is responsible for providing updates on supervisory requirements on an ongoing basis. Revision-proof workflows are used to evaluate the company-specific application of new regulations and to facilitate processing by the competent expert departments.

The compliance unit (under the Banking Act) looked at 467 standards during the reporting period. 250 data records were classified as applicable by the competent departments, and based on a materiality assessment, 29 were presented in the monthly progress report to the Management Board. The implementation of 13 of these material standards was completed in 2025.

Directors' dealings

Persons with managerial responsibilities at an issuer as well as persons closely associated with them must notify the issuer and the FMA of every transaction conducted for their own account relating to the shares or debt instruments of the issuer or to derivatives or other financial instruments linked thereto (Article 19 (1) Market Abuse Regulation (MAR)). The issuer shall subsequently make the report public pursuant to Article 19 (3) MAR. Oberbank AG published 24 such reports in the year 2025.

Securities compliance

Credit institutions are under the obligation to ensure that their organisation and workflows are commensurate with their structure and business activities, and must also guarantee ongoing monitoring of the proper execution of investment services and ancillary investment services. To discover potential violations of statutory provisions, Oberbank uses a computer-aided compliance tool to help mitigate risk by quickly and specifically detecting instances of malversation in exchange trading, in particular, market manipulation and insider dealings, and violations of the duty of due diligence in connection with investment services. Oberbank employees are obliged to observe the compliance policy issued pursuant to the Austrian Securities Supervision Act. Oberbank employees are trained regularly and are made aware of the sanctions under administrative law, criminal law and labour law for violations of this policy. The training courses include mandatory annual web-based training as well as regular in-person and online courses on current topics and for various target groups being held as needed.

Starting out from an evaluation of the securities compliance risk within the scope of a risk analysis, Oberbank has created a risk-based monitoring programme for investment services and investments activities. The risk-based monitoring activities defined therein have been fully implemented and the results reported to the responsible expert departments and to the Management Board.

Anti-money laundering compliance

Oberbank is aware of its responsibility for complying with regulatory requirements for the prevention of money laundering and terrorism financing, and constant works to optimise measures and processes in this area.

Compliance

Among other things, these include conducting automatic and manual audits of customer data and transactions, determining and checking economic beneficiaries as defined in relevant applicable laws, risk-based checking and updating of customer data to comply with the know-your-customer principle, checking PEP and sanctions status as well as providing advice and training to Oberbank employees.

Priorities for the year 2025 were the further optimisation of internal rules and processes, heightened controlling as well as the sales-based and customer-oriented design and digitalisation of workflows and processes. Special attention was given to the current status and integrity of the data of existing customers, which was also the subject of special monitoring and reporting. Regular further education and training of all employees is ensured by in-person training courses, road shows in all divisions as well as target-group-specific and modular web-based training courses.

Close cooperation between the international branches and subsidiaries, on the one hand, and the head office in Linz, on the other, was continue in 2025. This ensures uniform standards for Group-wide strategies and procedures at a high level and in accordance with strict standards.

Fraud prevention

In accordance with Delegated Regulation (EU) 2018/389, Oberbank uses a dedicated IT tool for the prevention of fraud in payment services. This IT tool automatically stops suspicious transactions, which are then carefully reviewed. Only after a positive outcome of such a review are the transactions released for further processing. In the financial year 2025, 155,157 transactions were flagged as suspicious by the IT tool. Of these, 56,783 cases required confirmation and approval by the customers. In the financial year 2025, Oberbank prevented a potential loss due to fraud of EUR 4.6 million for customers.

Anti-corruption

Oberbank does not tolerate any violations of anti-corruption provisions and takes appropriate action in such cases. In 2022, a special anti-corruption policy was approved at the plenary meeting of the Management Board. This policy provides a clearly structured compilation of the bank's anti-corruption rules and regulations applicable to date, increasing transparency and awareness among employees for this material topic. There were no confirmed incidents of corruption in the reporting year.

Sanctions management

Oberbank's sanctions management ensures that the relevant financial and economic sanctions as well as all supplementary regulatory requirements are complied with. Against the backdrop of the current geopolitical situation worldwide, the topic of restrictive measures and sanctions has become much more important. International organisations and states, above all the European Union, regularly react to this by expanding existing sanctions regimes and introducing new ones.

As a head office unit, the Sanctions team is jointly responsible with the local compliance officers in our international markets for Group-wide implementation and compliance with measures under sanctions law. To ensure uniform security standards as well as continued efficient and rule-compliant business processing for Oberbank's customers, all transactions with sanctioned countries and countries circumventing such sanctions are reviewed in detail. Additionally, persons and legal entities are regularly screened using the relevant national and international sanctions lists. This ensures that payment services can be processed within the permissible framework of applicable sanctions legislation.

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Economy – Year of trade tariffs

Few years in recent history are likely to be remembered as vividly as 2025. The first year of Donald Trump's second presidency was marked by many unexpected, disruptive events. The new "America First" doctrine has been revived with great intensity by the Trump administration. The use of tariffs as a means of exerting pressure on other countries was to prove the most defining measure of US policy. On 2 April – designated "Liberation Day" by Donald Trump – was the starting signal for many sometimes incomprehensible tariffs being imposed on nations with which the US engages in trade. Often, extreme figures were announced in a first phase, only to be reduced to a mutually acceptable level during negotiations. Thus, Donald Trump lived up to his reputation as a dealmaker.

The US economy was robust in 2025. At a growth rate of 2.1% (IMF forecast January 2026), growth was well above the euro area for example. The US's largest problem remains its high level of sovereign debt. Even if Trump generates around USD 30 billion monthly from customs duties, this will not significantly reduce the government deficit.

Even though international trade was negatively affected by the turmoil triggered by the trade tariffs, the global economy nonetheless remained unscathed: It grew by 3.3% (IMF forecast January 2026) and was therefore around the same level as in the preceding year.

The main drivers of growth were to be found again in Asia. The economy in China and especially in India grew much faster than in the western hemisphere. At 5% and more than 7%, respectively, these two nations showed that they are now well established as global players (IMF forecast January 2026).

The euro area grew by 1.4% (IMF forecast January 2026), with the figures diverging widely from country to country. The former driver of economic growth, Germany, started to founder again, with 2025 growth not moving above 0.2% (IMF forecast January 2026). At 0.5% growth (WIFO forecast December 2025), Austria did not significantly outperform neighbouring Germany. The frontrunners in the EU were countries such as Poland and Spain with growth rates of over 3% and 2%, respectively, (EU Commission forecast November 2025 and IMF forecast January 2026).

The ongoing war in Ukraine was a negative factor weighing on developments in Europe. In Germany, economic confidence was boosted by the announcement of a major set of investment stimulus measures by the government. However, as the year came to a close, calls for the swift implementation of these measures started to get more frequent.

Inflation - declines across the board

The trend of falling inflation rates continued in 2025. In the euro area, the inflation rate fell to 1.9% in 2025 (EU Commission January 2026). However, as in previous years, the figures varied greatly from country to country.

Slovakia was at the top of the list with 4.1% inflation and Cyprus at the bottom with 0.1% inflation. Austria remained consistently in the top third and closed the year with the third-highest annual inflation rate in the euro area of 3.8%.

In Oberbank's other markets, inflation ranged from 3.3% in Hungary and 1.8% in the Czech Republic. Germany had inflation under control at 2%

Interest rates on downtrend

The major central banks – the ECB and the Fed – may have been moving at different speeds in the interest rate year, but their trends pointed in the same direction: downwards. The ECB continued its cycle of interest rate cuts in 2025 and reduced its key interest rates four times. The benchmark interest rate for deposits with the ECB was therefore 2.0% at the end of the year. Thus, the ECB followed the trend of

Group Management Report

decreasing inflation in the euro area. The interest rate cuts supported the goal of keeping the inflation rate around 2.0% over the long term was.

The US Federal Reserve entered the phase of interest rate cuts at a much later point in time. The first interest rate cut in quite some time was decided in September, followed by two further cuts of 0.25% each in October and December. This translated into the US Fed's interest rate bandwidth ranging between 3.50% and 3.75% at year-end 2025. During the year, the US central bank was confronted with fierce attacks by the US president on the Chairman of the Fed, Jerome Powell. The President bluntly called for sharp interest rate cuts and accused Powell of acting too slowly and dragging his feet. In many places, this triggered discussions about the independence of central banks in their decision-making.

In the Czech Republic, key lending rates were lowered twice in 2025. At year-end they stood at 3.5% after starting out the year at 4.0%. The CNB (Česká národní banka) had thus continued its course of interest rate cuts until the middle of the year. The MNB (Magyar Nemzeti Bank) acted differently than the euro area or the Czech Republic. It left the key lending rates unchanged at 6.5% throughout the year.

US dollar in free fall

In 2025, the US dollar recorded one of its biggest movements versus the euro in a long time. Depreciating by more than 15% at the lowest point, the US dollar showed significant weakness. Custom tariffs, interest rate developments and unpredictable trends in international trade throughout much of the year all had a marked impact.

Capital markets – slight rise in interest rates

After the yield curve normalised, interest rates for longer maturities showed a slight upward trend over the course of the year. The 10-year euro swap interest rates rose from 2.38% at the beginning of the year to 2.92% at the end of the year. The topic of rising national debt shifted more and more into the spotlight in 2025. This led to a general rise at the long end of the yield curve. Yields on ten-year Austrian government bonds rose from 2.8% at the beginning of the year to 3.11% at the end of the year. Short-term interest rates in the euro area (3-month Euribor) decreased from 2.74% to around 2.03% at year-end.

Consolidated Financial Statements

The consolidated financial statements are published in accordance with the International Financial Reporting Standards (IFRS). These consolidated financial statements prepared in accordance with internationally accepted accounting standards replace the consolidated financial statements under Austrian law in accordance with § 59a Banking Act and § 245a Business Code.

Reporting on intangible resources

Intangible resources are a material source of added value for Oberbank and help secure long-term success and growth: employees contribute their expertise, experience, management qualities and qualifications. These are essential components for the quality of Oberbank's services and products. Committed and motivated employees are the key to developing innovative products and services with the potential to give Oberbank a competitive edge. Motivated employees also influence and promote the bank's corporate culture, which boosts Oberbank's appeal as an employer and service provider.

Oberbank's customers are also an important intangible resource. Oberbank earns income by providing banking services and products used by customers. Regular feedback from customers helps us improve our services and products. Satisfied customers recommend Oberbank to others and thus contribute to a positive image, which draws the attention of other customers to Oberbank and encourages people to become new customers. This illustrates the value of long-time customers for achieving success and solid earnings over the long term.

Segmentation

Oberbank's customer business is grouped into the segments Corporate and Business Customers, Retail Banking, Financial Markets and Other. The regional distribution of Oberbank's 165 branches breaks down as follows: Austria (86 branches), Germany (44), Czech Republic (19), Hungary (12) and Slovakia (4).

Group of consolidated companies

In addition to Oberbank AG, the group of consolidated companies in the year 2025 included 28 Austrian and 14 foreign subsidiaries. Compared to 31 December 2024, the group of consolidated companies changed as follows:

- Sale of Oberbank Jerich Immobilienleasing GmbH, Linz
- Acquisition of Oberbank Jasminstraße 2 Immobilienleasing GmbH, Linz

This did not result in any material impacts.

A number of 14 subsidiaries and 11 associated companies were not consolidated, because the influence of these companies on the financial position, financial performance and cash flows of the group is of minor importance.

The reporting date for the consolidated financial statements is 31 December. Subgroup financial statements for the leasing companies accounted for in the consolidated financial statements were prepared for the period ended on 30 September to facilitate the timely preparation of the consolidated financial statements for the full year. Material transactions and changes to the composition of the Leasing subgroup in the fourth quarter of the reporting year were taken into account.

Income statement in €m	2025	2024	Change
Net interest income	621.2	656.3	-5.3%
Loan loss provisions	-59.1	-68.7	-14.1%
Income from entities accounted for by the equity method	62.0	82.0	-24.3%
Net fee and commission income	231.8	205.9	12.6%
Administrative expenses	-401.8	-402.7	-0.2%
Profit for the year before tax	477.1	476.8	0.1%
Profit for the year after tax	372.0	378.8	-1.8%

Excellent earnings from business operations

We were optimistic about the future development of business already in mid-year 2025, and our expectations were surpassed. Operating activities have developed excellently and we have again achieved record earnings.

Overall, the financial year developed very well. Despite declines in net interest income and in income from equity investments, we attained a higher profit before tax due to the double-digit rise in net fee and commission income, an excellent cost of risk performance and slightly lower administrative expenses. All comparative figures refer to the period 31/12/2024 to 31/12/2025.

Robust growth in lending: Volume increase +4.1% to EUR 21.6 billion.

Demand for loans from both businesses and private individuals rose substantially. New loans gained around 20%, while lending volumes increased year on year by EUR 860.5 million to EUR 21.6 billion. Corporate lending rose by +4.6% to EUR 17.9 billion. Net interest income clearly reflects the much lower interest rates and decreased by 5.3% to EUR 621.2 million.

Excellent risk management: NPL ratio 2.78%

We are proud of our very healthy and broadly diversified loan portfolio. Risk provisions decreased further from EUR 68.7 million to EUR 59.1 million. The NPL ratio improved again by 0.78 percentage points to 2.78%, which puts us well ahead of many of our peers.

Volume of primary funds at new record level, rising +4.7% to EUR 20.6 billion

Even more important than growth in lending are primary funds, as these are the foundation of the banking business. Primary funds again increased more strongly than loans compared to the preceding year. With a gain of EUR 932.6 billion to EUR 20.6 billion, primary funds were at an all-time high. Together with the volumes on securities accounts, the volume of customer assets under management rose to a record level of EUR 43.6 billion.

Excellent services business: +12.6% increase in fee and commission income

Our Private Banking division is a major player on the market and remains on course for success. Net fee and commission income from the securities business rose by +17.8% to EUR 81.8 million. Fees and commissions from payment services performed robustly again, rising +10.1% to EUR 81.0 million. Overall, this is the best performance of income from fees and commissions in the bank's history.

Net profit before tax broke a new record at EUR 477.1 million.

In total, net profit for the year before tax increased by +0.1% to EUR 477.1 million. Income tax rose by 7.2% to EUR 105 million, and net profit for the year after tax is EUR 372.0 million.

Shareholders' equity rose a further 6.3% to EUR 4.4 billion

The tier 1 capital ratio was just shy of 20% and the total capital ratio is 21.7%, thereby ranking Oberbank among the top performing universal banks in Europe. The strong equity base will make it possible for us to continue on our successful growth trajectory. The “A” rating assigned by Standard & Poor’s is further proof of Oberbank's risk-bearing capacity, stability and creditworthiness.

Higher dividends are the goal

Based on the excellent results, the Management Board and the Supervisory Board will recommend to the Annual General Meeting to raise the dividend to EUR 1.35 per share.

Profit distribution proposal

Distributable profit is determined on the basis of the single-entity financial statements of the parent of the group, Oberbank AG. Oberbank AG’s net profit for the financial year 2025 was EUR 292.5 million. After the allocation of EUR 197.2 million to reserves and including the profit brought forward of EUR 0.2 million, the net profit available for distribution amounted to EUR 95.6 million. Subject to approval by the Annual General Meeting, the Management Board proposes to distribute a dividend of EUR 1.35 per eligible share. At 70,614,600 ordinary shares, this results in a distributable amount of EUR 95.3 million. The Management Board also proposes to carry the remainder of EUR 224,924.95 forward to new account.

Balance sheet in €m	2025	2024	Change
Total assets	29,364.8	28,382.6	3.5%
Loans and advances to customers	21,629.4	20,769.0	4.1%
Primary funds	20,632.9	19,700.3	4.7%
thereof savings deposits	1,007.5	1,162.1	-13.3%
thereof securitised liabilities incl. subordinated debt capital	4,171.5	3,660.0	14.0%
Shareholders' equity	4,373.4	4,115.6	6.3%
Customer funds under management	43,593.5	40,158.0	8.6%

Financial position and financial performance

Consolidated total assets increased by EUR 31/12/2024 million to EUR 982.2 million / 3.5% compared to 29,364.8. This change was due mainly to the items loans and advances to customers and financial assets.

Balance sheet – assets

Cash and balances with the central bank decreased by EUR -374.2 to EUR 2,429.2 from EUR 2,803.4 million. Loans and advances to banks declined by EUR -26.0 million / -7.3% or 331.5 to EUR million.

Compared to the close of the preceding year, loans and advances to customers increased from EUR 860.5 million by 4.1% to EUR 21,629.4 million. The increase in financial assets by EUR 491.1 million or 12.6% to EUR 4,394.3 million was due mainly to the changes in fixed-interest securities. These increased from EUR 2,034.5 million by EUR 464.6 million or 22.8% to EUR 2,499.1 million.

Shares and other variable-yield securities decreased from EUR 274.0 million by EUR -17.6 million / -6.4% to EUR 256.4 million. Shares in affiliated companies decreased from EUR 92.0 million by EUR -30.7 million / -33.4% to EUR 61.3 million. Investments in entities recognised using the equity method increased from EUR 1,245.9 million by EUR 52.1 million / 4.2% to EUR 1,298.0 million. Other equity investments increased from EUR 256.8 million by EUR 22.7 million / 8.8% to EUR 279.5 million.

Balance sheet – equity and liabilities

Primary deposits increased from EUR 19,700.3 million to EUR 20,632.9 million.

Amounts owed to credit institutions decreased by EUR -106.2 million or -2.8% to EUR 3,697.7 million.

Amounts owed to customers rose by EUR 421.0 million or 2.6% to EUR 16,461.3 million, while securitised liabilities rose by EUR 461.4 million or 14.6% to EUR 3,623.8 million and subordinated debt capital increased by EUR 50.1 million or 10.1% to EUR 547.7 million.

At EUR 245.1 million, provisions were EUR -58.9 million lower than on 31/12/2024.

Shareholders' equity increased by EUR 257.8 million or 6.3% to EUR 4,373.4 million.

Regulatory capital in €m	2025	2024	Change
Common equity tier 1 capital	3,850.4	3,609.4	6.7%
Tier 1 capital	3,870.4	3,659.4	5.8%
Own funds	4,199.9	3,991.8	5.2%
Common equity tier 1 capital ratio	19.89 %	19.25%	0.64 ppt
Tier 1 capital ratio	19.99%	19.52%	0.47 ppt
Total capital ratio	21.70%	21.29%	0.41 ppt

The common equity tier 1 capital ratio increased year on year from 19.25% by 0.64 ppt to 19.89%. Qualifying common equity tier 1 capital went up by 6.7%.

The common equity tier 1 capital ratio increased year on year from 19.52% by 0.47% percentage points to 19.99%.

The total capital ratio increased year on year from 21.29% by 0.41%percentage points to 21.70%.

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Performance indicators	2025	2024
Cost/income ratio in % ¹⁾	42.84	42.47
Return on equity before tax in % ²⁾	11.27	11.95
Return on equity after tax in % ³⁾	8.79	9.49
Risk/earnings ratio (credit risk/net interest income) in % ⁴⁾	9.51	10.47
Non-performing loan ratio in % ⁵⁾	2.78	3.56
Impairment ratio in % ⁶⁾	0.28	0.32
Earnings per share in € ⁷⁾⁸⁾	5.27	5.37

1) Administrative expenses in relation to net interest income, equity method, net fee and commission income, net trading income and other operating income

2) Profit/loss for the year before tax in relation to average shareholders' equity

3) Profit/loss for the year after tax in relation to average shareholders' equity

4) Charges for losses on loans and advances in relation to net interest income

5) Non-performing loans / loans

6) Charges for losses on loans and advances to customers in relation to receivables from customers

7) Profit/loss for the year after tax in relation to the average number of shares in circulation

8) Since no financial instruments with diluting effect were issued, diluted earnings per share were identical to undiluted earnings per share (see also Note 11).

Use of financial instruments

The use of financial instruments is presented in detail in the Notes to the Consolidated Financial Statements of the Oberbank Group.

Outlook for 2026

Oberbank is fundamentally optimistic about the further development of the 2026 financial year. The economic environment is slowly improving in Austria and Germany.

Although the much lower interest rates in the preceding year depressed interest income, the effect has also been to boost credit growth. No further significant changes are expected with respect to interest rates; therefore, net interest income is expected to rise slightly. The bank is optimistic about the development of the services business and therefore expects higher net fee and commission income.

In 2025, Oberbank started to implement the 2030 strategy process and will continue at a fast pace to complete the projects. The focus is on the expansion of market shares in all markets and to increase the bank's ability to access the capital markets. The bank is working intensely to further digitalisation and to develop meaningful uses for artificial intelligence. Sustainability is another focus of our concentrated efforts. Oberbank has defined a clear roadmap for the decarbonisation of the loan portfolio that will be implemented together with the bank's corporate and business customers. Human resources is also a central field of action in the strategy. In this context, the focus is on developing high potential individuals, ensuring equal opportunity and promoting leadership qualities to ensure that employees are well supported during these times of major transformations.

Oberbank will continue to pursue its policy of organic growth in 2026 as well and is confident about the stability of its business operations. Risk provisions are expected to develop in a similar manner as in 2025. However, Oberbank's net profit for 2026 will be significantly influenced by market trends and the development of our portfolio of equity investments. Therefore, it is not possible to give a precise outlook from today's perspective.

Own shares

In the reporting year, the purchase and sale of own shares took place in accordance with the authorisation granted pursuant to § 65 (1) 4 Austrian Stock Corporation Act (AktG) (repurchase programme for the purpose of offering shares to employees, management staff and members of the management board or supervisory board of the company or an associated company) as well as pursuant to § 65 (1) 7 Austrian Stock Corporation Act (securities trading).

For the purpose of securities trading, Oberbank acquired 188,745 of its own ordinary shares, which corresponds to 0.27% or EUR 283,117.50 of the share capital, at an average price of EUR 73.08, compared to the sale of 244,458 own ordinary shares at an average price of EUR 72.61. The proceeds from the sale were allocated to working capital.

For information on the purchase and sale of ordinary shares under the share buyback programme 2025, please refer to Note 32.

Thus, on the balance sheet date, Oberbank held a total of 12,033 ordinary own shares, representing a share of 0.02% or EUR 18,049.50 of the share capital. The highest level in the course of the year 2025 was recorded on 25 June 2025 at 193,603 shares. This corresponds to a share of 0.27% or EUR 290,404.50 of the share capital.

Research and development

Oberbank develops individual financial services for the finance and investment needs of its customers. Oberbank does not engage in research and development in the conventional meaning.

Significant events since the end of the financial year

The conflict in the Middle East is an event that has no impact on the past financial year 2025, but does result in heightened uncertainty. The potential impact of the conflict on the 2026 financial year cannot be estimated at present. There were no significant events after the close of the 2025 financial year.

Basis for the risk strategy

Knowingly assuming risks is a key element of the banking business and a prerequisite for maintaining stable business and earnings within the Oberbank Group over the long term. The principal goals are to ensure an adequate capital base in the normative and economic perspective across all relevant risks, and to ensure sufficient liquidity through effective risk management measures and by maintaining an adequate liquidity buffer. Oberbank AG has responsibility for defining and implementing the Group's central risk management strategy as well as for risk management and risk controlling for the entire Oberbank Group. Oberbank's risk strategy is based on the bank's positioning as a regional bank. The framework for strategic risk tolerance is the Risk Appetite Statement of Oberbank. The Management Board and all employees act in accordance with the principles laid down in the bank's risk policy, and decisions are made in compliance with these guidelines.

Organisation of risk management

At Oberbank, risk management is an integral element of the bank's business policy, the planning of strategic targets, and operational management and controlling. Central responsibility for risk management lies with the plenary Management Board of Oberbank AG. For each material risk within the Oberbank Group there are defined remits for management and control processes as well as for the economic coverage capital allocated to specific risks (limits) or defined management processes. The Group-wide risk management process is the responsibility of the Bank's Asset/Liability Management Committee (ALM Committee), which meets once a month and reviews the relevant materials prepared for it by the Strategic Risk Management department. The Management Board member responsible for risk management is the chair of the Committee and has a veto right in the decision-making process relating to risk exposure.

Risk Management pursuant to § 39 (5) Banking Act

The Strategic Risk Management Department fulfils the function required by the Austrian Banking Act (§ 39 (5) Banking Act) of a central and independent risk management unit. This department has a complete overview of the existing risk types and their magnitude as well as of the risk situation of the bank; it measures, analyses and monitors and reports on all material risks of Oberbank. The reporting line is to the Supervisory Board, the Management Board, the ALM Committee as well as to the respective department heads and staff. The unit also takes part in preparing the risk strategy.

Group-wide risk management process

At Oberbank AG, compliance with the regulatory requirements for qualitative risk management arising from the Internal Capital Adequacy Assessment Process (ICAAP) and the ILAAP (Internal Liquidity Adequacy Assessment Process) is complied with by calculating the risk-bearing capacity and by having a reporting system and limits for liquidity management in place.

The basis for assessing the bank's risk-bearing capacity is the quantification of the material banking risks and the economic coverage capital allocated to each of them. Within the framework of the risk-bearing capacity calculation, the ICAAP risk limits for material banking risks resulting from the business model of Oberbank AG are derived on the basis of the economic coverage capital. Within the framework of this process, ICAAP risk limits are derived for all material banking risks, specifically credit risk (within which loss exposure, counterparty default risk, foreign currency loan risk, migration risk, credit valuation adjustments risk (CVA risk), country risk and credit risk concentrations are quantified), market risk in the trading book, market risk in the banking book, liquidity risk and operational risks. In accordance with the recommendations of the FMA's Guide for Managing Sustainability Risks, the special topics of sustainability risk in risk management are covered under primary risks. In the risk-bearing capacity calculation, the risk appetite of Oberbank AG is limited to 90% of economic coverage capital. The remainder of 10% is not allocated. Apart from using economic coverage capital as a tool for limiting risk, Oberbank controls material risks by means of processes and individual limits applied within the context of operational risk management.

The normative perspective method ensures that Oberbank complies with all regulatory and supervisory capital limits over the next three years also in adverse scenarios.

Credit risk

Credit risk is understood to mean the risk of a borrower's full or partial failure to fulfil the contractually-agreed payment obligations. Credit risk associated with loans and advances to other banks, governments as well as retail and corporate customers is the most important risk component within the Oberbank Group. The management of credit risk is the responsibility of the Credit Management department. This ensures that risk assessment and risk decisions are separated from sales operations across all phases of the credit process up to the Management Board level.

The bank's credit risk strategy is based on the regionality principle (i.e. domicile of borrowers in the regions covered by the branch network). The principal focus is on lending to industry and medium-sized enterprises. Operational risk targets are defined jointly by the Management Board together with the head of the Credit Management department within the framework of the budgeting process and, if required, following an analysis of the business situation and current developments. Every lending decision is based on a credit rating, which is an assessment of the respective customer's creditworthiness. In Corporate and Business Banking and in Retail Banking, these assessments are performed applying credit rating processes developed using statistical methods.

Assessments are based on quantitative (hard facts) and qualitative criteria (soft facts, warning signals), which together provide an objective and forward-looking picture of a customer's creditworthiness. The rating procedures are validated annually. The resultant findings are used as a basis for the ongoing further development and optimisation of the rating system. Accepting collateral and managing it is an important component of credit risk management at Oberbank AG. Credit monitoring aimed at averting the threat of cover shortfalls means stringent requirements with respect to the correct and up-to-date valuation of collateral.

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For this reason, the administration of credit collateral is organisationally separate from sales throughout the Oberbank Group. In Austria and Germany, it is the exclusive responsibility of the subsidiary Oberbank DL Servicegesellschaft. In the Czech Republic, Slovakia and Hungary, collateral management is the task of the central back office units in Budweis and Budapest.

The applicable management principles have been defined to guarantee the legally sound assignment of credit collateral and to ensure that, if necessary, all requirements for the rapid enforcement of claims are met.

Equity risk

Equity risk or default risk from investees is understood to be the risk of failure of a company in which Oberbank has an equity investment. The most important equity investments of Oberbank AG are its stakes in BKS Bank AG (hereinafter BKS) and BTV Vier Länder Bank AG (hereinafter BTV) with whom it forms the 3 Banken Group. The fundamental tenet of Oberbank's equity investment policy is to acquire stakes in other companies only when this serves the banking business, i.e. if their activities are a direct extension of banking activities or constitute services ancillary to banking. Where new equity investments are to be made, analyses are performed in order to gain as complete a picture as possible of the entity's earnings power, strategic fit and legal position. The default risk associated with equity investments is quantified in the context of the credit risk within the framework of the ICAAP.

Market risk

Market risk is defined as the risk of possible losses arising due to changes in value as a result of movements in prices and interest rates on financial markets. Market risk is centrally managed by Oberbank AG and includes the bank's foreign business units as well as its fully consolidated subsidiaries. Within Oberbank, the management of market risks is split between two competent units, which manage these risks within the framework of the limits assigned to them. The Treasury department is responsible for managing foreign currency risk (trading book and banking book) and all other risks for the entire Oberbank Group resulting from financial instruments in the trading book. The Strategic Risk Management department is in charge of daily limit control as well as reporting on the risk and earnings situation daily to the Management Board and to Treasury. The ALM Committee is responsible for managing the interest rate risk in the banking book, the strategic equity and fund positions in the banking book, the credit spread risk in the banking book and the settlement risk.

Operational risk

Operational risks are an intrinsic part of banking operations. This term refers to the risks that affect the operations of the bank.

Oberbank defines operational risks as the risk of losses incurred as a result of the inappropriateness or failure of internal procedures, human error and systems or as a consequence of external events. ICT risk has special importance in the context of operational risk. This is defined as the risk of loss due to a breach of confidentiality, loss of integrity of systems and data, insufficient or lacking availability of systems and data, inability to change the information technology (IT) within a reasonable time and at reasonable costs when the environment or business requirements change.

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This includes security risks resulting from inadequate or failed internal processes or external events, including cyber-attacks or inadequate physical security. The risk from money laundering and terrorism financing as well as governance risk is included in operational risks.

A committee with responsibility for the management of operational risks has been set up within Oberbank. This committee oversees the management process of operational risks and is responsible for the ongoing improvement of the process and the adaptation of the relevant methodology.

The management of operational risks is performed by the respective operating departments and the regional sales units (risk-taking units) responsible for operational risk in connection with products and processes within their respective spheres of responsibility. The electronic log-in process supports the recording of information regarding incipient operational risks. Systematic risk analyses form the basis for the steering and further development of operational risk management. These are conducted in the form of risk assessments that comprise regular surveys and a quantification of potential operational risks, as well as an evaluation of loss events recorded in a special database and the monitoring of key risk indicators.

Concrete measures have been taken to hedge against any major risks identified in the risk analyses (e.g. insurance policies, IT contingency plans, redundant data centre). The strategy of the bank for ICT risks consists of ensuring a constant state-of-the-art level of security. This is ensured operationally by 3 Banken IT GmbH, which has been charged with implementation.

The risk from money laundering and terrorism financing, which is also part of operational risks, is contained by measures such as staff training, automated and manual transaction monitoring and by setting thresholds that trigger a review of the origin of funds in the cash system.

Governance risk is also one of the most relevant operational risks. The risk of knowingly or unknowingly failing to comply with processes and internal or regulatory regulations is minimised by an effective internal control system and training measures.

Liquidity risk

Liquidity risk (or refinancing risk) is defined as the risk of a bank being unable to meet its present and future payment obligations fully and on schedule or having to raise additional capital at higher cost. The primary objective of liquidity management therefore is to ensure the availability of sufficient liquidity at all times and to optimise the bank's refinancing structure in terms of risk and result. To limit the risk of refinancing being dependent on the volatile money markets for banks, the ratio of customer loans to total primary deposits, own issues and deposits of special banks handling subsidised loan schemes is restricted to a strategic limit of 110%. Oberbank holds adequate reserves (liquidity buffer) in the form of available refinancing potential in the form of securities and loan assets eligible for refinancing with central banks as well as deposits with central banks. The adequacy of the liquidity buffer is reviewed monthly using liquidity stress tests. Furthermore, Oberbank has access to unutilised refinancing lines with other banks.

A further strategic principle is the goal of having as highly diversified sources for refinancing as possible to avoid dependence on the interbank money market and capital market. This includes a proactive approach to eligible collateral when granting loans.

The Treasury department is responsible for the short-term, daily management of liquidity in all currencies. Daily liquidity management is based on conducting a short-term forward liquidity gap analysis.

Strategic Risk Management prepares a daily forward liquidity gap analysis for the next 30 days, including assumptions for new business that represents the net cash inflows and outflows as well as the accumulated forward liquidity gap of the bank. Furthermore, a 30-days forward liquidity gap analysis for day-to-day

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liquidity management is prepared based only on the contractual cash flows of Oberbank. Oberbank's long-term and strategic liquidity is the responsibility of the Management Board and the ALM Committee. The Strategic Risk Management department is responsible for reporting. A comprehensive liquidity gap analysis is drawn up for the purpose of medium and long-term liquidity risk management. A contingency plan is in place for the eventuality of extreme market conditions.

Risk concentration

Risk concentrations constitute a concentration risk with a potential to cause losses large enough to threaten the stability of a financial institution or to produce a material change in its risk profile.

A differentiation is made between two types of risk concentration:

- Inter-risk concentration refers to risk concentrations that may arise from interactions between different risk exposures across different risk categories. The sensitivity of Oberbank AG for the inter-risk concentration risk is assessed by means of scenario analyses performed on a quarterly basis within the context of measuring the Bank's risk-bearing capacity.
- Intra-risk concentration refers to risk concentrations that may arise from interactions between different risk exposures within a single risk category. Responsibility for the intra-risk concentration risk therefore lies with the units responsible for the individual risk categories. Owing to the specific business model of Oberbank, the intra-risk concentration risk is a crucial factor especially in credit risk. The intra-concentration risk in credit risk is taken into account within the framework of the risk-bearing capacity calculation. Concentration risk is managed by means of country limits, large-loan limits and portfolio limits.

Risk of excessive indebtedness

The risk of excessive indebtedness describes the risk of an excessive build-up of on-balance sheet and off-balance sheet debt that is unsustainable for the credit institution and the associated risk of an insufficient level of capital adequacy. Oberbank measures the risk of incurring excessive debt by calculating the debt ratio (leverage ratio) pursuant to Article 429 CRR. An internal limit of 5% of tier 1 capital was defined for the debt ratio for the purpose of effectively controlling this risk.

Sustainability risk (ESG risk)

Sustainability risk arises from environmental, social or governance issues and may adversely affect a company's financial position, financial performance and cash flows. Sustainability risk comprises physical risks that result from extreme weather events and transition risks that result from the changeover to a low-carbon economy. In accordance with the recommendations of the FMA's Guide for Managing Sustainability Risks, the special topics of sustainability risk in risk management and quantification are covered under primary risks.

Internal control system

Oberbank's internal control system (ICS) complies with the internationally recognised COSO Framework. A detailed description of ICS processes and procedures is available; all the bank's risk-relevant processes, the identified risk and the pertinent control measures are uniformly documented. Responsibilities and functions with respect to the ICS are clearly defined. The ICS is subject to regular, multi-level reporting on effectiveness and maturity. Control activities are documented and reviewed, and ICS-relevant risks are regularly evaluated and adjusted. This ongoing optimisation process contributes to quality assurance. In its function as an independent monitoring body, Oberbank's Internal Audit department audits the internal control system. It examines the effectiveness and adequacy of the ICS and reviews compliance with policies.

The ICS control mechanisms with respect to the accounting process are described in the following section based on the COSO Framework (disclosure pursuant to § 243a (2) Austrian Business Code).

Bookkeeping, accounting and related processes are the responsibility of the Accounts and Controlling department. Some sub-processes are part of Strategic Risk Management. The Internal Audit department conducts the statutory audits as an independent unit. Within the ICS, all key processes are checked when the financial statements are prepared and the related risks are identified, analysed and monitored. If necessary, measures are taken to mitigate these risks.

Control environment

In addition to compliance with statutory requirements, the code of conduct and corporate governance rules defined by Oberbank are considered priority topics. Apart from the Supervisory Board, the Management Board and Internal Audit, all employees are involved in Oberbank's internal control system. Responsibilities and accountabilities are clearly defined for the ICS in general, and therefore, also in relation to accounting. The staff responsible for accounting have the knowledge and experience required for their areas of responsibility. Ongoing continuing education serves to ensure that know-how is constantly updated and ensures the timely implementation of any innovations to accounting processes. To comply with the extensive legal regulations, there are numerous guidelines, manuals and work instructions in place to assist employees in their daily work; these are reviewed at least once a year and updated as necessary.

Risk assessment

Oberbank has always considered risk assessment, i.e. the identification and assessment of risks, a high priority. Only businesses that know their specific risks are able to respond appropriately. The ICS makes it possible to manage the most important risks based on metrics and a standardised assessment process, with the resulting coordinated treatment of risks. At Oberbank, risks are identified, evaluated and documented by the person responsible for the process as part of the process documentation. The process, including the risks identified, is submitted annually to the person responsible for review and updating.

Control activities

The organisational and operational structure as well as control measures for the accounting process are described in various internal documents. To cover the risks identified in the accounting process, the controls implemented have to be verifiable, i.e. the contents are documented in the respective systems and provide a structured overview.

A key element in the implementation of the internal control system at Oberbank is the dual control principle as well as the checks integrated into the IT applications. Another essential aspect is verifiable evidence, which can also be presented to third parties to prove that the controls were applied and all process steps were complied with.

Information and communication

Making information about the ICS available and communicating with the relevant contact persons has high priority at Oberbank. Every year, the Supervisory Board and the Audit Committee receive an ICS status report. Additionally, regular meetings are held at the management level (management board and department heads), as well as with the risk and control officers. Furthermore, an overall ICS status report is published once a year at Oberbank.

Monitoring

Heads of department and the competent group leaders are responsible for monitoring processes. The entire monitoring process is audited by Internal Audit. An additional surveillance function is exercised by the auditors of the consolidated financial statements and by the Audit Committee. The monitoring of financial reporting processes is also ensured by the ICS.

Oberbank's ICS monitoring activities are supported by effectiveness tests, which are carried out at least once a year for key controls (= controls of particular importance based on a list of defined criteria) and on an ad hoc basis for selected other controls.

Strategy 2030 Focus on employees

A key factor for Oberbank's sustainable success is its committed, competent and sales-oriented staff. Therefore, employees are at the focus of the Strategy 2030. After a comprehensive and systemic analysis, strategic fields of action were defined for employees for the period until 2030. Values such as trust, competence, passion and community form the framework of our work in human resources.

Employees have the opportunity to give feedback within the "Employee Experience" programme via four channels (annual employee survey, feedback button, ad hoc interviews and regular surveys on specific topics). In 2025, the fourth comprehensive employee survey was carried out. The results confirm that Oberbank is on the right path. The measures developed and implemented together with our employees on the basis of the initial surveys have had a positive effect and we saw the survey response rates, top scores and the engagement index all increase significantly. The always-on feedback button is used by employees frequently. This provides feedback on an ongoing basis enabling us to continuously optimise our work in the HR department and in the processes.

Opportunities for managerial staff to share their experiences and management-by-objectives are important success factors. On Human Resources Day 2025, the entire Management Board and all division and department heads came together to develop the goals for 2026. The main topics were skills in senior managers with respect to change management, and the planning of selected change processes at the bank in the upcoming strategy period. Appreciation, employee career development regarding expertise and sales as well as the key points of the 2030 strategy were an essential part of the annual performance review with employees.

Oberbank is an attractive employer

Oberbank is perceived as a very attractive employer. This is highlighted not only by the many positive reviews on the "kununu" website, but also by the referral rate of 92%. Oberbank belongs to the exclusive group of 5% of companies that have been awarded the title "Top Company".

Apart from the designation "Top Company", Oberbank also received the "Leading Employer" seal of approval for a third time in a row in 2025. According to an independent meta study, Oberbank ranks among the top 1% of employers in Austria. The study investigates employers and analyses the fields of employee satisfaction, working conditions, values, job security, leadership, image and sustainability.

The awards underline the leadership role of Oberbank as an attractive employer. The economic success of Oberbank and its independence, the exciting challenges, internal career opportunities, excellent working climate, and work-life balance make Oberbank a strong employer brand.

The appeal as an employer is highlighted by the average employment period of around 13.9 years despite the bank's strong expansion in the past years which entails a substantial number of more recent hires.



Family-friendly company

Oberbank has been awarded the seal of approval under the "Audit berufundfamilie" as a family-friendly company since 2011. Special attention is given to programmes that support talented employees and are supportive of strategic family orientation.



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Measures to improve the work-life balance of the staff include the childcare centre "Kinkis Nest" in 2021, active parental leave management, individual part-time models, financial support for childcare and day camps during the summer holidays. In 2025, around EUR 130,000 was spent on the Oberbank childcare centre.

Recruiting and training

To continue to attract the best sales staff and specialists, Oberbank uses several recruiting channels and also relies strongly on referrals to fill positions, just as it does with customer referrals. In this year, Oberbank received a total of 179 job applications through the digital tool AHOI and direct referrals by Oberbank employees. This resulted in 49 new employees (corresponds to a share of over 27% of all new hires in 2025).

A constantly changing framework requires life-long learning and a high-quality hybrid programme of further education and training that includes online and in-person courses. We will continue to enlarge the range of web-based training courses, online live training and web events, training videos and e-testing programmes as well as the use of AI in training. We will also continue our in-house certification series for the segments Retail Banking and Corporate and Business Banking, also in blended-learning formats, without any loss in quality. Our sales staff also benefits from regular on-site training courses at the branches. The number of training hours per employee in 2025 was 52. This is an increase of 10 hours year on year, putting us at around the same level as in 2023. This was due mainly to the fact that there was an intensive training initiative for sales staff in 2025 on the topic of selling at good prices. Furthermore, the topic of expert careers is gaining momentum in the central units and is also reflected in training hours. The other areas, such as specialised training courses for General, Corporate and Private Banking and also Leadership, were similar in scope to the previous year. In 2025, around EUR 2.4 million were invested in training and further education.

Specialist and sales career

We have achieved a milestone in staff development with the new design and implementation (from mid-2024) of the specialist career path for the central units as an alternative to the senior management path and in addition to sales careers in the business areas.

Development criteria were defined based on clearly defined job descriptions and requirements for each role. Oberbank's promise to employees is a clear commitment to offering high-quality training to help them achieve top performance quickly. This makes it possible for all employees to define their own career paths.

Employee participation scheme

Making it possible for employees to participate in profits is one of our promises as an employer. To deliver on this promise, the company relies on performance-linked pay, an annual employee share option campaign and the establishment of an Employee Participation Foundation (Mitarbeiterbeteiligungsstiftung). Apart from the employee share option – one of the oldest participation models in Austria – employees have also been participating in Oberbank's success through the Employee Participation Foundation (Mitarbeiterbeteiligungsstiftung) since 2018. The Employee Participation Foundation (Mitarbeiterbeteiligungsstiftung) was endowed by Oberbank for the eighth time in 2025.

As in the preceding year, the Foundation transferred around EUR 10 million in the form of own shares to employees. Full-time employees, irrespective of their function, received shares in an amount equivalent to EUR 4,500, while part-time employees received a prorated share.

Succession planning and management

Consistent and respectful management practices are a key factor for the loyalty of employees and for Oberbank's sustainable success. Therefore, management positions are filled mainly from within the bank. In 2025, we filled 91% of management positions from within our own ranks. The appointments to the Management Board in recent years have also come from within the company's own ranks. This secures our vision of independence as well as Oberbank's business model. Given the high priority attached to HR work, the annual performance review talks have gained even more importance. Management by Objectives (MbO) is an expression of the work and leadership culture at the bank, and the objectives are based on Oberbank's values. The MbO talk has a clear focus on development, management and target agreements. In cooperation with the LIMAK Austrian Business School, Oberbank's Management Academy provides training in the defined management standards and in the necessary skills. The Academy also relies on a blended learning format. With hands-on support from both the Management Board and the Head of Human Resources, the Academy is able to communicate to attendees transparently and clearly what Oberbank's values are and what Oberbank expects from its management staff. At the same time, the Academy is a forum for feedback on what issues are currently at the top of the agenda among managers.

Chance 2030 – gender balance for greater diversity

Launched in 2019, the project "Chance 2030 – gender balance for greater diversity" has the objective to achieve gender balance in management. The project provides key support for managing the upcoming generational change by filling management positions internally and also raises Oberbank's appeal as an employer. By rigorously pursuing our strategy of internal recruiting, the development of high potential employees and the management of leaves of absence, the bank increased the ratio of women in 2025 in management positions to 30.08%.

"Aktie Gesundheit" (Health Share)

"Mens sana in corpore sano – a healthy mind in a healthy body": a well-known saying that is very important to Oberbank and has been implemented since 2010 in the project "Aktie Gesundheit". This project, which is based on three pillars – physical activity, nutrition and mental fitness – has been fundamentally adapted and further developed to take the aspect of sustainability into account.

Many employees from all of Oberbank's countries take part in this health scheme.

Additionally, health ambassadors are promoting the project in all divisions and central departments. This is just one of the measures initiated by Oberbank that helped it earn recertification under the "Betriebliche Gesundheitsförderung" quality seal. The traditionally very high health rate was 96.81% in 2025 (2024: 96.59%).

Since February 2023, employees in all countries have been able to participate in an Employee Assistance Programme (EAP) designed to address mental and stress-related conditions. Employees have access to anonymous and free occupational and psychological counselling at any time, in both a professional and a private context.



Managing person-related risks

The principal person-related risks (staff availability, compliance with labour laws and employment practices, staff conflicts, criminal acts and unauthorised activities by employees) are systematically monitored,

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recorded and evaluated. Monitoring key risk indicators permits us to take measures in a timely manner to eliminate or mitigate risks.

Number of employees of Oberbank AG

The average headcount in the Oberbank Group (employees, full-time equivalents, excluding Management Board members and managing directors) decreased in 2025 by 64.0 full-time equivalents to 2163.0. In the strategic action field of efficiency and effectiveness, we have set the goal of continuously consolidating our workforce while at the same time automating our processes.

Non-financial Information for the Group

(Sustainability Statement)

General Information

Environmental Information

Social Information

Governance Information

GRI Content Index (sector-specific indicators)

TCFD index

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The non-financial statement for the year 2025 is prepared on a consolidated basis. The group of consolidated companies matches that of the consolidated financial statements. For a list of the companies included, see the consolidated financial statements > [Companies included in consolidation](#), page 353.

Value chain

The non-financial statement covers the Oberbank Group and analyses aspects of the upstream (energy procurement, supplier management, employee mobility) and downstream (loan portfolio, material strategic equity investments of Oberbank) value chain. In the materiality assessment, both the upstream and downstream value chain as well as Oberbank's own operations were evaluated. Detailed information on the value chain is presented in chapter ESRS 2 > SBM-1 Strategy, business model and value chain > [Value chain](#), page 92.

Transparency

We have not used the option to omit the disclosure of specific information that relates to intellectual property, know-how or the results of innovation in this consolidated non-financial statement.

We have not used the option to omit impending developments or matters in the course of negotiation.

BP-2 – Disclosures in relation to specific circumstances

Estimates and outcome uncertainty in own operations

Current energy invoices and records of the vehicle fleet's mileage are used to calculate greenhouse gas emissions in the bank's own operations. Due to a lack of data, assumptions have to be made in some cases, e.g. regarding the energy sources used, which are described in more detail in chapter ESRS E1 > [Gross Scopes 1, 2, 3 and Total GHG emissions](#), page 139.

Changes during the preparation or presentation of sustainability information

In the preceding year's consolidated non-financial statement for 2024, the European Sustainability Reporting Standards (ESRS) were applied in full (excluding disclosures for which a phase-in is permitted). A number of changes were made in the 2025 reporting year:

- Inclusion of sustainable banking products with a social impact from ESRS chapter S4 in ESRS 2 in order to report these together with the other sustainable banking products.
- Overview of policies to bundle internal guidelines and related documents.
- For actions and targets, the minimum disclosure requirements are specified as sub-items for each individual action.
- A new overview table has been created for each topical standard to summarise the policies, actions and targets.
- Throughout the report, content has been summarised and shortened to reduce repetitions.

The reason for adapting the reporting content to conform with ESRS is the reporting obligation pursuant to the Corporate Sustainability Reporting Directive (CSRD) that took effect for Oberbank as of the financial

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year 2024. However, as the CSRD has not yet been enacted into national law in Austria, reporting in accordance with ESRS has been voluntary for Oberbank up to now.

In the disclosures on the gender pay gap (see chapter ESRS S1 > S1-16 Remuneration metrics (pay gap and total remuneration), page 192), calculations in accordance with the provisions of EBA Guidelines 2019/2034 as amended by EBA/GL/2022/06, Annex IV, are disclosed in addition to the data points required by ESRS.

Due to the unplanned ESRS sector-specific standards for financial undertakings, Oberbank decided to continue to use the GRI standard for the financial sector (GRI G4: Financial Services Sector Supplement) and include this information. See GRI Index, page 248.

Oberbank will continue to implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). See TCFD Disclosure Index, page 251. Additionally, the reporting content was reviewed for compliance with the SASB Commercial Banks Sustainability Accounting Standard (version Dec. 2023).

BP-2 9a, b Different time horizons were used for the climate stress test carried out in 2022, as this was defined in the methodology applied. The time horizons used for the transition risk was three years for the short term and 30 years for the long term. The time horizon for physical risk was one year. For further information on the climate stress test, see ESRS E1- E1 in conjunction with ESRS 2 SBM-3: Climate stress test, page 126.

BP-2 AR 2 The independent limited assurance report on the consolidated non-financial statement 2025 was provided by Deloitte Audit Wirtschaftsprüfungs GmbH.

References outside the non-financial statement

Chapter in the non-financial statement	Reference
BP-1 – General principles for the preparation of the non-financial statement	Consolidated Financial Statements
IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities	Risk Report

Governance

GOV-1 – The role of the administrative, management and supervisory bodies

Administrative, management and supervisory bodies at Oberbank

Number of executive and non-executive members of administrative, management and supervisory bodies

Executive members (number of management board members): five

Non-executive members (number of supervisory board members): 15

Representation of employees and other workers

on the Supervisory Board: five workers' representatives delegated by the Works Council

For further information on workers' representation, see chapter ESRS S1 > S1-2 Processes for engaging with own workforce and workers' representatives about impacts, page 163.

Diversity of governance bodies

The following tables break down gender diversity and age distribution.

Gender diversity and proportion of women on governance bodies

	Gender diversity			Proportion of women		
	2025	2024	2023	2025	2024	2023
Management Board	66.67 %	66.67 %	33.33 %	40.00 %	40.00 %	25.00 %
Supervisory Board, full	87.50 %	87.50 %	66.67 %	46.67 %	46.67 %	40.00 %
Supervisory Board (shareholder representatives)	66.67 %	66.67 %	42.86 %	40.00 %	40.00 %	30.00 %
Supervisory Board (employee representatives)	150.00 %	150.00 %	150.00 %	60.00 %	60.00 %	60.00 %
Total: Management Board and Supervisory Board	81.82 %	81.82 %	58.33 %	45.00 %	45.00 %	36.84 %

Note: Gender diversity is calculated as the ratio of female to male members.

Age distribution on governance bodies

	Share 30 years or younger			Share 31 to 50 years of age			Share 51 and older		
	2025	2024	2023	2025	2024	2023	2025	2024	2023
Management Board	0.00 %	0.00 %	0.00 %	60.00 %	60.00 %	50.00 %	40.00 %	40.00 %	50.00 %
Supervisory Board, full	0.00 %	0.00 %	0.00 %	20.00 %	20.00 %	26.67 %	80.00 %	80.00 %	73.33 %
Supervisory Board (shareholder representatives)	0.00 %	0.00 %	0.00 %	20.00 %	20.00 %	30.00 %	80.00 %	80.00 %	70.00 %
Supervisory Board (employee representatives)	0.00 %	0.00 %	0.00 %	20.00 %	20.00 %	20.00 %	80.00 %	80.00 %	80.00 %
Management Board and Supervisory Board	0.00 %	0.00 %	0.00 %	30.00 %	30.00 %	31.58 %	70.00 %	70.00 %	68.42 %

For a more detailed description, see Corporate Governance Report > Diversity.

Independent board members

All of the members of the Supervisory Board (shareholder representatives) appointed at the Annual General Meeting are qualified as independent in accordance with the criteria defined by the Supervisory Board for the independence of supervisory board members pursuant to Rule C 53 of the Austrian Code of Corporate Governance. Overall (including employee representatives), 66.67 % of the members are therefore independent.

Management Board

The five members of the Management Board are also on the Sustainability Steering Committee (see chapter ESRS 2 > GOV-1 The role of the administrative, management and supervisory bodies > Oberbank's

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sustainability organisation, page 69) and involved in monitoring actions and defining new targets on an ongoing basis. Furthermore, the head of the ESG Unit discusses topical issues with the members of the Management Board at regular meetings.

The roles of the administrative, management and supervisory bodies in relation to corporate governance may be described as follows: clear goals and advancement of corporate values. This includes the further development of the corporate strategy and targets, regular monitoring of target achievement and the implementation of measures, including in relation to regulatory requirements. Additionally, internal company ESG rules as well as strategy communication are subject to an approval process.

Supervisory Board

As an oversight and monitoring body, the Supervisory Board monitors implementation of sustainability topics by the Management Board, approves key decisions and provides advice.

Apart from the Supervisory Board, Oberbank has set up four Supervisory Board committees that deal with the various aspects and questions relating to sustainability:

- Audit Committee: Audits the management report (sustainability reporting in the management report)
- Risk Committee: Monitors implementation of the risk strategy in connection with the management, monitoring and containment of risks, which also includes sustainability risks
- Remuneration Committee Monitors the attainment of sustainability targets within the scope of the remuneration policy, remuneration practices and remuneration-related incentive structures
- Sustainability Committee: Monitors implementation and ongoing further development of the sustainability strategy

Experience and expertise of the Management Board and Supervisory Board

The training and professional background of the members of the Management Board and Supervisory Board ensures they have the necessary experience in banking and banking products as well as for the locations in Europe. Skills and experience are assessed in a self-assessment questionnaire that is completed annually. All members of the Management Board confirm their geographic expertise across all of Oberbank's markets, previous experience in the banking sector, experience with banking products as well as with sustainability topics. The Supervisory Board as a whole has geographic expertise across all markets and prior experience in the banking sector and with banking products, as well as in sustainability topics, in particular through the Board members on the Sustainability Committee.

This questionnaire also asks about the Boards' expertise in corporate governance and addresses the following matters in detail:

- Risk management including ESG, IT and ICT risks
- Interpretation of financial information
- Knowledge of the Articles of Association of the Bank and the Internal Rules of Procedure of the management and supervisory bodies
- Strategic planning
- Understanding of the business strategy and its implementation
- Governance, control, corporate organisation
- Accounting and auditing
- Interpretation of metrics and results

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- Ensuring effective corporate governance, internal control systems and an effective supervisory board.
- Experience in sustainability topics: general expertise in strategy, reporting, governance, finance and acquisition; finance and ESG integration; ESG risk management; strategic and regulatory expertise; sustainability certifications and labelling; stakeholders and the market; sustainability reporting and transparency; climate change adaptation and climate change mitigation; diversity, equity and inclusion

Oberbank's sustainability organisation

In 2019, Oberbank set up its sustainability organisation (with sustainability officers established in all units at the head office). The governing bodies and organisational units described below deal with key sustainability matters and monitor the impacts, risks and opportunities at the various levels. The assignment of responsibilities is described in the internal policy guidelines "Sustainability at Oberbank".

Organisational Chart

GOV-1
22a

Oversight	
Oberbank AG Supervisory Board	
Management Board	
Full Management Board	
Franz Gasselsberger Director Florian Hagenauer Martin Seiter Romana Thiem Isabella Lehner Management Board Member responsible for sustainability	
Strategy and Steering	
ESG Unit	Sustainability Steering Committee
Sustainability hub	Full Management Board & department heads
Implementation	
Employees ESG Unit Sustainability officers in Head Office departments All employees, through project work and brainstorming	

GOV-1
22c i

Management Board and Supervisory Board

For the role of the Management Board and Supervisory Board, see chapter ESRS 2 > Administrative, management and supervisory bodies of Oberbank, page 66.

Sustainability Steering Committee

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The Sustainability Steering Committee consists of all members of the Management Board, heads of department and the head of Oberbank's ESG Unit and meets every one to two months. The Steering Committee ensures implementation of the sustainability strategy and approves new activities. Additionally, the Steering Committee monitors target achievement, decides on new strategic priorities and approves memberships in relevant industry initiatives. The Steering Committee is also tasked with reporting on the progress of project implementation and activities defined in the sustainability strategy as well as with approving new activities, performing variance analyses and adapting actions as needed. In addition, decisions are reached on changes to frameworks where necessary. Changes are made only in exceptional cases.

Furthermore, regular meetings with selected members of the Management Board are scheduled on a monthly or bi-monthly basis to provide room for information sharing and discussion of current sustainability topics beyond the scope of the Steering Committee (decision-making body).

ESG Unit

To improve efficiency and monitor all actions taken in sustainability management, the ESG Unit was set up within Strategic Organizational Development, Digitalization and IT effective as of 1 January 2022. The head of the ESG Unit acts as Oberbank's Sustainability Manager. The Sustainability Manager is chiefly responsible for Oberbank's sustainability strategy and any implementation activities derived from the strategy. The ESG Unit is the first point of call on sustainability matters for all departments and is responsible for project management and coordination tasks for the various sustainability projects. The ESG Unit also has principal responsibility for the various reports and publications on the topic of sustainability.

The ESG Unit and/or the Oberbank's Sustainability Manager holds regular meetings with the various internal target groups to ensure that Oberbank's sustainability strategy is implemented and advanced. Therefore, the ESG Unit is responsible for organising and hosting the regular sustainability meetings with the sustainability officers of the respective departments, the Sustainability Steering Committee and the regular sustainability meetings with selected members of the Management Board.

Sustainability officers at department level

At least one sustainability officer has been nominated in each department to facilitate implementation and the ongoing development of sustainability throughout the entire organisation. The sustainability officers act as contact for all sustainability matters within their respective departments and make sure that all the relevant actions are implemented. They are tasked not only with identifying and developing new topics and activities, but also with the subsequent reporting on the current status to Oberbank's Sustainability Officer and with assisting in the preparation of sustainability reporting. The departmental sustainability officers also attend the regular monthly sustainability meetings organised by the ESG Unit.

A summary of the information and reports provided to the Management Board and the Supervisory Board are contained in chapter ESRS 2 > [GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies](#), page 72.

Sustainability teams in selected departments

In order to give the sustainability officers at department level more resources and help them meet regulatory requirements, separate organisational units were established as follows: within the Corporate &

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International Finance (CIF) department, which has responsibility for corporate clients, the Sustainability Team; within the Strategic Risk Management (RIS) department, the Sustainability Risk Unit.

Asset/Liability Management Committee (ALM): management of green bonds and future sustainable bonds

The ALM Committee's responsibilities include managing the proceeds from the issuance of sustainable bonds. The meetings are chaired by the Chief Risk Officer, with the competent department heads of Oberbank also attending.

The responsibilities for the review and allocation of sustainable funding are defined as follows:

- Project review and classification: Sustainable loans are identified by the Corporate International Finance department in accordance with the definition of what constitutes a sustainable loan.
- Project allocation: The Treasury department has been responsible since September 2024 for allocating projects to the various frameworks.
- Identification and management of potential ESG risks of sustainable loans: Customer account managers for direct customer contact and information management; Credit Management department (CRM) in cooperation with the other internal departments for the further development of ESG risk assessment
- Monitoring the distribution of net proceeds from sustainable bonds

With respect to identifying green and sustainable loans and their non-financial impacts, Oberbank reserves the right to also consult external advisors and their respective data sources.

Sustainability-related expertise of responsible persons/governing bodies

GOV-1
23 Members of the individual departments with responsibility for sustainability issues are required to have a basic knowledge of sustainability topics. Furthermore, training courses are offered on an ongoing basis to support the development of specialist knowledge.

GOV-1
23a According to their own assessment, the members of the Management Board and Supervisory Board have expertise in risk management including ESG risks.

GOV-1
23a, 23b A comprehensive training programme has been established for the members of the Management Board and Supervisory Board that includes current ESG matters and aims to enhance their skills and know-how. This also includes knowledge on potential impacts, risks and opportunities. What is more, the collective knowledge on risk management, including ESG risks and risk factors, is given appropriate consideration when evaluating collective suitability.

GOV-1
23b Expertise and various further training courses form the basis for assessing the impact, risks and opportunities of Oberbank.

Controls and procedures for impact, risk and opportunity management

GOV-1
22c iii A materiality assessment (see chapter ERS 2 > SBM-3 Material impacts, risks and opportunities, page 104) was performed to identify the areas of material relevance for Oberbank. No further controls for the management of impacts, risks and opportunities have been implemented.

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Integration into other functions: Identifying and evaluating ESG risks in the loan portfolio is a key element of Oberbank's sustainability strategy and sustainability management, and this impacts all of Oberbank's business lines.

GOV-1 **Involvement of governing bodies in setting targets**

22d The Management Board is closely involved in the strategy process, and therefore, in the development trend of sustainability targets. The results of the strategy work are presented to the Supervisory Board, which adopts them at its meetings. The material impacts, risks and opportunities from the materiality assessment have not been taken into account in detail when setting targets to date.

Progress in target attainment is monitored by the Steering Committee and the Sustainability Committee of the Supervisory Board, as described above.

GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

As already described in the preceding chapters, both the Management Board and the Supervisory Board are informed about sustainability topics in regular intervals.

GOV-1 22c ii The Management Board is provided with information by the head of the ESG Unit and other sustainability officers in various meeting formats (see chapter ESRS 2 > GOV-1 The role of the administrative, management and supervisory bodies > Oberbank's sustainability organisation, page 69), primarily in the Steering Committee, at regular meetings, and ad hoc on the results of the materiality assessment and on current issues, the outcome and the effectiveness of the strategies, actions, metrics and targets adopted.

GOV-2
26a

GOV-1 22c ii The Supervisory Board and its committees dealing with sustainability issues (see chapter ESRS 2 > GOV-1 22c ii The role of the administrative, management and supervisory bodies > Administrative, management and supervisory bodies of Oberbank, page 66) play a key role in the consolidated non-financial statement:

- GOV-2 26a
- The committees receive regular reports to enable them to properly carry out their respective monitoring activities. Regarding most matters (other than remuneration), the Management Board presents the relevant information to the committees. Where necessary and depending on the matter addressed, other persons are also consulted.
 - The Supervisory Board is informed of current ESG matters (policies, measures, metrics and targets, including progress reports) by the Management Board at meetings. The matters are discussed and the relevant resolutions are adopted. The consolidated non-financial statement is reviewed by the Supervisory Board.
 - The results of the materiality assessment and thus a summary of the material impacts, risks and opportunities of Oberbank and also information relevant to sustainability reporting are presented to the Supervisory Board, especially to the Sustainability Committee, at least once a year by the Management Board and/or the Head of the ESG Unit and discussed.

GOV-2 26b For more details on how the material topics are embedded in the bank's strategy, see chapter ESRS 2 > SBM-1 Strategy, business model and value chain, page 76. Important identified impacts and risks and opportunities are considered by the administrative, management and supervisory bodies when reaching decisions; in particular, sustainability risks are taken into account in risk management and in decisions on individual loans.

GOV-2
26b

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All sustainability topics are assigned a priority ranking, which is also communicated to the Supervisory Board, in order to allocate the available resources to the most important topics.

Impact, risk and opportunity communication

This section describes the material impacts, risks and opportunities addressed in more detail by the administrative, management and supervisory bodies, or their committees, during the reporting period.

Material impacts, risks and opportunities reported to the Management Board and Supervisory Board

Impacts	Nature of report
Positive impacts regarding corruption and bribery – prevention and detection including training	The Supervisory Board receives an annual anti-corruption report in accordance with Rule 18b of the Austrian Code of Corporate Governance (ÖCGK)
Positive impacts of whistleblowing on corporate culture	Whistleblowing reports: ad hoc information on complaints, as well as annual report to the Management Board; information on any material damage cases to the Supervisory Board
Positive and negative climate-related impacts of the loan portfolio	Discussion of GHG-intensive sectors with the Management Board as part of the development and implementation of the decarbonisation strategy (transition plan)
Positive or negative impacts on customers and staff	Regular reports to the Management Board on customer feedback, employee satisfaction surveys, and improvements proposed by employees

GOV-2
26c

GOV-3 – Integration of sustainability-related performance in incentive schemes

Management Board remuneration

At its meeting of 24 November 2010, the Supervisory Board resolved to delegate all matters regarding the remuneration of Management Board members to the Remuneration Committee.

Details on the variable remuneration of the Management Board

The aim is to achieve a balance between fixed and variable components, with the variable remuneration being capped at 40.00% of the basic salary (fixed component excluding in-kind remuneration). The fixed basic salaries depend on the specific remits of Management Board members. The variable salary component takes into account joint and personal performance of the members of the Management Board as well as the overall performance of the company. The company's performance is measured by the degree to which the medium and long-term strategic targets are met.

To ensure sustainability in Oberbank's economic activities as well as in Oberbank's conduct towards customers, the Remuneration Committee defined the following non-financial criteria to measure the achievement of non-financial goals, which account for 20.00% of the variable remuneration:

- the sustainability rating (ISS Prime Rating),
- the volume of sustainable mutual funds,
- Oberbank's carbon footprint in tonnes per employee,
- the volume of energy-efficient housing,
- the degree of digitalisation,

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- the employee turnover rate,
- employee satisfaction as measured by the engagement index,
- and the percentage of women in management.

With the exception of the sustainability rating, the non-financial goals mentioned above are also ESRS targets and are addressed in the relevant chapters. A detailed description of all goals is given in ESRS 2 > [Oberbank's sustainability goals](#), page 84 and in the respective chapters.

Supervisory Board remuneration

Shareholder representatives receive only fixed emoluments for their work. There are no variable remuneration components, and therefore, no specific sustainability targets or impacts are considered.

GOV-4 – Statement on due diligence

Core elements of due diligence	Paragraphs in the consolidated non-financial statement
Embedding due diligence in governance, strategy and business model	<p>See the following chapters:</p> <ul style="list-style-type: none"> • ESRS 2 > GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies including sub-chapters • ESRS 2 > GOV-3 Integration of sustainability-related performance in incentive schemes
Engaging with affected stakeholders in all key steps of the due diligence process	<p>See the following chapters:</p> <ul style="list-style-type: none"> • ESRS 2 > GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies • ESRS 2 > SBM-2 Interests and views of stakeholders including subchapters • ESRS 2 > IRO-1 Description of the process to identify and assess material impacts, risks and opportunities including subchapters • ESRS S1 > S1-1 Policies related to own workforce • ESRS S1 > S1-2 Processes for engaging with own workforce and workers' representatives about impacts • ESRS S4 > S4-1 Policies related to consumers and end-users • ESRS S4 > S4-2 Processes for engaging with consumers and end-users about impacts • ESRS G1 > G1-1 Business conduct policies and corporate culture • ESRS G1 > G1-2 Management of relationships with suppliers > Supplier management policies • ESRS G1 > Sponsoring > Management of impacts, risks and opportunities
Identifying and assessing adverse impacts	<p>See the following chapters:</p> <ul style="list-style-type: none"> • ESRS 2 > SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model(s) including sub-chapters in the respective topical standards • ESRS 2 > IRO-1 Description of the process to identify and assess material impacts, risks and opportunities including subchapters

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Taking actions to address those adverse impacts	See the following chapters: <ul style="list-style-type: none">• ESRS E1 > E1-1 Transition plan for climate change mitigation• ESRS E1 > E1-3 Actions and resources in relation to climate change policies• ESRS S1 > S1-4 Taking action• ESRS S4 > S4-4 Taking action• ESRS G1 > Actions related to governance• ESRS G1 > Sponsoring > Actions
Tracking the effectiveness of these efforts and communicating	See the following chapters: <ul style="list-style-type: none">• ESRS E1 > Metrics and targets• ESRS S1 > Metrics and targets• ESRS S4 > Metrics and targets• ESRS G1 > Metrics and targets• ESRS G1 > Sponsoring > Metrics and targets

GOV-5 – Risk management and internal controls over sustainability reporting

Internal control system (ICS)

Oberbank's ICS addresses the relevant areas and activities of the bank with all material internal and external requirements. This means that

- weaknesses are detected and the associated risks assessed
- controls are in place to minimise and/or avoid the risks
- effectiveness of controls is ensured by regular monitoring
- operations run smoothly running operations are ensured

The ICS also covers aspects of sustainability reporting that are described in more detail below.

Oberbank's management is responsible for implementing an appropriate ICS to ensure the reliability of non-financial reporting. This responsibility has been accounted for in Oberbank's system and is documented there as well. The system provides a structured overview of the risks identified and the controls implemented to cover these risks.

An ICS is deemed to be effective if the implemented controls work reliably and consistently. The monitoring activities in the ICS are supported by effectiveness tests. Additionally, the ICS is regularly audited by the Internal Audit department as a third line of defence.

At Oberbank, risks are identified, evaluated and documented by the person responsible for the process as part of the process documentation. Risk assessment is based on the assessment of the probability of occurrence and the amount of loss. The process (including the risks identified and controls documented) is submitted annually to the person responsible for the process of review and updating.

Key controls are determined to ensure risk-based design and a focus on what is material. When selecting key controls from the core, management and support processes, care is taken to select those that contribute significantly to all three objectives (operations, reporting, compliance) in accordance with the COSO cube:

1. Effectiveness and efficiency of business processes (operations)
2. Reliability of reporting (financial reporting/disclosures) (reporting)
3. Compliance with applicable laws and regulations (compliance)

Risks and controls in sustainability reporting

Two risks were identified in the sustainability reporting and addressed as follows:

- First, there is a risk that topics of material importance for Oberbank are overlooked in the reporting, resulting in an incomplete sustainability report.

This risk is covered by the materiality assessment, which is based on best practice standards and conducted before the consolidated sustainability statement is prepared (see chapter ESRS 2 > [SBM-3 Material impacts, risks and opportunities](#), page 104). This minimises the risk of omitting topics and thus ensures that reporting is complete. An assurance engagement performed by Oberbank's external auditor acts as an additional external control and ensures that the identified topics are fully covered.

- Second, there is a risk that incorrect data is inputted into the sustainability report, thereby rendering the content of the report incorrect.

To cover this risk, the report's contents are checked by two different persons within the respective competent departments. The collaboration tool Workiva, which is used to prepare the annual financial report and the non-financial statement, includes this dual control procedure in the authorisation assignment process and by marking the processing status of any item of information.

Information communicated to the Management Board and the Supervisory Board

The Management Board and the Supervisory Board are informed about the risks at regular meetings. Sustainability is also a part of the auditing remit of Oberbank's Internal Audit department. An audit focusing on sustainability is conducted at least once every year. The audit results are presented in the form of internal audit reports.

Pursuant to § 42 (3) Banking Act, Internal Audit reports on audits conducted and material findings to the chair of the Supervisory Board and to the Audit Committee on a quarterly basis. Furthermore, the head of Internal Audit reports at least once a year to the Audit Committee on effectiveness and quality management within the Internal Audit department.

Internal audit reports are addressed to the full Management Board. Additionally, the full Management Board receives quarterly reports on the implementation of actions, as well as an annual activity report from Internal Audit.

Strategy

SBM-1 — Strategy, business model and value chain

Sustainability in the overall bank strategy

The sustainability strategy is part of the Oberbank's corporate strategy. Consequently, sustainability aspects impact the business model and the strategy. The Sustainability Strategy and its targets are described in detail further below, see chapter ESRS 2 > SBM1 - Strategy, business model and value chain > [Strategic sustainability goals until 2025](#), page 84.

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The further development of Oberbank's sustainability strategy will also include a decarbonisation strategy (see ESRS E1 > [E1-1 Transition plan for climate change mitigation](#), page 125). Furthermore, we are constantly working on the introduction of new products for both corporate and retail customers. These topics are challenges for which projects are currently in progress. Sustainability topics have also become an integral part of our advisory activities, with sustainability risks being analysed for all corporate customers in all of Oberbank's markets.

Business model: Oberbank markets and customer groups



Oberbank AG is an independent Austrian regional bank headquartered in Linz. It has branches in Austria, Germany, the Czech Republic, Slovakia and Hungary, which will also be referred to as the Oberbank markets hereinafter. Oberbank AG serves retail, corporate and business customers, offering the full range of financial services typically provided by a universal bank.

Overview of employees¹

	2025	2024	2023
Austria	1,712	1,777	1,761
Germany	315	326	317
Czech Republic	187	194	194
Hungary	132	137	142
Slovakia	40	43	47
Total	2,386	2,477	2,461

¹ Number corresponds to employee headcount (HC) as at 31 December

Key Products and Services

The product portfolio comprises a broad range of financial services developed for all relevant customer groups. Such services include bank accounts as well as payment services for retail and corporate customers. The range of services available to retail customers includes saving and investing, loans, as well as insurance and retirement planning products. Corporate and business customers are offered working capital loans, investment finance and loans extended within subsidised finance schemes, leasing, international business transactions, investment services as well as retirement planning products. Private Banking services comprise investment advisory services, asset management and also securities and investment funds. Oberbank strives to meet individual customer needs as best possible and offer the best-suited products in each case. The products and services (especially loans) have actual and potential sustainability impacts, risks and opportunities.

Changes to services and products: The product range is being continuously adapted to account for market trends and customer demand. The impacts, risks and opportunities identified in the materiality assessment are also taken into account and may have an impact on the bank's business model or future product range.

The most important sustainable products and services are described below. For current and detailed information on individual products and services, see [Oberbank's website](#).

Sustainable products for corporate and business banking customers and for retail customers

GRI FS7, FS8/ GRI G4-DMA (formerly FS1)

Sustainable finance under the Oberbank Sustainable Lending Framework

The [Oberbank Sustainable Lending Framework](#) defines the sustainability criteria that serve as the basis for assessments of sustainable loans to retail, corporate and business customers². The criteria in the environmentally sustainable categories closely follow the substantial contribution criteria of the EU Taxonomy 2020/852 Annex I Environmental Protection: Investments in climate change mitigation, the circular economy, the protection of natural resources and biodiversity as well as research and development to reduce greenhouse gas emissions.

Green buildings account for a large proportion of our environmentally sustainable exposure. In 2024, certification of sustainable buildings was added to the criteria for classification as an environmentally sustainable loan. Previously, only the energy efficiency data stated in the energy performance certificate was used to assess environmental sustainability. Identifying sustainable financing was also made easier by the addition of financing activities to the list of eligible loan purposes. In line with Annexes 1 and 2 of the EU Taxonomy 2020/652, these changes were introduced in the Austrian market in 2024 and in Germany, the Czech Republic and Slovakia in 2025. In Hungary, introduction is scheduled for 2026. Therefore, it was possible to also use the intended purpose of a loan to identify sustainable finance.

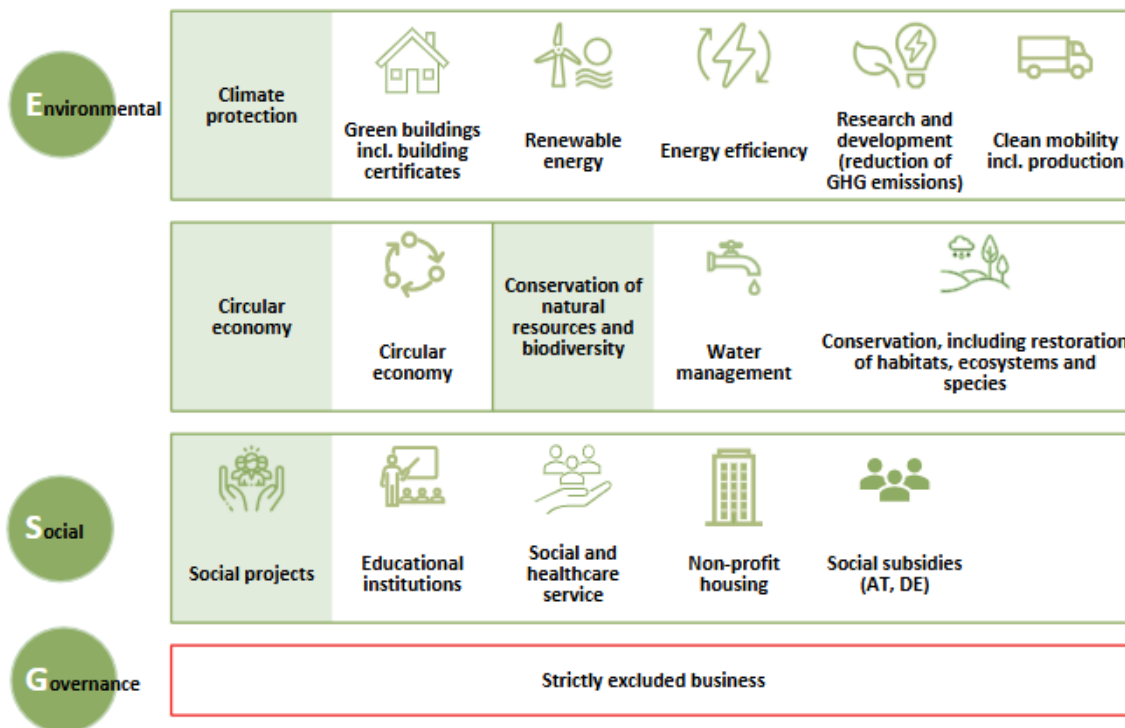
As a measure to improve the data sources, it was made mandatory in 2025 to obtain energy performance certificates for loans to corporate and business customers, with target quotas being defined for Austria. This will improve quality of the dataset for the decarbonisation strategy for commercial real estate loans. The criteria for the sustainable social categories are based on activities supportive of the common good and

² Investment, leasing and project finance

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designed to contribute to affordable housing as well as to healthcare and education. Social assistance in the case of EU-wide emergencies was added as a criterion, to alleviate economic hardship in cross-border emergency situations such as pandemics, political crises and natural disasters.



Impact factors have been defined to measure the contribution of such finance to environmental protection. These factors are recorded and disclosed in the annual impact reports for the respective account and investment products on the [Oberbank website](#).

Sustainable products for corporate customers

GRI FS7, FS8

“be green invest” loans/leases (GRI FS8)

To provide support to corporate and business customers for the financing of their sustainable investments, a specific low-interest loan product for funding investments and projects in accordance with the [Oberbank Sustainable Lending Framework](#) was launched in the fourth quarter of 2024. This finance product is designed for all corporate customers in all of Oberbank’s markets. To ensure compliance with the metrics of the Lending Framework, the Sustainability Team in the Corporate & International Finance department reviews each loan on a case-by-case basis.

European Investment Bank (EIB) Green Refinance (GRI FS8)

Oberbank has been offering customer-specific loans since Q3 2022 under the green refinance scheme of the EIB to corporate customers as one of a few banks in Austria. The scheme involves loans and lease finance at interest rates subsidised under government schemes to promote environmentally-friendly investments. In a first step, the finance volume came to EUR 100 million. Since April 2024, a second tranche of EUR 100 million has been available.

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Subsidised lending scheme “OeKB Exportinvest Green” (GRI FS8)

Oberbank works closely with Österreichische Kontrollbank (OeKB) to provide its customers with access to green financing solutions such as Exportinvest Green, Exportinvest Green Energy and Beteiligungsfinanzierung Green – with attractive terms and a government guarantee of up to 70% to cover risk. This scheme supports investments in Austria and abroad, provided they reduce the burden on the environment and make a sustainable contribution to environmental improvements.

ESG-linked finance GRI FS8

Oberbank supports its corporate and business customers by offering ESG-linked promissory loan notes tailored to their specific sustainability goals, such as, for example, reducing CO₂ emissions or the number of work-related accidents. As an alternative, the benchmark may also be a sustainability rating from a recognised rating agency or an ESG certificate issued by a recognised certifying body (for example, the ÖGNI certificate issued by the Austrian Sustainable Building Council). The lessons learned in this context, especially with respect to ESG-linked margins, were developed for ESG-score-linked pricing and/or bonus arrangements for bilateral loans extended to large customers; a separate ESG-linked loan has been developed. The target group for this scheme includes primarily medium-sized and large companies that have the monitoring capabilities and in-house processes for sustainability reporting in place.

Sustainable products for retail customers

GRI FS7, FS8

Sustainable current accounts and savings accounts GRI FS8

Since 1 June 2021, Oberbank has been offering a sustainable current account in Austria, the “be(e) green” account. The “be(e) green” account was awarded the Austrian Ecolabel because Oberbank finances sustainable projects meeting not only economic but also environmental and social criteria in the same amount as the balances held on these accounts. In the second half of 2023, the sustainable “be(e) green” account for retail customers was launched in the Czech Republic with the same criteria as in Austria. However, in the Czech Republic there is no eco-label comparable to the Austrian Eco-Label. The same criteria also apply to the “be green bonus” savings account and other sub-variants of the sustainable accounts (for students, corporate customers, accounts with consumer overdraft facilities).

Since November 2022, Oberbank has been publishing the Impact & Allocation Report for sustainable accounts on the [Oberbank website](#).

“be(e) green” products (“be(e) green” current account, “be(e) green” student account, “be(e) green” corporate account) (GRI FS8)

In addition to specifying criteria for how deposits are to be used, Oberbank makes, for each new “be(e) green” account opened, a contribution to preserving the bee population by supporting the creation of extensive wildflower areas that offer bees and other pollinators a habitat. Since 2021, wildflower areas covering 166,500 m² have been created, and these are attributable to both the sustainable accounts and the Oberbank Linz Danube Marathon, where one square meter of wildflower area is donated for each participant.

Sustainable subsidised loans (GRI FS8)

Oberbank supports customers when applying for subsidised loans and funding schemes and helps with the processing. The volumes and criteria of the schemes vary from province to province in Austria. The energy performance certificate is often a key instrument in assessing eligibility for subsidies. Oberbank also

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requests an energy performance certificate for loan applications in the case of relevant construction projects. This makes it possible to classify the loan portfolio on the basis of energy metrics. The focus is on financing sustainable projects.

"be green mobility" (GRI FS8)

The "be green mobility" instant loan, a product developed for retail customers, was launched in January 2024. These loans, which can be obtained at every Oberbank branch in Austria, can be used to finance the following purchases: hydrogen-powered cars, electric cars, e-motorcycles, e-bikes, cargo bikes, bicycles and scooters.

"be green living" (GRI FS8)

The "be green living" real-estate loan, which was introduced in March 2024, may be used for the renovation, purchase or new construction of residential properties with defined energy performance indicators in Austria.

"be green energy"

The "be green energy" real-estate loan is designated for individual investments such as PV/solar systems, charging boxes for electric cars permanently installed at residential properties and ecological heating systems.

"be junior" account and pocket money account (GRI FS7)

Children and young people up to the age of 14 may open an account with Oberbank. A "be junior" or pocket money account allows minors to enjoy the benefits of electronic banking and to manage their pocket money on their own. Oberbank does not charge account management fees for this type of account.

Zero-limit debit card (GRI FS7)

Zero-limit debit cards enable transactions to be made only as long as the overdraft balance is positive and are therefore highly suitable for customers under the age of 18 ("be junior" account and pocket money account), allowing them to learn how to use non-cash payment methods responsibly. At the same time, they are protected from engaging in uncontrolled consumption and running up excessive debt.

Basic bank account (GRI FS7)

Every consumer legally resident in an EU country is entitled to open and use a basic bank account with any credit institution domiciled in Austria. This right is designed to enable all people, no matter where they reside, to participate in the society in which they live and to enjoy the benefits of the internal market. Oberbank offers such accounts to consumers who are particularly vulnerable socially and economically, and who do not have a giro account with any other Austrian bank. The basic bank account features basic functions such as for making deposits, withdrawing cash, as well as receiving and executing payments. By doing so, Oberbank makes an important contribution to equal opportunity and equal rights.

Financial planning and retirement products, insurance (GRI FS7)

When discussing the life insurance and investment products of Oberbank's cooperation partners,³ we also talk about financial security such as securing one's livelihood, financial safeguards for unforeseeable events (e.g. term life insurance, disability and accident insurance) as well as keeping personal assets safe. The

³ Cooperation partners: In Austria: Generali Versicherung AG and Bausparkasse Wüstenrot AG; in Germany: Bayerische Vorsorge Lebensversicherung a.G., Wüstenrot Bausparkasse AG, MRH Trowe AG (broker for businesses)

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financial planning concepts developed in this context are designed to close or reduce financial security gaps that may arise between active income and expected social insurance benefits. By providing added financial security, these products help reduce potential negative impacts.

In the case of endowment life insurance products, a customer profile is developed based on product analysis, with customers' sustainability preferences being addressed as well. Customers may choose from among different ESG investment funds if they wish.

Sustainable products for investment customers

GRI FS7, FS8

Oberbank offers investors a variety of avenues for sustainable investment. In line with its product governance rules, Oberbank offers a carefully selected range of its own products as well as third-party products. Oberbank offers sustainable asset management and 3-Banken investment fund solutions as well as a selection of sustainable third-party investment funds, shares and green bonds.

Sustainable individual portfolio management (“iPM nachhaltig”)

“iPM nachhaltig” is a sustainable investment product tailored to the specific needs of customers, taking into account an investor's personal returns expectations and risk appetite, while also placing a special focus on sustainable investment products. Portfolio management defines the sustainability requirements for the products. These are specifically: sustainable investments in accordance with the EU Disclosure Regulation - minimum share of 30.00% (Oberbank classification as at 31/12/2025: medium) and consideration of PAIs (principal adverse impacts). All products in the product groups of equities, bonds and funds (active fund products and exchange-traded funds) of “iPMn” (sustainable individual portfolio management) must pass the Oberbank ESG assessment. This does not apply where customers request changes to be made.

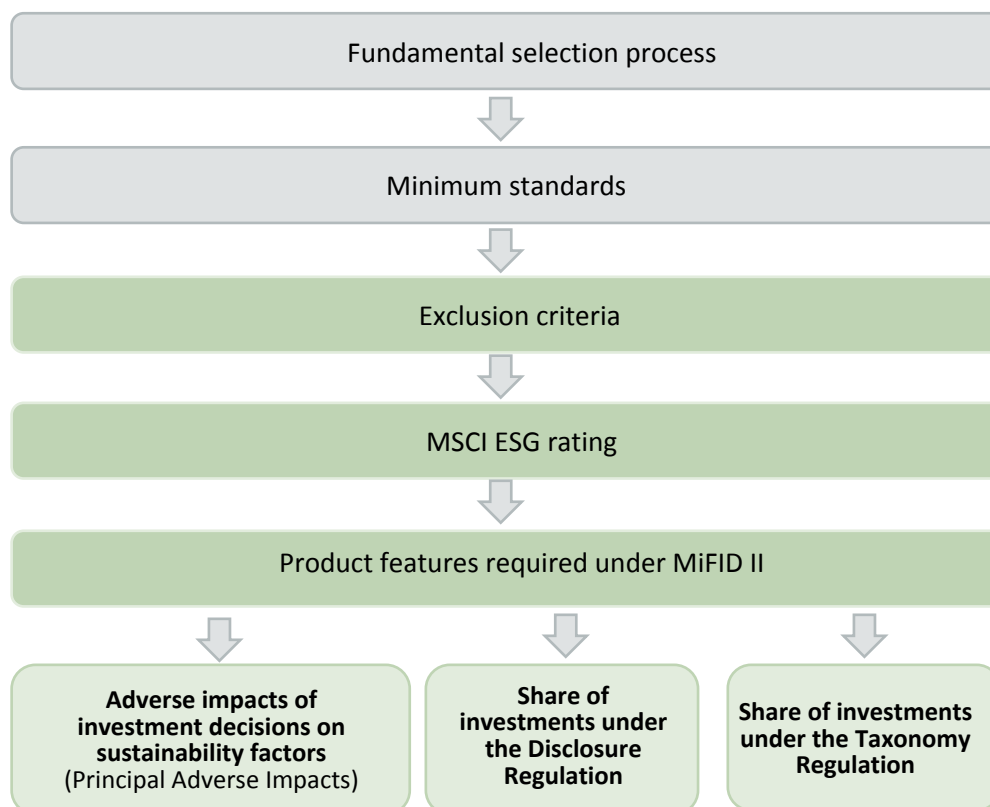
The ESG assessment process is the basis for sustainable asset management where Oberbank is the product owner. Considering the high in-house standards and changes in legislation, the ESG assessment process is constantly being revised in close cooperation with experts and stakeholders.

The stringent implementation of the ESG assessment process cover three steps:

1. In a first step, all investments in companies are ruled out that fail to meet Oberbank's minimum standards or are subject to the exclusion criteria. This refers to the exclusion of investments in coal, tobacco, controversial and conventional weapons, etc., with revenue limits applying to companies and percentage limits applying to funds.
2. In a second step, the products are selected based on a best-in-class approach, using an external ESG rating.
3. The last step takes into account regulatory requirements and sustainable product features (EU Disclosure Regulation, principal adverse impacts, EU Taxonomy Regulation).

Details of the ESG analysis process can be found in last year's report.

Overview of the ESG assessment process



Asset management funds – “Oberbank Premium Strategie ausgewogen nachhaltig” and “Oberbank Vermögensmanagement nachhaltig”

These asset management products are actively managed mixed investment funds. The investment instruments are selected on the basis of the ESG assessment process described above.

Sustainable 3 Banken-Generali (3BG) funds

In cooperation with 3 Banken-Generali Investment-Gesellschaft m.b.H. (3BG), Oberbank continues to pursue its focus on sustainable investments. 3BG has well-established sustainability expertise, especially with respect to investments in retail investment funds and asset management funds.

The product “3 Banken Nachhaltigkeitsfonds”, which was launched in 2001, is an investment fund for investors seeking sustainable investments. The range of sustainable investment options has been continually expanded ever since. In 2025, the product range was expanded to include the fund “3 Banken Bond Plus 2031”, which is an Article 8 product within the meaning of Disclosure Regulation (EU) 2019/2088 (SFDR). Currently, 3 Banken-Generali Investment-Gesellschaft has more than 29 investment funds (2024: 28⁴) that meet the ESG assessment criteria and are therefore eligible for recommendation as sustainable investments.

Oberbank’s “Minimum Standards Manual” applies to all active investment product recommendations (sustainable and classic product recommendations) as well as to investments in traditional asset

⁴ The figure was corrected compared to the previous year’s figure (24).

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management portfolios. The minimum standards refer to the product groups of equities, bonds and funds (active fund products and exchange traded funds) and to all customers of Oberbank.

Oberbank's sustainability goals

Strategic sustainability targets until 2025

Oberbank's sustainability strategy is based on ethical and environmental values and is being continuously developed. Specific measurable targets have been defined for the various banking areas and stakeholders. These targets apply to the entire group in all markets, unless restrictions have been defined.

Oberbank is highly aware of its sustainability responsibilities.

... in governance:

- a. We are committed to the Paris Climate Agreement to limit the rise in global temperature to 1.5°C.
- b. We pursue a clear sustainability strategy, which is part of our overall banking strategy.
- c. We demonstrate our high standards for compliance with ethical principles by actively engaging in ESG initiatives and forging new partnerships.
- d. We engage in a regular dialogue with our stakeholders.

... in finance and in lending policy:

- a. We will grant sustainable retail loans (for energy efficiency in housing) in an amount of at least EUR 1.5 billion until 2025, which is more than 50% of all newly granted housing loans.
- b. We identify and assess the ESG risks in our loan portfolio and work towards decarbonisation by applying negative (exclusion) and positive (inclusion) criteria.
- c. Impact reporting: every year, we measure and report on the impacts achieved (carbon reduction) due to our sustainable lending activities.
- d. By 2025, more than 50% of all new Oberbank bond issues will have met the ESG criteria.

... in asset management:

- a. We will have raised the volume of sustainable 3 Banken Generali investment funds (under the new ESG assessment process) to over of EUR 1 billion by 2025.

... for our customers:

- a. Our customer experience management is excellent, with a high level of customer satisfaction of more than 60 points (NPS).
- b. We provide support to our customers in the digital transformation of banking services. The digitalisation rate exceeds 80%.

... for our employees:

- a. Next generation: we offer young talented employees career opportunities. We fill 80% of management positions from within our own ranks.
- b. Gender balance: 30% female managers by 2025, 40% female managers by 2030

... for society:

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- a. Regionality is our guiding principle: 95% of our sponsoring budget goes to projects in our markets. In procurement, we work mainly with partners from our regions.

... for the environment:

- a. We will achieve climate neutrality (Scopes 1 and 2) by 2025 and contribute to limiting the rise in global temperature to 1.5°C degrees.
- b. Our carbon footprint per employee will be less than one metric ton by 2025.

Oberbank's sustainability targets until 2030

The overall bank strategy up to the year 2030 once again includes sustainability as an action field, with targets having been set for the following areas starting as from 2026. These targets apply to the entire group in all markets, unless restrictions have been defined.

- **Sustainable lending**
 - EUR 2.6 billion in new sustainable corporate customer loans (cumulated from 2026 up to and including 2030)
- **Customer satisfaction**
 - Net Promoter Score over 60. The NPS measures recommendations by consumers (range between minus 100 and plus 100).
- **ESG rating**
 - Preserving the prime rating assigned by ISS: ESG rating better than C (minimum C+)
- **Employees**
 - Key employee turnover rate lower than 4%

When defining targets, we make sure the targets align with existing guidelines and policies. Progress in achieving these targets is reported in ERS2 under Oberbank's sustainable products and in the relevant topical standards (E1, S1, S4, G1).

The targets and metrics reported are validated externally by the auditor; no other external audits are carried out.

Other goals in connection with products and services, and their monitoring

Apart from the sustainability strategy, there are additional goals for specific areas, which are described in the following sections.

Corporate customers

As a means to support an appropriate focus in corporate finance on projects that comply with Oberbank's Sustainable Lending Framework, the following goals were defined in 2025:

- Lending volume of new loans in Corporate and Business Banking (pursuant to Oberbank's Sustainable Lending Framework)
 - The lending volumes of new loans are based on approved loans. The key indicators for products for corporate and business customers consider only the portion actually drawn down.
 - The strategic sustainability goal defined for 2030 is EUR 2,600 million (cumulated from 2026 up to and including 2030) for new loans in sustainable corporate lending.

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- Goal 2025 (base year) for all markets: EUR 366 million
- As at 31/12/2025: EUR 514 million (140% target achievement)
- Goal 2026: In line with the strategic course defined and despite the economic environment remaining challenging, we raised the target for 2026 for sustainable corporate finance to EUR 410 million on account of the high degree of target achievement in 2025.
-
- Sustainability interaction (*GRI FS10*)
 - Target for all markets 2025: 5,518 sustainability talks
 - Sustainability talks completed in all markets in 2025: 4,691 (85% target achievement). However, the number of sustainability talks actually held is significantly higher, especially as sustainability talks were held with 1,983 further customers for which no targets were defined. Our decision to exclude small corporates from the sustainability talks on account of the fact that the added value is too low in relation to the time required has been confirmed by the regulatory developments in 2025, and we will not revise the decision.
 - Goal 2026: 6,197 sustainability talks
- Energy performance certificate ratio
 - As part of the decarbonisation of the real estate portfolio, a target was set in 2025 for obtaining energy performance certificates (percentage of energy performance certificates obtained for new real estate loans):
 - 2025
 - Austria: Target 60% / actual 54.19%
 - Germany: target 40% / This target was suspended due to technical delays.
 - 2026
 - The technical delays were fixed, the sales staff was given additional training and made aware of potential problems, and the targets were redefined at 70% for all markets. (Exception for new business in Germany: target 60% due to specific market conditions.)

Retail customers

- Oberbank will grant sustainable retail loans (for energy-efficient housing) of at least EUR 1.5 billion until 2025. This is more than 50% of all newly granted housing loans.
 - Status 2025: EUR 0.932 billion
 - Status 2024: EUR 0.927 billion
 - Status 2023: EUR 1.034 billion
 - Base year 2021: EUR 1.161 billion
- In 2021, Oberbank defined as target to obtain, by 2025, energy performance certificates for 80% of all new housing loans to ascertain if the loans are sustainable.
 - Status 2025: an energy performance certificate was available for 93% of housing loans

Assessment of the most important products, services, markets and customer groups

Oberbank has a sustainable range of products and services for all customer groups in all markets. The Corporate and Business Banking segment is considered a driver of sustainability for the strategy period up to 2030. Oberbank's advisory competence and expertise in subsidy schemes as well as its range of products

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and services are factors that help customers in this transformation phase and also contribute to implementing the decarbonisation strategy. The metrics for the most important products and services are explained in the following sections.

Metrics - Products for corporate and business banking customers

GRI FS7, GRI FS8

Sustainable finance under the Sustainable Lending Framework

The following table shows the financing commitments per framework category as at 31 December 2025. The categories comprise investment finance and lease finance for corporate and business banking customers in all of Oberbank's markets.

	2025				2024	
	Number	Change (in %)	Balance (in EUR m)	Change (in %)	Number	Balance (in EUR m)
Green building (commercial)	324	+36.71 %	1,021	+17.09 %	237	872
Renewable energy	518	+21.88 %	252	+39.23 %	425	181
Energy efficiency	21	+162.50 %	23	+666.67 %	8	3
Clean mobility	2,131	-17.50 %	98	+25.64 %	2,583	78
Sustainable research and development	3	-40.00 %	1	-66.67 %	5	3
Circular economy	21	+16.67 %	37	+23.33 %	18	30
Conservation of natural resources and biodiversity	6	50.00 %	1	0.00 %	4	1
Education and training	1	0.00 %	3	0.00 %	1	3
Social and health services	18	50.00 %	71	+14.52 %	12	62
Non-profit housing	1		3		0	0
Social funding	9	-10.00 %	3	-25.00 %	10	4
Total	3,053	-7.57 %	1,513	+22.31 %	3,303	1,237
of which refinanced ⁵	608		431		477	285
of which freely financed	2,445		1,082		2826	952

Note: The category "Conservation of natural resources and biodiversity" comprises the categories of conservation, including restoration of habitats, ecosystems and species as well as water management. The excellent development of financing under the Oberbank Sustainable Lending Framework more than compensated for declines in other products (OeKB Exportinvest Green and ESG-linked financing).

"be green invest" loans/leases

To promote sustainable financing, a separate product was developed in 2024 based on the Sustainable Lending Framework and was continued in 2025. The metrics for this product are therefore included in the table "Sustainable Finance under the Sustainable Lending Framework".

Subsidised lending scheme "OeKB Exportinvest Green"

Compared to the preceding year, fewer new loans were granted in a difficult economic environment.

⁵ Refinancing means that a portion of the funding comes from development banks such as the European Investment Bank (EIB), Kreditanstalt für Wiederaufbau (KfW) and Oesterreichische Kontrollbank (OeKB).

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New loans⁶

	2025	2024	2023
Number	2	4	8
Volume of new loans granted (in EUR m)	9	73.3	68.4

ESG-linked loans

In 2025, no ESG-linked promissory loan notes were subscribed to in the Large Corporate Customers segment. Oberbank follows market trends and focuses less on KPIs and more on issuers' sustainability goals and strategies. Additionally, promissory loan notes were also identified as means of leverage for the decarbonisation of the business loan asset class, meaning that in the future the GHG intensity of loan will be calculated and used as a basis.

Metrics on products for retail customers

GRI FS7, GRI FS8

Volume of new housing loans granted for renovation work in proportion to the total volume of new housing loans in the entire Austrian market

	2025	2024	2023
Number of loans designated for renovation purposes	388	470	340
Share in number of housing loans	17.42%	25.50%	22.00%
Volume of loans designated for renovation purposes (in EUR m)	44.7	57	38.5
Share in volume of housing loans	8.92%	15.74%	13.28%

Note: Oberbank grants the majority of housing loans in the Austrian market.

Sustainable accounts

	2025	2024	2023
Total current accounts	181,809	179,245	178,808
Sustainable current accounts	89,716	83,508	65,704
Share of sustainable accounts (in %)	49.35%	46.59%	36.75%
Deposits held on sustainable accounts (in EUR m)	649.3	575.8	470.3
Total online savings accounts	133,412	122,250	108,200
Sustainable online savings accounts	39,387	36,178	36,463
Share of sustainable online savings accounts (in %)	29.50%	29.60%	33.70%
Deposit volume on sustainable online savings accounts (in EUR m)	572.7	629.7	779.6

Note: The dataset for retail current accounts includes accounts in Austria and the Czech Republic. The dataset of online savings accounts includes accounts in Austria.

⁶ New lending volume "Exportinvest Green", "Green Energy" and "FDI Green"

New retail lending in Oberbank's core market of Austria

	in EUR m			Share of new loans		
	2025	2024	2023	2025	2024	2023
Subsidised loans	1.9	3.0	2.1	0.37%	0.83%	0.72%
subsidised housing loan and housing credit facilities	0.0	2.5	5.5	—%	0.70%	1.90%
and finance for renovation measures	44.7	57.0	38.5	8.92%	15.74%	13.28%
Housing loans	454.3	299.9	243.9	90.71%	82.74%	84.10%
Total	500.8	362.4	290.0	100.00%	100.00%	100.00%

Note: Oberbank grants the majority of retail loans in the Austrian market. Discontinuation of loans under the bank's subsidised housing lending scheme as of 04/2024.

"be green mobility"

In 2025, four new loans with a volume of EUR 0.08 million were granted (2024: EUR 0.22 million).

"be green living"

In 2025, 163 new loans with a volume of EUR 44.66 million were granted (2024: €24.14 million).

GRI FS7

Zero-limit debit card

	2025	2024	2023
Debit cards, total	186,938	185,755	195,126
Zero-limit debit cards	43,091	40,655	40,786
Share of zero-limit debit cards (in %)	23.05%	21.89%	20.90%

Note: The dataset is the Austrian market. The approximately 10,000 increase in the total number of debit cards in 2023 was due to a special effect caused by card migration at the turn of the year.

Basic bank accounts

	2025	2024	2023
Number of basic bank accounts	101	123	131
Share of basic bank accounts (in %)	0.06%	0.07%	0.08%
Number of accounts, total	172,727	170,911	171,247

"be junior" and pocket money accounts

	2025	2024	2023
Accounts, total	172,727	170,911	171,247
Pocket money accounts	4,625	1,213	1,187
Share of pocket money accounts (in %)	2.68%	0.71%	0.69%

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Note: The dataset includes accounts in Austria. The significant increase compared to preceding years is due to the fact that the “be junior” account for children up to the age of 10 was newly introduced in 2025.

Metrics on products for securities customers

GRI FS7, FS8

Volume of sustainable investments on custody accounts

	2025	2024	2023
Volume of sustainable investments on custody accounts, total (in €m)	2,751.8	2,419.7	1,982.6

Oberbank increased the volume of sustainable investments on custody accounts 2025 year on year.

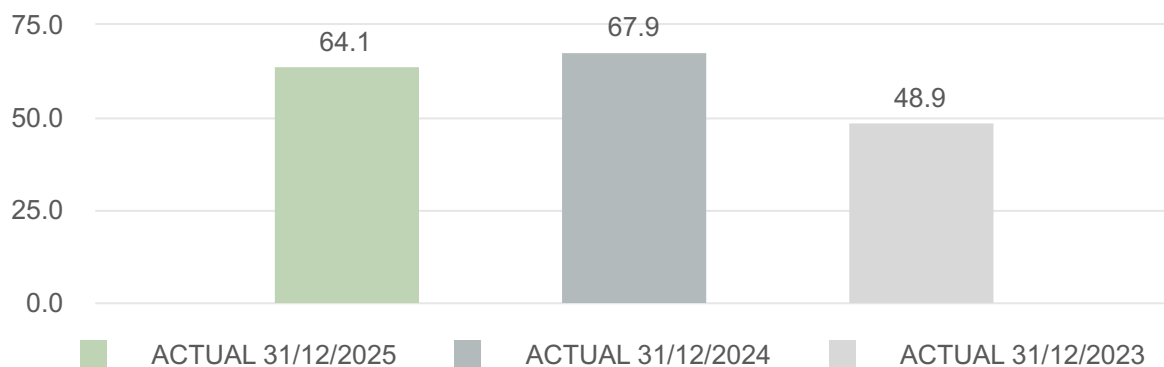
ESG assessment process

GRI FS11

At Oberbank, the entire securities business is subjected to sustainability screening. This means that all securities portfolios and the entire product governance universe are screened for sustainability and social aspects. 19.30% of the total volume held on custody accounts (2024: 18.82%) was screened positively in the ESG assessment process.

Sustainable individual portfolio management (“iPM nachhaltig”)

The volume under management in “iPM nachhaltig” decreased slightly in the year 2025. The value at the end of December 2025 was EUR 64.1 million. On 31.12.2024, the volume was EUR 67.9 million). The decrease in volume was due largely to the relative market development of sustainable products as well as net outflows from sustainable products.

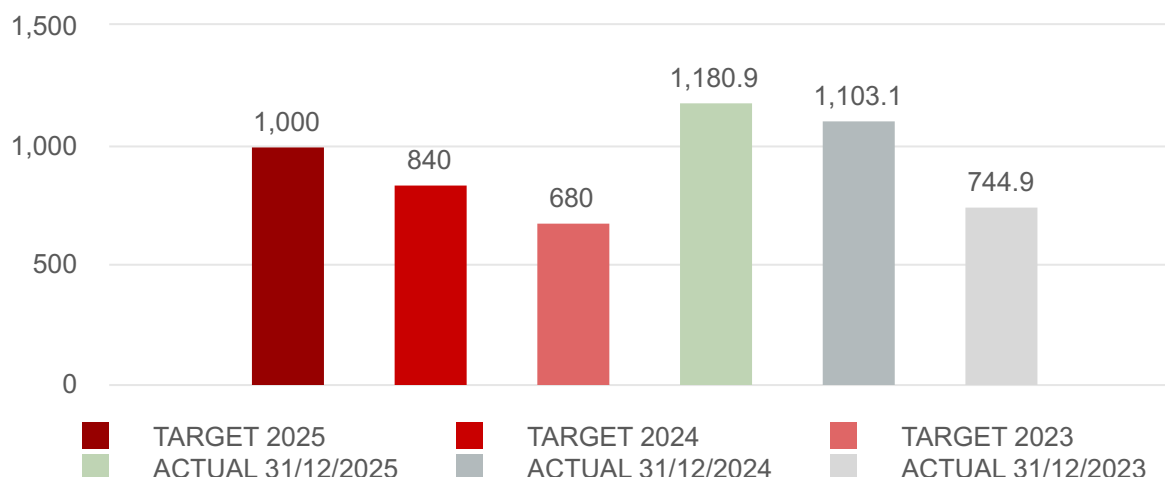


Sustainable 3BG investment funds (in EUR m)

By 31/12/2024 the target defined for sustainable 3BG investment funds of EUR 1,103.1 million had been reached and even surpassed. As at 31/12/2025, the volume of sustainable 3 Banken-Generali investment funds was EUR 1,180.9 million.

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Investment products pursuant to Articles 6, 8 and 9 SFDR⁷

	2025	2024	2023
Article 6	49.70%	49.62%	54.00%
Article 8	50.30%	50.36%	46.00%
Article 9	0.00% ⁸	0.02%	0.00%

Notes: The Annual Premium Equivalent (APE)⁹ is used as a metric for the allocation of investment products to funds (in accordance with Articles 6, 8 and 9 SFDR). The chart shows that in 2025 endowment life insurance policies shifted from investment products pursuant to Article 6 to investment products pursuant to Article 8. The portfolio of funds analysed in 2025 includes just over EUR 1,000 in Article 9 funds, therefore, this figure is not shown separately.

Oberbank's value chain

The main source of value creation of a bank and, of course, also of Oberbank, is extending loans, accepting deposits and processing payment transactions for retail and business customers. As these kinds of service processes require neither raw materials nor suppliers, value creation at Oberbank differs substantially from the value chain of a manufacturing enterprise. Services for customers (downstream) therefore play a key role for Oberbank, while suppliers (upstream) are less of a focus than they are for manufacturing companies.

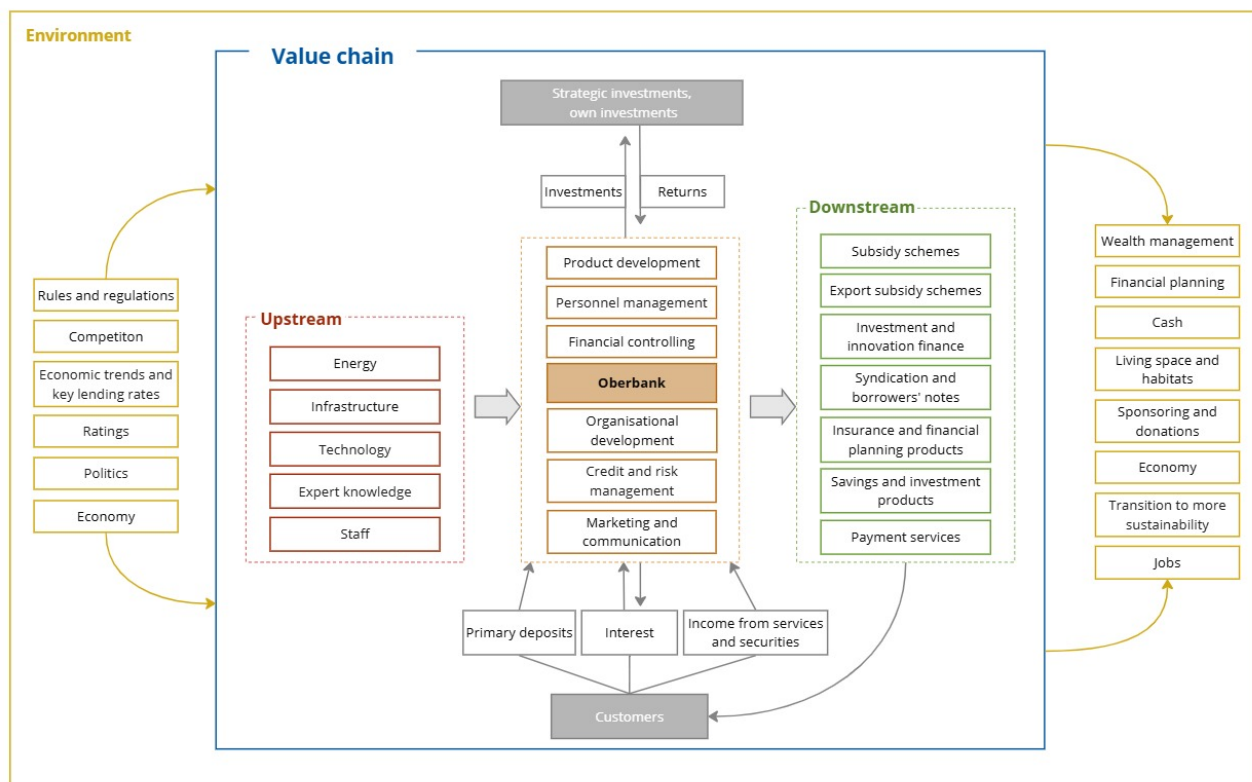
⁷ SFDR = REG (EU) 2019/2088

⁸ Volume of Article 9 funds just over EUR 1,000

⁹ APE = Aggregated measure of new business during a given period in life insurance. One tenth of the sum of all single premiums is added to the sum of the first-year premiums of the redeemed new business against regular premiums.

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The diagram gives a simplified view of all key elements contributing to value creation at Oberbank as well as of the most important impacting factors.

Oberbank's value creation is strongly influenced by external factors. Regulatory frameworks, politics and economic developments have a material impact on the activities, decisions and developments of a bank. Credit ratings and sustainability ratings also have an impact on the bank's image. The pursuit of a strong competitive position and a strong standing in the market also influences Oberbank's value creation.

A functioning organisational structure is ensured by the efficient deployment of expert know-how, technology, infrastructure and energy (**upstream**). Apart from the requirement to ensure continuous organisational development, a secure credit and risk management system, and a structured accounting system, it is also necessary to ensure comprehensive and high-quality customer services as well as appealing and legally-compliant marketing and communication activities. This internal structure makes it possible to develop and offer financial services (e.g. subsidised loan schemes, export finance, insurance and retirement products, savings and investment products) tailored to customer needs.

Products and services and their sale represent the **downstream** part of our value chain, which is why customers are considered the primary drivers of value creation at Oberbank. The deposits and the income from services and securities provide Oberbank with funds that are reinvested. Customers receive interest on their deposits, which they can reinvest. This creates a perpetual monetary cycle, which is essential for Oberbank's value creation.

Oberbank has an influence on its environment that goes beyond business transactions, by providing customers with long-term support in wealth creation and financial retirement planning. Oberbank not only creates ownership of property, but also living space through its housing finance products. As an employer, Oberbank directly provides jobs and also helps create jobs in all Oberbank markets by providing corporate

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finance, thereby also influencing macroeconomic developments. The finance provided by Oberbank can also contribute to the transformation towards a more sustainable economy. Moreover, Oberbank's donations and sponsorships have a positive impact on society.

Strategic investments

Strategic equity investments are an important part of Oberbank's value chain.

Oberbank defines equity investments as shares in other companies that are intended to serve the bank's own business operations through a permanent connection to these companies. This category includes all investments and shareholdings in affiliated companies which are, under the applicable provisions of company law, reported as such in the single-entity financial statements of the companies controlled by Oberbank AG.

Oberbank defines strategic investments as investments where the focus is not on monetary expectations and where the relevant activities are not a direct extension of banking activities or constitute services ancillary to banking.

The shares Oberbank AG holds in BKS Bank AG and BTV Vier Länder Bank AG for historical reasons contribute, by way of syndicate agreements, to securing the independence of all three banks, which operate joint subsidiaries to strengthen their competitiveness and leverage synergy effects.

Furthermore, Oberbank acquires and holds strategic investments for the purpose of safeguarding the continued existence of business locations, headquarters and jobs at leading regional companies. These investments are neither related to banking and sales activities nor do they have a purely economic purpose. This category includes, among others, the equity investment in voestalpine AG. An active industry investment policy above and beyond these equity investments is not consistent with Oberbank's corporate philosophy. Equity investments for reputational reasons (such as in regional technology centres) also fall into this category.

Within such strategic equity investments, a distinction is made on the basis of the IFRS carrying amounts for Oberbank. Therefore, the main strategic investments include the shares in BKS Bank AG, BTV Vier Länder Bank AG and voestalpine AG. For details on impacts, risks and opportunities of the equity investments identified, see the reports published by [voestalpine AG](#), [BKS Bank AG](#) and [BTV Vier Länder Bank AG](#).

Oberbank's equity investment management not only provides for an extensive (risk) strategy and organisational framework, but also takes impacts on the environment, on society and on governance (ESG) into account.

SBM-2 – Interests and views of stakeholders

GRI G4 DMA (formerly FS5)

Stakeholder engagement

Stakeholder suggestions, ideas and feedback are welcome and are taken into account to the fullest extent possible, for instance when deciding what topics are material or what actions need to be taken. The bank

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also strives to take account of the interests of the most important stakeholder groups in the best possible way when defining strategies and objectives.

When updating the materiality assessment in 2025, the interests and viewpoints of the most important stakeholders were also analysed. To this end, a workshop was organised for employees – who were represented by the Human Resources department and the Works Council – and additional talks were also held with selected corporate customers. These additional engagement formats make it easier to fully understand stakeholder interests. Overall, stakeholders confirmed Oberbank's materiality assessment and especially customers asked about data protection, diversity and the impacts of the loan portfolio, with the Works Council also confirming the topics defined as material up to now.

Goals of stakeholder engagement

Oberbank actively seeks to communicate with various stakeholder groups in order to learn about their views and to improve customer satisfaction. This active engagement makes it possible not only to create awareness of sustainability topics in the financial field and the actions Oberbank is taking in this respect, but also to motivate internal stakeholders to take part in ESG projects.

Formats for stakeholder engagement

Stakeholder group	Type of stakeholder engagement
Affected stakeholders	
Employees	Employee talks, surveys, workplace assemblies, etc., see ESRS S1 > S1-2 Processes for engaging with own workforce and workers' representatives about impacts, page 163, additionally a workshop on material topics with the Works Council and Human Resources.
Customers, retail customers and corporate and business customers	Annual talks, customer satisfaction surveys for retail customers, FERONIA Sustainability Award conferred by Oberbank, Upper Austrian News (OÖN) and the provincial government of Upper Austria, etc., see ESRS S4 > S4-2 – Processes for engaging with consumers and end-users about impacts, page 204, additionally stakeholder talks with corporate customers on the materiality assessment.
Nature as a "silent stakeholder", represented by external initiatives	Membership and participation in national initiatives (respACT, ÖGUT) e.g. in workshops, also participation in WWF information events, Eco-management and Audit Scheme (EMAS) exchange of experience with other companies; exchange / information meetings with the Federal Environment Agency
Suppliers	Personal interaction, e-mail, events, audit
Users of non-financial statements	
Owners, investors	Annual General Meeting, events, advisory talks
Investees	Networking events
Insurance companies	Talks with cooperation partners (Generali, Bayerische Versicherung) in the course of business relationships, audits by Einlagensicherung Austria (Austrian deposit protection scheme)
International human rights initiatives, NGOs	Membership and participation in international initiatives (e.g. UN Global Compact)
Governments and legislators in Oberbank markets	No lobbying activities by Oberbank

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Public authorities	Audits and management meetings with supervisory and tax authorities, answering inquiries from data protection authorities
Credit institutions - primarily Austrian financial institutions	Regular exchange with other banks on sustainability topics
External advisors	Cooperation with external advisors in various projects (e.g. EMAS, PCAF, reporting)
Rating agencies	Dialogue / Providing additional information for ratings, (e.g. ISS ESG, CDP), obtaining Second Party Opinions
Public institutions, interest groups and industry associations	Dialogue with chamber of commerce, bankers' association, government of Upper Austria, PCAF – Partnership for Carbon Accounting Financials for calculating financed emissions
Auditors	EMAS & Green Location audits, annual updates of the account products bearing eco-labels-(GRI G4-DMA (formerly FS9))

The Management Board is informed about Oberbank's (sustainability) strategy and material sustainability topics as well as the results of stakeholder engagement.

The information gained in exchanges with internal and external stakeholders is also included in the internal processing of the topics; if relevant input on sustainability-related impacts is received, the Management Board is also informed. If the information is relevant for understanding the topics, this is also communicated to the Supervisory Board.

For details on reports to the Management Board and Supervisory Board, see chapter ESRS 2 > [GOV-2 Information and sustainability matters](#) > Page 72.

Findings from the ongoing exchange with various stakeholders and from an analysis of needs were also taken into account in the strategy development process for the Strategy 2030. We will continue to take into consideration feedback from external stakeholders, for example, in the further development of products and in sustainability strategy and actions. By including these various interests, Oberbank aims to ensure sustained good relationships with the stakeholders and ensure consideration of their viewpoints.

S1 - Disclosure requirement related to ESRS 2 SBM-2 – Interests and views of stakeholders

Employees from all levels, specialist departments, head office and sales develop the corporate strategy together, which enables them to state their interests, viewpoints and rights. Human resources is a highly important field of action in strategy development, as targets and measures for employees, their development and training are defined in close consultation with the Management Board for the next five years. The objectives and measures of other fields of action and the entire business model are also developed with the involvement of human resources, as personnel is required to implement the strategy projects. Employees therefore play a key role in determining the business model and strategy and in achieving the corporate goals.

Oberbank considers close engagement with employees to be essential (see chapter ESRS S1 > [S1-2 Processes for engaging with own workforce and workers' representatives about impacts](#), page 163), as employee commitment is greater if they are involved in policy development (see chapter ESRS S1 > [S1-1 Policies related to own workforce](#), page 149), the development of measures and the definition of objectives

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and can thus better identify with the company. In the long term, this also reinforces and increases employee satisfaction.

S4 - Disclosure requirement related to ESRS 2 SBM-2 – Interests and views of stakeholders

It is crucially important for Oberbank to be able to understand the current needs and future challenges of its customers, so that it can provide targeted advice, support and guidance to customers in line with their specific needs. For this reason, customer advisors are in regular contact with customers through various channels. Additionally, there are numerous opportunities to make contact and provide feedback. In this manner, the interests and viewpoints of customers can be taken into account in the (further) development of banking products and services.

Close customer relationships strengthen trust in Oberbank. Having the trust of customers means greater customer satisfaction and higher recommendation rates, which opens up new business opportunities for Oberbank (for more information on the net promoter score, see chapter ESRS S4 > Metrics and targets > Customer satisfaction surveys, page 221).

Impact, risk and opportunity management

IRO-1 — Description of the process to identify and assess material impacts, risks and opportunities

Oberbank presents an overview of the materiality assessment and therefore of the process to identify, assess, prioritise and monitor potential and actual impacts on people and the environment.

In 2023, a double materiality assessment was conducted for the first time in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the requirements of the European Sustainability Reporting Standards (ESRS), with external support. This materiality assessment was updated in 2024 and reviewed in 2025 to keep it current. The next review of the materiality assessment is planned for 2026 during the preparation of the consolidated non-financial statement 2026.

The assessment process focuses on Oberbank's own business activities in its markets. Relevant topics from the loan portfolio are also analysed. Additionally, material strategic equity investments and their impacts, risks and opportunities are also relevant for Oberbank. No detailed assessment was performed for the securities business or for Oberbank's own investments due to their minor relevance for the business model; nonetheless, exclusion criteria are applied in these areas as well in order to limit potential negative impacts.

Oberbank's materiality assessment comprises the following steps, which are described in more detail below:

Materiality assessment steps

1. Supplements to long list/definitions and touchpoints
2. Assessment of the impacts, risks and opportunities in the bank's own operations by the departments
3. Tool-supported assessment of the impacts, risks and opportunities from the loan portfolio

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4. Discussion and documentation of the results (including coordination with risk management)

The topics on the long list in ESRS 1 were used as starting points for further evaluation. A benchmark assessment was carried out in 2023. This assessment examined the sustainability information (websites, sustainability reports) provided by companies from the financial industry with respect to how they address these topics.

Actual impacts are those that have already occurred; expected impacts are those that could potentially occur in the future. First, the assessment looked at the cause of the impact (directly or indirectly caused by Oberbank) and its localisation (i.e. the place/region where the expected impact was likely to occur). Subsequently, a quantitative assessment was conducted per time horizon to determine the extent, scope and reversibility of the impacts. The question as to whether human rights might be violated in connection with the expected impacts was also discussed. The likelihood of occurrence was assessed as well.

Risks and opportunities are defined as those factors that have or could have a financial impact on an organisation – in this case for Oberbank. This step is also referred to as the assessment of financial materiality. For the risks and opportunities classified as relevant for Oberbank, the impact of these risks and opportunities on various factors (availability of resources, relationships with key stakeholders, future cash flow) was assessed for the different time horizons. The likelihood of occurrence was assessed as well.

In the case of risks and opportunities, there is often a connection with the environmental, social and stakeholder impacts identified. The impacts on stakeholders (e.g. customer dissatisfaction) may also have financial consequences for Oberbank itself. These interactions were taken into account when assessing the risks and opportunities. Dependence on resources or business relationships were also included in the assessment of risks and opportunities as described above.

Materiality assessment of own operations

In assessment workshops in 2023, the competent departments worked together to complete and add company-specific topics to the long list of potentially material topics which already included proposals for Oberbank based on the benchmarking carried out previously. At the workshops, the topics identified were assessed in terms of their positive and negative as well as actual and expected impacts and also risks and opportunities. This assessment was last updated in 2024.

At Oberbank, a threshold value of 0.5 (on a scale of 0 to 1) was defined for impact materiality and financial materiality (risks and opportunities) in the bank's own operations. The value was defined internally to filter out the key topics. The result for the threshold value was calculated based on the assessments of the various criteria. If the impact materiality and/or financial materiality of a topic exceeds this threshold, it is considered material for Oberbank and is included in the consolidated non-financial statement.

The topics assessed in our own operations are related to risk management, in particular, operational risk management.

Materiality assessment of the loan portfolio

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The banking products and services offered may have a material impact on the environment and society and may give rise to risks and opportunities for a company, especially caused by capital flows in connection with financing. Therefore, special attention was paid to this topic in Oberbank's materiality assessment and an additional data-based approach was chosen to assess the impacts and risks.

Impacts

The impacts of Oberbank's loan portfolio were assessed in 2024 using the UNEP FI Impact Analysis Tool (United Nations Environment Program - Finance Initiative). The module for Institutional Banking (corporate finance in all countries in which Oberbank operates) and the module for Consumer Banking (personal finance and account deposits in Austria) were used for this purpose. The Context Module was used for country information. In the assessment of corporate financing, the main focus was on the economic sectors of the customers and the main topics of the countries in which the companies are based. The ERSE Conversion Tool was used to summarise the results of the assessments.

Risks

In 2024, the Climcycle tool created by ESG Software GmbH, which is an external platform for quantifying and disclosing ESG risks, was used to assess the risks. The tool was used to identify increased physical and transition risks of certain sectors in Oberbank's loan portfolio. The extent of the impact of financial risks in the loan portfolio was derived from the Climcycle results. The relevance of financial materiality in relation to an ESG topic was derived from the stressed expected credit loss for the portion of the loan portfolio affected by the topic. The likelihood of occurrence and the type of impact were classified by Oberbank on the basis of individual assumptions on each of the topics.

Estimates and assumptions

In order to determine any increased sustainability risk, Climcycle uses various data sources (e.g. EU Taxonomy, ThinkHazard and EUROSTAT) to calculate risk scores based on geographical locations and sectors. The results provide an input for estimating the level of risk; the result of the ESG risk score is not used as an absolute value for reporting purposes. The UNEP FI Impact Analysis Tool also uses information at sector and regional level, which corresponds to an approximation. The degree of accuracy is therefore not the same for all companies in the portfolio.

Opportunities

The opportunities for Oberbank's lending business (especially for corporate and business banking customers) were derived from the results of the ongoing work on Oberbank's Strategy 2030 and then evaluated by the competent departments.

An internally defined threshold value of equal to or greater than 0.6 (scale of 0 to 1) for material impacts, risks and opportunities was defined for the assessment of the loan portfolio in order to include only the most material topics in the consolidated non-financial statement of Oberbank. The threshold value is based on the criteria assessed, such as extent, scope of impact and likelihood of occurrence.

Sustainability risks are also an important topic in risk management and are monitored on an ongoing basis, see the Consolidated financial statements > Group risk report > Sustainability risk as an integrated component of credit risk, page 396. The detailed analysis of the impacts, risks and opportunities of the lending business from the materiality assessment in Climcycle and UNEP FI is interrelated with the risk assessment in Oberbank's general risk management, which is also performed using Climcycle.

Materiality assessment of strategic equity investments

The material impacts, risks and opportunities of Oberbank's material strategic equity investments were determined and assessed on the basis of the sustainability reports published by the relevant companies.

When assessing the material strategic investments using UNEP FI and Climcycle, an internally defined threshold value equal to or greater than 0.6 (scale of 0 to 1) was defined for material impacts, risks and opportunities. The results of the assessments are reported in chapter ESRS 2 > SBM-3 Material impacts, risks and opportunities, page 104.

Decision-making process and stakeholder engagement

Depending on the specific topic covered, the sustainability officers and the heads of the relevant departments were involved in the assessment process in relation to own operations, loan portfolio and material strategic investments. Some topics were assessed by several different departments to ensure that different perspectives are taken into account. The results of the assessments were presented to the Management Board and the Supervisory Board, with their comments being added.

There is an ongoing exchange with external stakeholders and experts on various sustainability topics. Feedback from these talks is also part of the internal assessment of the topics. A more detailed exchange with affected stakeholders, the Works Council as the representative body of the employees, selected corporate customers and voestalpine as a strategic investee took place in 2025, in separate talks about the materiality assessment, in which input was obtained on actual and potential impacts, risks and opportunities.

Summary

The results of the materiality assessment and, above all, the material topics derived from it are integrated into the bank's processes and procedures through measures specifically taken for this purpose.

The input metrics for the materiality assessment are summarised briefly below:

- Internal assessment of own business activities based on the know-how of Oberbank's internal experts.
- Analysis of the loan portfolio, including country, sector allocation plus additional data sources on impacts from UNEP FI, and on risks from Climcycle; projections of the expected loss ratio for risk-affected sectors in order to estimate the potential magnitude of long-term financial impacts.
 - Additionally, the results relating to the loan portfolio were consolidated and checked for plausibility at internal meetings to obtain an overall result.
- Information on the impacts, risks and opportunities of material strategic equity investments from the respective sustainability reports.
- Engagement with external stakeholders to validate the assessment and generally provide input on sustainability topics.

E1 - Disclosure requirements relating to ESRS 2 IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities

Materiality assessment of own operations

Climate-related impacts, risks and opportunities were analysed for the company's own operations as well as for the loan portfolio and material strategic equity investments. For details on the materiality assessment process and criteria, see ESRS 2 > [IRO-1 – Description of the process to identify and assess the material impacts, risks and opportunities](#), page 97.

For the assessment of the company's greenhouse gas emissions, see chapter ESRS E1 > [E1-6 - Gross Scopes 1, 2, 3 and Total GHG emissions](#) > page 139.

Materiality assessment of the loan portfolio

Information on a climate stress test that was carried out, including Oberbank's climate scenarios, is provided in chapter E1 > [Strategy - in relation to ESRS2 SBM-3](#), page 126.

On account of the methodology used by the UNEP FI tool, an impact materiality was identified due to loans extended to certain industries with higher negative climate-related impacts, with a share of 90.59% in Oberbank's loan portfolio (credit lines used as at 31/12/2023), resulting in material impacts for Oberbank. Positive material climate-related impacts are associated with a share of 58.54% of the portfolio.

No material climate-related risks and opportunities were identified, as the share of loans in the sectors with higher risks in Oberbank's loan portfolio was only 2.1% (or EUR 686 million). Taking into account the probability of occurrence of climate-related risks, no materiality is derived.

Materiality assessment of strategic equity investments

For details on the materiality assessment process and criteria, see ESRS 2 > [IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities](#), page 97.

E2 - Disclosure requirements related to IRO-1 - Description of the processes to identify and assess material pollution-related impacts, risks and opportunities

Materiality assessment of own operations, loan portfolio, and material strategic equity investments

In the materiality assessment, Oberbank examined its own operations, as well as the loan portfolio and the material strategic equity investments in its downstream value chain, for potential pollution-related impacts, risks and opportunities.

For details on the materiality assessment, see ESRS 2 > [IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities](#), page 97.

No touchpoints were identified for Oberbank's own operations, as Oberbank is not a manufacturing company and does not cause any material environmental pollution with its services. Therefore, no detailed analysis and assessment of its own business operations was conducted. No material impacts, risks or opportunities were identified in the loan portfolio or in the material strategic equity investments.

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Therefore, no further consultations were held with affected communities regarding pollution.

E3 - Disclosure requirements related to ESRS 2 IRO-1 - Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities

Materiality assessment of own operations, loan portfolio, and material strategic equity investments

As a part of the materiality assessment, Oberbank analysed its own business operations, as well as the loan portfolio and the material strategic equity investments in the downstream value chain, for potential impacts, risks and opportunities in relation to water and marine resources. For details on the materiality assessment process, see ESRS 2 > [IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities](#), page 97.

No touchpoints were identified in Oberbank's own operations, as Oberbank is not a manufacturing company and its services have no direct material positive or negative impacts, opportunities or risks in relation to water and marine resources. No material impacts, risks or opportunities were identified in the loan portfolio or in the main strategic equity investments.

Due to the minor importance of water and marine resources for Oberbank's direct business activities, no consultations were held with the stakeholders concerned.

E4 - Disclosure requirements related to ESRS 2 IRO-1 – Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities

Materiality assessment of own operations

For Oberbank's own operations, the impacts on biodiversity and ecosystems as well as the risks and opportunities were assessed by internal experts as part of the materiality assessment process, in particular, by the staff responsible for the environmental impact of our operations and EMAS as well as for real estate, safety, security and cost management at the bank. For details on the materiality assessment and the criteria, see ESRS 2 > [IRO-1 – Description of the process to identify and assess the material impacts, risks and opportunities](#), page 97.

Dependence on biodiversity and ecosystems was assessed for risks and opportunities in our own operations for all sub-topics based on the reusability of resources. In this case, relevant ecosystem services were included, but not analysed in detail.

Transition risks, physical risks and opportunities in our own operations were assessed to determine the potential extent of the financial impacts in all time horizons; additionally, the likelihood of occurrence was also evaluated. Systemic risks arising from reaching tipping points were not assessed in detail.

Materiality assessment of the loan portfolio

On account of the methodology used by the UNEP FI tool, an impact materiality was identified due to loans extended to certain industries with higher negative climate-related impacts on biodiversity and ecosystems, with a share of 96.95% in Oberbank's loan portfolio (credit lines used as at 31/12/2023).

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No assessments were conducted for the loan portfolio in 2024 in relation to dependence on biodiversity and ecosystems.

The transition risks and physical risks in the loan portfolio were assessed using Climcycle. Systemic risks have not been assessed for the loan portfolio up to now.

The share of loans extended to sectors affected by higher risks in connection with biodiversity and ecosystems in Oberbank's loan portfolio is 19.60% (or EUR k 6.298.189) – this comprises the credit risk volume including unused lines of credit as at 31/12/2023. The application of a transition stress test (assumed occurrence of transition risks) to this sub-portfolio resulted in a potential material expected credit loss, which is why Oberbank considers this issue to be financially material. The results of the materiality assessment are summarised in chapter ESRS 2 > SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model(s) > page 104.

Materiality assessment of strategic equity investments

For details on the materiality assessment process and criteria, see ESRS 2 > IRO-1 – Description of the process to identify and assess the material impacts, risks and opportunities, page 97.

In 2024, no assessments were conducted for material strategic equity investments in relation to dependence on biodiversity and ecosystems.

Consultations with affected communities, locations and mitigation measures

Consultations with affected communities were not carried out in connection with the bank's operations, which have little direct impact on biological resources and ecosystems.

Oberbank's branches are located in urban centres; no assessment was conducted of whether there is a proximity of biodiversity-sensitive areas.

Currently no mitigation measures are necessary in relation to biodiversity.

E5 - Disclosure requirements related to ESRS 2 IRO-1 – Description of the processes to identify and material resource use and circular economy-related impacts, risks and opportunities

Materiality assessment of own operations

Impacts, risks and opportunities in relation to resource use and the circular economy were ascertained with the assessment of the other IROs from our own operations by experts from the relevant departments at Oberbank. For details on the materiality assessment, see ESRS 2 > IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities, page 97.

A more detailed assessment of resource inflows, resource outflows and waste in our own operations was not carried out due to our activities in the financial sector.

Materiality assessment of the loan portfolio

The analysis using the UNEP FI tool shows a higher negative impact on resource use and the circular economy due to the sectors represented in 100.00% of Oberbank's loan portfolio (used lines of credit as at

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31/12/2023). Material positive impacts on the use of resources and the circular economy are associated with a 53.19% share of the portfolio.

No material risks and opportunities relating to the circular economy were identified in the loan portfolio, as the share of loans in the sectors affected by higher risks in Oberbank's loan portfolio is only 0.90% (or EUR 300 million).

Materiality assessment of material strategic equity investments

For details on the materiality assessment process and criteria, see [ESRS 2 > IRO-1 – Description of the process to identify and assess the material impacts, risks and opportunities](#), page 97.

Consultations with affected communities

Due to the limited relevance of the topics for the direct activities of Oberbank, no further consultations were held with affected communities.

G1 - Disclosure requirements in relation to ESRS 2 IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities

Materiality assessment of own operations, loan portfolio, and material strategic equity investments

Impacts, risks and opportunities in relation to business conduct were ascertained with the assessment of the other IROs from our own operations by experts from the relevant departments at Oberbank. For details on the materiality assessment, see [ESRS 2 > IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities](#), page 97.

With regard to location, the scope of impacts was analysed, including as to whether it relates to the entire Oberbank Group. The activities of Oberbank and the sector were, of course, included in the assessment.

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model(s)

Influence of material impacts, risks and opportunities on Oberbank

Oberbank's sustainability strategy for 2025, which forms part of the overall bank strategy, has in the past few years already included the topics defined as material. The Strategy 2030 focuses in particular also on the material impacts of the loan portfolio. Financed emissions (Scope 3.15) account for the largest share of greenhouse gas (GHG) emissions caused by the business operations of Oberbank. For this reason, Oberbank developed a decarbonisation strategy for its portfolio (see chapter [ESRS E1 > E1-1 Transition plan for climate change mitigation](#), page 125).

Product development also addresses changed regulatory requirements and to Oberbank's overarching goal, i.e. to contribute to the transformation of society and the economy towards greater sustainability. The range of products and services subject to ESG criteria is continually being adjusted and enlarged.

Positive and negative material impacts, as well as risks and opportunities

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This section provides a summary of the positive and negative material impacts determined in the materiality assessment as well as the risks and opportunities relating to material topics for Oberbank.

The impacts are related to the business model and strategy of the company. The assessment found material positive and negative impacts in the downstream value chain – loans granted and Oberbank’s investees – beyond the bank’s own operations. The integration of sustainability into Oberbank’s business strategy has resulted in reducing negative impacts and supporting positive ones, for example, by defining sales targets for sustainable banking products. The primary focus of the corporate strategy is on exploiting opportunities. Risks may also arise from Oberbank’s business model in the sectors financed by it; the material risks are described in more detail below.

Material impacts on Oberbank’s own operations, loan portfolio and material strategic investments

Topic	Description of impacts on people or the environment	Actual / potential and time horizons	Localisation	Reason for impact (own activity or business relationships)
E1 Climate change				
Climate change adaptation				
Positive impacts	The resilience of the head office location to extreme weather events has improved on account of flood protection measures, and supply security has been strengthened through sustainable energy supply; energy costs are more stable over the long term and dependence on fossil fuel imports has decreased.	Actual short, medium and long-term impacts	Own activity	Own activity
Climate change mitigation				
Positive impacts	The phasing-out of oil and gas and the gradual conversion of vehicle fleets to e-mobility reduce emissions, costs and risks, while air quality, security of supply and competitiveness increase. In the banking business, transition finance accelerates decarbonisation at customers, reduces financed emissions and, at the same time, strengthens portfolio robustness, market access and reputation.	Actual short, medium and long-term impacts	Downstream and own activity	Own activity, business activity
Energy				

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Topic	Description of impacts on people or the environment	Actual / potential and time horizons	Localisation	Reason for impact (own activity or business relationships)
Positive impacts	The widespread use of green energy sources such as photovoltaics, district heating and heat pumps reduces emissions and ancillary costs, while security of supply, living comfort and property attractiveness increase. In rental properties, this leads to more stable energy costs, improved indoor climate and greater social participation, as well as better attainment of ESG and funding criteria.	Actual short, medium and long-term impacts	Own activity	Own activity
Summary of various subtopics (loan portfolio)				
Negative impacts	Negative impacts of Oberbank's loan portfolio on climate change pursuant to UNEP FI assessment ¹⁰	Actual short, medium and long-term impacts	Downstream	Business activity (lending)
Positive impacts	Positive impacts of Oberbank's loan portfolio on climate change pursuant to UNEP FI assessment	Actual short, medium and long-term impacts	Downstream	Business activity (lending)
E4 Biodiversity and ecosystems				
Summary of various subtopics (loan portfolio)				
Negative impacts	Negative impacts of Oberbank's loan portfolio on biodiversity pursuant to UNEP FI assessment	Actual short, medium and long-term impacts	Downstream	Business activity (lending)
E5 Circular economy				
Summary of various subtopics (loan portfolio)				
Negative impacts	Negative impacts of Oberbank's loan portfolio on the circular economy pursuant to UNEP FI assessment	Actual short, medium and long-term impacts	Downstream	Business activity (lending)
Positive impacts	Positive impacts of Oberbank's loan portfolio on the circular economy pursuant to UNEP FI assessment	Actual short, medium and long-term impacts	Downstream	Business activity (lending)
S1 Own workforce				
Secure employment				

¹⁰ UNEP FI: United Nations Environment Program - Finance Initiative, method for analysing the positive and negative impacts of the loan portfolio

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Topic	Description of impacts on people or the environment	Actual / potential and time horizons	Localisation	Reason for impact (own activity or business relationships)
Positive impacts	Stability, higher employee satisfaction, long-term employment, employee retention	Actual short, medium and long-term impacts	Own activity	Own activity, mostly permanent employment contracts, no leased staff
Working time				
Negative impacts	Overworked employees, which lowers quality of life and has negative impacts on employee health	Actual short-term impacts, and potential medium and long-term impacts	Upstream, own activity and downstream	Own activity, some working time on weekends, some all-in contracts
Positive impacts	Good work-life balance, flexible working hours, positive impacts on health, use of employee potentials and retirement schemes with part-time working models, higher financial security in old age	Actual short, medium and long-term impacts	Own activity	Own activity, flexible working time models, remote work, no shift work
Adequate wages				
Positive impacts	Financial security for employees	Actual short, medium and long-term impacts	Own activity	Own activity, collective agreements and wage agreements, salary studies, financial development plans
Social dialogue				
Positive impacts	Positive dialogue as well as feedback opportunities, sense of appreciation	Actual short, medium and long-term impacts	Own activity	Own activity, employee representation, works council, employee experience system, MbO interviews
Freedom of association, existence of works councils and information, consultation and participation rights of workers				
Negative impacts	Employees' rights are ignored if they are not given a strong voice	Potential impact in the medium and long term	Upstream, own activity and downstream	Own activity, if necessary in cases of inadequate employee representation or lack of a works council
Collective bargaining, including percentage of workers covered by collective agreements				

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Topic	Description of impacts on people or the environment	Actual / potential and time horizons	Localisation	Reason for impact (own activity or business relationships)
Negative impacts	Employees' interests are not adequately represented, no equal minimum standards due to lack of collective agreements, imbalance of power between employees and employers	Potential impact in the medium and long term	Upstream, own activity and downstream	Own activity, no collective agreements in Czech Republic, Slovakia and Hungary, but wage and salary studies
Work-life balance				
Negative impacts	Reduced quality of life if there is no work-life balance; stress-related symptoms including burnout may occur, lower work performance, higher rates of sick leave	Actual short, medium and potential long-term impacts	Upstream, own activity and downstream	Own activity, possibly where there are no health promotion programmes or no childcare options, flexible working time models or sabbaticals
Positive impacts	Better physical and mental health, health and well-being of employees are positively influenced	Actual short, medium and long-term impacts	Own activity	Own activity, parental leave models, flexible working time models, childcare services (crèche and financial support)
Health and safety				
Positive impacts	Better employee health, thus increased well-being based on extensive preventive measures and financial support schemes	Actual short, medium and long-term impacts	Own activity	Own activity, various e-learning courses on the topic, workplace ergonomics; occupational health and safety measures
Gender equality and equal pay for work of equal value				
Positive impacts	Fair treatment, more women in management positions, diversity/gender balance in management teams and diverse teams, sufficient pool of successors	Actual short, medium and long-term impacts	Own activity	women in part-time management work, management of high-potential employees, disclosure of
Training and skills development				

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Topic	Description of impacts on people or the environment	Actual / potential and time horizons	Localisation	Reason for impact (own activity or business relationships)
Positive impacts	Development of new skills, which result in higher appreciation of employees; equal opportunity due to same training programmes for all, clear prospects on further development	Actual short, medium and long-term impacts	Own activity	Own activity, training programmes (specialist and management careers), management of high-potential employees
Employment and inclusion of persons with disabilities				
Negative impacts	Exclusion of certain groups of people, which leads to a reduced quality of life	Medium and long-term potential impacts	Upstream, own activity and downstream	Own activity, some existing physical and digital barriers
Positive impacts	Inclusion, sense of belonging for persons concerned	Actual short, medium and long-term impacts	Own activity	Own activity, initiatives relating to diversity and equal opportunity (Chance 2030, Diversity Charter, Diversity Policy), accessibility
Actions against violence and harassment in the workplace				
Negative impacts	High degree of physical and psychological stress for persons concerned	Medium and long-term potential impacts	Upstream, own activity and downstream	Own activity, if necessary in cases of harassment and no protective mechanisms or consequences management
Positive impacts	Persons feeling safe at the workplace	Actual short, medium and long-term impacts	Upstream, own activity and downstream	Own activity, whistleblowing system, EAP system, diversity policy, information sheet and guidelines to raise awareness of sexual harassment
Diversity				

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Topic	Description of impacts on people or the environment	Actual / potential and time horizons	Localisation	Reason for impact (own activity or business relationships)
Negative impacts	Exclusion of certain groups of people, resulting in reduced quality of life	Medium and long term potential impacts	Upstream, own activity and downstream	Own activity, currently women still underrepresented in management, possibly due to lack of actual diversity
Positive impacts	Inclusion, sense of belonging for persons concerned, higher proportion of women at management level, support schemes for older employees	Actual short, medium and long-term impacts	Own activity	Own activity, increase proportion of women in the company and in management, diversity at all levels
Data protection				
Negative impacts	Behaviour monitoring, interference with employee rights and freedoms, violation of human rights, negative psychological consequences	Short, medium and long-term potential impacts	Own activity	Own activity, in the event of non-compliance with data protection regulations
Positive impacts	High sense of security among employees, increased appeal as an employer	Potential impact in the medium and long term	Own activity	Own activity, comprehensive measures for data protection, compliance with regulatory requirements, works agreement on the topic
S4 Consumers and end-users				
Data protection				
Negative impacts	Loss of trust, economic impact for customers, immaterial damage	Potential short-term impacts	Downstream	Own activity, customer relationship, in the event of non-compliance with the GDPR or other data protection principles

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Topic	Description of impacts on people or the environment	Actual / potential and time horizons	Localisation	Reason for impact (own activity or business relationships)
Positive impacts	High sense of security for customers, attractive business partner	Actual short-term impacts and potential medium-term and long-term impacts	Downstream and own activity	Own activity, customer relationship, compliance with the GDPR and other data protection principles
Freedom of expression				
Negative impacts	Dissatisfaction due to "not being listened to" or poor customer service and the resultant negative impact on the brand; violation of fundamental rights; negative media impact	Actual impacts in the short and medium term, potential impacts in the long term	Downstream and own activity	Own activity, customer relationships, in the absence of customer relationships or inadequate feedback opportunities
Positive impacts	Direct contact as a regional bank, strengthens customer loyalty, fast response to customer complaints (within 24 hours), positive impact on brand and image, lower incidence of legal disputes	Actual impacts in the short and medium term, potential impacts in the long term	Downstream and own activity	Own activity, customer relationships, customer experience management, complaint handling, whistleblowing platform, customer feedback
Access to (quality) information				
Positive impacts	Clarity of information (creates trust and loyalty), avoidance of uncertainty and complaints, customers are assigned directly to appropriately trained staff members, increase in customer loyalty, clarity of information helps avoid uncertainty and reduce complaints	Actual short, medium and long-term impacts	Downstream and own activity	Own activity, customer relationships, customer support standards including annual talks, records of advisory meetings with customers, training including certifications, product labelling, disclosures for products, monthly product training

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Topic	Description of impacts on people or the environment	Actual / potential and time horizons	Localisation	Reason for impact (own activity or business relationships)
Access to products and services				
Negative impacts	Not every customer has the same level of access to every product or customer experience content, local restrictions apply due to regionality principle	Actual short, medium and long-term impacts	Upstream, downstream and own activity	Own activity, customer relationships, lack of support from customer advisors, lack of digital or analogue services
Positive impacts	Free access through various channels (digital and branch/analogue)	Actual short, medium and long-term impacts	Downstream	Own activity, customer relationships, wide range of services, necessary for vulnerable groups (app, e-shop, customer portal, customer service centre), measures for digital and physical accessibility
Responsible marketing practices				
Negative impacts	Customer opts for unsuitable products due to opaque marketing information, warnings from consumer protection bodies in Austria (VKI, AK) on account of greenwashing or lack of transparency or unfair competition, possible fines imposed by Financial Market Authority (FMA) or claims for damages, economic disadvantage for customers (if incorrect or misleading advice/products incorrectly advertised)	Actual short-term impacts and potential medium-term and long-term impacts	Upstream, own activity and downstream	Own activity, customer relationships, if inadequate explanations or information on products and finance or failure to check marketing documents
Positive impacts	Greater customer satisfaction due to responsible marketing, instructions facilitate access to various products, positive word-of-mouth advertising	Actual impacts in the short and medium term, potential impacts in the long term	Downstream and own activity	Own activity, customer relationships, ethics quality seal, transparent and comprehensive clarification in advertising and information on products and finance options, review of marketing documents (including greenwashing)

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Topic	Description of impacts on people or the environment	Actual / potential and time horizons	Localisation	Reason for impact (own activity or business relationships)
Summary of various subtopics (loan portfolio)				
Positive impacts	Positive impact of Oberbank's loan portfolio on consumers and end-users pursuant to UNEP FI assessment	Actual short, medium and long-term impacts	Downstream	Business activity (lending)
G1 Business conduct				
Corporate culture				
Positive impacts	Corporate culture in general: corporate culture in day-to-day practice; stable financial system; pioneering role of company and role model function for other companies	Actual positive short, medium and long-term impacts	Upstream and own activity	Own activity, definition of corporate culture
	Tax morale: strengthening awareness of tax morale, audits to prevent back tax payments	Actual positive short, medium and long-term impacts	Upstream, own activity and downstream	Own activity, accounting, tax payments
	Strategy communication: well-informed employees support the corporate culture and stakeholders (Supervisory Board, shareholders and customers) get a positive impression of Oberbank's corporate culture.	Actual positive short, medium and long-term impacts	Downstream and own activity	Own activity, internal communication affects all own business areas
Protection of whistleblowers				
Positive impacts	Helps improve the organisation, early identification of weak points, combats corruption, possibility of addressing critical issues anonymously	Potential positive short-term impacts	Upstream, own activity and downstream	Whistleblowing directly within the organisation or by third parties
Management of relationships with suppliers including payment practices				
Positive impacts	Promoting awareness of sustainability among suppliers by defining ESG criteria and a code of conduct for suppliers and business partners	Actual positive, short-term impacts	Upstream	Business relations: Supplier selection process, long-term relationships with annual audits
Corruption and bribery – prevention and detection including training				
Positive impacts	Raising awareness of corruption issues	Actual positive, short-term impacts	Upstream, own activity and downstream	Own activity: regulations and training on corruption and bribery

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Topic	Description of impacts on people or the environment	Actual / potential and time horizons	Localisation	Reason for impact (own activity or business relationships)
Entity-specific topic: Sponsoring Sponsoring				
Negative impacts	Incidents of corruption, bribery, bias, damage to brand image	Potential negative short and medium-term impacts	Upstream, own activity and downstream	Own activity: sponsoring activities of Oberbank
Positive impacts	Strengthening Oberbank's independence through clear sponsoring criteria, sponsoring only in ecologically sustainable, socially-relevant areas	Actual positive short, medium and long-term impacts	Upstream, own activity and downstream	

Material risks and opportunities in own operations and in the loan portfolio

Topic	Description of material risks	Description of material opportunities
E4 Biodiversity and ecosystems		
Summary of material sub-topics (loan portfolio)	Higher transition and physical risks in vulnerable sectors, which could result in the default of borrowers in the medium and long term	No material opportunities

Regarding the topic E4 biodiversity and ecosystems, which is considered material based on the bank's loan portfolio, Oberbank has not developed any policies, actions or targets yet, as the focus has been on the material topics identified previously, above all, on climate change. Moreover, the data currently available to Oberbank did not allow for a more detailed analysis of the impacts of resource use and the circular economy of the bank's own operations, loan portfolio and strategic equity investments. Resilience to risks associated with biodiversity and ecosystems was not analysed, which is why it is not possible to present more detailed information on the resilience of the business model.

Materiality assessment of impacts and risks for Oberbank from material strategic equity investments

Topic	Description of impacts on people or the environment	Actual / potential and time horizons ¹¹
E1 Climate change		
Climate change mitigation, climate change adaptation		
Negative impacts	High CO ₂ emissions(Scope 1 to 3) and high energy consumption by voestalpine, high Scope 3 emissions by the partner banks BKS and BTV	Actual short, medium and long-term impacts
Positive impacts	Changeover to sustainable investments (industry) and sustainable banking products, promotion of sustainable finance	Actual short, medium and long-term impacts
E2 Pollution		
Air pollution		
Negative impacts	voestalpine NO _x , SO _x and dust emissions from our own value creation processes	Actual short, medium and long-term impacts
E5 Circular economy		
Circular economy		
Positive impacts	voestalpine: impact of waste recycling, use and disposal as well as circular economy	Actual short, medium and long-term impacts
S2 Workers in the value chain		
Workers' rights and work conditions in the value chain		
Negative impacts	voestalpine Work-related accidents	Actual short, medium and long-term impacts
Positive impacts	voestalpine: safe and healthy working conditions	Actual short, medium and long-term impacts

Oberbank has not yet developed any policies, actions or targets with respect to material topics that are material merely because they are strategic investments – (E2, E3, S2, S3), as it is difficult to exert any influence on the investees. The investees disclose their own actions in their sustainability statements.

Changes in significant impacts, risks and opportunities compared to the preceding year

As no material changes have been made to Oberbank's business model, the assessment of the impacts, risks and opportunities from 2024 has been adopted unchanged. Additionally, talks about the materiality assessment were held with further stakeholders, the Works Council, selected corporate customers and voestalpine, as a strategic investee, but no changes to the assessments were derived from these talks.

The material impacts, risks and opportunities of the investees are reported in more detail in this report and in a separate table.

The assessment of the risks and opportunities of the company did not identify any topics with a material financial impact on Oberbank at present. There are plans to continue monitoring risks and opportunities in detail so as to determine any expected financial impacts for the next reporting period and/or longer-term impacts.

The resilience of Oberbank's strategy and business model depends, above all, on the avoidance of risks.

¹¹ See definition of time horizons in chapter ESRS 2 > BP-2 Disclosures in relation to specific circumstances

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In the topical standards S1 Own workforce, S4 Consumers and end-users and G1 Business conduct, no material risks arise from Oberbank's own business operations, which is why no in-depth assessment of resilience is required in these areas. Identifying resilience to climate risks is described in chapter ESRS E1 > [Disclosure requirements in connection with ESRS 2 SBM-3 > page 126](#). With respect to topical standard E4 Biodiversity and ecosystems, impacts, risks and opportunities were identified in 2024, but no resilience assessment was conducted.

IRO-2 - Disclosure requirements in ESRS covered by the undertaking's non-financial statement

The list of disclosure requirements considered in the consolidated non-financial statement is available in the table of contents, see page [59](#).

Non-material topics in own operations and in the loan portfolio of Oberbank

Topic / sub-topic	Explanations
ESRS E2 Pollution	
All sub-topics	No touchpoints in the company's own operations except in the case of air pollution, minor negative impacts from vehicle fleet, and in the case of water pollution, indirectly due to water cooling, minor influence on water temperature, which may increase pollution. No material impacts, risks or opportunities were identified in the loan portfolio.
ESRS E3 Water and marine resources	
All sub-topics	No touchpoints in our own operations, as Oberbank is not a manufacturing company. No material impacts, risks or opportunities were identified in the loan portfolio.
ESRS S3 Affected communities	
All sub-topics	There were no touchpoints for many of the sub-topics from own operations; only minor impact on neighbours. No material impacts, risks or opportunities were identified in the loan portfolio.

The material information for the report was identified during the materiality assessment – at sub-topic level. When preparing the consolidated non-financial statement, the metrics were also checked for relevance. The thresholds for the materiality of a topic were specified in the description of the materiality assessment, see chapter ESRS 2 > [IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities, page 97](#).

Data points from EU legislation

Disclosure requirement	Details	Data point	SFDR	Pillar III	Benchmark regulation	EU climate law	Page
ESRS 2 GOV-1	Gender diversity on governing bodies	21 (d)	x		x		67

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ESRS 2 GOV-1	Percentage of board members who are independent	21 (e)			x		<u>67</u>
ESRS 2 GOV-4	Statement on due diligence	30	x				<u>74</u>
ESRS 2 SBM-1	Involvement in activities related to fossil fuels	40 (d) i	x	x	x		Not material
ESRS 2 SBM-1	Involvement in activities related to chemical production	40 (d) ii	x		x		Not material
ESRS 2 SBM-1	Involvement in activities related to controversial weapons	40 (d) iii	x		x		Not material
ESRS 2 SBM-1	Involvement in activities related to cultivation and production of tobacco	40 (d) iv			x		Not material
ESRS E1-1	Transition plan to achieve climate neutrality by 2050	14				x	Not material
ESRS E1-1	Undertakings excluded from the Paris-aligned benchmarks	16 (g)		x	x		Not material
ESRS E1-4	GHG emissions reduction targets	34	x	x	x		<u>132</u>
ESRS E1-5	Energy consumption from fossil sources disaggregated by source (only high climate impact sectors)	38	x				Not material
ESRS E1-5	Energy consumption and mix	37	x				<u>137</u>
ESRS E1-5	Energy intensity associated with activities in high climate impact sectors	40-43	x				Not material
ESRS E1-6	Gross Scope 1, 2, 3 emissions and total GHG emissions	44	x	x	x		<u>139</u>
ESRS E1-6	Gross GHG emissions intensity	53-55	x	x	x		<u>140</u>
ESRS E1-7	GHG removals and carbon credits	56				x	Not material
ESRS E1-9	Exposure of the benchmark portfolio to climate-related physical risks	66			x		Phase-in

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ESRS E1-9	Disaggregation of monetary amounts by acute and chronic physical risk; location of significant assets at material physical risk	66 (a); 66 (c)		x			Phase-in
ESRS E1-9	Breakdown of the carrying amount of its real estate assets by energy efficiency class	67 (c)		x			Phase-in
ESRS E1-9	Degree of exposure of the portfolio to climate-related opportunities	69			x		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	28	x				Not material
ESRS E3-1	Water and marine resources	9	x				Not material
ESRS E3-1	Dedicated policy	13	x				Not material
ESRS E3-1	Sustainable oceans and seas	14	x				Not material
ESRS E3-4	Total water recycled and reused	28 (c)	x				Not material
ESRS E3-4	Total water consumption in m3 per net revenue on own operations	29	x				Not material
ESRS 2- SBM 3 - E4		16 (a) i	x				Phase-in for value chain
ESRS 2- SBM 3 - E4		16 (b)	x				Phase-in for value chain
ESRS 2- SBM 3 - E4		16 (c)	x				Phase-in for value chain
ESRS E4-2	Sustainable land / agriculture practices or policies	24 (b)	x				Phase-in for value chain
ESRS E4-2	Sustainable oceans / seas practices or policies	24 (c)	x				Phase-in for value chain
ESRS E4-2	Policies to address deforestation	24 (d)	x				Phase-in for value chain
ESRS E5-5	Non-recycled waste	37 (d)	x				Phase-in for value chain

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ESRS E5-5	Hazardous waste and radioactive waste	39	x				Phase-in for value chain
ESRS 2- SBM3 - S1	Risk of incidents of forced labour	14 (f)	x				148
ESRS 2- SBM3 - S1	Risk of incidents of child labour	14 (g)	x				148
ESRS S1-1	Human rights policy commitments	20	x				160
ESRS S1-1	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	21			x		161
ESRS S1-1	Processes and measures for preventing trafficking in human beings	22	x				162
ESRS S1-1	Workplace accident prevention policy or management system	23	x				157
ESRS S1-3	Grievance/complaints handling mechanisms	32 (c)	x				165
ESRS S1-14	Number of fatalities and number and rate of work-related accidents	88 (b), 88 (c)	x		x		190
ESRS S1-14	Number of days lost to injuries, accidents, fatalities or illness	88 (e)	x				190
ESRS S1-16	Unadjusted gender pay gap	97 (a)	x		x		193
ESRS S1-16	Excessive pay ratio of governing body members	97 (b)	x				192
ESRS S1-17	Incidents of discrimination	103 (a)	x				194
ESRS S1-17	Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	104 (a)	x		x		194
ESRS 2- SBM3 - S2	Significant risk of child labour or forced labour in the value chain	11 (b)	x				Phase-in
ESRS S2-1	Human rights policy commitments	17	x				Phase-in
ESRS S2-1	Policies related to value chain workers	18	x				Phase-in
ESRS S2-1	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	19	x		x		Phase-in

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ESRS S2-1	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	19			x		Phase-in
ESRS S2-4	Human rights issues and incidents connected to the upstream and downstream value chain	36	x				Phase-in
ESRS S3-1	Human rights policy commitments	16	x				Not material
ESRS S3-1	Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines	17	x		x		Not material
ESRS S3-4	Human rights issues and incidents	36	x				Not material
ESRS S4-1	Policies related to consumers and end-users	16	x				<u>197</u>
ESRS S4-1	Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	17	x		x		<u>213</u>
ESRS S4-4	Human rights issues and incidents	35	x				<u>213</u>
ESRS G1-1	United Nations Convention against Corruption	10 (b)	x				<u>232</u>
ESRS G1-1	Protection of whistleblowers	10 (d)	x				<u>231</u>
ESRS G1-4	Fines for violations of corruption and bribery prevention laws	24 (a)	x		x		<u>243</u>
ESRS G1-4	Anti-corruption and anti-bribery standards	24 (b)	x				<u>239</u>

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Disclosures pursuant to Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)

Sustainability pursuant to the Taxonomy

With the adoption of the Green Deal, the European Union has set the course for sustainable investment. The Taxonomy Regulation 2020/852 and the associated Delegated Acts will contribute significantly to directing more investment into sustainable economic activities and to achieving sustainable growth and transforming both the economy and society.

Basically, the EU Taxonomy is a list of economic activities that are considered to be sustainable. It comprises detailed classification systems set out in what are called Delegated Acts, which inform on whether an economic activity is sustainable or not. Starting in 2024, banks in the European Union must use the Green Asset Ratio (GAR) to provide evidence of the proportion of their sustainable business so as to make banks more easily comparable to one another.

The assessment benchmarks are the six environmental goals of climate change mitigation, climate change adaptation, the sustainable use and protection of water and marine resources, the transition to a circular economy, pollution prevention and control and the protection and restoration of biodiversity and ecosystems. These are set out in detail in the supplementary delegated regulations.

When calculating GAR, the share of sustainable financing of a group of financing customers defined in the Directive (companies that must publish the share of their Taxonomy-aligned business (in accordance with the NFRD), private individuals and local authorities) is compared with the bank's business volume as defined in the EU Taxonomy.

In the case of private residential properties, extensive information is required to verify the Do No Significant Harm criterion, and such information available to Oberbank only to a limited extent. Therefore, Oberbank does not show any Taxonomy-aligned loans in the households segment.

To ensure that the correct values are used, each of them are researched manually and checked by another person in accordance with the dual control principle, with the values from MSCI being compared with the reported values on a randomised basis.

In cases in which finance serves the general object of the business (working capital finance, promissory loan notes and securities), the calculation is based on the published KPIs of the NFRD undertakings using the method defined in EU Regulation 2021/2178, that is turnover-based and CapEx-based KPIs.

In the current financial year 2025, the taxonomy reporting forms were adjusted as part of the European Union's Omnibus initiative in accordance with Delegated Regulation (EU) 2026/73 amending Delegated Regulation (EU) 2021/2178.

Oberbank does not engage in any significant proprietary trading separate from its customer business. The Treasury department provides interest rate and currency risk management services for customers as well

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as for the bank's asset/liability and liquidity management. Therefore, pursuant to Article 4(1f) Delegated Regulation (EU) 2026/73 amending Delegated Regulation (EU) 2021/2178 Oberbank does not publish KPIs on securities held for trading.

The green asset ratio (GAR) increased from 0.94% to 2.50% from the 2024 financial year to 2025, with the increase being due to regulatory changes in Delegated Regulation 2026/73 (changes to the calculation of KPIs and reporting templates for the EU Taxonomy), and therefore, the performance indicators are not directly comparable with the preceding year. Significant changes to Taxonomy-aligned assets have resulted from the retrospective adjustment of the Taxonomy KPIs of voestalpine, which was taken into account accordingly in Taxonomy reporting. Adjusted for these effects, the green asset ratio (GAR) remained at a stable level in 2025.

Mandatory disclosures under the EU Taxonomy

Pursuant to Article 8 EU Taxonomy Regulation, Oberbank must disclose the following information for 2025:

EU Taxonomy Reporting	
Template	
0	Summary of KPIs and the Green Asset Ratio that must be disclosed by credit institutions under Article 8 of the Taxonomy Regulation. The coverage ratio is calculated with all the assets covered for GAR calculation in the numerator.
1	<p>Assets for the calculation of GAR</p> <p><u>GAR – Covered assets in both numerator and denominator:</u> Loans and advances, debt securities and equity instruments not held for trading eligible for GAR calculation. Broken down by financial undertakings (subject to NFRD), non-financial undertakings (subject to NFRD), households, funding for local governments</p> <p><u>Assets not covered for GAR calculation:</u> Broken down by central governments and supranational issuers, central bank exposure, trading book, derivatives, short-term interbank loans, cash, other categories of assets; enterprises and institutions (not subject to NFRD) grouped by EU and non-EU countries; receivables excluded from the GAR numerator due from households and local governments are included only in the total of this item as there is no pertinent ‘of which’ item.</p> <p><u>Off-balance sheet exposures subject to NFRD disclosure obligations for non-financial information:</u> Pursuant to Article 4(1f) Delegated Regulation (EU) 2026/73 amending Delegated Regulation (EU) 2021/2178, Oberbank does not publish KPIs on financial guarantees and assets under management because these are below the materiality threshold of 10%.</p> <p>For each entry, the table lists the total gross carrying amount and the Taxonomy-eligible or Taxonomy-aligned gross carrying amount broken down by the six environmental goals and by intended use.</p>
1a	Presentation of assets by turnover KPIs
1b	Presentation of assets by CapEx KPIs
1c	Presentation of assets by GAR flow (turnover KPIs)
1d	Presentation of assets by GAR flow (CapEx KPIs)
2	<p>GAR sector information</p> <p>Presentation of the ten largest risk exposures in the ten largest sectors covered by the EU Taxonomy (NACE sector, 4 levels). The NACE groups are ranked by gross carrying amount.</p>
2a	Presentation of assets by turnover KPIs
2b	Presentation of assets by CapEx KPIs
3	<p>GAR KPI stock</p> <p>Disclosure of Taxonomy-eligible or Taxonomy-aligned gross carrying amounts in relation to total gross carrying amounts of the assets covered by GAR (divided by the values shown in the respective row).</p> <p>For each entry, the table lists the Taxonomy-eligible or Taxonomy-aligned gross carrying amount broken down by the six environmental goals and by intended use.</p>
3a	Presentation by turnover KPIs
3b	Presentation by CapEx KPIs
4	<p>GAR KPI flow 2025</p> <p>Disclosure of loans newly granted and/or securities newly added in 2025, covered in both GAR numerator and denominator and still recognised on the balance sheet at the end of the reporting period.</p> <p>For each entry, the table lists the Taxonomy-eligible or Taxonomy-aligned gross carrying amount broken down by the six environmental goals and by intended use.</p> <p>The table shows the ratio to gross carrying amounts newly recognised in the reporting period (divided by the values shown in the respective row)</p>

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4a	Presentation of flow by turnover KPIs
4b	Presentation of flow by CapEx KPIs

At Oberbank, Taxonomy alignment results from finance activities without a defined purpose. These loans primarily serve the goal of climate change mitigation.

All of the information relevant for these disclosures comes from Oberbank's core banking systems and is also used for reporting purposes.

The strategy for financing Taxonomy-aligned economic activities applies as set out in the explanations in the other sections of the Sustainability Statement.

As Oberbank does not have operations of its own in nuclear power or energy generation from gaseous fossil fuels and does not provide finance to enterprises operating in these areas, no values were reported in sector reporting (reporting templates 2a and 2b).

All templates are available in the German version of the financial report for 2025 on Oberbank's website.

ESRS E1 Climate change

Strategy

E1-1 – Transition plan for climate change mitigation

In line with our strategic commitment to the Paris Climate Agreement's 1.5°C target and against the backdrop of various regulatory requirements, Oberbank has developed a decarbonisation strategy for its loan portfolio that it intends to implement in the coming years.

As a responsible financial institution, Oberbank took measures to combat climate change at an early stage and is actively working to reduce the environmental impact of both its own operations and its portfolio of financed emissions. A specific emissions reduction target for the commercial real estate asset classes was defined for the first time in 2024, building on the current sustainability strategy. In 2025, the targets were expanded to include the asset classes of business loans and residential mortgages. These targets are oriented on the 1.5°C target and were developed on the basis of internationally recognised scenarios such as CRREM and NGFS. Oberbank has thus defined decarbonisation targets for 54% of its 2025 total assets. See ESRS E1 > E1-4 Targets related to climate change mitigation and adaptation > [Decarbonisation targets](#), page 134.

With respect to financed emissions (Scope 3.15), the focus is on reducing CO₂e intensity in the aforementioned asset classes. Oberbank actively supports its customers in their ecological transformation by providing advice, sustainable financial products and targeted incentives to reduce emissions. Customer support is differentiated based on CO₂e intensity, with support covering advanced companies with clear climate targets as well as customers with heightened ESG risks and no defined targets. Given the complexity and multi-layered nature of each climate mitigation measure, specific investment amounts cannot be clearly attributed, either separately or in aggregate. See ESRS E1 > E1-3 Actions and resources in relation to climate change policies > [Decarbonisation](#), page 130.

Emissions from operations (Scope 1 & 2) are also reduced systematically. Oberbank has defined the goal of reducing Scope 1 and Scope 2 emissions by 42% by 2030 versus the base year 2022. This target was set in accordance with the methodology of the Science Based Targets initiative (SBTi). Oberbank has already switched to 100% green electricity in Austria and Germany and plans to completely phase out fossil fuels such as oil and gas. The vehicle fleet is gradually being switched to electrical vehicles and the company cars policy is being amended in parallel. The bank is upgrading its buildings to improve energy efficiency and installing advanced control systems to further reduce energy use. Oberbank classifies Scope 1 and Scope 2 emissions as locked-in emissions. Targeted measures—such as energy-saving initiatives, optimized building controls, and reduced business travel supported by ESG training—are steadily lowering the Group's CO₂e footprint per employee and reducing associated transition risks.

Oberbank is committed to the gradual decarbonisation of its loan portfolio and aims to achieve net zero emissions by 2050. The targets for the asset classes of commercial real estate, residential mortgages and business loans were defined within an interdisciplinary project led by the departments Organisational Development, Digitalisation & IT, Risk Management, Corporate & International Finance and the Management Board. The targets apply to all Oberbank markets and are an integral part of strategic

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management and risk assessment. The transition plan is also a key component of the 2030 Strategy with respect to sustainability.

Progress is evaluated annually and reported in the ESRS disclosures. Oberbank considers the transition to a climate-neutral economy a strategic responsibility and an opportunity to proactively contribute to the transformation of the real economy.

Oberbank is not exempt from the Paris-aligned EU benchmarks.

Disclosure requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model(s)

In an effort to heighten awareness of such risks, Oberbank AG as an LSI (less significant institution) voluntarily conducted a climate stress test in 2022, in line with the premises of the European Central Bank (ECB).

Oberbank carried out the climate stress test on the basis of its financed emissions (PCAF 3.15), i.e. its own operations were not stress-tested. The test consisted of the following three modules: qualitative questionnaire, benchmark analysis on the sustainability of the business model and bottom-up stress test.

The methodology included the use of macro-financial scenarios based on the NGFS (Network for Greening the Financial System) scenarios, as well as the consideration of transitory and physical risks (heat and flood risk), and short and long-term risks related to the transition to a "greener" economy.

The impact of climate risks on the portfolio was considered in both the short and long time horizons. The time horizons used for the transition risk were three years in the short term and 30 years in the long term. The time horizon for physical risk was one year.

In 2022, 44% of Oberbank's exposure was in high-intensity greenhouse gas (GHG) industries and more than 52% of interest income was generated in these industries (below the average of the ECB climate stress test result of 60%). More than 51% of fee and commission income was attributable to high-intensity GHG sectors.

A trend analysis shows that Oberbank's results in terms of sector intensity are comparable to those of European major banks in the ECB climate stress test. For Oberbank, it is mainly energy supply (D), mining (B) and transport (H) that have high-intensity financed GHG emissions. Oberbank's high-intensity GHG financed emissions in Scope 1 to 3 are lower than the average of the banks taking part in the ECB climate stress test.

Financial ESG impacts were calculated based on three different climate change scenarios (short-term disruptive, heat, and flooding), with both physical and transition risks being taken into account. While physical risks were covered in the flood and heat scenarios, transitory risks were primarily taken into account through the effects of a rising CO₂e price in various NGFS scenarios (Orderly Transition, Disorderly Transition, Hot House World).

In the flood scenario, Oberbank's stress test showed a moderate increase in expected credit losses.

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Oberbank is currently working on a new methodology for a climate stress test. Based on the update of the climate stress test module by Climcycle at the beginning of 2026, the new climate stress test is scheduled for the 2026 financial year.

Impact, risk and opportunity management

E1-2 Policies related to climate change mitigation and adaptation

GRI G4-DMA (formerly FS1)

Policy	Material sustainability aspects	Material IROs (actual or potential impact)	Actions	Targets	Metrics
Environmental policy	Climate change	Positive impacts of phasing-out oil and gas, changeover to e-mobility and a sustainable energy supply	Actions to reduce business travel, phase-out of oil and gas Actions for decarbonisation of the loan portfolio	< 1t CO ₂ e/employee, annual EMAS assessment, SBTi target by 2030	Scopes 1, 2 & 3
	Climate change adaptation	Positive impacts flood protection	No action taken	None	None
	Energy	Positive impacts of switching to green energy sources for owner-occupied and rental properties	Changeover to green electricity and modernisation of buildings and branches	None	Energy consumption
Energy management	Climate change	See above			
	Energy	See above			

Environmental policy/mission statement

Contents: With the introduction of the EMAS environmental management system, Oberbank's environmental policy was signed off by all members of the Management Board. With its environmental policy, Oberbank commits to protecting the environment and to avoiding environmental pollution in all internal activities.

General goals: Environmental policy is the starting point for all operational ecological endeavours, such as reducing the carbon footprint to less than 1,000 kg per employee in Scopes 1 & 2.

Material sustainability aspects:

- Climate change mitigation
- Climate change adaptation
- Energy

Policies and documents that communicate the overall policy to stakeholders:

Employees can access the policy in the document management system and on the intranet (EMAS Environmental Management System policy). Additionally, the Code of Conduct also contains environmentally relevant requirements for employees.

Related standards: The legal basis for this overall policy is Regulation (EC) 1221/2009 of the European Parliament and of the Council

Monitoring the policy: The environmental statement including the environmental policy, which is part of EMAS, is reviewed and evaluated annually by an external auditor. This helps to identify potential for improvement for the organisation.

Scope of application: The policy is part of the company-wide sustainability strategy and currently applies to all locations in Austria.

Final responsibility for implementation: The Management Board is responsible for the policy. Implementation is the task of Real Estate, Safety and Security and Cost Management, under the responsibility of the relevant head of department.

Energy management

Contents: Since 2007, Oberbank has had a professional energy management system in place that promotes energy saving. It is based not only on the economic use of energy, but on a general approach of conserving resources. Energy management involves transparent communication, following up on employee suggestions, and regularly taking action to continually improve Oberbank's energy performance.

General goals: The focus is on increasing energy efficiency in order to cut costs, reduce environmental impact and further reduce Oberbank's carbon footprint.



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Material sustainability aspects:

- Climate change mitigation
- Energy

Policies and documents that communicate the overall policy to stakeholders:

Energy Management communicates openly and transparently with employees and provides updates via intranet news items and a dedicated intranet page.

Related standards: The legal basis for this overall policy is Directive (EU) 2023/1791 of the European Parliament and of the Council.

Monitoring the policy: Energy management is continuously being improved by the competent staff members. Energy consumption figures are reviewed regularly and adjustments are made to actions if necessary.

Scope of application: The policy is part of the group-wide HR strategy and applies throughout Oberbank AG, including all subsidiaries and operations in Austria and abroad.

Final responsibility for implementation: The Management Board is responsible for the policy. Implementation is the task of Real Estate, Safety and Security and Cost Management, under the responsibility of the relevant head of department.

E1-3 – Actions and resources in relation to climate change policies

This chapter lists and explains the actions relating to climate change.

Climate change mitigation & energy

Actions taken

Metrics on the environmental impact of our operations

Name of action: Actions to reduce business travel and to incentivise the use of public transport

Oberbank maintains a partnership with Austrian Railways (ÖBB) to promote sustainable mobility and to establish rail travel as the preferred mode of transport. The company vehicle fleet includes electric and hybrid vehicles, and the proprietary charging infrastructure is continuously being expanded. No material CapEx or OpEx amounts can be allocated to this action. Due to the complexity of the underlying bundle of actions and the minor degree of materiality compared to other initiatives (e.g. decarbonisation of the loan portfolio), it is not possible to allocate either expected or attained reductions in GHG emissions to this action.

Scope of application: The actions apply to all Oberbank markets. There are subsidies for the use of public transport for travel in Austria, Germany and Hungary.

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Time horizon for completion: There is no time limit for the actions and they will be continued in the coming years.

Relation to impacts: Through this action, we reduce emissions within our own operations.

Relation to targets and policies: The action is driven by the Bank's environmental policy and is not tied to a specific target.

Evaluation of effectiveness: The actions are reviewed based on the target set in the Strategy 2025, i.e. to reduce the carbon footprint to less than one tonne per employee.

Decarbonisation actions

Name of action: Credit policy for granting real estate loans (decarbonisation of commercial real estate)

Loans for owner-occupied or third-party commercial properties usually involve considering the primary energy consumption and/or the value of the reference building. The energy efficiency class required for a loan to be granted depends on the type of use, but is, as a minimum, class C for owner-occupied properties and class B for properties used by third parties, starting from a loan commitment of EUR 3 million (group of affiliated customers). A loan for energy-efficient building renovation will be granted only if the project reduces primary energy demand. The Management Board reserves the right to depart from the rules of the Credit Policy in justified individual cases.

Scope of application: The actions apply to all Oberbank markets.

Time horizon for completion: There is no time limit for the actions and they will be continued in the coming years.

Relation to impacts: The action is an opportunity to engage in climate change mitigation, because it creates an incentive to decarbonise the real estate portfolio.

Relation to targets and policies: The action is derived from the bank's environmental policy and is directly related to the transition plan. The action contributes to achieving the decarbonisation target for "commercial real estate".

Evaluation of effectiveness: Regular monitoring during PCAF calculations for the real estate portfolio.

Actions planned

Decarbonisation actions

Name of action: Corporate Client Climate Transition Support Policy for Business Loans (incl. promissory note loans)

In the business loans asset class, the focus is on reducing CO₂e intensity. The greatest leverage to reduce portfolio GHG intensity lies with customers that have the highest emissions intensity.

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A decarbonisation policy sets the following priorities for customers with the highest GHG emissions intensity (CO₂e per EUR million financed) in the business loans asset class:

- Intensive bilateral engagement with corporate customers that exhibit high GHG emissions intensity to discuss planned decarbonisation actions and targets through 2030, with a particular focus on Scope 1 and Scope 2 CO₂e.
- Collection of data on Scope 1 and Scope 2 CO₂e emissions from customers to improve the database.
- Going forward, individual incentives will be included in the terms and conditions for each level of GHG intensity.
- Support CO₂e-reducing investments, in line with the Oberbank Sustainable Lending Framework, through subsidised products (e.g., be green invest loan/leasing, EIB Green) and public subsidy scheme loans (see ESRS S4 > S4-2 Procedure for engaging with consumers and end-users about impacts > Sustainable finance and advisory services on subsidy schemes, page 207)

Promissory note loans as large-volume loans were also identified as leverage for decarbonising the business loan asset class. In the future, the GHG intensity of promissory note loans emissions will be calculated as a basis for decision-making before taking part in the issuance of promissory note loans.

Scope of application: The actions apply to all Oberbank markets.

Time horizon and completion of actions: There is no time limit for the actions and they will be continued in the coming years.

Relation to impacts: By incentivising CO₂e reduction and avoiding CO₂e-intensive investments, the action aims to strengthen sustainable economic growth and mitigate climate change.

Relation to targets and policies: The action is derived from the bank's environmental policy and is directly related to the transition plan. The action contributes to attaining the decarbonisation target for business loans.

Evaluation of effectiveness: Annual calculations of the GHG intensity of the business loan asset class.

Energy

Actions taken

Name of action: Phasing out oil and gas, transitioning to green electricity, and modernising branches.

As part of Oberbank's sustainable energy policy, the focus is on phasing out fossil fuels such as oil and gas. Current heating systems are gradually being converted to modern heat pumps or district heating. At the same time, specific investments are being made into forward-looking infrastructure – including the expansion of e-charging stations and the installation of photovoltaic systems to generate our own electricity.

Since 1 January 2020, Oberbank has purchased electricity in Austria and Germany exclusively from renewable energy sources. In the Czech Republic, Oberbank also switched to green electricity in 2021.

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Oberbank is increasing operational efficiency through up-to-date measures such as self-service areas at branches, energy-efficient cooling of building services plant rooms, and reduced server infrastructure. Working models and processes are also being continuously modernised. More video conference rooms are being provided to improve collaboration across locations. No material CapEx or OpEx amounts can be allocated to this action. Due to the complexity of the underlying bundle of actions and the minor degree of materiality compared to other initiatives (e.g. decarbonisation of the loan portfolio), it is not possible to allocate either expected or attained reductions in GHG emissions to this action.

Scope of application: The actions apply throughout the Oberbank Group.¹²

Time horizon and completion of actions: This action involves regularly checking and introducing alternative fuels across the entire Group structure. There is a dependence on external stakeholders in the case of some properties.

Relation to impacts: This action has a positive impact on climate change mitigation by sustainably reducing Oberbank's Scope 1 & 2 emissions for the long term.

Relation to targets and policies: The action is derived from the bank's environmental policy and pursues the goal of reducing Scope 1 & 2 emissions.

Evaluation of effectiveness: Reviewed annually by calculating the carbon footprint.

Metrics and Targets

E1-4 – Targets related to climate change mitigation and adaptation

This chapter lists all targets relating to the environment and also shows how these targets have been achieved in recent years. There is no external validation of the data, but the consolidated non-financial statement is reviewed as a whole by an auditor.

Climate change mitigation

Measurable and time-bound targets in environmental impact of our operations

Name of target: Emissions intensity/employee < 1t CO₂e

Explanation of target:

Oberbank makes an effort to take actions to reduce the carbon footprint per employee as much as possible (in Scope 1 and Scope 2). The target for the carbon footprint per employee within the entire group is to be less than one tonne by the end of 2025. The GHG emissions table in E1-6 (see chapter ESRS E1 > E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions, page 139) reports only the emissions of the IFRS consolidated group, which is why these figures are not in the table. In 2025, the entire group employed 2,949 persons (2024: 3,045 employees, 2023: 2,967 employees, 2022: 2,954 employees).

Progress over time:

¹² Oberbank AG including 100% subsidiaries

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	2025	2024	2023	2022	2021	2020
t CO ₂ e/employee (Scopes 1 + 2)	0.83	0.86	1.04	1.14	1.16	1.19
t CO ₂ e/employee (Scopes 1 + 2)	2440	2633	3071	3363	3367	3424

As there were no significant deviations from normal operations in the base year, the base year is considered representative. Normalisation or the use of a multi-year average was not necessary.

Scope of application: The scope of application is the entire Group. The target covers 100% of Scope 1 & 2 emissions (market-based method).

Relation to the general target of the policy: The target is based on Oberbank's environmental policy, which is also the driver behind the efforts.

Stakeholder engagement in target setting: Employees and managers take part in the development of the strategy, while targets are set specifically by the department Real Estate, Safety and Security and Cost Management and the Management Board

Methods and significant assumptions for setting targets: The target was developed in consultation with the Management Board for the Strategy 2025.

This is a science-based target (on the 1.5°C path): No

Name of target: Reduction of Scope 1 & 2 along the SBTi path

Explanation of target:

After the emissions intensity/employee target of < 1t_{CO₂e} was reached in 2025, Oberbank decided to define an absolute and science-based CO₂e target for reducing emissions by 2030 along the path calculated according to the SBTi policy. The aim is to reduce Scope 1 & 2 emissions by 42% to 1,951 tonnes CO₂e compared to 2022.

Progress over time:

- In 2025, the total carbon footprint was 2,192 tonnes CO₂e
- In 2024, the total carbon footprint was 2,633 tonnes CO₂e
- In 2023, the total carbon footprint was 3,071 tonnes CO₂e
- The starting value in the base year 2022 was 3,363 tonnes CO₂e. As there were no significant departures from normal operations in the base year, this is considered representative. Normalisation or the use of a multi-year average was not necessary.

Scope of application: The scope of application is the entire Group. The target covers 100% of Scope 1 & 2 emissions (market-based method).

Relation to the general target of the policy: The target is based on Oberbank's environmental policy, which is also the driver behind the efforts.

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Stakeholder engagement in target setting: The target was defined as part of a project led by Organisational Development, Digitalisation & IT in close coordination with Real Estate, Safety and Security and Cost Management and the Management Board.

Methods and significant assumptions for setting targets: The target follows the science-based SBTi 1.5°C path.

The target is science-based (on the 1.5°C path): Yes

Decarbonisation targets (Measurable and time-bound targets from business activities)

As a financial institution, Oberbank can make the greatest contribution to climate change mitigation by strictly reducing the emissions it finances.

To this end, specific GHG reduction targets were defined in the asset classes of commercial real estate, residential mortgages and business loans. For current figures on financed emissions, see chapter ESRS E1 > E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions > [Financed emissions and PCAF \(Scope 3.15\)](#), page 142.

Name of target: Decarbonisation target for commercial real estate

Explanation of target: As part of Oberbank's decarbonisation strategy, a first industry-specific climate target for the asset class of commercial real estate, to be reached by 2030, was defined in 2024. Originally defined as a target corridor, it was reevaluated and specified in more detail in 2025.

Progress over time:

- The target value for 2030 is 18.64 kgCO₂e/m²
- The target value for 2050 is 0.4 kgCO₂e/m²
- In 2025, CO₂e intensity was 41.77 kgCO₂e/m²
- In 2024, CO₂e intensity was 41.31 kgCO₂e/m²
- In the base year 2023, CO₂e intensity was 39.52 kgCO₂e/m². As there were no significant deviations from normal operations in the base year, the base year is considered representative. Normalisation or the use of a multi-year average was not necessary.

Scope of application: Financed emissions in the asset class of commercial real estate in accordance with PCAF, valid in all Oberbank markets. The target in the base year 2023 represented a share of 2.3% of total financed emissions (Scope 3.15).

Relation to the general target of the policy: Contribution to reducing the carbon footprint at Oberbank

Stakeholder engagement in target setting: The target was defined as part of a project led by the department Organisational Development, Digitalisation & IT in close coordination with Risk Management, Corporate & International Finance" and the Management Board.

Methods and significant assumptions for setting targets: The decarbonisation target is calculated on the basis of the CRREM V2 model, which specifies country-specific and building type-specific emissions reduction paths. A weighted aggregation of these paths is carried out based on the outstanding exposure to derive a portfolio target.

The target is science-based (on the 1.5°C path): Yes

Name of target: Decarbonisation target for business loans

Explanation of target:

The asset class of business loans is particularly relevant for Oberbank as it accounts for about two thirds of financed emissions. The target relates to all companies in the PCAF asset class of business loans and covers Scopes 1 and 2 GHG emissions. The decarbonisation target relates to all financed emissions in the PCAF asset class of business loans and covers the GHG emissions of Scopes 1 and 2 of the companies with loans. Scope 3 emissions have not yet been included in the current target definition, as data of sufficient quality and consistency are currently not available for a significant proportion of the financed companies.

Progress over time:

- The target value for 2030 is 81.5 tCO₂e/EURm
- The target value for 2050 is 27.4 tCO₂e/EURm
- In 2025, CO₂e intensity was 118 tCO₂e/EURm
- In the base year 2024, CO₂e intensity was 113.2 tCO₂e/EURm. As there were no significant deviations from normal operations in the base year, the base year is considered representative. Normalisation or the use of a multi-year average was not necessary.

Scope of application: Financed emissions in the asset class of business loans under PCAF, valid in all Oberbank markets. The target in the base year 2024 represented a share of 66.6% of total financed emissions (Scope 3.15).

Relation to the general goals of the policy: Contribution to reducing the carbon footprint of Oberbank.

Involvement of stakeholders in setting targets: The target was defined as part of a project led by the department Organisational Development, Digitalisation & IT in close coordination with Risk Management, Corporate & International Finance and the Management Board.

Methods and significant assumptions for setting targets: The target is based on the MESSAGEix-GLOBIOM 2.0-M-R12-NGFS scenario "Net Zero 2050", which was developed by the Network for Greening the Financial System (NGFS). This model integrates energy, economic and land use data to calculate global emissions pathways for Kyoto Protocol greenhouse gases that are compatible with a net zero target to be met by 2050. The inter-sectoral and global scenario matches the composition of the portfolio.

The target is science-based (on the 1.5°C path): Yes

Name of target: Decarbonisation target for residential mortgages

Explanation of target:

Apart from commercial real estate, Oberbank also includes private real estate in the asset class of residential mortgages.

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- The target value for 2030 is 13.1 kgCO₂e/m²
- The target value for 2050 is 0.4 kgCO₂e/m²
- In 2025, CO₂e intensity was 26.97 kgCO₂e/m²
- In the base year 2024, CO₂e intensity was 24.45 kgCO₂e/m². As there were no significant deviations from normal operations in the base year, the base year is considered representative. Normalisation or the use of a multi-year average was not necessary.

Scope of application: Financed emissions in the asset class of residential mortgages under PCAF, valid in all Oberbank markets. The target in the base year 2024 represented a share of 0.5% of total financed emissions (Scope 3.15).

Relation to the general goals of the policy: Contribution to reducing the carbon footprint of Oberbank.

Involvement of stakeholders in setting targets: The target was defined as part of a project led by the department Organisational Development, Digitalisation & IT in close coordination with Risk Management, Corporate & International Finance and the Management Board.

Methods and significant assumptions for setting targets: The decarbonisation target is calculated on the basis of the CRREM V2 model. The portfolio of Oberbank shows an emissions intensity of 24.45 kg CO₂e/m², a value just below the global average of 25.1 kg CO₂/m². This translates into a high degree of comparability with global scenarios and the application of the selected decarbonisation pathway is appropriate. The deviation is minor, meaning that the scenario may be considered to be representative and covering the portfolio.

The target is science-based (on the 1.5°C path): Yes

Sector	Exposure (in EUR m)	Financed emissions (t CO ₂ e)	Unit	Scenario	Scopes	Base		Targets			
						Year	Value	2030	in %	2050	in %
Commercial real estate	4,370.1	130,830	kgCO ₂ e/m ²	CRREM V2 1.5°	1 & 2	2023	39.52	18.67	53%	0.40	99%
Business loans	8,640.5	4,033,954	tCO ₂ e/MEUR	NGFS iMessage 1.5°	1 & 2	2024	113.2	81.5	28%	27.4	76%
Residential mortgages	2,844.3	35,199	kgCO ₂ e/m ²	CRREM V2 1.5°	1 & 2	2024	24.45	13.1	46%	0.40	98%

Climate change adaptation

No time-bound and measurable targets have been defined for adaptation to climate change. However, the relevant environmental policy is quantitatively and qualitatively assessed each year with respect to material impacts as part of the materiality assessment. The necessary adjustments are made to buildings and to the energy supply within the scope of the company's own operations, and precautions are taken to prepare for

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physical climate risks. In the lending business, financing is used as a means to encourage climate change adaptation by customers and of companies, buildings and other projects funded by Oberbank. Up to now, transition financing has not been recorded separately and specifically at Oberbank.

Energy

No time-bound and measurable targets have been defined for energy. However, as there has been an energy management system in place for years, energy consumption is continuously assessed with respect to material impacts, risks and opportunities in both quantitative and qualitative terms in a number of ways within the scope of the materiality assessment. The specific metrics on energy consumption are provided in chapter ESRS E1 > E1-5 Energy consumption and energy mix, page 137.

E1-5 – Energy consumption and energy mix

The table below breaks down Oberbank's energy consumption.

Energy consumption

(in MWh)

	2025	2024	2023	2022
Total heat consumption	8,814	7,697	8,534	9,925
Total electricity consumption	8,708	8,334	8,308	9,427
Total consumption from non-renewable energy	6,330	6,997	8,274	8,897
Total consumption from renewable energy sources	14,211	12,739	12,581	12,699
Total consumption from nuclear sources	228 ¹	k.A.	k.A.	k.A.
Total energy consumption	20,769	19,735	20,855	23,281
Energy intensity (total consumption /	8.70	6.48	8.47	9.66
Savings (+) or increase (-) in energy	-1,034	717	3035	0
Own production of renewable energy	288	0	0	0

Note: Note: Total consumption from non-renewable energy sources includes electricity in Hungary and Slovakia (from non-renewable sources) + heating oil/gas + fleet consumption (calculated based on CO₂

¹ Estimated value from energy consumption in Slovakia and Hungary in relation to the local electricity mix according to the energy charts of Fraunhofer-Gesellschaft zur Förderung der angewandten Forschung e.V. in 2025. Branches in Austria, Germany and the Czech Republic procure green electricity that excludes nuclear energy. This does not change the amount of total energy consumption, as this has already been taken into account above.

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emissions); total consumption from renewable energy sources includes electricity in Austria/Germany/Czech Republic + district heating (partially renewables); there is no nuclear power in the electricity mix in Austria, Germany and the Czech Republic; for Slovakia and Hungary, the electricity mix is evaluated based on the most recent data of the European Environment Agency.

For more details on the conversion factors, see chapter ESRS E1 > E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions > [Greenhouse gas emissions Scope 1, 2 und 3 \(t CO₂e\)](#), page [141](#).

Increased energy consumption – focus on renewable energy

In the course of the year 2024, all branches in Austria were equipped with digital advertising screens, enabling us to offer our customers modern, up-to-date and fast information. This digitalisation campaign led to higher electricity consumption in 2025. We also consistently pursued the goal of switching our vehicle fleet from diesel to electric cars to reduce CO₂e emissions. Demand for heating fuel rose slightly in 2025. The proportion of renewable energy as compared to non-renewable energy has increased due to increased e-mobility and the changeover in heating systems.

Starting out from the base year 2020, energy consumption declined from the initial value of 12.04 MWh for heat and 12.03 MWh for electricity for the entire Group to 10.9 MWh for heat and 10.8 MWh for electricity in 2025; however, this also means a slight increase year on year. Compared to the preceding year 2024, energy consumption for heating was higher by around 1.4 MWh (5,156 GJ). The proportion of non-renewable energy decreased by 497 MWh. With respect to electricity, there was an increase of 516 MWh (1,857 GJ). Oberbank's energy consumption throughout the Group in 2025 was 25,666 MWh (92,397 GJ), a mix of electricity, heating energy and fuel for company vehicles. This corresponds to a Group-wide increase of around 1405 MWh compared to 2024.

In Austria, Germany and the Czech Republic, electricity is procured from renewable energy sources. It was not possible to identify the energy sources in Hungary and Slovakia, as landlords are not required to disclose energy sources to tenants. In Austria, Germany and the Czech Republic, Oberbank does not procure electricity from nuclear sources. The energy mix used in district heating depends on the local district heating operators. When switching from gas to district heating, supply areas with a high share of biomass and waste heat utilisation are given preference. In Austria, the installation of photovoltaic systems was intensified in 2024 and 2025. In 2025, 18 systems were in operation. In November 2025, the PV systems at the head office had an installed capacity of 311 kWp.

Heat sources break down into oil, gas, biogas and renewable energy sources, with oil-fired heating systems being converted to district heating or heat pumps where possible. Gas-fired heating systems are converted to renewable energy sources where possible and where the infrastructure is available. At individual locations in Austria, Germany and the Czech Republic, heat comes from renewable energy sources.

The share of electricity and heating from renewable energy sources was around 17,562 MWh (63,221 GJ) in 2025, which is 12.1% higher year on year. This development shows that the actions taken are having a positive impact on Oberbank's energy profile.

Vehicle fuels used include diesel, electricity and petrol, with petrol accounting for a minor portion. Currently, the use of petrol is attributable to use in hybrid vehicles. Not all publicly accessible e-charging stations provide information on their electricity sources.

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E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions

GRI G4-EN15, GRI G4-EN16, GRI G4-EN17

Greenhouse gas emissions are measured in accordance with the GHG Protocol (see [GHG Protocol Standards](#)).

Scopes 1, 2 and 3 GHG emissions (t CO₂e)

GRI G4-EN15, GRI G4-EN16, GRI G4-EN17

	Retrospective				Milestones and target years			
	Base year	2024	2025	Change (%)	2025	2030	2050	Annual % target / Base year
Scope 1 GHG emissions								
Scope 1 Gross GHG emissions (t CO ₂ e)	2022	1,455.0	1,323.0	-9.07%	n/a	1532 ¹	n/a	5.51%
Percentage of Scope 1 GHG emissions from regulated emissions trading systems (in %)	n/a	–	–	–	n/a	n/a	n/a	n/a
Scope 2 GHG emissions								
Gross location-based Scope 2 GHG emissions (t CO ₂ e)	2021	1,894.0	1,861.0	-1.74%	n/a	n/a	n/a	n/a
Gross market-based Scope 2 GHG emissions (t CO ₂ e)	2022	882.0	869.0	-1.47%	n/a	419 ²	n/a	4.08%
Significant Scope 3 GHG emissions								
Total gross indirect (Scope 3) Gross GHG emissions (t CO ₂ e)	n/a	5,435,992.4 ³	5,795,030.9	6.60%	n/a	n/a	n/a	n/a
1 Purchased goods and services	n/a	–	–	–	n/a	n/a	n/a	n/a
2 Capital goods	n/a	–	–	–	n/a	n/a	n/a	n/a
3 Fuel and energy-related activities (not in Scope 1 or Scope 2)	n/a	–	–	–	n/a	n/a	n/a	n/a

¹ Target for the entire Oberbank Group calculated as set out in the new Strategy 2030 using the SBTi methodology as a transition path for the years 2022 to 2030.

² Target for the entire Oberbank Group calculated as set out in the new Strategy 2030 using the SBTi methodology as a transition path for the years 2022 to 2030.

³ The deviation compared to the figures in the 2024 annual financial report results from the correction of a transcription error. Corrected preceding year's value: 5,324,233.9 t CO₂e

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4 Upstream transportation and distribution	n/a	–	–	–	n/a	n/a	n/a	n/a
5 Waste generated in operations	n/a	–	–	–	n/a	n/a	n/a	n/a
6 Business travel	2022	716.3 ⁴	558.6	-22.01%	n/a	n/a	n/a	n/a
7 Employee commuting	2022	1,743.1 ⁵	1,397.3	-19.84%	n/a	n/a	n/a	n/a
8 Upstream leased assets	n/a	–	–	–	n/a	n/a	n/a	n/a
9 Downstream transportation	n/a	–	–	–	n/a	n/a	n/a	n/a
10 Processing of sold products	n/a	–	–	–	n/a	n/a	n/a	n/a
11 Use of sold products	n/a	–	–	–	n/a	n/a	n/a	n/a
12 End-of-life treatment of sold products	n/a	–	–	–	n/a	n/a	n/a	n/a
13 Downstream leased assets	n/a	–	–	–	n/a	n/a	n/a	n/a
14 Franchises	n/a	–	–	–	n/a	n/a	n/a	n/a
15 Investments	2021	5,433,533.0 ⁶	5,793,075.0	6.62%	n/a	n/a	n/a	n/a
Total GHG emissions								
Total gross GHG emissions (location-based) (t CO ₂ e)	2022	5,439,341.4 ⁷	5,798,214.9	6.60%	n/a	n/a	n/a	n/a
Total gross GHG emissions (market-based) (t CO ₂ e)	2022	5,438,329.4 ⁸	5,797,222.9	6.60%	n/a	n/a	n/a	n/a

GHG intensity per net revenue⁹

	2024	2025	Change (%)
Total GHG emissions (location-based) per net revenue (t CO ₂ e/€)	0.0144	0.0156	8.55%
Total GHG emissions (market-based) per net revenue (t CO ₂ e/€)	0.0144	0.0156	8.55%

⁴ Adjustment of the preceding year's values due to changeover from indirect to direct emission factors. Corrected preceding year's value: 1,157.2 t CO₂e

⁵ Adjustment of the preceding year's values due to changeover from indirect to direct emission factors. Corrected preceding year's value: 2,665.7 t CO₂e

⁶ The deviation compared to the values in the 2024 annual financial report from the correction of a transcription error and/or resulting error. Corrected preceding year's value: 5,320,411.0 t CO₂e

⁷ The deviation compared to the values in the 2024 annual financial report results from the correction of a transcription error and/or resulting error. Corrected preceding year's value: 5,327,582.9 t CO₂e

⁸ The deviation compared to the values in the 2024 annual financial report results from the correction of a transcription error and/or resulting error. Corrected preceding year's value: 5,326,570.9 t CO₂e

⁹ The deviation compared to the figures in the 2024 annual financial report results from the correction of a transcription error and/or resulting error, and from the change in unit (t CO₂e/EURk to t CO₂e/EUR). Corrected figures from the preceding year (congruent for location and market): 0.0141 t CO₂e/EUR

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Note: GHG intensity per net revenue: Profit for the year after tax is used as the metric for the Group, as net revenue is not a meaningful category in the banking sector (see consolidated financial statements > [Group Income statement](#), page 278).

Conversion factors (kg)

Unit	Source of conversion factor
CO ₂ gas	OIB Guidelines 6 (2023) ¹⁰
CO ₂ oil	OIB Guidelines 6 (2023)
CO ₂ District heating	OIB Guidelines 6 (2023) and additional further points of reference as shown in the comment field. If a provider does not furnish information on the technology, the calculation will be based on 0% renewable.
CO ₂ electricity Location Austria	For details see European Environment Agency
CO ₂ electricity Location Germany	For details see European Environment Agency
CO ₂ electricity Location Czech Republic	For details see European Environment Agency
CO ₂ electricity Location Hungary	For details see European Environment Agency
CO ₂ electricity Location Slovakia	For details see European Environment Agency
CO ₂ transportation	<p>The nominal consumption data as stated in the vehicle type approval certificate are used, taking kilometres driven and a factor of 1.2 for energy use and CO₂ emissions into account. Where no data was available, the mean value of the known fleet is used; for Hungary and Slovakia, the mean value for the Czech Republic was used; the emissions caused by employees on business trips in vehicles not owned by the company (private cars, public transport) were not taken into account.</p> <p>The calculation formula is as follows: CO₂ data [g CO₂/km * conversion [l/g CO₂] * energy density [kWh/l] * distance travelled [km/100] * 1.2 [mark-up factor for real consumption – jointly defined in 2019, standard specifications are considered unrealistic]</p> <p>Petrol conversion: 0.00043 [l/g CO₂] 1 l petrol = 2.37 kg CO₂ Diesel petrol: 0.00038 [l/g CO₂] 1 l petrol = 2.65 kg CO₂ Energy density petrol: 8.72 [kWh/l] Energy density diesel: 9.91 [kWh/l]</p>
Coolant	Any amounts of coolant replaced are detailed in the service reports and recorded for each location.
CO ₂ Electricity market Austria	Green electricity rating 0 g/kWh
CO ₂ Electricity market Germany	Green electricity rating 0 g/kWh
CO ₂ Electricity market Czech Republic	Green electricity rating 0 g/kWh
CO ₂ Electricity market Hungary	For details see European Environment Agency
CO ₂ Electricity market Slovakia	For details see European Environment Agency

¹⁰ Austrian Institute of Construction Engineering (Österreichisches Institut für Bautechnik, OIB)

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The same energy-saving measures are applied to both leased and own properties. The calculation of emissions is based on primary data. If the data is not available, because electricity, heating and operating costs are also billed during the year, the data is computed on projections for 365 days or calculated using a country-specific surface area median.

For descriptions of Scope 3 emissions, see the following chapters: ESRS E1 > E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions as well as total GHG emissions > [Financed emissions and PCAF \(Scope 3.15\)](#), page 142.

Oberbank has included Scope 3.6 (business travel), Scope 3.7 (commuting) and Scope 3.15 (financed emissions) in its Scope 3 calculation. All other subtopics of Scope 3 are not included, given that they are not relevant for Oberbank, as it is not a manufacturing company but a financial services provider.

Financed emissions and PCAF (Scope 3.15)

Partnership for Carbon Accounting Financials (PCAF)

Oberbank AG has been a member of the Partnership for Carbon Accounting Financials (PCAF) since October 2021. The PCAF methodology provides for a globally harmonised approach to assess and disclose the greenhouse gas emissions associated with loans and investments. These GHG emissions are allocated to Scope 3 (Scope 3 category 15 pursuant to the GHG Protocol). These calculations are based on the Global GHG Accounting and Reporting Standard Part A developed by PCAF: financed emissions.

Scope of calculation

The basis for calculating the financed GHG emissions under Scope 3.15 are the balance sheet items Loans and advances to credit institutions, Loans and advances to customers and Financial assets. Financed emissions in 2025 were calculated for 71% of these balance sheet items. The portion not calculated results from loans and financial assets not covered by the PCAF standard for Scope 3.15, such as lease transactions, consumer loans and other public sector finance.

General calculation methodology for Scope 3.15 GHG emissions at Oberbank (current and year on year)

Financed emissions for 2025 were determined for the following five asset classes in the same way as in 2024:

- Listed equity and corporate bonds
- Business loans and unlisted equity
- Mortgages
- Commercial real estate
- Government bonds

The motor vehicle financing asset class is not included due to its minor importance at Oberbank AG.

As in the preceding year, an in-house software solution was used to perform the calculations. The emissions factors required for estimates for all asset classes, with the exception of project finance, were obtained from the PCAF database. Therefore, the same data sources were used as in the previous year.

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Calculation methodology for the asset classes calculated by Oberbank in accordance with PCAF

BP-2 10b Depending on the granularity of the available input data, several calculation options are available for these asset classes at transaction level. The highest available data quality was used for each asset class. Under the BP-2 10c PCAF standard, a score of 1 marks the highest and a score of 5 the lowest data quality. Data quality is reported using the weighted data score. As deviations were only minor, the data scores for Scopes 1 und 2, on the one hand, and Scope 3, on the other, are not reported separately. The correct sub-scores are included in the data scores presented and are weighted in aggregate form in the data.

For the asset classes of listed shares and corporate bonds as well as corporate loans and unlisted equity, the financed emissions are either calculated on the basis of emissions figures published by the respective companies – if available – or estimated using the emissions factors from the PCAF database (Data Sources: Exiobase, DACHLi).

Building emissions for mortgage loans and commercial real estate loans are derived from a building's energy consumption profile (energy performance certificate, type of building, land, floor area) and the average GHG intensity of the energy mix. The corresponding emission factors for the respective national energy performance classifications and of the Carbon Risk Real Estate Monitor (CRREM for short) are made available in the PCAF database.

For sovereign debt, Scope 1 emissions for most countries come from UNFCCC (United Nations Framework Convention on Climate Change) data, and Scope 2 and 3 emissions from OECD (Organization for Economic Cooperation and Development) data.

For project financing, the quantities of electricity generated were assessed using emissions factors from the German Federal Environment Agency.

Financed emissions Scope 1+2+3

(as at 31/12/2025)

Asset class	Exposure (in EUR m)		Financed emissions (in t CO ₂ e)	
	2025	2024	2025	2024
Listed equity and corporate bonds; of which:	1,044.7	1,070.7	870,264	1,171,561
Listed equity	778.4	792.3	841,104	1,151,879
Corporate bonds	266.3	278.4	29,160	19,681
Business loans and unlisted equity; of which:	9,120.5	8,721.5	4,242,094	3,631,119
Business loans	8,914.3	8,516.3	4,180,294	3,609,886
of which without ESA (European System of Accounts) 1400	8,640.5	8,225.1	4,033,954	3,367,699
Unlisted equity	206.2	205.2	61,800	21,234
Sovereign debt	1,264.1	1,040.8		

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Including LULUCF			474,739	458,429
Excluding LULUCF			510,194	475,054
Mortgages	2,844.3	2,569.2	35,199	29,245
Commercial real estate	4,370.1	4,265.6	130,830	122,392
Project finance	84.4	70.5	4,494	4,162
Total				
Including LULUCF¹	18,728.1	17,738.3	5,757,620	5,416,908
Excluding LULUCF	18,728.1	17,738.3	5,793,075	5,433,533

Asset class	Intensity (in t CO ₂ e/EUR m)		Weighted data score	
	2025	2024	2025	2024
Listed equity and corporate bonds; of which:	833	1,094	1.61	1.67
Listed equity	1,080	1,454	1.02	1.03
Corporate bonds	110	71	3.33	3.49
Business loans and unlisted equity; of which:	465	416	3.87	3.92
Business loans	469	424	3.89	3.93
of which without ESA (European System of Accounts) 1400	467	409	3.87	3.91
Unlisted equity	300	103	3.24	3.46
Sovereign debt ²				
Including LULUCF	376	440	1,20/4,00	1,26/4,00
Excluding LULUCF	404	456	1,20/4,00	1,26/4,00
Mortgages	12	11	3.62	3.67
Commercial real estate	30	29	3.80	3.85
Project finance	53	59	2.00	2.00
Total				
Including LULUCF³	307	305		
Excluding LULUCF	309	306		

¹ LULUCF: EU-Rules on Land Use, Land Use Change and Forestry

² In the weighted data scores, the first value refers to Scope 1 and the second value to Scopes 2+3. Due to these two different values, it is not possible to compute the sum of the data scores.

³ LULUCF: EU-Rules on Land Use, Land Use Change and Forestry

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Financed emissions broken down by Scopes 1 and 2 and Scope 3 as at 31/12/2025

Asset class	Exposure in EUR m	Financed emissions		CO ₂ e intensity		Data quality score
		Scope 1+2 (tCO ₂ e)	Scope 3 (tCO ₂ e)	Scope 1+2 (tCO ₂ e/Mio. €)	Gesamt (tCO ₂ e/Mio. €)	
Listed equity	778.4	397,480	443,624	511	1,080	1.02
Corporate bonds	266.3	4,104	25,056	15	110	3.33
Business loans	8,914.3	1,085,171	3,095,123	122	469	3.89
of which without ESA (European System of Accounts) 1400	8,640.5	1,017,068	3,016,886	118	467	3.87
Unlisted equity	206.2	18,522	43,278	90	300	3.24
Sovereign debt	1,264.1					
Including LULUCF		224,225	250,514	177	376	1,20/4,00
Excluding LULUCF		259,680	250,514	205	404	1,20/4,00
Mortgages	2,844.3	35,199		12	12	3.62
Commercial real estate	4,370.1	130,830		30	30	3.80
Project finance	84.4	245	4,249	3	53	2.00
Total						
Including LULUCF	18,728.1	1,895,776	3,861,844	101	307	
Excluding LULUCF	18,728.1	1,931,231	3,861,844	103	309	

Financed emissions broken down by Scopes 1 and 2 and Scope 3 as at 31/12/2024

Asset class	Exposure in EUR m	Financed emissions		CO ₂ e intensity		Data quality score
		Scope 1+2 (tCO ₂ e)	Scope 3 (tCO ₂ e)	Scope 1+2 (tCO ₂ e/Mio. €)	Gesamt (tCO ₂ e/Mio. €)	
Listed equity	792.3	569,642	582,237	719	1,454	1.03
Corporate bonds	278.4	3,999	15,683	14	71	3.49
Business loans	8,516.3	1,095,547	2,514,338	129	424	3.93
of which without ESA (European System of Accounts) 1400	8,225.1	931,277	2,436,422	113	409	3.91
Unlisted equity	205.2	13,081	8,152	64	103	3.46
Sovereign debt	1,040.8					
Including LULUCF		255,895	202,535	246	440	1,26/4,00
Excluding LULUCF		272,519	202,535	262	456	1,26/4,00
Mortgages	2,569.2	29,245		11	11	3.67
Commercial real estate	4,265.6	122,392		29	29	3.85
Project finance	70.5	512	3,650	7	59	2.00
Total						
Including LULUCF	17,738.3	2,090,313	3,326,595	118	305	
Excluding LULUCF	17,738.3	2,106,937	3,326,595	119	306	

The high level of emissions intensity and the year-on-year decline is due primarily to Oberbank AG's investment in voestalpine AG, which accounted for 80.3% (31.12.2024: 89.0%) of financed emissions in the category of listed equity. To correctly calculate the proportion of financed emissions attributable to the material equity investments in voestalpine AG, BKS Bank AG and Bank für Tirol und Vorarlberg Aktiengesellschaft, these equity investments were adjusted for market price fluctuations on the respective reporting dates. In 2025, the calculation of the Enterprise Value Including Cash (EVIC) required for listed companies was revised, resulting in a tendency for lower attribution factors. This is true particularly for the investments in voestalpine AG, BKS Bank AG, and BTV Vier Länder Bank AG.

Due to a lack of available data it was not possible to calculate financed emissions for a portfolio of around EUR 85.7 million, which was allocated mostly to the asset class business loans.

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There are plans for further concrete measures to improve data quality. Selected customers are being contacted specifically to obtain a higher level of real data being supplied (Scopes 1+2 and Scope 3).

ESRS E5 Resource use and circular economy

Policies, actions, targets

Oberbank has not developed any separate policies, actions or targets to date regarding the use of resources and the circular economy, as the focus has been on the material topics identified thus far, above all, climate change. Moreover, the data currently available to Oberbank did not allow for a more detailed analysis of

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the impacts of resource use and the circular economy of the bank's own operations, loan portfolio and strategic equity investments. With data availability and quality expected to improve in the coming years, more detailed assessments will be carried out, and the bank's strategy as well as potential supplements to policies, actions and targets will be reviewed.

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ESRS S1 Own workforce

Strategy

Disclosure requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model(s)

Material impacts

Chapter ESRS 2 > SBM-1 Strategy, business model and value chain > Oberbank's value chain, page 92, describes how employees play a key role in value creation at Oberbank and why their commitment, leadership quality and know-how are essential for Oberbank's business model to work. The impacts described in chapter ESRS 2 > SBM-3 Material impacts, risks and opportunities, page 104 on employees may be attributed to the business model and strategy of Oberbank. However, these material impacts do not result in an influence on Oberbank's business model. The positive impacts identified are almost entirely actual, i.e. they already exist. Potential positive impacts were observed with respect to data protection. With respect to work-life balance, actual negative impacts may occur in individual cases or cannot be completely ruled out. All other negative impacts are merely potential ones.

The impacts described in chapter ESRS 2 > SBM-3 Material impacts, risks and opportunities, page 104, do not explicitly refer to transition plans to reduce the negative impacts on the environment and to promote environmentally-compatible and climate-neutral activities. The stricter regulatory requirements derived from the EU Green Deal and the EU Sustainable Finance Package may increase work pressure on employees, raising stress levels and stress-related health problems, causing work performance to decline and higher rates of sick leave. To avoid these negative impacts – which are potential ones according to the materiality assessment – and to manage the transition to a more sustainable economy and, at the same time, create positive impacts for employees, it is necessary to employ a sufficient number of staff with sustainability training at the head office, in sales and in all Oberbank markets. The creation of additional jobs to deal with this topic and the availability of specific internal and external training programmes (such as renewable energy and ESG risks) create opportunities for employees. A higher degree of satisfaction among employees and their steadfast commitment to compliance with sustainability targets will be achievable in this manner, and at the same time, also create new earnings opportunities for Oberbank.

Material risks and opportunities

Chapter ESRS 2 > SBM-1 Strategy, business model and value chain > Oberbank's value chain, page 92 clearly shows that there are no material risks and opportunities in relation to employees.

Affected employees affected

All employees of Oberbank who are or may be affected by the material impacts (=100.00%) were included in the scope of the disclosure in this consolidated non-financial statement.

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The employees of Oberbank are salaried employees. Hardly any self-employed persons or freelancers or similar work at Oberbank, however, this does occur sometimes for individual projects. Neither does Oberbank hire any staff from temporary staffing agencies or other workers from third-parties, with a few exceptions.

Based on the material positive and negative impacts identified, Oberbank employees may be categorised into the following groups, with some individuals belonging to several groups:

- **Managers and specialists:** A specialised training and further education programme is offered to employees to improve know-how with regard to Oberbank's business model. The expert career model(s) is open to employees who want to focus on their development as experts. A leadership development programme provides further development opportunities for employees who aspire to managerial positions. As a measure to ensure a balanced gender distribution at the management level, women are being especially motivated to pursue management careers.
- **Persons with disabilities:** Digital and physical accessibility is necessary to be able to offer all employees the same opportunities and avoid exclusion.
- **Employees with care responsibilities:** Flexible working time models, childcare options and parental leave models play a major role for employees with responsibilities to care for children by helping them to balance career and family.
- **Young and older employees:** The desire for flexibility and a solid training is equally as strong among young employees who start their working careers at Oberbank right after completing their education as, for example, in other age groups. Measures to make this possible are therefore very important. For older employees, especially those who have already reached retirement age, it is often appealing to continue working (part-time) to pursue a meaningful activity and increase their financial security in old age.

The fact that some individuals or groups are more strongly affected by negative and positive impacts than others is not due to the workplace environment or to their activities, but rather to demographic and socio-demographic aspects. It is, for example, mostly women who shoulder family care responsibilities and therefore take parental leave or work part-time (see chapter ESRS S1 > [S1-6 Characteristics of the undertaking's employees](#), page 182). It is important to be aware of the needs of the different employee groups. The annual employee experience survey and other regular feedback received from employees (see chapter ESRS S1 > [S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns](#), page 165) provide information on what employees expect from Oberbank as their employer to promote work satisfaction and avoid negative impacts.

Insofar as the material negative impacts described in chapter ESRS 2 > [SBM-3 Material impacts, risks and opportunities](#), 104, are related to the socio-demographic characteristics of specific employee groups, these impacts are systemically distributed throughout the company.

Impact, risk and opportunity management

S1-1 – Policies related to own workforce

Relation to policies, actions, targets and material IROs

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No .	Policy	Material sustainability aspects	Material IROs (actual or potential impact)	Actions	Targets	Metrics
1	Work-life balance	Working time	Negative impacts of overwork, e.g. on health; positive impacts of a good work-life balance	Part-time initiative; flexible working time models and mobile working	None	Information on characteristics of employees by type of contract
2		Work-life balance	Negative impacts on quality of life, health, work performance; positive impacts of physical and mental health on performance	Flexible working time models and mobile working, parental leave planning meetings, childcare options and financial support, special leave, further training during time off	None	Leaves of absence, parental leave, care leave

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No .	Policy	Material sustainability aspects	Material IROs (actual or potential impact)	Actions	Targets	Metrics
3	Stable and fair employment	Secure employment	Positive impacts on employee satisfaction, employee loyalty	Employee participation system (for employee retention), Employee referral programme "AHOI - Angle a Talent"	Turnover rate, replacement from own ranks	High degree of employee participation; number of hires from recommendations
4		Working time	See row 1			
5		Adequate wages	Positive impact of financial security on satisfaction and staff turnover	Calculation of the gender pay gap	None	Gender pay gap, total annual remuneration of the highest-paid individual in relation to median of all employees
6		Gender equality and equal pay for equal work	Positive impacts on satisfaction and availability of potential	Calculation of gender pay gap; "Chance 2030" and "4Women" projects	Defined target for proportion of women in management	See Targets
7		Collective bargaining and wage negotiations	Potential negative impacts such as a lack of representation of employees' interests due to power imbalance	None	None	Collective bargaining coverage

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No .	Policy	Material sustainability aspects	Material IROs (actual or potential impact)	Actions	Targets	Metrics
8	Employee participation and social dialogue	Social dialogue	Positive impact on satisfaction, prevention of negative impacts	Employee surveys, MbO appraisals, coordination of management with Human Resources and the Works Council	None	Percentage represented by Works Council
9		Freedom of association	Potential negative impacts on respect of employee rights	None	None	None
10		Collective bargaining and wage negotiations	See row 7			

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No .	Policy	Material sustainability aspects	Material IROs (actual or potential impact)	Actions	Targets	Metrics
11	Safety – physical and mental integrity	Health and safety	Positive impacts on health, well-being and work performance	Occupational health and safety committee, first aid and fire safety officers, initiative “Aktie Gesundheit” initiative, Employee Assistance Programme (EAP), comprehensive information on the intranet occupational health and safety	None	First responders, work-related accidents, bank robberies, fatalities, recordable work-related illness, days lost to work-related accidents / work-related illness
12		Actions against violence and harassment in the workplace	Potential negative impacts due to high physical and psychological stress for those affected; positive impacts due to sense of security and satisfaction	Policy on sexual harassment made available	None	Incidents of sexual harassment; in relation to human rights, violations of UN Guiding Principles, OECD Guidelines, ECHR, ILO principles, discrimination, harassment, financial consequences in this context
13		Data protection and information security	Potential negative impacts due to behaviour monitoring and interference with rights and freedoms, mental consequences; positive impacts on sense of security and appeal as an employer	See S4: Data protection measures, IT risk management, mandatory annual WBT, IT security management, protection against and detection of cyber threats, business continuity management, ISO certification of 3 Banken IT GmbH, failover test of data centres	Achievement of certain ratings and certifications with regard to IT security	None

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No .	Policy	Material sustainability aspects	Material IROs (actual or potential impact)	Actions	Targets	Metrics
14		Gender equality and equal pay for work of equal value	See row 6			
15	Diversity, equality and inclusion	Diversity	Potential negative impacts of exclusion on quality of life; positive impacts on inclusion, sense of belonging, proportion of women	None	None	Gender diversity on the Management Board, gender distribution on first and second management levels, distribution of employees by age group
16		Employment and inclusion of persons with disabilities	Potential negative impacts of exclusion on quality of life Positive impacts on inclusion, sense of belonging		None	Employees with disabilities
17	Training and talent development	Training and talent development	Positive impacts of development of new skills on performance, equal opportunities and satisfaction	Onboarding process, centralised management of training, clearly defined training pathways, development of management staff journey, expansion of content of development programme for high-potential employees	Completion of 100% of the mandatory learning content	Average number of training hours per employee, proportion of employees with completed performance and career assessments

The following section describes Oberbank's policies relating to its own work force.

The individual policies do not reference human trafficking, forced labour and child labour: These topics are addressed in the Code of Conduct.

Work-life balance

Contents: Oberbank pursues the goal of enabling its employees to achieve a good work-life balance. Work-life balance is an integral part of a sustainable personnel strategy. The central element here is flexible working time models such as mobile working, working from home, flexitime and the possibility of part-time work. These models take into account an individual's life situation as well as work requirements.

There is also a special focus on providing support for families. Oberbank offers its employees various measures to achieve a better work-life balance, such as company-organised childcare, subsidies for external childcare, parental leave planning meetings, special leave arrangements and further training opportunities during periods of absence. These offers help to reconcile family commitments with work life.

General goals: The goal of the policy is to promote work-life balance and actively support family life through a flexible work organisation. The purpose is to increase employee satisfaction and loyalty, reduce stress and improve the quality of work performance.

Material sustainability aspects:

- Working time
- Work-life balance

Policies and documents that communicate the overall policy to stakeholders:

Employees have access to the following manuals and works agreements in the document management system and on the intranet:

- Works agreement on mobile working (Austria and Germany)
- Mobile Work/Working from Home – Manual
- Works agreement on flexible working hours (Austria and Germany)
- Intranet info page: Parental leave and return to work
- Intranet info page: Subsidies
- Intranet info page: Childcare

Related standards: The legal basis for this overall policy includes pertinent Austrian legislation – Working Hours Act (AZG), Salaried Employees Act (AngG), Work Relations Act (BetrVG), Labour Contract Law Amendment Act (AVRAG) – as well as the collective agreement for employees of banks (Austria) and the collective agreement for the private banking industry (Germany).

Monitoring the policy: The policy is monitored through regular evaluations by the responsible specialist departments. In addition, feedback from employee surveys, especially as part of the Employee Experience initiative, is systematically taken into consideration. Compliance with labour law is checked internally, and all relevant agreements and information provided are reviewed at least once a year by the Human Resources department, the Management Board or the Works Council and updated as necessary.

Scope of application: The policy is part of the group-wide HR strategy and applies throughout Oberbank AG, including all subsidiaries and operations in Austria and abroad. Implementation is geared specifically to each Oberbank location, taking into account locally applicable labour law frameworks. Currently, concrete

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works agreements concrete works agreements are in place in Austria and Germany, with corresponding implementation activities.

Final responsibility for implementation: Responsibility for the policy lies with the Management Board and the Works Council. Policy implementation is the task of Human Resources, under the responsibility of the relevant head of department.

Stable and fair employment

Contents: Oberbank wants to offer its employees secure and long-term employment. Fair employment means compliance with statutory working hours regulations and adequate remuneration (in accordance with collective wage agreements, where available). Additionally, collective bargaining is supported and the outcome of negotiations is communicated through the company's internal channels. Furthermore, Oberbank is committed to gender-neutral remuneration and to succession planning through internal recruiting.

General goals: The goal of the policy is to ensure stable and secure employment

Material sustainability aspects:

- Secure employment
- Working time
- Adequate wages
- Gender equality and equal pay for work of equal value
- Collective bargaining

Policies and documents that communicate the overall policy to stakeholders: Remuneration policy, remuneration policy for Oberbank's Management Board and Supervisory Board (both available internally to employees)

Related standards: The legal basis for this overall policy is made up of the collective agreement for employees of banks (Austria) and the collective agreement for the private banking industry (Germany).

Monitoring the policy: Remuneration policies are reviewed annually and remuneration metrics (pay gaps and total remuneration) are monitored annually.

Scope of application: Oberbank Group; collective agreements are in place in Austria and Germany.

Final responsibility for implementation: The Management Board bears ultimate responsibility for the implementation of the remuneration policy for employees. Human Resources has final responsibility for the regulations on working hours, gender equality and equal pay for equal work. The Works Council (Austria) and/or the official employee representative body (e.g. trade union, Germany) is responsible for collective bargaining.

Employee participation and social dialogue

Contents: Oberbank recognises the importance of employee participation and social dialogue as central elements of its social responsibility. To ensure this, Oberbank attaches great importance to promoting social dialogue by conducting regular employee surveys and talks, guaranteeing freedom of association and

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works councils, and facilitating and supporting collective bargaining agreements to govern working conditions.

General goals: Oberbank aims to strengthen the rights of employees and listen to their concerns through transparent communication and institutionalised participation.

Material sustainability aspects:

- Social dialogue
- Freedom of association
- Collective bargaining

Policies and documents that communicate the overall policy to stakeholders: Employees have access to the following manuals and works agreements in the document management system and on the intranet:

- Works agreements on the processing of the personal data of employees in employee surveys (Austria and Germany)
- Intranet info page: Collective agreements & agreements
- Intranet info page: Trade union

Related standards: The legal basis for this overall policy includes above all pertinent Austrian legislation – Labour Contract Law Amendment Act (AVRAG), Work Relations Act (BetrVG), and Data Protection Act (DSG) – as well as the General Data Protection Regulation (GDPR), the collective agreement for employees of banks (Austria), the collective agreement for the private banking industry (Germany), the European Convention on Human Rights (ECHR), the Charter of Fundamental Rights of the European Union (CFR) and the ILO Declaration on Fundamental Principles and Rights at Work.

Monitoring the policy: Monitoring is provided by the Human Resources department and the Works Council, which regularly check that the company agreements are up to date. Social dialogue is ensured through annual employee satisfaction surveys and by monitoring the implementation of annual MbO appraisals.

Scope of application: The policy is part of the group-wide HR strategy and applies throughout Oberbank AG, including all subsidiaries and operations in Austria and abroad. Implementation is geared specifically to each Oberbank location, taking into account locally applicable legal frameworks. Apart from compliance with statutory requirements, specific works agreements are currently in place in Austria and Germany.

Final responsibility for implementation: Responsibility for the policy lies with the Management Board and the Works Council. Implementation is the task of Human Resources, under the responsibility of the relevant head of department.

Stakeholder interests taken into account: The interests of stakeholders, above all, of employees and their representatives, are taken into consideration by recognising freedom of association, collective bargaining and social dialogue as well as by involving them in the relevant processes and agreements.

Safety – physical and mental well-being, protection of personal integrity

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Contents: The policy aims to protect the physical and mental well-being of employees and their personal integrity. It includes measures to prevent violence and sexual harassment in the workplace, to promote health and well-being and to ensure data protection and IT security.

General goals: With this policy, Oberbank is pursuing the goal of minimising the physical and mental stress on its employees and promoting a strong sense of safety and security and workplace satisfaction. Preventive health measures, targeted safeguards against violence and harassment, and comprehensive measures to ensure data protection and information security in place to create a work environment that safeguards personal integrity and consistently supports the well-being of employees.

Material sustainability aspects:

- Health and safety
- Actions against violence and harassment in the workplace
- Data protection and information security

Policies and documents that communicate the overall policy to stakeholders: Employees have access to the following manuals and works agreements in the document management system and on the intranet:

- Safety and Security Manual
- MbO appraisal guide
- "Talks in crisis situations" guide
- One-page document on sexual harassment in the workplace
- Data protection manual
- Work instruction on EU General Data Protection Regulation
- Intranet info pages: Health, employee protection, EAP and MbO

Health promotion is also regular feature in the employee magazine "Dialogue", which provides information on current activities and health tips from in-house and outside experts.

Related standards: The legal basis for this overall includes pertinent Austrian legislation – Employee Protection Act (ASchG), Data Protection Act (DSG) – as well as the European Convention on Human Rights (ECHR), the Charter of Fundamental Rights of the European Union (GRC), and the General Data Protection Regulation (GDPR).

Monitoring the policy: Data protection and information security are monitored through evaluations conducted by the responsible specialist department and IT, with reporting to the Management Board. All topics relating to health and safety are monitored in regular talks with safety officers, the in-house medical service and the Works Council. Registered incidents are monitored annually with the involvement of all relevant specialist departments.

Scope of application: The policy is part of the group-wide strategy and applies throughout Oberbank AG, including all subsidiaries and locations in Austria and abroad.

Final responsibility for implementation: The Management Board is responsible for the policy. Implementation relating to physical and mental health is the task of Human Resources, while Real Estate, Safety and Security and Cost Management implements safety topics under the responsibility of the relevant

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head of department. The health ambassadors in the regions are responsible for implementing health initiatives at their respective locations.

Stakeholder interests taken into account: The interests of stakeholders, especially of employees, are considered through the policy's strong focus on healthcare, personal integrity and safety. To support regular networking and implement health initiatives, Human Resources organises regular meetings and talks with the health ambassadors.

Diversity, equality and inclusion

Contents: The policy is part of Oberbank's personnel development strategy and aims to create a non-discriminatory, equal-opportunity and inclusive working environment. Oberbank believes diversity is a strength and proactively works to promote equal treatment of all employees regardless of gender, nationality, age, sexual identity or disability. For this reason, in 2022 Oberbank ratified the Diversity Charter (an initiative of the Federal Economic Chamber and the Vienna Chamber of Commerce to promote respect for all members of society).

General goals: The main goals of the policy are to promote equal opportunity, increase the proportion of women in management positions and ensure equal pay for work of equal value.

Material sustainability aspects:

- Gender equality and equal pay for work of equal value
- Diversity
- Employment and inclusion of persons with disabilities

Policies and documents that communicate the overall policy to stakeholders: Employees have access to the following manuals and works agreements in the document management system and on the intranet:

- Policy: Manual "Chance 2030"
- Policy: Oberbank's diversity policy for the Management and Supervisory Boards
- Policy: Diversity policy for employees of Oberbank AG
- Policy: Recruiting policy
- Intranet page: Chance 2030

Related standards: The legal basis for this policy includes primarily the Austrian Equal Treatment Act (GIBG), the EU Leadership Positions Directive and the European Convention on Human Rights (ECHR).

Monitoring the policy: Policy implementation is monitored through regular evaluations conducted by the responsible specialist departments. For this purpose, metrics such as gender distribution in management levels, age structure of the workforce, pay structures by job role, gender pay gap calculations and proportion of employees with disabilities are compiled.

Scope of application: The policy applies to all employees of Oberbank AG in all markets.

Final responsibility for implementation: The Management Board is responsible for the policy. The policy is implemented by Human Resources and Secretariat & Communications, under the responsibility of with the relevant head of department.

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Stakeholder interests taken into account: The policy is developed and implemented with the active involvement of relevant stakeholder groups. The primary focus is on Oberbank's employees

Training and talent development

Contents: The policy aims to systematically promote the professional and personal development of employees and offer them equal opportunities to develop their skills. Oberbank pursues a holistic approach that takes into account both professional qualifications and personal development. A special focus is placed on development at management level and on supporting employees along their career within the company.

General goals: The aim of the policy is to use structured learning and development offers to improve employees' skills, recognise potentials and support employees in their career development.

Material sustainability aspects:

- Training and skills development

Policies and documents that communicate the overall policy to stakeholders:

Employees have access to the following manuals and works agreements in the document management system and on the intranet:

- E-learning manual
- Policy: Code of Conduct
- Intranet page: Learning & development and career and training paths
- Intranet page: Leadership potential

Related standards: The legal basis for this overall policy includes primarily the European Convention on Human Rights (ECHR) and the Charter of Fundamental Rights of the European Union (CFR).

Monitoring the policy: Human Resources is responsible for monitoring. Monitoring covers the collection of quantitative and qualitative metrics, including the average number of training hours per employee, the proportion of employees with completed performance and career assessments as well as the percentage of high-potential employees by gender and work field, as well as the career development ratio.

Scope of application: The policy applies to all employees of Oberbank AG in all markets.

Final responsibility for implementation: The Management Board is responsible for the policy. Implementation is the task of Human Resources, under the responsibility of the relevant head of department.

Stakeholder interests taken into account: The policy considers the interests of employees by involving them in the design of training and development programmes.

Human rights policy commitments

Commitment to human rights

Oberbank rejects any form of discrimination, corruption or sexual harassment as a matter of principle. Oberbank does not tolerate discrimination such as on the basis of nationality, culture, social background, skin colour, gender, sexual orientation, religion, belief or political views. Promoting diverse potentials

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creates a clear competitive advantage, which is why age, gender, nationality or other personal characteristics are not (exclusion) criteria in personnel decisions. On the contrary, Oberbank treats all people respectfully, with the principles of fairness, inclusion and equal opportunity for men and women being upheld in the workplace.

Oberbank's commitment to diversity is also reflected in the signing of the Diversity Charter (for more information on the Diversity Charter, see the [Oberbank website](#)), the diversity policy for employees and the [Code of Conduct for Employees](#) (see chapter ESRS G1 > G1-1 Business conduct policies and corporate culture > [Sustainable and fair corporate culture](#), page 230). The Code of Conduct affirms Oberbank's clear commitment to act in accordance with international conventions and standards, such as the European Convention on Human Rights (ECHR), the UN Global Compact, the OECD (Organization for Economic Cooperation and Development) Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. Compliance with the fundamental principles of the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work is also of great importance to Oberbank.

Human rights of relevance for Oberbank employees

Human rights	Basis	Touch points	Material topics
Right to life and health	Article 2 ECHR Articles 2, 31 CFR ILO principles	Occupational health and safety measures, support and prevention programmes	Health and safety
Prohibition of slavery, forced labour and child labour	Article 4 ECHR Articles 5, 32 CFR ILO Principles	Legal requirements for employment	Secure employment
Right to respect for private and family life	Article 8 ECHR Articles 7, 8, 37 CFR	Work-life balance, occupational health and safety, data protection	Work-life balance, occupational health and safety, data protection
Freedom of assembly and association	Article 11 ECHR Article 12 CFR ILO Principles	Trade unions, workplace assemblies, interest groups	Freedom of association, existence of works councils and information, consultation and participation rights of workers
Right to collective bargaining	Article 28 CFR ILO Principles	Trade unions, pay, working conditions	Collective bargaining, including percentage of workers covered by collective agreements, working hours, adequate wages
Freedom of expression	Article 10 ECHR Article 11 CFR	Channels for anonymous expression of opinion, protection against reprisals, grievances management	Social dialogue
Right to non-discrimination in private and work life	Article 14 ECHR Articles 21-23, 30, 36 CFR ILO Principles	No discrimination in employment, promotion, training or dismissal, language, digital or physical accessibility	Diversity, gender equality and equal pay for work of equal value, employment and inclusion of people with disabilities
Right to education	Article 2 Protocol ECHR Article 14 CFR	Training and further education for all employees	Training and skills development

Processes and mechanisms for monitoring compliance with UN Guiding Principles, ILO Principles, OECD Guidelines

Oberbank employees have numerous channels at their disposal through which they can (anonymously) report suspicions, incidents or complaints in connection with discrimination, harassment or other violations of the law, and also violations of the UN Guiding Principles, the ILO Principles or the OECD Guidelines (see chapter ESRS S1 > S1-3 Processes to remediate negative impacts and channels for own workforce to raise concerns, page 165). This makes it possible to monitor compliance with the aforementioned principles and guidelines. The disclosure in chapter ESRS S1 > S1-17 Incidents, complaints and severe human rights impacts, page 193 states that no incidents related to human rights were reported in 2025, which shows a high degree of compliance with international standards.

The human rights policy, Oberbank's Human Rights Due Diligence is available at the following link: https://www.oberbank.at/documents/20195/15526479/aborg_HRDD.pdf.

By assessing (potential) negative impacts of Oberbank on human rights and disclosing the results in the consolidated non-financial statement, a procedure has been established that makes it possible to identify and remedy risks of human rights violations, and thus indirectly violations of the aforementioned international standards and principles, at an early stage. There are no plans for annual implementation due to the current regulatory situation.

Engagement of own workforce in human rights

For the general engagement of employees on material impacts, risks and opportunities, see chapter ESRS S1 > S1-2 Processes for engaging with own workforce and workers' representatives about impacts, page 163.

In the autumn of 2024, to prevent or reduce negative impacts on human rights, Oberbank's ESG Unit conducted its first assessment of potential and actual negative impacts relating to human rights caused by Oberbank's own operations and activities, the business activities of its subsidiaries and upstream business partners, together with various stakeholders – including the Human Resources sustainability officers, who acted as employee representatives.

Assessment results concerning employees

With respect to "Oberbank's own activities/own operations", the assessments focused on employees and accessibility as well as legal touchpoints. Only one specific negative impact relating to the right to respect for private and family life, namely "inadequate data protection/inadequate data security" was assessed as "high impact" regarding the legal touchpoints.

In recent years, numerous measures have been taken to prevent unauthorised access and misuse of employee-related data and information (see chapter ESRS S4 > S4-4 Taking action > Data protection and information security, page 213).

Remediation for human rights violations

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The remediation measures described in chapter ESRS S4 > S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns > Remediation measures, page 211, also apply to employees in cases of human rights violations.

S1-2 Processes for engaging with own workforce and workers' representatives about impacts

As described in chapter ESRS 2 > SBM-2 Interests and views of stakeholders, page 94, open and honest feedback is an inherent part of Oberbank's strategy and corporate culture. The diversity of opinions and viewpoints and, in particular, the inclusion of vulnerable groups ensures as broad and representative a picture of the views of the workforce as possible. Suggestions, ideas and feedback from employees are requested on a regular basis and considered in targets and actions. The various channels through which employees can provide feedback are presented in the table below.

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Engagement process	Description of action	Direct or indirect engagement	Phase	Type	Frequency
MbO appraisal	Exchange between employee and direct superior, focus on goal orientation, appreciation and mutual learning	Direct	At the end of the year as a kick-off for the new financial year	Personal talks	Annually
Employee satisfaction survey (Employee Experience)	Annual, structured anonymous satisfaction survey using a survey tool	Direct	November	Survey using a survey tool	Annually
Employee mobility survey	Annual survey on employee mobility behaviour	Direct	In Q3/Q4, to determine emissions data	Survey using a survey tool	Annually
Lifecycle surveys	Evaluation of internal processes for defined target groups (newly appointed managers, new hires, departures)	Direct	Ongoing	Survey using a survey tool	Monthly or half-yearly
Ad hoc surveys	Surveys on specific topics	Direct	As needed	Survey using a survey tool	Situation-linked
“Kununu” employer review platform	Anonymous, public platform for employees, applicants and other stakeholders	Direct	Ongoing	Public website	Ongoing
Interaction between employer and employee representatives	Ad hoc talks and structured talks between management and Central Works Council at least every six months	Indirect	Semi-annually	On-site meeting in Linz	At least every six months
Collaboration in strategy development (e.g. Summer Academy)	Involvement of selected high-potential employees and managers in the development of strategic fields of action	Direct	In summer	In-person meeting in Linz	Annually
Feedback button	Quick interaction via feedback button	Direct	Ongoing	Button in “Inside”	Ongoing ⁴
Interaction with employee representatives	Possibility of ongoing interaction between employees and Works Council members	Direct	As needed	Direct contact via telephone or e-mail	Ongoing
Workplace assemblies	Employee representatives have right to convene workplace assemblies	Direct	As needed	Communication from employee representatives	Occasionally

⁴ Temporarily unavailable due to system change in summer/autumn 2025

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Depending on which target group is included in surveys, the results are subsequently published. In the case of smaller surveys, for example, on the topic of onboarding, an intranet message is posted afterwards to provide information on the results and further steps to be taken. Managers and relevant specialist departments are informed of any issues that require improvement.

In the annual, broad-based employee satisfaction survey (Employee Experience), the results are processed in several stages. First, the results are discussed and interpreted together with the Management Board and first level management staff. Subsequently, this is communicated and actions are developed at other levels. Employees are informed of the results at the overall company level as well as the results of the units and are involved in implementing the relevant in the measures. The impact of previous measures is assessed annually as part of the survey, allowing employee feedback to be considered directly in the next survey period.

The processes described are closely monitored by Human Resources on behalf of the Management Board.

There is no works agreement the company has concluded with the employee representatives regarding respect for the human rights of its own workforce.

S1-3 Processes to remediate negative impacts and channels for own workforce to raise concerns

Channels for expressing concerns and their effectiveness

The channels for involving employees referenced in chapter ESRS S1 > S1-2 Processes for engaging with own workforce and workers' representatives about impacts, page 163, also serve to identify and prevent or remedy potential negative impacts in a timely manner. All of these channels have been set up by Oberbank itself and can be used to communicate concerns. In particular, the annual MbO appraisal meetings between employees and managers provide a confidential platform for expressing concerns. Additionally, employee concerns can also be derived from the results of the employee satisfaction surveys. Another option is the feedback button available on the intranet used to directly report topics relating to Oberbank in its role as employer or regarding IT systems and processes.

The whistleblowing system set up and secured under a works agreement is an additional channel through which employees may report any serious misconduct. The system is available to all employees and can be found on "Oberbank Inside" and on the Oberbank website. It is especially suitable in cases in which a personal conversation with the supervisor or other contact person is not possible or not desired under the Code of Conduct or the Compliance policy.

Fair, ethically appropriate and lawful employee behaviour is considered the benchmark for assessing the effectiveness of these channels. The Code of Conduct as well as numerous in-house policies and work instructions, which are binding on all employees, are the basis for such conduct.

Processes to remediate negative impacts / mitigation measures

The whistleblowing system mentioned above makes an important contribution to compliance culture and adherence to rules at Oberbank. Whistleblowing is an important source for identifying misconduct at an early stage and minimising any potential damage. The digital reporting system through a protected web reporting channel is accessible on computers and mobile devices and easy to use. The system complies with

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regulatory and IT security requirements. It covers all Oberbank languages, offers the option of uploading text, image, audio or video files and submitting verbal messages.

Every whistleblowing report is reviewed by the Whistleblowing Office (specially assigned Internal Audit staff). Whistleblowers receive a confirmation of receipt in their electronic mailbox after seven days at the latest, and information on planned or already taken follow-up measures within three months. In its function as Whistleblowing Office, Internal Audit must ensure the protection of personal data and the confidentiality of the identity of the person reporting violations. The reports are forwarded to the relevant entities depending on their content. See chapter ESRS G1 > Mechanisms for identification, reporting and investigation > [Compliance department](#), page 232.

Knowledge and trust in the structures

In annual e-learning courses, which are mandatory for all employees, information is provided through the relevant channels used to report misconduct of various kinds (see chapter ESRS G1 > G1-3 Prevention and detection of corruption and bribery > [Training](#), page 240). Additionally, all employees are made aware of the Code of Conduct on an annual basis. New employees receive this information when they start work.

The effectiveness of these structures is ensured by regular audits conducted by Internal Audit and Compliance as well as by the evaluation of the seamless implementation of training. Based on the high rate of completion of the training/e-learning courses, it may be assumed that employees are aware of the channels described and their purposes. Furthermore, the bank's Whistleblowing Office prepares an annual activity report for the Management Board, which includes the number of cases of misconduct, the status of processing (in progress or completed) and the category of the case.

Whistleblowing is not a punishment and sanctions system – confidentiality and security of the reporting channel have top priority. For more information on whistleblowing, see chapter ESRS G1 > G1-1 Strategies for business conduct policies and corporate culture > [Protection of whistleblowers](#), page 231.

S1-4 Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Taking, tracking and assessing the effectiveness of the actions

This chapter describes the actions already taken by Oberbank in relation to employees in detail, along with the ones planned for the coming years. Human Resources is responsible for defining the necessary and appropriate actions. Human Resources continuously monitors the relevant metrics and target achievement, thus obtaining key information on any (new) actions needed. Deteriorating metrics and failure to attain targets are early warning signs that action needs to be taken in particular areas. Human Resources works closely with the Management Board as needed to develop the necessary actions and then defines how they should be implemented. The effectiveness of the actions taken is ensured by continuous monitoring. More details in this regard are provided along with the description of the respective actions.

Reconciliation of interests

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Oberbank's business operations may have actual and potential negative impacts on employees, even if various actions are taken to mitigate these impacts as far as possible. Employee representatives are committed to the well-being and rights of employees and work to mitigate any areas of contention. Employees may also seek support from external institutions such as Arbeiterkammer (Chamber of Labour) and trade unions in Austria or similar institutions in Oberbank's international markets that act to protect labour interests and ensure the accountability of companies.

Secure employment

Actions taken

Name of the action(s): Employee share ownership scheme/promotion of employee share ownership

Two principal actions were taken to promote long-term employee loyalty to Oberbank and to give employees the opportunity to participate in profits: the employee share ownership campaign and the private foundation for employee share ownership (Mitarbeiterbeteiligungsprivatstiftung).

Explanation employee share ownership campaign: Oberbank has had an employee share ownership scheme in place since 1994, one of the earliest ever introduced in Austria. Employees may purchase ordinary shares and additionally receive bonus shares free of charge with the purchase.

Progress:

- In 2025, 95,235 bonus shares were allotted at no cost for 38,094 ordinary shares acquired for payment (offer 5+2).
- In 2024, before the share split was carried out at a ratio of 1:2, 38,796 bonus shares were allotted at no cost for 96,990 ordinary shares acquired for payment (offer 5+2).
- In 2023, 20,670 bonus shares were allotted at no cost for 51,675 ordinary shares acquired for payment (offer 5+2).

Scope of application of employee share ownership campaign The scheme is open to all employees of the Oberbank Group in all markets.

Explanation foundation for employee share ownership: Since 2018, employees of the Oberbank Group have also received ordinary shares at no cost through the private foundation for employee share ownership (Mitarbeiterbeteiligungsprivatstiftung). The foundation gives employees an opportunity to share in the profit of the company over the long term.

Progress:

- In the financial year 2025, shares worth around EUR 10.2 million were allocated to employees. On 31 December 2025, eligible employees held 937,081 ordinary shares with a value of around EUR 65.4 million.
- In 2024, shares with an equivalent value of around EUR 10.3 million were allotted to employees. On 31.12.2024, eligible employees held 823,618 ordinary shares.
- At the end of 2023, eligible employees held a total of 699,832 shares. Allocation in 2023 amounted to 151,560 shares with an equivalent value of around EUR 9,639,216 million.

Scope of application of the foundation for employee share ownership: All employees of Oberbank AG and its affiliated Group companies (shareholding of at least 50%) with a valid employment contract that has not been terminated and has been in effect without interruption for at least six months are entitled to the allocation of shares through the foundation.

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Time horizon and completion of actions: The actions are not limited in time. Renewed allocation is subject to evaluation every year.

Relation to the general goal of the policy: The action supports employee retention and also the goal of stable and secure employment.

Evaluation of effectiveness: The effectiveness of the actions is assessed by monitoring participation rates and reviewing employee feedback.

Name of action: Employee referral programme "AHOI"

Explanation: The employee referral programme "AHOI – Angle a Talent" enables employees, via an app, to encourage external applicants to apply for vacant jobs at Oberbank.

Progress: In 2025, 179 applications were generated through referrals, resulting in 49 new hires (which corresponds to over 27.00% of all new hires in 2025). To continuously increase the appeal of the initiative, various actions were organised in 2025, such as gamification measures, a new registration competition and an annual competition for applications received.

Scope of application: The action addresses all employees of the Oberbank Group in all markets.

Relation to the general goals of the policy: Acting as ambassadors for the company, Oberbank's own employees recommend working at the bank, thus raising the number of job applications.

Time horizon for completion: No time limit for action

Evaluation of effectiveness: Registration and referral rates have been monitored on a monthly basis since 2025. Furthermore, the number of employee referrals in relation to the number of applicants is measured annually, as is the proportion of referrals in the hiring process.

Name of action: In-house talent for generational change

Explanation: Vacant management positions are to be filled primarily by high-potential employees. The target is an annual ratio of 80.00 % for internal appointments for open management positions (in 2025, the figure was 91.00%) as a way to bolster Oberbank's vision, values and business model. Actions include early succession planning and comprehensive development of high potentials.

Scope of application: Oberbank AG all markets

Relation to the general goals of the policy: Early planning to fill management positions shortens transition phases and reduces the likelihood of vacancies, which also promotes a sense of security among employees.

Time horizon for completion: The horizon over which targets will be set for actions to ensure in-house replacement hirings is 2030.

Evaluation of effectiveness: The internal replacement ratio is evaluated annually.

Working time

Actions taken

Name of action: Flexible working time models

Explanation: Oberbank offers flexible working time models such as part-time, flexitime, parental part-time, marginal employment during parental leave, reintegration part-time, educational part-time, mobile working, working from home

Scope of application: Mobile working is an option available to all employees of Oberbank and its 100.00% subsidiaries after completion of their onboarding and orientation phase and in consultation with the line manager.

Progress / development: Under the part-time work initiative, the above-mentioned flexible working time arrangements and the possibilities they offer were highlighted to create favourable conditions for increasing working hours.

- In 2025, 30.40% of employees in the entire Group and 35.50% of employees in Austria used the option to work part-time.
- In 2024, the figure was 29.00% of employees in the entire Group, and in Austria 35.50%.
- In 2023, 29.30% of employees in the entire Group were employed part-time.

Relation to the general goals of the policy: Flexible working time models help improve work-life balance. Working hours that are aligned with the personal needs of employees ensure secure and fair employment.

Time horizon for completion: There is no time limit for flexible working time models. The part-time work initiative was launched in 2024 and will remain in place until further notice.

Evaluation of effectiveness: The development and use of the relevant metrics is monitored at regular intervals (part-time work ratio, increased working hours, working from home ratio, interviews with part-time employees on their needs).

Adequate wages

Actions taken

Name of actions: Benchmarking based on a bank employee compensation survey and gender pay gap calculation

Explanation: Deloitte's 2023 Banking Compensation Survey was analysed in 2024 with respect to the key roles within the company and resulted in adaptations to wage models where deemed necessary. With a few exceptions, the existing wage structures were confirmed by the market survey. Compensation surveys were commissioned again in all markets in 2025 and their results will be taken into account in 2026. Gender-pay gap calculations are conducted annually in all markets, with corresponding actions (e.g. wage policies) being derived from them to address pay transparency and fair pay (see chapter ESRS S1 > S1-4 Taking action > Gender equality and equal pay for work of equal value, page 174).

Scope of application:

- Deloitte Banking Compensation Survey: Analysis of all job roles at Oberbank AG in Austria

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- Kienbaum compensation survey: Analysis of all job roles at Oberbank AG in the countries of Germany, Czech Republic, Hungary and Slovakia.
- Gender pay gap: Calculations for all employees in all Oberbank markets

Relation to the general goals of the policy: By comparing with other companies (especially banks), calculating the gender pay gap and conducting detailed comparative analyses of pay levels for the same job roles, it is possible to monitor the implementation of fair pay, which also impacts secure and fair employment.

Time horizon for completion: The gender pay gap continues to be evaluated annually. Compensation surveys are repeated at regular intervals (usually every two years).

Evaluation of effectiveness: The gender pay gap is disclosed and the annual trends are monitored

Social dialogue

Actions taken

Name of action: Coordination between Management Board and Human Resources and the Works Council

Explanation: At least twice a year, top management meets with representatives of the Central Works Council for a structured several-hours long discussion. Additionally, the Works Council and Human Resources meet at regular intervals to discuss operational personnel policy topics.

Scope of application: Coordination talks address topics relating to Oberbank employees and may refer to different markets depending on the topic.

Relation to the general goals of the policy: The involvement of the Works Council ensures the protection of employee rights.

Time horizon for completion: Involvement is to be ongoing and therefore is not limited in time.

Evaluation of effectiveness: No evaluation of the action.

Name of action: MbO appraisals and employee surveys

Explanation: MbO appraisals are conducted annually, plus mid-year reviews, (see chapter ESRS S1 > S1-2 Processes for engaging with own workforce and workers' representatives about impacts, page 163) for all employees of the Oberbank Group.

Additionally, confidential employee surveys are conducted (using the Netigate software tool). These surveys are conducted as part of the Employee Experience initiative, which at Oberbank has four dimensions: annual employee survey (engagement survey) in all Oberbank markets; feedback button on the Oberbank intranet; ad hoc surveys on specific aspects such as mobility behaviour, gender balance and Oberbank4Women; lifecycle surveys (Moments that Matter) specifically addressing key moments during a career at Oberbank, such as onboarding, promotion to a management position, parental leave, etc.

The results of the fourth engagement survey for every unit will be discussed at management conferences in early 2026. Subsequently, specific measures will be defined for the respective areas. In 2026, the focus will

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be on developing new Moments that Matter, which will then be implemented as additional lifecycle surveys. Workshops will be held with different stakeholders from all employee levels to develop these Moments.

Scope of application: MbO appraisals, engagement survey in all markets, further surveys with varying content depending on employee groups

Relation to the general goals of the policy: Proactively collecting feedback from employees and subsequently defining actions based on such feedback promotes the consideration of employee interests.

Time horizon for completion: No time limit for the actions.

Evaluation of effectiveness: The results of the engagement survey are evaluated annually for the entire bank and for the individual units. The results are compared with the preceding year's results to track progress.

Targets are defined during MbO appraisals, with target attainment being reviewed at the subsequent meeting. However, the results remain confidential between the employees and their line managers.

Progress: The 4th engagement survey was conducted in 2025. The results across all questions asked are either at, or slightly above, the preceding year's level, for example, the engagement index increased by around 3 percentage points this year. Since the first survey in 2022, the figure has risen by 16% (2025: 55.00%, 2024: 52.20%, 2023: 45.00%). The response rate in 2025 was 89.00%, which means that 2,256 employees took part in the survey (in 2024 it was 86.50%, 2023: 81.90%). This emphasises the high level of interest shown by employees in helping to shape the company. The top score in 2025 was 77.00%, at the same level as in the preceding year (2024: 77.80%, 2023: 74.00%); this score shows the percentage of engagement-related questions for which the score was 4 or 5 in the survey.

Furthermore, the annual mobility survey, ad hoc surveys on topics such as communication channels, as well as regular lifecycle surveys on the topics of leaving, onboarding and appointment of managers were conducted again in 2025.

Freedom of association, existence of works councils and information, consultation and participation rights of workers

No actions planned

Collective bargaining, including the percentage of workers covered by collective agreements

No actions planned

Work-life balance

Actions taken

Name: Flexible working time models

Explanation: Flexible working time models and mobile working have a positive impact on work-life balance: For details, see chapter ESRS S1 > S1-4 Taking action > [Working time](#), page 169.

Name: Actions related to childcare

Explanation including scope of application and financial expenses:

- "Kinkis Nest" childcare centre (since 2021 at the Head Office in Linz): Childcare facility for children aged 1 to 3 years in cooperation with "OÖ Familienbund". EUR 130,000 (2024: EUR 155,652.49) were spent for operating the facility.
- Holiday weeks for children in August and in the autumn in the Upper Austrian central region
- Financial support for childcare in all Oberbank markets of up to EUR 1,000 per child and year
 - EUR 88,443.8 were allocated in 2025 to support childcare for children up to the age of 10 years of age (excluding the childcare centre).
 - In the year 2024, the figure was around EUR 90,475.71.
 - In the year 2023, the figure was around EUR 64,400.
- Mobile childcare: in emergencies or in the event of illness, in cooperation with the NGO Caritas Austria

Relation to the general goal: Childcare-related actions make it easier for employees to achieve a good work-life balance, thus improving satisfaction among employees.

Time horizon for completion: No time limit for the actions.

There is no time limit for the actions: Strong demand for the childcare options indicates a high level of demand and good effectiveness of the measure.

Name of actions: Special leave, care leave, sabbaticals, further education during periods of leave

Explanation: The actions serve to support employees' specific needs with respect to work-life balance. Options available to employees competing a relevant training programme include financial support and an adjustment of working hours up to and including a leave of absence.

Relation to the general goal: Individual agreements improve the work-life balance.

Time horizon for completion: There is no time limit for the actions.

There is no time limit for the actions. Moderate uptake of the option of arranging working hours in relation to required periods of leave and/or training indicate that there is demand and that the action is effective.

Health and safety

GRI G4-DMA

Actions taken

Name: Actions in relation to occupational health and safety

Explanation:

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- Occupational Health and Safety Committee (meets once a year to discuss health and safety): Members are employer and employee representatives: Works Council, occupational physicians, safety officers, Human Resources and the safety expert
- Regular inspections and workplace evaluations: Due to the predominantly sedentary nature of the work of employees, incorrect sitting posture poses the greatest health risk.

Scope of application: Oberbank Group, all markets

Relation to the general goal: With this policy, Oberbank is pursuing the goal of minimising the physical and mental stress on its employees and promoting a strong sense of safety and workplace satisfaction.

Time horizon for completion: No time limit for the actions.

Evaluation of effectiveness: Occupational accidents, bank robberies, work-related illnesses, days of absence and relevant trends are monitored, see ESRS S1 > [S1-14 - Health and safety metrics](#) > Page 190.

Name of action: “Aktie Gesundheit” (health share) initiative

Explanation:

- Workshops and seminars on topics such as physical activity, healthy eating and mental health.
- The focus on exercise motivates employees to exercise regularly: Company runs, sports groups and exercise classes (e.g. back fitness training, fascia training). Oberbank pays the entry fees for participation in runs or cycling events and provides running outfits for employees.
- Oberbank supports attendance at external health lectures during working hours organised by the Austrian Health Insurance Organisation (Österreichische Gesundheitskasse, ÖGK, Austrian Health Day).
- Based on a detailed analysis of sick leave conducted by ÖGK in 2023, specific actions were taken to promote health and prevent illness in statistically relevant areas. Overall, Oberbank's sick leave ratio is significantly lower than the industry average.

Scope of application: Oberbank AG with health ambassadors for head office and divisions including international markets

Relation to the general goals of the policy: The actions all serve to promote the health of employees.

Time horizon for completion: The “Aktie Gesundheit” (health share) initiative will be continued in the coming years.

Evaluation of effectiveness: Occupational accidents, bank robberies, work-related illnesses, days of absence and relevant trends are monitored, see ESRS S1 > [S1-14 – Health and safety metrics](#) > Page 190.

Name of action: Prevention of mental stress and access to counselling

Explanation:

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- Employee Assistance Programme (EAP): This programme is designed to address mental and stress-related problems and provide easy-access support by offering free-of-charge counselling for professional and private matters. Since February 2023, employees and their close relatives in all Oberbank markets have had access to occupational psychological counselling. What is special about the EAP is that coaching services provided by an agency are also available to senior executives dealing with critical situations in management.

Scope of application: EAP may be used by all Oberbank AG employees in all markets.

Relation to the general goals of the policy: Support for psychological and stress-related strain helps promote the mental health of employees.

Time horizon for completion: No time limit for action

Evaluation of effectiveness: The influence of counselling and further training on psychological resilience is difficult to capture in metrics, and there is no detailed monitoring beyond the use of the offer.

Progress: In 2025, the EAP offer was used by 7.93% of employees (2024: 6.10%), which is higher than in the preceding year. Last year, the service was used largely for the main topics of workplace coaching and family conflicts.

Gender equality and equal pay for work of equal value

Actions taken and planned

Name of actions: "Chance 2030" and "Oberbank4Women" - projects to promote women

Explanation:

- "Chance 2030" project: The goal is to achieve a stable gender balance in management positions. Since 2019, Oberbank has strived to achieve balanced appointment to vacant management positions so as to attain a ratio of 35% women in management positions by 2030 (lower than the prior target of 40%). The target for women in management positions was adjusted to 35% for the period until 2030 in the face of changed framework conditions, current retirement figures and succession candidates in the pipeline for management positions. We stand by our long-term commitment to diversity and are focussing on effective measures to increase the proportion at all management levels. Actions include open internal recruiting, high-potential employees development, and parental leave management.
- The "Oberbank4Women" project was launched as a supplement to "Chance 2030" with view to inspiring even more women to aim for management positions and engage in career development and networking. Individual development plans are an important element, with mentoring and networking meetings being offered as well; what was made available in 2025 will be continued in 2026.
- The focal points in 2025 – which remain relevant also in 2026 – were to make male-dominated job roles (Private Banking, Corporate Banking, branch management) more attractive to women and to offer working time models adjusted to different lifecycle phases. The attractiveness of these roles is being addressed as part of the Diversity and Equal Opportunity project. Furthermore, a study commissioned by Oberbank entitled "Careers of Women" is being conducted in cooperation with the Austrian Bankers Association and the Vienna University of Economics and Business.

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Scope of application: Oberbank AG in all markets, target group women, potential new employees

Relation to the general goals of the policy: The actions directly help to promote equal opportunity, and increase the proportion of women in management positions. Indirectly, they also impact equal pay for equal work and thus a narrowing of the gender pay gap.

Time horizon for completion: The target for the female leadership ratio has been defined for the period until 2030, so actions will be taken to achieve it during this timeframe.

Evaluation of effectiveness: Target achievement in relation to the proportion of women in management is reviewed several times a year and disclosed in the sustainability statement. This also shows the progress made every year in raising the proportion of women in management.

Training and skills development

Actions taken and planned

Name: Actions for further education and its development

Explanations: The actions include the following sub-items:

- Onboarding process for new staff that provides a comprehensive cultural, professional and organisational understanding of all matters and offers opportunities for cross-learning and networking
- Central management of training with the support of decentralised training coordinators
- Clearly defined, multi-year training paths for all professional roles
- Development of specialist career paths at the head office
- High potentials development programme for future managers
- Leadership journey to provide tailored support for each stage of development and secure leadership skills right from the start
- Adaptation of training policies in the regional divisions in Germany, Czech Republic, Slovakia and Hungary
- Continuation of existing training programmes for sustainability
- Continuation of training courses at the branches in all markets to encourage learning from peers
- Opportunity to provide feedback on training quality
- Financial support or time off to enable work-and-study programmes
- Adding the role of expert to the General Banking Academy programme (combining for the first time topics for retail customers and business customers)
- Newly designed training for corporate banking advisors launched at the end of 2025
- Newly designed credit risk training launched at the end of 2025
- Newly designed private banking training launched at the end of 2025
- Rollout of career paths for experts launched at the head office
- Rollout of English courses in the context of direct ECB supervision launched
- Further training for management staff and integration of strategic HR topics into the Management Academy programme
- “Fit & proper” training with a view to future direct ECB supervision

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Scope of application: Oberbank AG in all markets, different training programmes for each target group (sales, head office, management, specialist careers).

Relation to the general goals of the policy: The actions include the identification of high potentials and the development of structured development programmes to improve employee skills.

Time horizon for completion: There is no time limit for the actions.

Evaluation of effectiveness: Completion of training programmes is monitored. Moreover, targets are assigned and monitored for the completion of Oberbank in-house e-learning courses.

Financial resources: The budget for training in all countries taken together was EUR 2.46 million in 2025.

Employment and inclusion of persons with disabilities

Actions taken

- No actions taken

Actions planned

- No actions planned

Actions against violence and harassment in the workplace

Actions taken

Name of action: Making documents available on how to proceed in the event of sexual harassment

Explanation: Comprehensive review of the topic based on an incident in 2023 involving EAP, an external provider; creation of guidelines and a one-page information sheet to support managers in leading sensitive conversations and taking further steps.

Scope of application: The documents prepared apply to all employees in all Oberbank markets.

Relation to the general goals of the policy: The preparation of guidelines supports an effective and structured approach to incidents, and therefore, also the goal of minimising the physical and mental stress suffered by employees and promoting a strong sense of safety and workplace satisfaction.

Time horizon for completion: The action has been completed, although the content and guidelines remain in effect indefinitely.

Evaluation of effectiveness: Incidents of sexual harassment and other severe incidents in connection with human rights are monitored.

Diversity

Actions taken

- No actions taken, although the topic will be given more importance in the coming strategy period.

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Data protection and information security

For actions relating to data protection and information security, see chapter ESRS S4 > S4-4 Taking action > [Data protection and information security, page 213](#) .

Metrics and Targets

This section presents the key metrics and targets in connection with employees and shows how these metrics and targets developed over the past few years. There is no external validation of the data, but the consolidated non-financial statement is reviewed as a whole by an auditor.

S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

This chapter lists all targets relating to Oberbank employees and shows how these targets have been met in recent years.

The definition of targets for employees can be divided into two stages:

- As part of the development of the five-year corporate strategy (current strategy period 2020-2025), overarching goals and the actions required to achieve these goals were defined in close cooperation with the Management Board for various topics, including human resources. Various employees and managers from different departments, divisions and markets are involved in strategy development. This makes it possible to obtain a broad picture covering different points of view and interests. Experts from Human Resources are involved in topics relating to personnel.
- These strategic goals are adjusted as needed or supplemented during the year by appropriate interim goals if necessary for management purposes.

Target attainment and the monitoring of Oberbank's performance compared to the targets is the responsibility of the relevant departments. The appropriate process and the procedure for identifying findings and potential for improvement correspond to the process for assessing the effectiveness of actions (see chapter ESRS S1 > S1-4 Taking actions > [Taking, tracking and evaluating the effectiveness of the actions taken, page 166](#)). Please note that the targets described below include not only the data for the current year but also the data for two preceding years and the baseline value in the respective base year, which also makes it possible to track Oberbank's performance and target attainment.

Secure employment

Measurable and time-bound target

Name of target: Turnover rate

Explanation of target: The target for the adjusted turnover rate⁵ is below 8.50%. The target applies until further notice.

Progress over time:

⁵ Adjusted for parental leave, retirement, death, transfer within the Group

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- In 2025, the turnover rate was 6.29%
- In 2024, the turnover rate was 6.24%
- In 2023, the turnover rate was 7.05%
- In the base year 2020, the turnover rate was 7.40%.

Scope of application: The turnover rate applies to Oberbank's own workforce in all five countries, plus leasing companies.

Relation to the general goals of the policy: The turnover rate is used to monitor the securing of fair and stable employment.

Stakeholder engagement in target setting: Employees and managers take part in the development of the strategy, while targets are set specifically by HR and the Management Board

Methods and significant assumptions for setting targets: Targets are set on the basis of internal developments in turnover figures per organisational unit and analysis of industry standards.

Name of target: Turnover rate of key personnel

Explanation of target: The turnover rate target for key employees⁶ is below 5.3% as from 2026 up until 2030.

Progress over time:

- In 2025, the turnover rate for key personnel was 0.44%, and thus some 3% lower year on year (only one adjustment relating to a departure).
- As the target does not apply until 2026, progress will be reported from then on.

Scope of application: The turnover rate applies to Oberbank's own workforce in all five countries, plus leasing companies. Key personnel correspond to the generally applicable designation Identified Staff as set out in the remuneration policy, which is based on the employee categories covered by § 39b Banking Act whose professional activities have a material impact on the bank's risk profile.

Relation to the general goals of the policy: The turnover rate of key personnel is used to monitor the securing of fair and stable employment-

Stakeholder engagement in target setting: Employees and managers take part in the development of the strategy, while targets are set specifically by HR and the Management Board

Methods and significant assumptions for setting targets: Targets are set on the basis of internal developments in turnover figures per organisational unit and analysis of industry standards.

Name of target: In-house talent for generational change

Explanation: The target is to fill at least 80.00% of vacant management positions through internal recruiting each year. The target applies until further notice.

⁶ Adjusted for parental leave, retirement, death, transfer within the Group

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Progress over time:

- In the year 2025, 91.00% of vacant management positions were filled with persons from within the company.
- In the preceding year 2024, the figure was 93.00%.
- In 2023, 96.00% of management positions were filled from within the company's own ranks.
- In the base year 2020, it had been 86.00%.

Scope of application: Oberbank AG all markets

Relation to the general goals of the policy: Timely planning to fill management positions, e.g. in the case of retirements, also promotes a sense of security among employees.

Stakeholder engagement in target setting: Employees and managers take part in the development of the strategy, while targets are set specifically by HR and the Management Board

Methods and significant assumptions for setting targets: The target was set in the course of strategy development, taking into account the previous year's figures.

Working time

There are no measurable time-bound targets subject to monitoring at a granular level for this material topic. Compliance with flexible working time models and their effectiveness are reviewed at irregular intervals and on an ad hoc basis to prevent negative developments. Factors evaluated include, for example, logged in break times, working hours outside of regular working hours and working from home. We have no plans to set time-bound targets as we currently see no need for them.

Adequate wages

There is no written, measurable and time-bound target for this material topic, as this was not deemed necessary to date.

Evaluation of effectiveness of the policies: Oberbank also regularly takes part in wage studies or acquires such studies. Furthermore, the topics of gender equality, fairness and pay transparency are upheld and monitored on an ongoing basis (see chapter ESRS S1 > S1-4 Taking action > Gender equality and equal pay for work of equal value, page 174).

Social dialogue

There is no written, measurable and time-bound target for this material topic. However, various ratios are recorded, and their trends are tracked within the scope of the Employee Experience initiative. This allows us to track the effectiveness of communication with employees. No targets are planned at this stage, as unnecessary pressure on the divisions is to be avoided. The primary aim is for employees to become accustomed to the new scenario and to the opportunity to provide honest feedback without having to fear

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negative consequences. We aim for these metrics to show a positive trend, not least because they are relevant to the variable remuneration of the Management Board.

Freedom of association, existence of works councils and information, consultation and participation rights of workers

There are no measurable time-bound targets for this material topic. Communication with employee representatives and the workforce is very balanced and has to date not required any specific targets to advance the topic.

Collective bargaining, including percentage of workers covered by collective agreements

There are no measurable time-bound targets for this material topic. The percentage of employees covered by collective agreements is very high (see chapter ESRS S1 > S1-8 Collective bargaining coverage and social dialogue, page 184), which means that no additional specific targets have been necessary to date.

Work-life balance

While there are no measurable time-bound targets for this material topic, a large number of actions have been taken in the context of flexible working times, working from home, childcare, and training in an effort to provide the best possible support to employees (see chapter ESRS S1 > S1-4 Taking actions, page 166).

Health and safety

Measurable and time-bound target

Name of target: Sick leave ratio

Explanation: The sick leave ratio is evaluated annually. The target for the sick leave ratio is a maximum of 3.50%. The target applies until further notice.

Progress over time:

- In 2025, the sick leave ratio was 3.19%, which shows that the ratio is slowly approaching pre-pandemic levels.
- In 2024, it was at 3.41%.
- In 2023, the ratio was 3.43%.
- In the base year 2020, it had been 2.90%.

Scope of application: Oberbank AG in all markets

Relation to the general goals of the policy: The sick leave ratio is an important indicator for monitoring the physical health of employees.

Methods and significant assumptions for setting targets: Targets are set on the basis of internal developments and analysis of industry averages.

Stakeholder engagement in target setting: Employees and managers take part in the development of the strategy, while targets are set specifically by HR and the Management Board

Gender equality and equal pay for equal work

Measurable and time-bound targets

Name of target: Proportion of women in management positions

Explanation: This target is defined in the Manual "Chance 2030". The background for this target is a desire to achieve diversity and equal opportunity within the company. The following target has been set: 30.00% female managers in 2025; 35.00% female managers in 2030 (Oberbank Group + 100.00% subsidiaries)

Progress over time:

- The proportion of women in management positions in 2025 was 30.08%.
- In 2024, the proportion of women in management was 28.51%.
- The proportion of women in management positions in 2023 was 28.00%.
- In the base year 2020, it was 23%.

Scope of application: Oberbank AG in all markets

Relation to the general goals of the policy: The proportion of women in management metric is used to review the goal of equal opportunity.

Methods and significant assumptions for setting targets: A project with external support provided the required analysis; the targets were defined based on the framework conditions in the organisational units and upcoming personnel changes

Stakeholder engagement in target setting: Employees and managers take part in the development of the strategy, while targets are set specifically by HR and the Management Board

Training and skills development

Measurable and time-bound target

Name of target: Completion rate of mandatory e-learning courses

Explanation: The target is for 100% of employees each year to complete the mandatory e-learning courses on sustainability, anti-money laundering compliance, fraud, MiFID (Markets in Financial Instruments Directive), HIKrG (Hypothekar- und Immobiliengesetz, Mortgage and Real Estate Act), FATCA (Foreign Account Tax Compliance Act), CRS (Common Reporting Standards) and GDPR (General Data Protection Regulation).

Progress over time:

- The completion rate in the base year 2020 and the years 2023 and 2024 was 100%.

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- In 2025, the rate achieved was 100.00%.

Scope of application: Oberbank AG in all markets

Relation to the general goals of the relevant policy: The completion rate helps to keep employees up to date on important topics and ensures they are competent in these matters.

Methods and significant assumptions for setting targets: Compliance and business unit requirements

Stakeholder engagement in target setting: Relevant units including Compliance

Employment and inclusion of persons with disabilities

There are no measurable time-bound targets for this material topic. In 2025, the appointment of an accessibility officer as required by law was initiated. No further actions are planned.

Actions against violence and harassment in the workplace

There is no written, measurable and time-bound target for this material topic. However, it is an implicit target of Oberbank not to have any incidents of violence or harassment in the workplace.

Diversity

See chapter ESRS S1 > S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities > Gender equality and equal work for equal pay, page 181.

Data protection and information security

See chapter ESRS S4 > S4-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities > Data protection and information security, page 222.

S1-6 – Characteristics of the undertaking's employees

The figures provided were evaluated on 31 December 2025 (reporting date view) and reported on a headcount basis. The data originate in the Human Resources SAP system. Details of the calculation method are provided in the footnotes to the following tables. SAP permits recording of the following genders: male, female, unknown, inter, diverse and undeclared. At Oberbank, the only categories currently recorded are male and female.

For the most representative figures in the annual financial statements, see Group Management Report > Human Resources > Oberbank AG headcount, page 57.

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Number of employees by gender

Gender	Number of employees		
	2025	2024	2023
Male	1,013	1,060	1,030
Female	1,373	1,417	1,431
Diverse	–	–	–
Not specified	–	–	–
Total number of employees	2,386	2,477	2,461

Number of employees in countries where the company has at least 50 employees who account for at least 10% of the company's total number of employees

Country	Number of employees		
	2025	2024	2023
Austria	1,712	1,777	1,761
Germany	315	326	317

For the number of employees in the Czech Republic, Hungary and Slovakia, see chapter ESRS 2 > SBM-1 Strategy, business model and value chain > [Overview of subsidiaries and employees](#), page 77.

Employee departures

	2025	2024	2023
Number of employees who have left the company ⁷	161	164	182
Number of departures pursuant to ESRS	204	225	

Note: Under ESRS, departures include all departures in the reporting year. The adjusted turnover rate does not include departures due to death, retirement or transfers outside the group to companies that are not included in the group of consolidated companies reported in these consolidated non-financial statements.

Employee turnover rate

	2025	2024	2023
Turnover rate ⁸	6.29%	6.24%	7.05%
Total turnover rate pursuant to ESRS	7.97%	8.56%	

Note: The total turnover rate pursuant to ESRS is calculated by dividing the number of departures in the reporting year by the average number of employees in the reporting year, which is 2,559.9.

Employment contracts

Oberbank offers mainly permanent employment contracts. In 2025, the proportion of permanent, long-term employment contracts was 99.29 % (corresponds to 2,369 persons). In 2024, the figure was 99.59% (corresponds to 2,467 persons).

⁷ Disclosure not required by ESRS, but needed for ratings. The number of employee departures is adjusted for parental leave, retirement, death and transfer within the Group.

⁸ Disclosure not required by ESRS, but needed for ratings. The turnover rate is adjusted for parental leave, retirement, death and transfer within the Group. There are targets for the employee turnover rate, see chapter ESRS S1 > S1-5 Targets > Turnover rate.

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Oberbank does not hire staff from temporary staffing agencies. Very few freelancer are hired, and if so, only for clearly defined projects. Fixed-term contracts are used for periods of getting to know one another and trial periods, after which they are converted into permanent employment contracts (after six months in Austria, after twelve months in Germany, the Czech Republic and Slovakia; there are no fixed-term employees in Hungary). Exceptions from this rule are internships and traineeships for school and university students, where the time limits range from one to six months. Interns count towards employees with fixed-term contracts.

Information on employees by type of contract, broken down by gender

Female			Male			Not specified / Other ⁹			Number		
2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
Number of employees by gender											
1,373	1,417	1,431	1,013	1,060	1,030	–	–	–	2,386	2,477	2,461
Number of employees with permanent employment contracts											
1,365	1,413	1,429	1,004	1,054	1,026	–	–	–	2,369	2,467	2,455
Employees with fixed-term employment contracts											
8	4	2	9	6	4	–	–	–	17	10	6
Number of on-call employees ¹⁰											
0	0	0	0	0	0	–	–	–	0	0	0
Number of full-time employees											
710	767	773	951	992	967	–	–	–	1,661	1,759	1,740
Number of part-time employees											
663	650	658	62	68	63	–	–	–	725	718	721

Note: Employees with fixed-term employment contracts in 2025 were interns in Austria.

⁹ Gender as stated by employees

¹⁰ Employees without guaranteed working hours

S1-8¹¹ – Collective bargaining coverage and social dialogue

Oberbank always employs staff in accordance with applicable legal provisions. All employment contracts are filed with the competent bodies in accordance with applicable procedures. The remuneration of all employees in Austria is based on the applicable collective agreement for bank employees, and in Germany on the applicable collective agreement for the private banking industry. There is no collective bargaining coverage in the Czech Republic, Hungary or Slovakia.

In Austria, all employees are represented by the Works Council (corresponds to 100%). In Germany, the figure is 92.1%. The table below shows that in Austria, where the number of employees exceeds the threshold for triggering reporting (>50 employees), 100% of employees are covered by collective agreements. In Germany, remuneration is either based on the mandatory thresholds defined in the collective agreement for banks or remuneration is voluntarily aligned with the collective agreement and adjusted for inflation in accordance with it, so it is safe to assume 100% coverage here as well. A look at the overall group shows that coverage by collective agreements is 90.49%.

Collective bargaining coverage and social dialogue

Coverage rate	Collective bargaining coverage		Social dialogue
	Employees – EEA (for countries with >50 employees that represent >10% total employees)	Employees – Non-EEA countries (estimate for regions with >50 employees representing >10% total employees)	Workplace representation (EEA only) (for countries with >50 employees representing >10% total employees)
0–79%			
80–100%	Austria, Germany		Austria, Germany

Note: In each Hungary, the Czech Republic and Slovakia, the number of employees is less than 10% of the total number of Oberbank employees and is therefore not included in this list. Oberbank has no employees outside the European Economic Area (EEA), which is why the middle column is empty. There is no European Works Council (EWC), no Societas Europaea (SE) Works Council and no Societas Cooperativa Europaea (SCE) Works Council.

S1-9 – Diversity metrics

Diversity in the top management levels

For information on **diversity on the Management Board**, see chapter ESRS 2 > GOV-1 The role of the administrative, management and supervisory bodies > [Diversity on governance bodies](#), page 67. For the **ratio of women in management**, see chapter ESRS S1 > S1-5 Targets > [Proportion of women in management positions](#), page 181.

Gender distribution on first-level and second-level management

Both first-level and second-level management show an increase in female managers in relation to the total number of employees, even given that the overall number of managers in the second management level is decreasing.

¹¹ Chapter S1-7 is not material for the Oberbank Group and is therefore not reported

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	Number		in % ¹²	
	2025	2024	2025	2024
Total	485	491		
1st management level	97	96		
Men	79	79	81.44%	82.29%
Women	18	17	18.56%	17.71%
2nd management level	388	395		
Men	263	272	67.78%	68.86%
Women	125	123	32.22%	31.14%

Note: 1st management level = head of department/division (one level below the Management Board); second management level = head of unit/branch (two levels below the Management Board).

Diversity of employees

The distribution of employees by age group has remained very much constant over the past few years, with a shift in favour of the 50 years and older group being noticeable.

Distribution of employees by age group

Employees	Number ¹³			in %		
	2025	2024	2023	2025	2024	2023
Total	2,386	2,477	2,461			
30 years or younger	405	453	465	16.97%	18.29%	18.89%
From 31 to 50 years	1,192	1,231	1,256	49.96%	49.70%	51.04%
51 years or older	789	793	740	33.07%	32.01%	30.07%

S1-10 – Adequate wages

All employees of Oberbank AG and its subsidiaries (corresponds to 100%) are remunerated in accordance with the legal provisions applicable in the respective countries, and therefore adequately. In Austria, remuneration is based on the applicable collective agreement for bank employees; in Germany, it is based on the applicable collective agreement for the private banking industry. In the Czech Republic, Hungary and Slovakia, employment contracts are based on the labour codes of the respective country, as these countries do not have any applicable collective agreements. See also chapter ESRS S1 > [S1-8 Collective bargaining coverage and social dialogue](#), page 184.

To ensure pay in conformity with market levels beyond statutory requirements, Oberbank relies on compensation surveys in all markets. In Austria, Oberbank participates in a survey on compensation in the banking sector. In addition to wage increases under statutory provisions or collective agreements, there are

¹² Proportion in number of managers on first and second management levels

¹³ Number of managers corresponds to employee headcount (HC), cut-off date 31 December

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annual adjustments for inflation. Consequently, all employees of Oberbank AG and its subsidiaries earn adequate wages in line with applicable reference values.

S1-11 – Social protection

Oberbank attaches great importance to social protection for its own workforce. All employees in Austria, Germany, Hungary, the Czech Republic and Slovakia are protected against loss of income caused by major life events (100% coverage). This type of coverage, which is either required by law or provided based on in-house arrangements, refers, for example, to loss of earnings due to illness, unemployment, workplace accidents, acquired disability/incapacity to work, parental leave and retirement.

In all of Oberbank's markets, there are laws in place that allow employees to be absent from work for important reasons or for major life events without suffering financial loss.

S1-12 – Persons with disabilities

Employees with disabilities

The number of employees with disabilities decreased slightly in 2025 compared to the figure for the year 2024.

	Number			in %		
	2025	2024	2023	2025	2024	2023
Total	31	36	34	1.30%	1.45%	1.38%
Men	10	13	13	0.42%	0.52%	0.53%
Women	21	23	21	0.88%	0.93%	0.85%

Notes: All employees in all Oberbank markets in the IFRS Group flagged as "severely disabled" in the SAP Human Resources system were included in the evaluation.

S1-13 – Training and skills development metrics

GRI G4 DMA (formerly FS4)

Oberbank takes numerous actions to improve employee skills on an ongoing basis.

Sustainability training for all Oberbank employees

Web-based training (WBT) on the topic of sustainability has been available at Oberbank for several years. It must be completed by all employees within six months of joining Oberbank. There are plans to make the web-based training mandatory every three years for all employees as of 2026. New content will be added to update the training as needed.

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Investment advisors

ESG is also an integral part of investment training. From 2021 to 2025, over 500 Private Banking Advisors and General Banking Advisors in Austria and Germany as well as the staff of the central unit for Private Banking & Asset Management (PAM) completed an external ESG certification.

Corporate Banking Advisors

Since 2022, Corporate Banking Advisors and back office staff have been expanding their ESG expertise in preparation for sustainability talks with customers. In 2023 and 2024, employees attended the "FOCUS Nachhaltigkeit" (Focus on Sustainability) course of study organised jointly with LIMAK Austrian Business School and Terra Institute GmbH. This course of study will be continued in 2026 and updated to account for current regulatory developments.

In addition to regularly organised expert conferences on real estate, the "Forum Firmenkund:innen" is another event where attendees get inputs on sustainability for sales. Apart from taking a deep dive into specialist topics, other matters such as the EU's Omnibus Regulation are discussed as well.

Furthermore, a training course called "Sustainability Talk 2.0" was on offer. It was attended by Corporate Banking Advisors (advanced and expert level), real estate experts and a select group of persons from the central back office units to learn about current developments and trends.

General Banking Advisors

Sales trainers provide individual and ad hoc training to all employees in Retail Banking to ensure that all have the necessary level of competence to provide advisory services to customers. The training course for General Banking Advisors relies on a hybrid format.

IDD certification rules

Since 2020, some 600 employees from Retail Banking have attended the mostly online modular training courses to meet the 15-hours-per-year mandatory training requirement. The information events held regularly (about six times a year) for employees responsible for insurance products at the branches are no longer provided in person, but online via MS Teams.

Training on finance activities

As described in chapter ESRS S1 > S1-13 Training and skills development metrics > [Corporate Banking Advisors](#), page 188, General Banking Advisors also received extensive support and backing for using the "finance activity" interface.

Data protection and information security

There is online training available on data protection and IT security, which all employees are required to complete every year. Special web-based training content has also been created for business continuity management, and all employees at the Oberbank headquarters in Linz must attend such training once a year.

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Additionally, 2025 saw relevant changes and news being communicated on the intranet or through other training formats (such as online consultations in the CEE markets) to keep employees up-to-date.

Further information on education and training

Strategic training management

Learning and development is managed centrally at Oberbank, with in-house training coordinators providing support locally for all regional divisions. Oberbank's managers form the first line in human resources development. Oberbank has a clear structure in place for imparting the skills employees need in their various roles.

Learning methods and learning environment

Oberbank has been using blended learning methods since 2019. Oberbank is constantly evolving in this area, making learning more flexible and more easily accessible to all employees. Direct feedback after attending training programmes is used to measure the quality of the training provided.

High-potential employees management

High-potential employees management is a cornerstone of employee development at Oberbank for careers in management and as experts. High-potential employees are identified during MbO appraisals (see chapter ESRS S1 > S1-2 V Processes for engaging with own workforce and workers' representatives about impacts > [Employee talks](#), page 164).

Training hours

The table shows the training hours for the entire IFRS group. Total training hours (including e-learning) have increased by 10 hours per employee compared to 2024. This is due mainly to the fact that an intensive training initiative for sales staff on how to sell at good prices was carried out in 2025. Furthermore, the topic of expert careers is gaining momentum in the central units and is also reflected in training hours. The other areas, such as specialised training courses for General, Corporate and Private Banking and also Leadership, were similar in scope to the previous year.

In 2025, 57% of training courses were live training sessions with trainers in a seminar room or a virtual room. The remainder, approximately 43%, were online training materials. This percentage has remained more or less unchanged compared to the preceding year.

Average number of training hours per employee

	2025	2024	2023
Average number per employee	52	42	54
Average number per male employee	60	45	63
Average number per female employee	46	40	48

Performance and career assessments

Performance and career assessments are mandatory and take place once a year as part of the MbO appraisals with each employee. In 2025, such meetings were conducted for 97.50% of employees for the MbO period 2026.

Proportion of employees with completed performance and career assessments (in %)

	2025	2024	2023
Total	97.50%	97.80%	94.50%
Men	97.40%	98.50%	94.60%
Women	97.50%	97.30%	94.40%

S1-14 – Health and safety metrics

As an employer, Oberbank is responsible for the health of its employees. 100% of the workforce is covered by a health and safety system. At Oberbank in Linz (Untere Donaulände 24–36), occupational health and safety are the remit of Oberbank’s in-house safety officer and an external company doctor. Fire safety officers and their deputies as well as fire safety stewards have been appointed to ensure fire prevention and safety in the workplace.

There have been no fires at Oberbank in the past six years. There was a single small incipient fire in 2025 at a paper press due to a battery having been thrown into the press. Our technicians were able to extinguish the fire themselves.

The table below shows the number of first responders, work-related accidents, bank robberies, fatalities, recordable work-related illness and days lost.

Overview of health and safety metrics

	2025	2024	2023
Work-related accidents ¹⁴	5	3	1
Bank robberies	0	0	0
Fatalities due to work-related accidents/work-related ill health	0	0	0
Recordable work-related ill health	0	0	
Days lost ¹⁵	100	20	11
First responders	156	174	166

Note: In 2025, there were no fatalities due to work-related accidents or work-related ill health in Oberbank’s own workforce or among other workers engaged at the company’s locations. However, there were two work-related accidents with prolonged sick leave, resulting in a significantly higher number of days of absence in 2025. The work-related accidents in 2025 shown in the table correspond to a rate of 0.21% (2024: 0.12%). In 2025, there were no robberies at any of Oberbank’s branches.

Every work-related accident is evaluated, with preventive measures being put into place based on the results. With respect to bank robberies, an internal control system (ICS) has been set up that stipulates regular inspections at the branches.

¹⁴ “Work-related accidents” include commuting accidents as well as recordable and non-recordable work-related accidents; separate evaluation is not possible.

¹⁵ Days lost to work-related injuries and fatalities resulting from work-related accidents, work-related ill health and fatalities from ill health

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S1-15 – Work-life balance metrics

As described in chapter ESRS S1 > S1-11 Social protection, page 187, all employees in all Oberbank markets (corresponds to 100%) have social protection, especially for leaves of absence for family reasons.

Leaves of absence for family reasons (in %) ¹⁶

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	2025	2024	Reported in 2024
Total	21.50%	19.42%	19.42%
Men	4.99%	4.36%	10.19%
Women	16.51%	15.06%	26.32%

Family-related leaves of absence

Oberbank has a proactive approach to family-related leave. Leave planning meetings are organised with all employees who will be on family-related leave for more than three months.

Parental leave taken

	Number			in %		
	2025	2024	2023	2025	2024	2023
Total	160	137	139	6.71%	5.53%	5.65%
Men	12	13	13	0.50%	0.52%	0.53%
Women	148	124	126	6.20%	5.01%	5.12%

Notes: Parental leave may also start before 1 January of the reporting year. If parental leave lasted from 2023 to 2025, it will count as “parental leave taken” in the years 2023 and 2025, but after the return from parental leave only once in the respective calendar year.

Leave of absence for family carers

All employees in all Oberbank markets are entitled to family care leave for children and close relatives.

Family care leave taken

	Number		in %	
	2025	2024	2025	2024
Total	353	344	14.79%	13.89%
Men	107	95	4.48%	3.84%
Women	246	249	10.31%	10.05%

Note: This breakdown was reported for the first time for 2024, therefore, there are no comparable figures for 2023.

¹⁶ Correction of the previous year's percentage values (proportion of the respective population, e.g. proportion of women) instead of proportion of the total number

S1-16 – Remuneration metrics (pay gaps and total remuneration)

Gender pay gap

The gender pay gap according to the ESRS calculation method¹⁷ in the year 2025 was 26.36% (2024: 26.69%).

In addition to this ESRS-based calculation, the gender pay gap was also calculated in accordance with the provisions of the EBA Guidelines 2019/2034 as amended by EBA/GL/2022/06, Annex IV, which covers only Oberbank Austria. See the two tables below.

Ratio of the total annual remuneration of the highest paid individual to the median total remuneration for all employees

The ratio of the remuneration of the highest paid individual¹⁸ to the employee median¹⁹ within the consolidated companies covered by this non-financial statement is 2025 22,83:1, (2024: 22.98:1²⁰).

Further information on the pay gap at Oberbank Austria

The following two tables comply with the requirements of the EBA Guidelines 2019/2034 as amended by EBA/GL/2022/06, Annex IV.

Employee gender ratio by amount of remuneration quartile²¹

Gender ratio in the different remuneration quartiles	Number of male employees in % of all employees		Number of female employees in % of all employees		Number of male-identified employees in % of all identified employees		Number of female-identified employees in % of all identified employees	
	2025	2024	2025	2024	2025	2024	2025	2024
Austria								
Quartile 1 (low)	34.70%	34.90%	65.30%	65.10%				
Quartile 2 (low to medium)	21.30%	23.10%	78.70%	76.90%				
Quartile 3 (medium to high)	32.00%	30.30%	68.00%	69.70%				
Quartile 4 (high)	73.50%	75.50%	26.50%	24.50%				
All employees/identified employees	40.40%	40.90%	59.60%	59.10%	73.70%	74.60%	26.30%	25.40%

Notes: The table shows that the highest quartile of wages in Austria contains 73.50% men.

¹⁷ This calculation is generally based on the requirements of the EBA Guidelines 2019/2034 as amended by EBA/GL/2022/06, Annex IV, but the number of employees is based on ESRS (all employees of companies included in the group of consolidated companies of this consolidated non-financial statement).

¹⁸ The Management Board of Oberbank is included in this calculation method.

¹⁹ Total annual remuneration of all employees excluding the highest paid individual

²⁰ The figure for 2024 was corrected, as the Chief Executive Officer must be taken into account in the calculation as highest paid individual (corrected figure for 2024: 409.20%).

²¹ The table is not required under ESRS; disclosure complies with the EBA Guidelines 2019/2034 as amended by EBA/GL/2022/06, Annex IV. The calculation excludes employment during parental leave, new hires within the last three months, departures and absences of at least three months in the reporting year / excluding the Management Board.

Gender pay gap based on gross total remuneration²²

Amount of total annual gross remuneration	Gender pay gap for all employees, based on median		Gender pay gap for all employees, based on mean value		Gender pay gap for identified employees based on median		Gender pay gap for identified employees based on mean value	
	2025	2024	2025	2024	2025	2024	2025	2024
Austria								
Quartile 1 (low)	1.12%	-0.62%	1.43%	-0.78%				
Quartile 2 (low to medium)	-0.85%	-0.41%	-0.42%	-0.70%				
Quartile 3 (medium to high)	4.34%	4.61%	2.68%	2.99%				
Quartile 4 (high)	13.35%	10.44%	12.23%	13.46%				
All employees/ identified employees	17.80%	17.86%	22.98%	25.72%	15.62%	11.73%	18.72%	22.65%

Note:

The deviations in the data for 2025 compared to the values published in 2024 were due to the subsequent correction of the calculation logic used (Management Board not included as of 2025).

Overall, the EBA calculation method based on the median in Austria shows a pay gap of 17.80%. This represents a decrease of 0.06% compared to 2024.

A look at the individual quartiles paints a completely different picture. The pay gaps based on the median are less than 10% in the first three pay bands. In the first two quartiles, there was even a slight increase in pay for women compared to men. This is attributable mainly to the fact that women in these roles have longer work experience.

A deeper analysis reveals that the pay gap is attributable to not enough (top) management positions being filled by women. The continually rising rate of women in management positions will result in a narrowing of the gender pay gap over the next few years. Under applicable law, seniority in a given role is also a significant factor in terms of pay. A positive development is that over time and as a result of the measures implemented under the "Chance 2030" initiative more women will hold management positions for longer, which will contribute to further narrowing the gender pay gap.

The increase in the pay gap from 10.44% to 13.35% in the fourth quartile is due to the fact that more women have been promoted to better-paid management roles. However, since most women in these roles still lack experience and seniority, and Oberbank's remuneration system, as described above, also takes these factors into account, further development over time will lead to a reduction in the pay gap here as well.

S1-17 – Incidents, complaints and severe human rights impacts

²² The table is not required under ESRS; disclosure complies with the EBA Guidelines 2019/2034 as amended by EBA/GL/2022/06, Annex IV. As the final variable remuneration component for 2025 will not be paid out until 2026, the calculation – unlike in the EBA Guidelines – still includes the variable remuneration component for 2024 that was paid out in 2025.

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There were no negative incidents relating to human rights in 2025.

	2025	2024
Number of incidents of sexual harassment	0	0
Number of severe incidents related to human rights	0	0
Number of violations of the UN Guiding Principles, OECD Guidelines, European Convention on Human Rights (ECHR), ILO Principles	0	0
Number of work-related incidents of discrimination ²³	0	0
Number of reports received through channels regarding discrimination, harassment or other violations of human rights	0	0
Total amount of fines, sanctions or compensation payments related to the above incidents and complaints (in EUR)	0	0

²³ On the grounds of gender, racial or ethnic origin, nationality, religion or belief, political opinion, disability, age or sexual orientation

ESRS S4 Consumers and end-users

Strategy

Disclosure requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model(s)

Material impacts

Chapter ESRS 2 > SMB-1 Strategy, business model and value chain > Oberbank's value chain, page 92 explains how customers play a key role in Oberbank's value chain, especially as they generate income for the bank by using banking services and products; how they contribute to the continuous improvement of the bank's products and services through their feedback and also create new business opportunities for Oberbank with their referrals. This makes it clear that long-term business relationships are essential for Oberbank's business model to function.

The (potential) impacts on customers described in chapter ESRS 2 > SBM-3 Material impacts, risks and opportunities, page 104 can be attributed to the business model and strategy of Oberbank and/or are related to them. The reason is that Oberbank has – or must have – large amounts of customer data and information at its disposal is to ensure customer-specific support: As customers use the products and services, Oberbank needs to have the information required for this purpose as well as (having to) provide various channels for customers to provide feedback at any time.

On the other hand, customers also have an influence on Oberbank's business model. To maintain the high level of customer satisfaction (see chapter ESRS S4 > Metrics > Retail customers > Customer satisfaction surveys page 221) and at the same time ensure optimal customer service and support, Oberbank works to continuously improve and expand its existing range of products and services based on customer wishes and demands. Furthermore, Oberbank has taken numerous measures to ensure the best possible protection of customer data so as to avoid negative impacts on customers and create a high sense of security (see chapter ESRS S4 > S4-4 Taking action > Data protection and information security, page 213).

Material risks and opportunities

Chapter ESRS 2 > SBM-3 Material impacts, risks and opportunities, page 104 clearly shows that there are no significant risks and opportunities in relation to customers.

Affected consumers and end-users

In the consolidated non-financial statement 2023, chapter S4 Consumers and end-users referred exclusively to Oberbank's retail customers. For 2024, corporate and business customers as well as securities customers were also included in the scope of the disclosures in the consolidated non-financial statement. This enables a more comprehensive overview of the customers affected (corresponds to 100%) by material impacts and opportunities.

Based on the material positive and negative impacts identified, Oberbank customers may be divided into the following groups:

- Retail customers: A diverse range of products and services is available to adults as well as children and young people; at the same time, their data is comprehensively protected. Individual and

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personal advice is very important, especially for particularly vulnerable people. Digital and physical accessibility actions are designed to ensure equal access to information, products and services for all customers.

- Corporate customers: Many of Oberbank's corporate customers are facing the challenge of transforming their business models for a more sustainable economy. Targeted and individual support and assistance with the transformation from Oberbank's sustainability experts, customer advisors with special training as well as comprehensive information channels help create positive impacts and reduce negative impacts. The constantly growing portfolio of sustainable products and services also contributes towards this goal. Regular engagement with corporate customers also makes it possible to address their specific needs and further minimise negative impacts.
- Securities customers: Comprehensive advice and sufficient information are necessary before any investment decision can be reached so as to avoid wrong decisions and financial loss. In the case of sustainable investments, particular attention is paid to individual sustainability preferences.

Oberbank offers its customers traditional banking products and services. These are not harmful to humans and/or increase the risk of chronic disease. Intensive engagement with customers is inherent to the banking business. Therefore, Oberbank has large amounts of confidential and particularly sensitive data and information on individual customers. The risk of data breaches or violations of privacy therefore exist and a certain degree of risk in this area cannot be completely ruled out. However, Oberbank works hard to protect the privacy of its customers and has taken numerous actions to keep customer data secure (see chapter ESRS S4 > S4-4 Taking action > [Data protection and information security](#), page 213).

Based on the principle of regionality, not all customers have the same access to products and services, but a comprehensive accessibility project is under way to remove barriers for individual groups of people and in this way create fair access for everyone.

All customers rely on comprehensive product information to reach the best decision for their purposes. Since financial products are always associated with financial risk, high-quality information and extensive advice from customer advisors are of the utmost importance. In addition, detailed and current information on individual products and services is available on the [Oberbank website](#).

There are no consumers or end-users who are particularly susceptible to ill health effects in the banking business, as no products and services are offered that are directly harmful to health. However, special protective measures are in place for children and young people, as this group may also be customers of Oberbank but have little experience in dealing with money or banking in general. Personal consultations in the branches are of particular benefit to older customers and customers with disabilities who require more extensive support with their transactions.

Generally, most negative and positive impacts affect all customers and customer groups equally, especially since everyone has the right to have their data treated with due care, needs comprehensive and legally accurate product information for decision-making, and would like to provide feedback on banking products and services. However, the fact that specific customer groups are more strongly affected by negative and positive impacts relating to access to products and services than others is due to socio-demographic characteristics, such as a greater need for protection due to age, lack of experience with financial products or physical or mental impairments, which constitute physical or digital barriers for individual groups of people. Experts from General Banking, the unit responsible for the development of the retail banking

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business, have the necessary experience and are aware of the challenges involved. General Banking works with the Digital Platforms unit to remove digital barriers to access to banking products and services, or with Real Estate, Safety and Security and Cost Management to reduce physical barriers at branches. The annual Customer Experience survey and other regular feedback from customers provide information on what customers require of their bank and what products and services they want as a way for us to create positive impacts and avoid negative impacts (see chapters ESRS S4 > S4-2 Processes for engaging with consumers and end-users about impacts, page 204, and S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns, page 209).

As the material negative impacts described above either affect all customer groups equally or are related to the socio-demographic characteristics of individual customer groups, these are systemically widespread throughout the company and do not just occur in individual cases.

Impact, risk and opportunity management

S4-1 – Policies related to consumers and end-users

Relation to policies, actions, targets and material IROs

Policy	Material sustainability aspects	Material IROs (actual or potential impact)	Actions	Targets	Metrics
Data protection and information security	Data protection	Negative impacts of behaviour monitoring, interference with employee rights and freedoms, violation of human rights, negative psychological consequences; positive impacts on high sense of security among employees, increasing the bank's appeal as an employer	Data protection and information security actions	Achievement of certain ratings and certifications with regard to IT security	Number of data protection inquiries, number of breach notifications pursuant to Article 33 GDPR, number of other proceedings before the data protection authority, certification of our general IT service provider

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Policy	Material sustainability aspects	Material IROs (actual or potential impact)	Actions	Targets	Metrics
Freedom of expression and availability of information	Freedom of expression	Negative impacts such as dissatisfaction, resulting in negative influence on the brand; violation of fundamental rights; negative media impact; positive impacts such as improved customer satisfaction, positive influence on brand and image, reduced occurrence of legal disputes and avoidance of fines	Proactive complaints management, customer satisfaction surveys	Increase in customer satisfaction rate	Net Promoter Score (NPS)
	Access to (quality) information	Positive impacts: Clarity of information (creates trust and loyalty), avoidance of uncertainty and complaints, customers are assigned directly to appropriately trained staff members, increase in customer loyalty, clarity of information helps avoid uncertainty and reduce complaints	Publication of reports, publication of product information, promotion of financial literacy	None	No metrics
	Responsible marketing practices	Negative impacts: customer selects unsuitable products due to opaque marketing information and suffers financial disadvantages, warning (by consumer protection bodies (VKI, AK in Austria) due to greenwashing, possible FMA fines and claims for damages; positive impacts: increase in customer satisfaction	Participation in further education and training opportunities	Re-certification under the Pro-Ethik label	Number of violations of regulations or voluntary codes of conduct

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Policy	Material sustainability aspects	Material IROs (actual or potential impact)	Actions	Targets	Metrics
Responsible marketing practices	Access to products and services	Negative impacts: not every customer has the same level of access to every product; positive impacts: free access through various channels (digital and at branches and other non-digital channels)	Customer service centre and online customer portals, digitalisation measures for products and advisory services	Increase in electronic mailbox use, increase in customer portal and app use	Electronic mailbox use, customer portal and app use
	Responsible marketing practices	See above	See above	See above	See above

Data protection and information security

Contents: The policy is designed to protect the rights of consumers and end-users, to avoid negative impacts such as data misuse or security breaches, and to promote positive impacts such as trust and a high sense of security. Oberbank regards data protection and information security as central components of its sustainability strategy and as a prerequisite for a customer relationship built on trust.

General goals: The goal is to ensure compliance with the General Data Protection Regulation (GDPR) and the regulatory requirements of the ICT guidelines of European and Austrian supervisory authorities, to guarantee the confidentiality, integrity and availability of customer data and to strengthen Oberbank's digital resilience.

Material sustainability aspects:

- Data protection

Policies and documents that communicate the overall policy to stakeholders: Employees have access to the following manuals and works agreements in the document management system and on the intranet:

- Data protection manual
- Work instruction on EU General Data Protection Regulation
- Work instruction for data breach notification
- Information security policy
- Information classification policy
- IT risk management policy
- Cloud compliance strategy
- Outsourcing of banking services policy: Risk policy
- Work instruction for outsourcing
- Strategy: Oberbank IT strategy
- Strategy: ICT - DLM

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- Strategy: Digital operational resilience
- Work instruction: Central management of contracts and suppliers

Related standards: The legal basis for the policy includes the General Data Protection Regulation (GDPR) and national data protection laws

Monitoring the policy: As part of contract and supplier management, the Real Estate, Safety and Security and Cost Management department maintains a list of all contracts for information and communication technologies that is sent annually to the supervisory authorities.

Scope of application: The policy applies to all Oberbank markets and relates to the processing of personal data as well as to information security in connection with consumers and end-users. The GDPR applies only to natural persons, but fundamental rights protection still applies to legal entities. This means that both private and corporate customers or securities customers may be covered by it.

To guarantee the security of customer data, Oberbank enforces information security measures also with third-party providers, and in the case of outsourcing, there is extensive documentation of contracts, service level agreements as well as an outsourcing register.

Final responsibility for implementation: Final responsibility for implementing the policy lies with the Management Board of Oberbank. Implementation is the task of data protection officers and the Real Estate, Safety and Security and Cost Management and Human Resources departments, under the responsibility of the relevant head of department. Information security actions are coordinated by the Information Security Group in Real Estate, Safety and Security and Cost Management under the responsibility of the head of department, the CISO (Chief Information Security Officer) and 3 Banken IT.

Stakeholder interests taken into account: The interests of stakeholders are taken into account by making the protection of the personal data of customers and information security a key priority and implementing such protection accordingly.

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Freedom of expression and availability of information

Contents: The policy aims to give consumers and end-users an opportunity to reach informed opinions based on high-quality information and express these freely through the various feedback channels.

General goals: The goal of the policy is to protect freedom of expression for customers and provide transparent, comprehensible and high-quality information as a basis for reaching informed decisions. Oberbank aims to improve customer satisfaction through clear communication and open feedback channels and to promote active participation by customers.

Material sustainability aspects:

- Freedom of expression
- Access to (quality) information
- Responsible marketing practices

Policies and documents that communicate the overall policy to stakeholders: Employees have access to the following manuals and works agreements in the document management system and on the intranet:

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- Code of Conduct
- Work instructions for marketing communications

Related standards: The legal basis for the policy includes the Charter of Fundamental Rights of the European Union, in particular Article 11 on freedom of expression, as well as the EU's consumer protection directives.

Monitoring the policy: The Net Promoter Score and customer feedback are used for monitoring purposes.

Scope of application: The policy applies to all Oberbank markets and relates to all interactions with consumers and end-users. It includes direct communication in the branches as well as digital channels such as the customer portal, the website and mobile applications.

Final responsibility for implementation: Final responsibility for implementing the policy lies with the Management Board of Oberbank. Information availability is implemented by the Corporate & International Finance, General Banking and Private Banking & Asset Management departments, under the responsibility of the respective head of department.

Stakeholder interests taken into account: The interests of stakeholders are taken into account in the policy by making protecting freedom of expression and access to high-quality information a key priority and implementing such protection accordingly.

Responsible marketing practices

Contents: The policy aims to prevent the spread of misinformation and greenwashing by ensuring transparent, truthful and legally compliant communication with customers. It refers primarily to the design, review and publication of marketing communications and product information. Furthermore, Oberbank ensures that customers have access to all relevant products and services through digital channels as well as through personal contact. Responsible marketing therefore not only refers to the quality of the content of communications but also to access and comprehensibility of the services offered.

General goals: The goal is to ensure the integrity of customer communications, comply with regulatory requirements and strengthen customer confidence in Oberbank. At the same time, responsible marketing is meant to ensure that all customers, regardless of location, language or digital capabilities, have access to Oberbank's products and services. This is designed to have a positive impact on customer satisfaction.

Material sustainability aspects:

- Access to products and services
- Responsible marketing practices

Policies and documents that communicate the overall policy to stakeholders: Employees have access to the following manuals and works agreements in the document management system and on the intranet:

- Code of Conduct
- Work instructions for marketing communications
- Sales Manual 2025: Support policy & sales talks

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Related standards: The legal framework for this policy comprises national competition law, media law and copyright law, as well as the consumer protection directives of the European Union.

Monitoring the policy: There is no monitoring, as no metrics are collected or reviewed. Ongoing compliance with statutory requirements must be ensured.

Scope of application: The policy applies to all Oberbank markets and relates to all interactions with consumers and end-users. It includes direct communication in the branches as well as digital channels such as the customer portal, the website and mobile applications.

Final responsibility for implementation: Final responsibility for implementing the policy lies with the Management Board of Oberbank. Implementation is the task of the Secretariat & Communications department, under the responsibility of the relevant head of department.

Stakeholder interests taken into account: Stakeholder interests are taken into account in the policy by making access to clear, comprehensible and complete information as well as avoidance of misinformation and greenwashing a key priority and implementing necessary actions accordingly.

Human rights policy commitments

Commitment to human rights

Oberbank rejects any form of discrimination, corruption or sexual harassment as a matter of principle. Oberbank does not tolerate discrimination such as on the basis of nationality, culture, social background, skin colour, gender, sexual orientation, religion, belief or political views. Oberbank's commitment to diversity is also reflected in the signing of the Diversity Charter (for more information on the Diversity Charter, see the [Oberbank website](#)).

Oberbank believes it is important to adhere to international conventions and standards such as the European Convention on Human Rights (ECHR), the Charter of Fundamental Rights of the European Union (CFR), the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights in all of its markets. Compliance with the fundamental principles of the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work, namely freedom of association, the right to recognition of collective bargaining, the prohibition of forced, compulsory or child labour as well as the prohibition of discrimination in the workplace, is also of fundamental importance to Oberbank.

We also expect our customers to act in accordance with Oberbank's values (see the [Code of Conduct](#) of Oberbank). This objective is reflected in the [exclusion criteria](#), which explicitly exclude business relationships or require Oberbank to dissociate itself from companies if, for example, human rights violations are known or become known in the course of a business relationship (for the exclusion criteria, see the [Oberbank website](#) and chapter ESRS G1 > G1-1 Business conduct policies and corporate culture > Corporate culture > [Exclusion criteria](#), page 228).

Human rights of relevance for Oberbank customers

Human rights	Basis	Touch points	Key topics/reference
Right to life and health	Article 2 ECHR Articles 2, 31 CFR ILO principles	Occupational health and safety measures, health promotion programmes	–
Right to respect for private and family life	Article 8 ECHR Articles 7, 8, 37 CFR	Work-life balance, occupational health and safety, data protection	Data protection and information security
Right to education	Article 2 Protocol ECHR Article 14 CFR	Financial literacy	Access to (quality) information
Freedom of assembly and association	Article 11 ECHR Article 12 CFR ILO principles	Trade unions, workplace assemblies, interest groups	Freedom of expression
Right to collective bargaining	Article 28 CFR ILO principles	Trade unions, pay, working conditions	Freedom of expression
Freedom of expression	Article 10 ECHR Article 11 CFR	Channels for anonymous expression of opinion, protection against reprisals, grievances management	Freedom of expression, chapter ESRS S4 > S4-3
Prohibition of slavery, forced labour and child labour	Article 4 ECHR Articles 5, 32 CFR ILO principles	Legal requirements for employment	Chapter ESRS G1 > G1-1 > Exclusion criteria
Right to non-discrimination in private and work life	Article 14 ECHR Articles 21-23, 30, 36 CFR ILO principles	Access to products, services and information for all, accessibility	Access to products and services, access to (high-quality) information, responsible marketing practices

Processes and mechanisms for monitoring compliance with UN Guiding Principles, ILO Principles, OECD Guidelines

Oberbank customers and employees of our customers have numerous channels at their disposal through which they can (anonymously) report suspicions, incidents or complaints in connection with discrimination, harassment or other violations of the law, and thus also violations of the UN Guiding Principles, the ILO Principles or the OECD Guidelines (see chapter ESRS S4 > S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns, page 209). This makes it possible to monitor compliance with the aforementioned principles and guidelines.

Engaging customers on the topic of human rights

Oberbank strives for regular engagement with its customers and has taken many actions and set up channels for engagement (see chapter ESRS S4 > S4-2 Processes for engaging with consumers and end-users about impacts, page 204). This also enables exchanges on the topic of human rights.

Serious incidents in connection with human rights

For the number of incidents related to human rights, see chapter ESRS S4 > S4-4 Taking action > Serious problems and incidents involving customers related to human rights and the right to data protection, page

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Remedy/remediation

The remedial action described in chapter ESRS S4 > S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns > Remedial action, page 211, also apply to customers in the event of human rights violations.

S4-2 – Processes for engaging with consumers and end-users about impacts

GRI G4 DMA (formerly FS5)

This chapter provides insights into the processes for engagement with consumers and end-users and their representatives about actual and potential impacts on them. Engagement is adapted to the needs of the respective customer group (retail, corporate, securities customers). A uniform engagement process for all customer groups has not been established, all the more so as this does not allow for the targeted and individual support and interaction that Oberbank strives for. The engagement actions listed in the table below also make it possible to gain insights into the views of those customers within each customer group who may be marginalised or particularly vulnerable to impact.

For general, company-wide and customer group-independent engagement with stakeholders in the various areas of the company, see chapter ESRS 2 > SBM-2 Interests and views of stakeholders, page 94.

Overview of engagement actions

Engagement action	Scope of application	Direct or indirect engagement	Phase	Type	Frequency
Engagement of retail customers					
Customer experience management	For retail customers and private banking customers	Direct; customers are able to give personal feedback	After annual talks, product sales meetings and investment advisory meetings	Standardised online survey	Ad hoc
Annual meeting	For retail customers	Direct	Annually	Personal talks	Annually
Engagement of corporate customers					
Annual meeting	For business customers	Direct	Annually	Personal talks	Once or twice a year depending on the customer group
Sustainability check	For business customers	Direct	As preparation for sustainability talks or ad hoc awareness talks	Standardised online survey	Ad hoc
Sustainability discussion	For business customers	Direct	Annually	Personal talks	Annually
In-depth sustainability talk	For business customers	Direct	For more in-depth advice	Personal talks	Ad hoc
Market sounding	For business customers	Direct	One-off	Personal talks	Ad hoc
Sustainable finance and advisory services for subsidised lending schemes	For business customers	Direct	On environmentally-relevant investment occasions	Personal talks	Ad hoc

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Engagement of securities customers					
Consultation on sustainable securities pursuant to sustainability preferences	For securities customers	Direct; customers may indicate whether and to what extent they want to invest in sustainable securities	During securities advisory talks or when purchasing sustainable securities, a review is conducted to see if the product matches the customer's preferences; the general preferences are reviewed every 3 years at the latest to ensure that they are up to date and discussed with customers	Personal talks	Ad hoc
Annual meeting	For securities customers	Direct	Annually	Personally	Annually

Retail customers

Customer experience management

Oberbank has been conducting customer satisfaction surveys in Austria since September 2019. Feedback from retail customers and private banking customers is collected using a standardised online questionnaire. These surveys take place after annual talks, product sales talks, securities advisory talks and, since 2021, also after contacts with the customer service centre.

In April 2025, Oberbank switched the provider it uses to carry out surveys. Only customers who have given us their consent may be surveyed. The change in provider meant that we have had to obtain all consent statements from customers again starting in March 2025.

On the one hand, customers are asked about general topics such as making appointments, advisory talks or branches, and on the other, about their specific appointment. The survey also has comment field to leave personal feedback.

Annual meeting

This annual meeting – an extensive and comprehensive consultation actively managed by Oberbank’s customer advisors – is at the heart of Oberbank’s support and advisory services. Its purpose is to analyse customers’ overall financial situation and their needs, to jointly work out optimisation options and to offer tailored products to meet customer needs.

Corporate customers

Annual meeting

See chapter ESRS S4 > S4-2 Processes for engaging with consumers and end-users about impacts > Annual meeting, page [206](#). This applies equally to corporate and business customers, with adjustments being made for the target group.

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Sustainability check

The sustainability check was developed together with the consulting firm Terra Institute GmbH. It may be used free of charge on the Oberbank website. Based on 40 questions on ESG topics, companies are given an overview of their status quo in terms of sustainability and a report on the results with tips for potential improvements. Since the EU announced the Omnibus package (single legislative act amending several laws), the sustainability check has been managed as a passive product and will be updated and advertised again from 2026.

Sustainability talk

Since 2022, a qualified sustainability meeting has been held once a year with key customers from the group of medium-sized and large companies and the real estate sector. At these talks, the sustainability risks are assessed, and information is provided on sustainability topics and fields of action to achieve sustainable growth. Based on a guide containing 14 key questions, environmental and social topics as well as various aspects of corporate governance are covered.

In addition, a comprehensive presentation package for sales is available that covers a wide range of topics and provides an overview of the key topics such as regulations, decarbonisation and sustainable products.

In-depth sustainability talk

If further questions arise from the sustainability talks or corporate customers request additional information, the sustainability managers from the Corporate and International Finance department are available for more in-depth sustainability talks. At these talks, topics such as sustainability reporting requirements (CSRD), the EU Taxonomy, the EU Supply Chain Act (CSDD), other important EU rules and regulations, impacts on ratings and credit decisions, and much more are discussed in detail with customer advisors. The core element in 2026 will be the decarbonisation strategy with our sustainability managers.

Market sounding

Oberbank contacts some customers on an ad hoc basis to use them as a sounding board on current topics. In 2024, the focus was on these companies' decarbonisation strategies and the implementation of CSRD requirements. In May 2025, 58 customers were surveyed about the impacts they expect of the EU's Omnibus legislation on their business models, and during the interview, they were presented the VSME standards (voluntary standards for SMEs).

Sustainable finance and advisory services for subsidised lending schemes

Advisory services for subsidised lending schemes is one of Oberbank's core competences. Being able to use subsidy schemes for investments and innovation is also a clear advantage for Oberbank's corporate customers, also with environmentally-relevant projects. If there is reason to assume an interest in funding during the aforementioned talks, experts are involved that provide comprehensive advice on subsidised lending schemes and support corporate customers throughout the entire process. Businesses benefit from the attractive terms of the schemes for subsidised loans, guarantees, equity capital and non-repayable grants.

Securities customers

Securities advisory services

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The digital process, which is now also much more user-friendly, comprises all elements required by law such as asking customers about their sustainability preferences (investor profile). In a process that runs in the background, customer preferences are matched against suitable sustainable products to ensure the advice provided meets customer expectations. Any departures from the suggested products are easily documented and securely stored in the system.

Annual meeting

See chapter ESRS S4 > S4-2 Processes for engaging with consumers and end-users about impacts > [Annual talks](#), page [206](#). This also applies in adapted form to retail customers.

Responsibility for inclusion of results in the corporate policy

Operational responsibility for ensuring that the results of the **customer experience survey** inform Oberbank's approach lies with the Strategic Organisational Development, Digitalisation and IT (technical aspects) departments and with General Banking (experts). There is no separate or special function or role, and none have been set up for this purpose. The most senior decision-making level is the Management Board.

For more information on the role of the Management Board in connection with customer feedback, see chapter ESRS S4 > S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns > [Regular meetings](#) on customer feedback/grievances management, page [210](#).

Corporate & International Finance has operational responsibility for integrating the results of **annual meetings, sustainability checks, sustainability talks, sustainable financing and funding consultations**, in-depth sustainability talks and **market soundings** into the corporate policy. The most senior decision-making level is the Management Board. Advisory services for sustainable finance and subsidised funding schemes is part of the function/role of corporate banking advisors and funding scheme specialists. For the other engagement actions mentioned here, capacities have been established to support employees with their engagement activities and to further expand Corporate & International Finance's sustainability team.

To better align the **securities advisory process** and the **sharing of product information** with customers' specific needs, there incoming customer responses are analysed on an ongoing basis. Private Banking & Asset Management, under the direction of the head of department, works closely with the ESG Unit to provide operational support for implementation. It is also responsible for ensuring that any findings will be included in the bank's corporate strategy.

Evaluation of the effectiveness of cooperation with customers

Customer satisfaction is measured using two different criteria or performance metrics:

- Customer satisfaction is measured based on the Net Promoter Score (NPS), which is calculated from the responses to the question "How likely are you to recommend Oberbank to friends or family?" The referral rate is the result of the percentage of promoters (customers that would recommend Oberbank) less the percentage of detractors (customers that would not recommend Oberbank) out of all responses.

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- Satisfaction with Oberbank and its products and services is measured using the Customer Satisfaction Score (CSAT). This metric is the principal criterion after contact with our customer service centre or support centre. A 5-star rating score is available for the answers, with the rating system being the reverse of the Austrian school grading order (1 = very dissatisfied and 5 = very satisfied). The CSAT is calculated on the number of all responses (average value).

The sustainability check has been popular with **corporate customers**, and this is reflected in referrals. Due to regulatory requirements (including the GDPR), it was not possible to conduct a detailed evaluation or corporate customer satisfaction survey.

Oberbank's sustainability talks were much in demand with customers and many such consultations were held. Since 2023, targets have been defined to make the progress of these talks measurable. These targets have been added in the VECO sales management tool (see chapter ESRS 2 > SBM-1 - Strategy, business model and value chain > Corporate customers, page 85).

The insights gained from the sustainability talks are documented by the customer advisors, considered in internal risk assessment and, if necessary, incorporated into the lending process. Appointments for talks on subsidised lending schemes or in-depth sustainability talks are arranged as required.

In 2025, in-depth sustainability talks were conducted primarily in the first quarter, after which they were significantly cut back. The decision to do so was due to the uncertainty created by the introduction of the Omnibus package by the EU, especially regarding the proposed changes to the thresholds for sustainability reporting. A continuation of the in-depth advisory sessions is planned for 2026, with the focus of the talks being adapted to the applicable legal framework.

Feedback from **securities customers** is mostly positive and highlights the high quality of Oberbank's advisory services, although in the past it was possible to derive actions from the responses only to a limited extent, due to their very general nature. The customer surveys were redesigned in 2024 to obtain even more precise insights into the customer experience.

The new version yields valuable additional insights, but the response rate to date has not yet been sufficient to inform a well-founded evaluation.

S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

This chapter provides insights into how negative impacts are remediated and which channels are available for consumers and end-users to raise concerns. For a comprehensive description of stakeholder management, see chapter ESRS 2 > SBM-2 Interests and views of stakeholders, page 94.

Ombudsperson Office

The in-house Ombudsperson Office settles disagreements and disputes between customers and Oberbank. The Ombudsperson Office is a neutral point of contact in cases of disputes and works to find a solution satisfactory to all parties. The services of the Ombudsperson Office are available free of charge and it can be contacted by letter, e-mail, fax or telephone.

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Out-of-court dispute resolution

Oberbank has submitted to the jurisdiction of an external out-of-court institution for alternative dispute resolution for disputes with consumers: **Gemeinsame Schlichtungsstelle der österreichischen Kreditwirtschaft** (Joint Conciliation Board of the Austrian Banking Industry)

Complaints processing and handling

When a complaint is filed, Oberbank asks its customers to be as specific as possible about what their concerns are and to make the information and documents required to clarify the matter available (such as account number, branch concerned, account statement, e-mail of account manager or advisor, etc.). The complaint/inquiry will be promptly handled and/or referred to the competent in-house unit(s) for comments, clarification, decision-making and processing. Once the necessary information is available, the customers are informed of the outcome.

Simple inquiries are processed as quickly as possible and handled within 24 hours of having been received (except on weekends, public holidays and bank holidays). A response is communicated within two weeks of receipt of a complaint or inquiry. If the matter cannot be settled within this deadline for justified reasons, such as a high level of complexity, need for extensive research, or absence of the persons involved, the Ombudsperson Office informs customers accordingly.

The Ombudsperson Office keeps a continuous register of complaints, which contains the name of the complainant, the date the complaint was received, the department/office concerned, the contact person, the reason for the complaint or the concern, as well as the type and content of the resolution.

The Ombudsperson Office takes random samples from the claims database at regular intervals and checks the respective processing status and documentation. The Ombudsperson submits an annual report on complaints management to the Board of Directors. This report is based, among other things, on the information recorded in the claims database.

Definition of “complaint”

Pursuant to “§ 5 (1) (4) VERA-V” (Financial Market Authority (FMA) Regulation on the reporting of assets, income and risks), a complaint is “*any expression of dissatisfaction*” addressed to a credit institution by a natural person or legal entity in relation to the provision of a banking service, an investment service, a payment service or the issuance of electronic money.

Whistleblowing platform

The whistleblowing platform set up on the Oberbank website facilitates the early prevention and swift clarification of violations of the law as well as the improvement of operational processes and the internal control system. Whistleblowing makes an important contribution to Oberbank's compliance culture. See also chapter ESRS G1 > G1-1 Business conduct policies and corporate culture > Protection of whistleblowers, page 231.

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Tracking and monitoring of complaints and effectiveness of channels

Customer satisfaction is actively monitored at Oberbank. To this end, a committee convenes every six months, with the meeting being attended by management board members Florian Hagenauer, Martin Seiter, Isabella Lehner, Romana Thiem as well as selected department heads. At this meeting, customer feedback and complaints received through the four channels available to all customers (customer experience management, customer service centre, complaints management and online) are discussed and decisions are taken on actions to improve quality in specific areas and meet customer demands. These measures may affect all customer groups. Progress on actions taken is also reported at these regular **customer feedback and complaints management** meetings. If complaints accumulate on a specific topic, this can also be taken up as a focal point by Internal Audit. This provides additional monitoring of the implementation and effectiveness of the actions taken. The process described makes it clear that the channels through which customer feedback and complaints can be reported are actually effective.

Customers are informed about the available channels in a variety of ways. In this way, **the structures and processes** are made widely known. Relevant information, for example, that complainants may contact the Ombudsperson Office, is made available on Oberbank's website at oberbank.at/ombudsstelle or under "Kontakt > Ombudsstelle" as well as in customer information documents (for example, "Information on Oberbank payment services for consumers" and "Account switching for consumers – general information") and in the General terms and conditions of Oberbank ("Information on legal remedies; out-of-court dispute resolution"). The contact details of the Oberbank customer service centre are available at oberbank.at/kontaktformular. Information and details of the complaint and contact options are also provided in customer meetings.

For details on **safeguards against retaliation for using the channels**, see information on the whistleblower protection system in chapter ESRS G1 > G1-1 Business conduct policies and corporate culture > [Whistleblowing](#), page 231, the description of the mechanisms related to unlawful behaviour in chapter ESRS G1 > [Mechanisms for identifying, reporting and investigating concerns about unlawful behaviour or behaviour in contradiction of its code of conduct or similar internal rules](#), page 231, and the actions relating to data protection and information security in chapter ESRS S4 > S4-4 Taking action > [Data protection and information security](#), page 213.

Remedy/remediation

The quarterly customer feedback and complaints management meeting is a remedial measure (see chapter ESRS S4 > S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns > [Tracking and monitoring of complaints, effectiveness of channels](#), page 210). When a need to take action is identified in individual areas, the actions are agreed and taken in consultation with the responsible persons/departments, including the Management Board. If, for example, there are technical restrictions (e.g. self-service devices, customer portal) that have a negative impact on our customers, actions are taken to limit the problem, prevent it from spreading to other (business) areas, and at the same time ensure the fastest possible resolution.

This aims to keep customer satisfaction high. The effectiveness of the action taken is recognised, among other things, when there is no longer negative feedback or the Net Promoter Score improves (see chapter ESRS S4 > Metrics and targets > [Customer satisfaction surveys](#), 221).

S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

Taking, tracking and assessing the effectiveness of the actions

This chapter describes in detail the actions taken by Oberbank and the actions planned for the coming years in relation to customers. The actions are assigned to the respective material topics. This makes it clear which of the impacts, risks and opportunities described in chapter ESRS 2 > SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model, page 104, are addressed by the individual actions and what the focus of the actions is. It is particularly important to take timely and effective actions to protect customers with regard to the actual and potential negative impacts identified.

Remedial measures and reconciliation of interests

Apart from the following actions, Oberbank has also established comprehensive structures (see chapter ESRS S4 > S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns, page 209) to efficiently implement and facilitate remedial action in the event of material negative impacts. These processes are designed to respond quickly and specifically to potential and actual problems. The necessary resources and responsibilities are clearly defined and are regularly reviewed by the Internal Audit department to ensure the effectiveness of implementation and the results. For specific remedial actions, see chapter ESRS S4 > S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns > Remedial actions, page 211.

Business pressure and entrepreneurial activity may lead to actual and potential negative impacts on customers, even if various actions are taken to minimise these as far as possible. Oberbank has set up a Compliance and an Internal Audit department to address such conflicts.

Serious problems and incidents involving customers in connection with human rights and the right to data protection

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Human rights

	2025	2024
Number of incidents of sexual harassment	0	0
Number of severe incidents related to human rights	0	0
Number of violations of the UN Guiding Principles, OECD Guidelines, European Convention on Human Rights (ECHR), ILO Principles	0	0
Number of work-related incidents of discrimination ²⁴	0	0
Number of reports received through channels regarding discrimination, harassment or other violations of human rights	12	0
Total amount of fines, sanctions or compensation payments in connection with the above incidents and complaints (in €)	1,000	0

Data protection

	2025	2024
Number of data protection requests in terms of data subject rights	134	99
Number of breach notifications pursuant to Article 33 GDPR	0	2
Number of other proceedings before the data protection authority	0	3

Note: The requests of data subjects in the financial year 2025 concerned the right to erasure, the right to object, the right to access and the right to rectification. All requests made by data subjects and other inquiries from customers were processed within the defined deadlines.

Data protection and information security

Data protection actions

Explanation: Actions relating to data protection and data security are required in order to rule out unlawful access to data and information or their misuse. The actions taken by Oberbank to ensure this include:

- **Data Protection Officer:** Oberbank has established a central data protection organisation. The data protection officer is responsible for compliance with the GDPR and other data protection regulations. The data protection officer acts as a point of contact for internal and external inquiries and coordinates the implementation of data protection measures.
- **Authorisation systems:** Access to personal data is regulated by a role-based authorisation system. Only authorised employees have access to sensitive information. The assignment and control of authorisations is based on the dual control principle and authorisations are embedded in the document management system using appropriate technology.
- **Rules for the secure handling of personal data:** Oberbank has several work instructions on this topic. These include:
 - Data protection manual: Implementation of GDPR principles
 - Work instruction GDPR: Training and information for employees
 - Instructions for handling the data of job applicants and employees

²⁴ On the grounds of gender, racial or ethnic origin, nationality, religion or belief, political opinion, disability, age or sexual orientation

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- Instructions for reporting data incidents

These documents are accessible to all employees and are updated regularly.

- **Training on IT security** All Oberbank employees complete mandatory online training on data protection every year.
- **Establishment and annual update of technical and organisational measures (TOM):** Oberbank defines and regularly reviews measures for secure data processing.
- **Regular meetings to discuss data protection matters:** These meetings take place on a regular basis with the responsible persons and annually with data protection officers from all markets. The exchange promotes uniform standards and continuous improvement, thereby improving the security of customer data in all countries.
- **Mandatory annual e-learning courses on data protection for all Oberbank employees:** All employees are trained to avoid data protection breaches and to handle personal data correctly.
- **Updates on data protection information for all employees available on Oberbank's intranet:** Current legal developments are communicated internally and put into practice.

Relevant sub-topics:

- Data protection and information security

Scope of application: All Oberbank markets

Relation to the general goals of the policy: The action supports Oberbank's strategic goal of ensuring a high level of trust and security for customers and employees.

Time horizon for completion: The action has been implemented permanently and is continuously developed.

Evaluation of effectiveness: No metrics available for the fulfilment of the target

Remedy/remediation: If applicable, increase awareness among employees by communications on the intranet (Inside)

Progress: No measurable metrics available

Information security actions

GRI G4-DMA (formerly FS9)

Explanation: Information security is a top priority at Oberbank. Its purpose is to protect data, strengthen trust and ensure the stability of the bank, which is important to protect the interests of customers. The following actions show how Oberbank puts this claim into practice:

- **Mandatory WBT (web-based training) on IT security:** All Oberbank employees complete mandatory online training on IT security every year.
- **IT security management:** Oberbank operates a comprehensive IT security management system that is based on international standards such as ISO/IEC 27001. It comprises guidelines, processes and technical measures to secure the IT infrastructure.
- **Protection against cyber threats and their detection:** Attacks are identified and blocked early on through a number of technical and organisational measures that include securing and monitoring

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internal and externally accessible systems, communication channels and gateways for malicious software, as well as awareness training for employees.

- **Security measures:** Derived from penetration tests, vulnerability scans, internal and external IT audits (revisions), as well as measures taken within the risk management process
- **Business continuity management (BCM):** BCM ensures that business operations can be maintained even in the event of a crisis (e.g. power outage, cyber attack). The measures include failover plans, redundancy systems and regular testing.
- **Failover tests at data centres:** The data centres are regularly tested for failover scenarios and reliability. This means checking whether systems automatically switch over to redundancy systems in the event of system failure. The purpose is to test the redundancy capacity of the remaining data centre, the processes and procedures, the staff and the technical equipment and to initiate improvements as needed.
- **Information and cybersecurity report:** Regular reports on information security make it possible to produce ongoing evaluations and to further develop security measures.
- **ISAE 3402 Type 2 report:** This audit report confirms that our IT general service provider's internal control systems function effectively over a longer period of time – especially in the case of outsourced processes.
- **Information classification and policy:** A policy for classifying information was introduced in order to systematically assess protection requirements for information and define appropriate security measures.
- **DLP (Data Loss Prevention):** A system for the automated checking of data transfers, such as e-mails to third parties, was introduced to prevent unwanted outflows of information to external parties.

Relevant sub-topics:

- Data protection and information security

Scope of application: Oberbank Group

Relation to the general goals of the policy: The action supports Oberbank's strategic goal of ensuring a high level of trust and security for customers and employees.

Time horizon for completion: The action has been implemented permanently and is continuously developed.

Evaluation of effectiveness: Regular monitoring and reporting to management, mandatory ongoing reviews by Internal Audit

Remedy/remediation: Following a risk assessment, the actions are assigned deadlines for implementation.

Progress: The progress of implementation is reviewed by the ISK department/Security Unit (second level) and by Internal Audit and/or external auditors (third level).

Freedom of expression

Active complaints management

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Explanation: Oberbank operates a structured complaints management system that enables customers to express concerns, criticism and suggestions for improvement through various channels (customer experience management, customer service centre, complaints management, and online). Complaints are systematically recorded, analysed and discussed at quarterly customer feedback and complaints management meetings. For details on complaints management see chapter ESRS S4 > [S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns](#), page 209.

Relevant sub-topics:

- Freedom of expression

Scope of application: Complaints management concerns all Oberbank markets and the bank's own operations and addresses all customer groups.

Relation to the general goals of the policy: The action is directly related to the overarching goal of promoting freedom of expression through structured and serious consideration of customer opinions.

Time horizon for completion: The action is designed as an ongoing measure and is regularly evaluated, with specific improvements being derived from such evaluations.

Evaluation of effectiveness: Effectiveness is monitored at regular meetings, with feedback from the Ombudsperson's Office and the development of the Net Promoter Score (NPS) providing supplementary input.

Remedy/remediation: When deficits are identified, targeted improvement measures are quickly implemented in consultation with the relevant specialist departments and, if necessary, with the Management Board. The aim is to eliminate the root cause, prevent the problem from spreading and restore customer satisfaction.

Customer satisfaction surveys

Explanation: Oberbank conducts regular customer satisfaction surveys to learn about customers' opinions and expectations and to identify potential for improvement. The results are incorporated into the strategic development of products, services and communication processes.

Relevant sub-topics:

- Freedom of expression

Scope of application: The action applies to all Oberbank markets and affects all customer groups.

Relation to the general goals of the policy: It is linked to the overarching goal of promoting freedom of expression by actively involving customers in the design and improvement of banking services.

Time horizon for completion: The action is implemented on an ongoing basis and regularly evaluated, with the results serving as a basis for further action.

Evaluation of effectiveness: Effectiveness is checked by means of the Net Promoter Score (NPS).

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Remedy/remediation: When deficits are identified, targeted improvement measures are quickly implemented in consultation with the relevant specialist departments and, if necessary, with the Management Board. Such deficits and improvements are key issues addressed at the regular customer feedback and complaints management meetings.

Progress: After changing the provider for Oberbank's customer satisfaction surveys, Oberbank is now able to analyse the customer feedback it receives in even greater detail with the help of AI.

Access to (quality) information

Publication of reports

Explanation: Oberbank regularly publishes audited reports such as the annual financial report including the consolidated non-financial statement to provide stakeholders with transparent and reliable information.

Relevant sub-topics:

- Access to (quality) information

Scope of application: This action concerns all of Oberbank's markets and addresses mainly external stakeholders such as customers, investors, analysts and NGOs.

Relation to the general goals of the policy: The action is directly related to the overarching goal of supporting informed opinions and decisions among stakeholders by providing access to high-quality information based on transparent reporting.

Time horizon for completion: The reports are published annually.

Evaluation of effectiveness: Effectiveness is ensured by external audits conducted by auditors and by monitoring and approval by the Supervisory Board. Furthermore, feedback from stakeholder engagement is considered when further developing reporting formats and content.

Publication of product and company information

Explanation: Oberbank provides its customers and stakeholders with high-quality information on products, services and corporate activities through various channels. These channels include the website, events and lectures as well as digital formats such as newsletters and online magazines. The aim is to create a broad, accessible and comprehensible information base that enables informed and well-founded opinions and decisions.

Relevant sub-topics:

- Access to (quality) information

Scope of application: This action applies to all Oberbank markets and addresses retail, corporate and securities customers; it also applies to external stakeholders such as investors, NGOs and the media.

Relation to the general goals of the policy: The action is directly related to the overarching goal of supporting informed opinions and decision-making among stakeholders by providing access to high-quality information based on transparent reporting.

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Time horizon for completion: The action is implemented on an ongoing basis, with the content and formats being regularly updated and further developed.

Evaluation of effectiveness: Effectiveness is checked by monitoring website use, analysing click behaviour for newsletters, qualitative feedback at events, and evaluations of user numbers and feedback.

Remedy/remediation: If information gaps are identified or the action meets with weak approval, the content and formats will be adjusted accordingly.

Supporting financial literacy

GRI G4-DMA (formerly FS16)

Explanation: Oberbank supports activities to improve awareness with respect to financial literacy and to this end cooperates regularly with academics on theses and in research projects at universities on the topic of sustainability, specifically with JKU Linz, University of Applied Sciences (FH Salzburg) and the Business Academy Linz-Auhof. Financial knowledge is made available to customers through newsletters and online magazines, such as a monthly market commentary, the online wealth magazine “#jetztvermögen” and other formats. Other activities to improve financial literacy include regular presentations at Donau-Forum, Oberbank’s in-house event centre in Linz, at the branches and at external events. For school students, Oberbank organises a Backstage Tour in Linz as well as a look behind the scenes in every business area twice a year.

Relevant sub-topics:

- Access to (quality) information

Progress:

In 2025, Oberbank supported a thesis with the title "Evaluation of analyst estimates for fundamental data". In the past, Oberbank has also served as a sparring partner.

Scope of application: The actions are addressed to university students, school students (lectures), customers (newsletters) and the public at large (online magazines).

Relation to the general goals of the policy: The action supports people in reaching informed opinions and decisions by improving financial knowledge.

Time horizon for completion: The action is ongoing, and cooperation with JKU Linz, FH Salzburg and schools will be continued.

Evaluation of effectiveness: Oberbank does not systematically monitor the effectiveness of these actions, but it does, for example, receive feedback from teachers and professors.

Access to products and services

Customer service centre and internet banking

Explanation: Oberbank offers people central access to its products and services through its customer service centre, website and internet banking services. Customers may conduct their banking transactions,

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obtain information and support through various channels, specifically online, mobile and in person. The banking app, the eShop, the option of online account opening, and digital financing services deserve special mention in this context. Children and young people 10 years and older are also given access to the customer portal to enable them to develop digital financial literacy at an early age.

Relevant sub-topics:

- Access to products and services

Scope of application: The action applies to all Oberbank markets and concerns retail customers, corporate customers and securities customers.

Relation to the general goals of the policy: The action supports Oberbank's strategic goals of increasing the use of digital services and of improving customer satisfaction. It contributes to inclusion and the implementation of accessibility requirements.

Time horizon for completion: The action is ongoing.

Evaluation of effectiveness: Effectiveness is analysed using metrics such as the degree of digitalisation (76% in 2024, target: 80% by 2025), use of the electronic mailbox (92% in 2024, target: 90%) and the Net Promoter Score (NPS).

Remedy/remediation: Complaints and feedback are systematically analysed and considered in the further development of services.

Digitalisation actions for products and advisory services

Explanation: Oberbank is engaged in comprehensive digitalisation efforts to make traditional banking products and advisory processes more customer-friendly, efficient and sustainable. The actions are tailored to the needs of different customer groups:

- **For retail customers:** Traditional products such as debit cards and credit cards were supplemented with digital functions such as mobile payment (via Oberbank Wallet App, Apple Pay, Garmin Pay, SwatchPAY! and Bluecode), GeoControl and a limit changing function. Online savings products such as the "be green savings account" are available. Advisory services are increasingly being provided paperless, using electronic document delivery, digital signatures and electronic mailboxes. Sustainability information and advertising materials are provided digitally.
- **For corporate customers:** Digital signatures were introduced for guarantees, likewise the electronic sending of annual statement confirmations and interest rate adjustment letters for lease finance. New customers receive access to the online application oBusiness, which uses the EBICS standard. A digital account switching option was introduced as well.
- **For securities customers:** Customers receive ESG details on their securities positions in the customer and advisory portal. In 2025, the oPerformance tool was introduced, which permits

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customers to carry out a sustainability assessment of their securities portfolios. The volume of non-digital advisory services is being reduced, for example, by introducing a digital "securities folder".

Relevant sub-topics:

- Access to products and services

Scope of application: The actions apply to all Oberbank markets and address retail customers, corporate customers and securities customers as mentioned above.

Relation to the general goals of the policy: The actions promote the use of digital channels and help to improve financial literacy and customer satisfaction.

Time horizon for completion: The actions are ongoing and are continuously being further developed, especially with regard to new digital functions and regulatory requirements.

Evaluation of effectiveness: Effectiveness is analysed by metrics on use (e.g. mobile payments, digital advisory), degree of digitalisation, Net Promoter Score (NPS) and feedback from customer surveys.

Remedy/remediation: Where necessary, functions are adapted, training courses are offered for customers and employees, technical improvements are implemented and the use of digital applications is made easier.

Responsible marketing practices

Participation in further education and training opportunities

Explanation: Oberbank relies on targeted training and further education programmes to ensure responsible marketing practices throughout the entire organisation. The goal is to sensitise employees to ethical, transparent and legally compliant communication (including in the area of securities).

The content covers basic legal knowledge and requirements, such as the provisions of the Securities Supervision Act 2018 (Wertpapieraufsichtsgesetz, hereinafter: WAG 2018) and Delegated Regulation (EU) 2017/565 (hereinafter: DelReg) as well as the general principles of honesty, clarity and non-deception. Moreover, practical examples are developed and discussed together with the participants of workshops. Both content and focus are adapted to the needs of the staff of the respective departments (such as Treasury, Private Banking, Digital Media).

Relevant sub-topics:

- Responsible marketing

Scope of application: This action applies to all Oberbank markets and affects all employees that have customer contacts, as well as specialists and managers in sales, marketing and advisory.

Relation to the general goals of the policy: The action supports Oberbank's strategic goals of complying with regulatory requirements, promoting ethical business practices and strengthening trust and transparency in relations with customers and stakeholders.

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Time horizon for completion: Permanent measure with annual updating of content and continuous implementation.

Evaluation of effectiveness: The knowledge gained is to be applied by employees of the respective departments in future to ensure that communications and marketing documents comply with statutory requirements and general specifications and also pass assessment by the legal team.

There were no incidents of non-compliance with rules or codes of conduct regarding product and service information and labelling or concerning marketing communications in the reporting year.

Prevention of greenwashing²⁵

All advertising materials used in communications are subject to a strict legal assessment by the internal legal team.

Metrics and Targets

Metrics

This section presents the material metrics relating to customers and how these metrics developed over the last few years. There is no external validation of the data, but the consolidated non-financial statement is reviewed as a whole by an auditor.

Retail customers

Customer satisfaction surveys

	2025	2024	2023
Surveys delivered	29,416	35,760	55,410
Response rate	32.10%	33.30%	28.40%
Minutes needed per survey	2.5	3	3
Digital responses	99	1,681	1,558
thereof in the customer portal	0	1,272	1,188
thereof on the website	47	208	227
thereof in the banking app	52	201	143
Customer satisfaction (NPS) ²⁶	69.9	68.1	65.7
NPS after advisory talks	70.9	70.8	69
NPS until 2024 after calls to the customer service center and support center ²⁷		57.6	50.7

²⁵ Information relevant for ratings in addition to actions relating to responsible marketing practices.

²⁶ Relates to surveys conducted as a follow-up to advisory talks and phone conversations with the customer service centre

²⁷ Conversion of the NPS metric to CSAT as of April 2025 - no comparison with previous years possible

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CSAT as of 2025 after calls to the customer service center and support center	4.58	k.A.	k.A.
Feedback containing comments	58.20%	64.20%	63.40%

Notes: The number of surveys delivered decreased in 2025 compared to the preceding year. The reason is the switch in provider that Oberbank uses for customer satisfaction surveys. As a result of this switch, our customers' previous consent statements lost their validity, which is why they must be obtained again. The response rate is also slightly lower. The NPS after advisory appointments remained almost unchanged versus the preceding year. The time spent per survey remained unchanged compared to 2024. As the feedback buttons in the customer portal, on the website and in the banking app were not available at all, or in some cases only until April 2025, there was a significant decline in digital feedback compared to previous years. The table shows a renewed increase in customer satisfaction. A majority of customers also used the opportunity to express their satisfaction in the comments.

S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

This chapter lists all targets relating to Oberbank's retail, corporate and securities customers, and presents the metrics for target attainment over the past years.

The definition of goals and targets for Oberbank's retail, corporate and securities customers can be divided into two stages:

- As part of the development of the five-year corporate strategy (current strategy period 2020-2025, next period 2026-2030), overarching goals and the actions required to implement them are defined in close cooperation with the Management Board for several fields of action, including Corporate Banking, General Banking and Private Banking. Different employees and managers from different departments, business areas and markets are involved in each field of action, which results in the broadest possible and most representative picture of the different points of view. Experts from the respective specialist departments are involved in the areas of Corporate Banking and General Banking.
- These strategic goals are adjusted as needed or supplemented during the year by appropriate interim goals if necessary for management purposes.

The achievement of targets and the monitoring of Oberbank's performance against these targets is the responsibility of the relevant specialist departments. The relevant process and the procedure for identifying lessons learned and potential for improvement in this regard correspond to the process for assessing the effectiveness of actions (see chapter ESRS S4 > S4-4 Taking action > Taking, tracking and assessing the effectiveness of actions, page 212).

Data protection and information security

Data protection

The primary goal of data protection is to fully meet the statutory requirements set out in the GDPR and in national data protection and privacy laws, with the highest priority being given to the protection of

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personal data processed by Oberbank AG. Furthermore, it is also important to us to respond to all requests from our customers in a timely and satisfactory manner and to process them as requested. In addition, the data protection officer supports relevant data processing-related projects and also conducts data protection audits as needed. These activities and targets are not measurable, as they vary in volume each year. No metrics are used to review the effectiveness of the actions and policies implemented.

Information security

GRI G4-DMA (formerly FS9)

Name of target: Achievement of certain ratings and certifications with regard to IT security

Explanation: The goal is to attain the latest state of the art in IT security and proactive IT risk management; the following targets for measuring effectiveness were defined by the Management Board. These targets are to be achieved every year and apply until further notice. The achievement of 3 Banken IT GmbH's information security targets is measured annually as part of the information security management system process using defined KPIs. These KPIs have also been measured during the year since 2024.

1. Achievement of a CRISAM rating of BBB (Corporate Risk Application Method)
2. Austrian CyberRisk Rating (Kreditschutzverband/Nimbusec Rating) scoring between 100 and 199
3. Permanent ISO certification of 3 Banken IT GmbH under ISO/IEC 27001 (annual monitoring audit, recertification every three years)
4. Certification of the service-related internal control system in accordance with ISAE 3402 Type 2 (annually)

Prior to the measurement of target attainment, there were no starting values.

Scope of application: General IT service provider of Oberbank

Relation to the general goals of the relevant policy: Compliance with regulatory requirements is the fundamental goal, with the effectiveness of actions being assessed by means of certifications.

Overall progress over time: In March 2021, 3 Banken IT GmbH underwent certification in accordance with ISO/IEC 27001: 2013, the internationally recognised information security standard. The recertification audit under the updated version ISO/IEC 27001:2022 was successfully completed in March 2024. Certification means that the current situation is analysed regularly, verifiably ensuring that the internal processes for increasing security are continuously adapted to the state-of-the-art technology requirements.

The requirements of the ISAE 3402 Type 2 Audit report require an audit of 3 Banken IT GmbH's ICS by an independent external entity (auditor). The audit, which took place in October 2024, involved reviewing the actual control procedures performed in the 2024 audit period as well as the effectiveness of the controls. Both audit reports were issued by the auditor.

The Nimbusec Risk Rating was completed within the defined range.

The CRISAM BBB rating was not attained in 2024 (status: BB rating)

Methods and significant assumptions for setting targets:

Standardised specifications according to ISO standard or IEC

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Standardised rating according to Nimbusec (KSV)

Stakeholder engagement in target setting: The Management Board of Oberbank is involved in defining the targets and approves them; decision-makers from 3Banken IT and the relevant specialist departments are also involved.

Freedom of expression

Name of target: Customer satisfaction rate

Explanation: The target is to retain a high customer satisfaction rate above 60 points on the Net Promoter Score (NPS) until 2030.

Progress over time:

- In 2025, the NPS was 70.90²⁸.
- In 2024, the NPS was 68.10.
- In 2023, the NPS was 65.70.
- In the base year 2020, the NPS was 62 points.

Scope of application: Oberbank customers from the Austrian market who participate in surveys

Relation to the general goals of the relevant policy: The aim is to promote customers' freedom of expression and in this manner improve customer satisfaction. The change is measured using the NPS. See also the results of the customer satisfaction surveys in chapter ESRS S4 > Metrics and targets > Customer satisfaction surveys, page 221.

Methods and significant assumptions for setting targets: The measurement of customer satisfaction and the targets set for this metric are based on an internationally recognised standard for customer satisfaction surveys.

Stakeholder engagement in target setting: Employees, representatives of department heads and the Management Board of Oberbank took part in the development of the Strategy 2025.

Access to (quality) information

There is no measurable time-bound target for this material topic, because comprehensive information is already being published. There is no direct monitoring of the policies and actions using metrics.

Access to products and services

Targets relating to retail customers

Name of target: Increased use of electronic mailbox

²⁸ Since 2025, presentation of NPS after advisory talks (excl. customer service centre / support centre)

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Explanation: The target is to increase the use of Oberbank's online mailbox to 90.00% by 2025.

Progress over time:

- In 2025, 93.10% of retail customers with an Oberbank customer portal and/or the Oberbank app received their documents via their electronic mailboxes.
- In 2024, documents were delivered to 92.00% of retail customers via their electronic mailboxes.
- In 2023, 89.00% of retail customers had their documents delivered to their electronic mailboxes.
- In the base year 2020, 87.00% of retail customers with an Oberbank customer portal and/or the Oberbank app received their documents via their electronic mailboxes.

Scope of application: Retail customers of Oberbank

Relation to the general goals of the relevant policy: Responsible marketing and access to products and services being made available in this context also involves increasing the use of the electronic mailbox.

Methods and significant assumptions for setting targets: The evaluation of progress to date in the sales cockpit and the definition of targets for annual increases in portal features automatically results in an annual increase in users of the electronic mailbox.

Stakeholder engagement in target setting: Oberbank employees were involved in the development of the Strategy 2025 and the Strategy 2030.

Name of target: Increase in use of customer portal and app

Explanation: The target is to raise the use of the portal and the app by retail customers in Austria to 80.00% by 2025.

Progress over time:

- As at 31/12/2025, the digitalisation rate among retail customers had already increased to around 78.06%, which is a rise of more than 2 percentage points year on year. However, the target for 2025 was still missed by a narrow margin. There will be further digitalisation initiatives to enhance the portal's features in the coming years.
- As at 31/12/2024, the Oberbank customer portal and the Oberbank app were used by 76.00% of retail customers.
- As at 31/12/2023, the digitalisation rate among retail customers was 73.00%.
- In the base year 2020, the digitalisation rate among retail customers had been 43%.

Scope of application: Retail customers of Oberbank

Relation to the general goals of the relevant policy: Customer portal and app use allows us to monitor access to products and services. A high degree of use indicates successful marketing practices.

Methods and significant assumptions for setting targets: Evaluation of progress to date in the sales cockpit and definition of targets for annual increases.

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Stakeholder engagement in target setting: Oberbank employees were involved in the development of the Strategy 2025 and the Strategy 2030.

Responsible marketing practices

Name of target: Re-certification under the Pro-Ethik label

Explanation: Oberbank plans to obtain re-certification under the Pro-Ethik label; certification is awarded for 2-year periods (current certification period 2023-2025) and will be sought again for 2026 and 2027.

The label's criteria state that it is awarded to businesses that, in their advertising activities

- a. subscribe to the ethical and moral principles of the Austrian advertising industry's code of ethics (ethics in advertising),
- b. embrace the shared social-ethical tenets of the communications industry (self-regulation), and
- c. advocate in this way for the freedom of advertising and against bans on advertising (freedom of advertising).

Overall progress: Initial certification was obtained in 2021 and was renewed in 2023.

Scope of application: Label awarded for Oberbank's advertising activities

Relation to the general goals of the relevant policy: The purpose of correct and transparent communication, which enables customers to make informed decisions, is confirmed by an external body.

Methods and significant assumptions for setting targets: No specific assumptions were made.

Involvement of stakeholders in setting targets: Customers are key stakeholders and are interested in the certifications, which is why the bank obtains certifications.

Governance Information

ESRS G1 Business conduct

Impact, risk and opportunity management

Policies related to governance

Policy	Material sustainability aspects	Material IROs (actual or potential impact)	Actions	Targets	Metrics
ESG mission statement on avoidance of sustainability risks	Corporate culture	Avoidance of negative impacts of loan portfolio on climate change, biodiversity, governance	Automated blocking process for exclusion criteria	None	None
Sustainable and fair corporate culture	Corporate culture	Positive impacts of corporate culture in day-to-day practice	Business conduct training, reference to Employee Experience (S1-2)	None	Monitoring of Code of Conduct use
		Positive impacts of tax compliance / transparency	None	None	Metric – Group-wide tax expenses, country-based reporting
Protection of, and support for, whistleblowers	Protection of whistleblowers	Positive impacts, as whistleblowing helps an organisation to improve	Providing a whistleblowing platform	None	None
Selection of suppliers taking into consideration social and ecological criteria	Management of relationships with suppliers	Positive impacts: Promotion of awareness for sustainability	Obtaining signatures for the Code of Conduct for Suppliers and Business Partners	Response rates in the various markets	No additional metrics

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Sponsoring	Sponsoring (company-specific)	Negative impacts due to incidents of corruption, partiality; positive impacts due to clear sponsorship criteria	FERONIA sustainability award	"Regionality principle": Over 95% of the sponsoring budget goes to Oberbank markets	Percentage of regional sponsorships, sponsorship amounts by subgroup
Prevention and detection of corruption and bribery	Corruption and bribery – prevention and detection including training	Positive impacts of strengthening awareness and prevention	Training on corruption and bribery, targeted risk analyses	None	Coverage by training, duration; corruption or bribery cases, number of convictions and amount of fines for violations

G1-1 – Business conduct policies and corporate culture

Corporate culture

Important aspects impacting corporate culture are regulations for the banking business, such as how to address sustainability risks, as well as defining and communicating Oberbank's corporate culture and strategy to its employees.

Oberbank's corporate culture is based on the following corporate values: competence, trust, cohesion and passion. Corporate culture underpins every action taken by the bank and its employees. It is constantly being developed and adapted to the needs of employees and to social change. Apart from the Management Board, numerous employees are involved in the development of actions and policies in this context. Putting all of this down in writing and subjecting it to annual evaluation helps to ensure that targets are achieved and development continues on an ongoing basis.

ESG mission statement on avoidance of sustainability risks

Contents: A sustainable lending policy has the goal of reducing the volume of non-sustainable loans by applying exclusion criteria and monitoring ESG risks. Oberbank dissociates itself from industries, businesses and business practices it considers likely to have unacceptable environmental, social and governance (ESG) impacts.

To mitigate sustainability risks, we take these risks into account when assessing ESG-relevant soft facts (business model, dependence on external factors) for the credit ratings of our business customers. The ClimCycle tool automatically generates a sustainability scoring based on a customer's geographical region and field of industry; in addition, customer advisors classify each business in terms of physical risks, transition risks, social risks and governance risks. In the case of customers with a high or very high ESG risk who apply for new loans, customer advisors must comment on the extent to which such a loan would contribute to reducing the customer's ESG risk.²⁹

²⁹ Additional information of relevance for ratings to supplement the explanation of the overall policy.

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Information on governance

General goals: To arrive at a lower-risk and more sustainability-oriented loan portfolio, we continuously monitor sustainability risks and exclude loans with unacceptable impacts.

Material sustainability aspects: Corporate culture

Policies and documents that communicate the overall policy to stakeholders:

Employees have access to the following documents in the document management system on the intranet:

- Policy: ESG Mission Statement
- Policy on strictly excluded transactions (exclusion criteria)
- Work instruction rating manual (rating help)

The exclusion criteria are also published on [Oberbank's website](#) for external stakeholders.

Related standards:

- Exclusion criteria The policy on Oberbank's exclusion criteria references several standards relating to human rights and labour rights: European Convention on Human Rights (ECHR), the Charter of Fundamental Rights of the European Union, the ILO Declaration on Fundamental Principles and Rights at Work, Reporters Without Borders Press Freedom Index (Black List); money laundering/high-risk countries: list of the Financial Action Task Force on Money Laundering (FATF), EU list of high-risk countries under Regulation (EU) 2020/855. With respect to climate change mitigation and environmental protection, the following standards apply: Paris Agreement on Climate Change 2015, Washington Convention (CITES – Convention on International Trade in Endangered Species of Wild Fauna and Flora)
- ESG soft facts: FMA Guide on Sustainability Risks

Monitoring the policy: Monitoring takes the form of continuously checking the automatically triggered sustainability blocks and preparing sustainability risk heat maps twice a year.

Scope of application:

- Exclusion criteria Oberbank Group, all markets, lending and accounts business as well as own investments
- ESG soft facts: Oberbank AG, all markets

Final responsibility for implementation:

The exclusion criteria are updated by the departments Organisational Development, Digitalisation and IT (ESG Group), Compliance, and Corporate & International Finance. Approval is given by the plenary Management Board, which has final responsibility for implementation. Corporate & International Finance is responsible for reviewing the criteria.

Implementation of ESG soft facts is the task of the Credit Management department, under the responsibility of the department head.

Stakeholder interests taken into account:

A sustainable and low-risk lending policy is in the interest of Oberbank's investors to guarantee Oberbank's success as well as in the interest of internal stakeholders such as the Management Board, employees and also customers. Fulfilment of statutory requirements for sustainability risks is reviewed by the Financial Market Authority. ESG rating agencies are also interested in implementation, above all, in the exclusion criteria.

More detailed information on the scope of application of the exclusion criteria, the treatment of corporations and more detailed information on the areas excluded is available on Oberbank's website <https://www.oberbank.at/strategie>.

Policy: Sustainable and fair corporate culture

Contents: Oberbank sets great store by a sustainable and fair corporate culture. The framework for such a corporate culture is defined in the Code of Conduct for employees. The Code of Conduct provides general information on corporate culture (values, conduct, whistleblowing, complaints management, social and environmental responsibility) and on the applicable legal framework (banking secrecy, data protection and privacy, cybercrime, integrity and honesty in tax matters, anti-money laundering and anti-terrorism financing measures, securities compliance, etc.). Oberbank expects all employees – at whatever level in the hierarchy – to read, understand and strictly comply with the most recent version of the Code of Conduct. Oberbank rejects any form of discrimination, corruption or sexual harassment as a matter of principle. As a listed company, Oberbank is committed to the Austrian Code of Corporate Governance (ÖCGK). The Code of Corporate Governance serves as valuable guidance for developing internal mechanisms and rules.

General goals: By implementing a shared corporate culture, Oberbank wants to leverage the opportunities afforded by a positive culture and avoid negative impacts resulting from actions committed contrary to fundamental principles. In addition, Oberbank's commitment to the Corporate Governance Codex means automatic inclusion of policies for internal governance mechanisms.

Material sustainability aspects: Corporate culture

Policies and documents that communicate the overall policy to stakeholders:

Employees have access to the document management system on the intranet:

- Code of Conduct for employees

Employees are presented with the Code of Conduct upon being hired and must sign a copy during their initial compliance meeting. Every time an update is published, employees are sent a notification over the intranet.

The Code of Conduct is also available to external stakeholders on the website.

The Austrian Code of Corporate Governance (ÖCGK) is also available on the [Oberbank website](#).

Related standards: The legal basis for this overall policy are national laws on topics regulated in the Code of Conduct: Labour law provisions, Banking Act (banking secrecy); EU General Data Protection Regulation; a number of tax laws; standards for the prevention of money laundering, terrorism financing, fraud and corruption; sanctions legislation; compliance pursuant to the Securities Supervision Act.

Monitoring the policy: Monitoring takes the form of checking use of the Code of Conduct (downloads and views).

Scope of application: Oberbank Group, all markets, companies in which Oberbank owns a stake of at least 50%

Final responsibility for implementation: The Management Board approves the content of the Code of Conduct. The relevant departments are responsible for implementing the processes for the topics described under the leadership of the respective department heads. For example, Compliance is responsible for the prevention of corruption, the Secretariat for complaints management, Organisational Development, Digitalisation and IT together with Real Estate, Safety and Security and Cost Management for social and environmental responsibility.

Stakeholder interests taken into account: A sustainable and fair corporate culture takes into account the interests of employees and customers as well as the interests of stakeholders affected by the bank's impact, such as nature – the “silent” stakeholder.

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Protection and support for whistleblowers

Contents: Oberbank stands for an open and transparent corporate culture and regards whistleblowing not only as a way to prevent and identify non-compliance with legal provisions early on, but also as a way to improve operating procedures and the internal control system (ICS). The protection of whistleblowers is implemented through Oberbank's Integrity Line platform, an externally hosted platform for whistleblowing reports launched on 17 December 2021.

General goals: Whistleblowing has the purpose of helping the organisation to improve and to fight corruption by giving people an opportunity to speak out anonymously on critical issues.

Material sustainability aspects: Protection of whistleblowers

Policies and documents that communicate the overall policy to stakeholders:

Employees have access to the whistleblowing policy document in the document management system on the intranet.

Employees are provided with information about the whistleblowing platform on the intranet and in policies, such as the ones on the prevention of corruption, code of conduct and fraud prevention management and receive training based on these policies.

External stakeholders also receive information about the whistleblowing platform on the [Oberbank website](#) and may also submit reports.

Related standards: Oberbank meets the requirements of EU Directive 2019/1937 (Whistleblowing Directive) as well as of the Austrian Whistleblower Protection Act (HSchG), the German Whistleblower Protection Act (HinSchG), the Czech Law 171 of 2 June 2023, the Slovakian Law No. 54 of 30 January 2019 and the Hungarian Law XXV from 2023.

Monitoring the policy: The Whistleblowing Office within Internal Audit processes reports.

Scope of application: Oberbank Group in all markets, including investees; additionally Alpenländische Garantie-Gesellschaft mbH and 3-Banken Wohnbaubank AG.

Final responsibility for implementation: Implementation is the task of the Whistleblowing Office in the Internal Audit department, under the responsibility of the relevant head of department, The staff of the Whistleblowing Office (specifically assigned staff members of the Internal Audit department) are familiar with the legal provisions and process whistleblowing cases in accordance with internal policies. Follow-up actions to be taken include, for example, verification of validity, investigations and closing of the proceedings.

Stakeholder interests taken into account: The whistleblowing platform ensures the protection of internal and external whistleblowers. This reporting channel, which covers all languages of Oberbank, is accessible to employees on an intranet page ("Inside") or to external stakeholders on the Oberbank website. Anonymous communications with the Whistleblowing Office are ensured through an electronic mailbox.

Mechanisms for identifying, reporting and investigating concerns about unlawful behaviour or behaviour in contradiction of the Code of Conduct or similar internal rules

The whistleblowing platform and the complaints management system give employees and customers the opportunity to raise any concerns they might have – including about unlawful behaviour. Of course,

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employees or customers can also use other channels to provide feedback (e.g. feedback button for employees, MbO appraisals), although experience has shown that these tend not to be used for concerns about unlawful behaviour.

- Identification of concerns
 - Whistleblowing by internal and external stakeholders (see details in chapter ESRS G1 > [Whistleblowing platform](#), page 210)
 - Complaints management/Ombudsperson's Office (see chapter ESRS S4 > S4-3 Processes to remediate adverse impacts and channels for consumers and end-users to raise concerns > [Ombudsperson's Office](#), page 209)
- Reporting
 - Complaints from customers: These are discussed at the regular meetings on complaints management with the Management Board (see details in chapter ESRS S4 > S4-3 Processes to remediate adverse impacts and channels for consumers and end-users to raise concerns > [Tracking and monitoring complaints, effectiveness of channels](#), page 210).
 - Whistleblowing: There is no reporting in this context, as the focus is on confidentiality and protection of the persons making the reports and the persons named. There is no committee or format in which cases are discussed. The information remains with the Whistleblowing Office, and the data is stored in the cloud.
- Investigation
 - Complaints from customers: A description of the detailed process is given in chapter ESRS S4 > S4-3 Processes to remediate adverse impacts and channels for consumers and end-users to raise concerns > [Complaints handling and resolution](#), page 210. Actions for certain areas may be defined and their progress monitored at the aforementioned complaints management meetings.
 - Whistleblowing: Complaints are processed in accordance with legal requirements and internal policies. Follow-up actions are taken for clarification, such as checking for validity or consulting with other persons. Confidentiality and the provisions to protect the persons reporting and the persons named are always observed.

Compliance department

Oberbank's Compliance department is independent in organisational terms and reports to the plenary Management Board. Compliance is not bound by instructions from other bodies and has responsibility for the entire Oberbank Group; it is organised into four groups. The Compliance Officer (under the Banking Act) is the head of the Compliance (under the Banking Act)/Fraud Prevention unit. A separate Compliance group (under the Securities Supervision Act) has been established that is headed by the Compliance Officer (under the Securities Supervision Act), who also serves as Safeguarding Officer. The Anti-money Laundering Compliance group is headed by the Anti-money Laundering Officer. The Sanctions and Embargoes group, which was newly established in 2022, consists of the Sanctions Officer and two further employees. Department-wide rules regulating who will deputise for whom ensure continuity and adherence to regulatory requirements that call for deputies having to be available in Compliance at all times.

Compliance has a key (risk) management and control function when it comes to "mechanisms for identifying, reporting and investigating concerns about unlawful behaviour". Numerous effective regulations, systems and processes ensure that even the smallest infraction is detected, sanctioned and, where necessary, reported to the competent bodies or authorities. Specific policies and actions taken to

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prevent corruption and bribery are described in chapter ESRS G1 > [G1-3 Prevention and detection of corruption and bribery](#), page 235.

Gift acceptance is systematically reviewed for possible risks. Clear internal rules define the extent to which gifts or invitations are permitted. Transparency is ensured by recording the relevant details in a central gift list. This enables regular checks for potential conflicts of interest or prohibited inducements.

Secondary employment is also subject to a standardised risk analysis. Employees must declare any secondary employment so that potential conflicts of interest can be identified and assessed early on.

Functions within the undertaking that are most at risk in respect of corruption and bribery

The anti-corruption actions currently implemented at Oberbank have proven effective in practice. Considering the fact that there were zero cases of corruption reported and given the generally high level of awareness at Oberbank, no analysis of corporate functions at risk was carried out. However, there are plans to implement such an analysis.

Sponsoring

GRI G4-DMA

Policy: Sponsoring

Contents: Oberbank pursues a strategically oriented sponsoring policy that features clear principles, a strong regionality principle and specific support of socially relevant projects. The purpose of sponsoring is to make a positive contribution towards society and to strengthen the Oberbank brand with long-term effect while at the same time consistently avoiding risks such as corruption or lack of impartiality. Schools, sports clubs and events, art and cultural projects, social institutions and projects as well as suitable raffle and non-cash prize requests are all eligible for support. Political organisations and events, martial arts, motor sports, winter sports, private individuals and private events, on the other hand, are excluded from sponsorship. Oberbank does not engage in lobbying, neither in Austria nor abroad.

General goals: Oberbank's sponsoring policy aims to support projects and institutions that offer social, societal or ecological added value in Oberbank's markets.

Material sustainability aspects:

- Sponsoring

Policies and documents that communicate the overall policy to stakeholders:

- Oberbank's sponsoring guidelines are available on [Oberbank's website](#).

Related standards: The sponsoring policy is based on the principles of the Austrian Code of Corporate Governance (ÖCGK).

Monitoring the policy: Sponsorship activities are checked by a combination of on-site reviews, documentation, individual audits and debriefing talks. Compliance with the sponsorship guidelines and the achievement of targets are regularly monitored and disclosed in the sustainability report. Furthermore, sponsoring amounts are disclosed in a breakdown by eligible topics.

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Scope of application: The sponsoring policy applies to all Oberbank markets, i.e. Austria, Germany, the Czech Republic, Slovakia and Hungary.

Final responsibility for implementation: Final responsibility for implementing and complying with the sponsoring policy lies with the Management Board. Implementation is the task of Secretariat and Communication, under the responsibility of the head of department, who is also responsible for documenting the actions.

Stakeholder interests taken into account: Oberbank takes into account the interests of stakeholders, especially those from the region in which it operates. Strict adherence to the regionality principle ensures that the measures being sponsored directly benefit the local community.

G1-2 – Management of relationships with suppliers

Policy: Selection of suppliers taking into consideration social and ecological criteria

Contents: In today's global market environment, the management of supplier relationships plays an important role for Oberbank, as it has an impact on operational efficiency and cost structure as well as on sustainability. When selecting suppliers, Oberbank takes into account not only general risks in the supply chain, such as supply chain failures and quality losses, but also sustainability criteria.

Oberbank takes ecological and social criteria into account when selecting suppliers by considering factors such as efficient use of resources, reduction of emissions and waste, compliance with environmental regulations, as well as respect for human rights, fair working conditions and avoidance of child labour or forced labour. Oberbank's suppliers, including those with whom Oberbank has had supplier relationships for many years, are therefore required to sign a Code of Conduct that covers these criteria. Should suppliers or business partners refuse to sign, we ask them to state the reasons for such refusal in writing. Moreover, we aim for regular, personal talks with suppliers to be able to check compliance with social and ecological standards.

General goals: Compliance with social and ecological standards by suppliers is to be ensured by including corresponding criteria in the selection process and requiring suppliers to sign the Code of Conduct.

Material sustainability aspects:

- Management of relationships with suppliers

Policies and documents that communicate the overall policy to stakeholders:

The criteria for ecological sustainability are made available to employees through the document management system:

- Work instruction: Online ordering of office supplies, promotional items and printed materials

The principles for suppliers are set out in the following document, which is also published on the website:

- Code of Conduct for Suppliers and Business Partners of Oberbank AG.

Additionally, the "EMAS environmental audit" explains the procurement criteria. The document is available to the Real Estate, Safety and Security and Cost Management department and the EMAS assessors.

Related standards: The legal basis for this overall policy includes the Corporate Sustainability Due Diligence Directive (CSDDD; EU Supply Chain Act) and legal provisions applicable in the markets.

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Monitoring the policy: A check is carried out to determine whether the supplier signed the Code of Conduct.

Scope of application: All suppliers and business partners of Oberbank AG

Final responsibility for implementation: The Management Board approves the content of the Code of Conduct. Real Estate, Safety and Security and Cost Management is responsible for implementing the criteria and obtaining signatures, under the responsibility of the department head.

Stakeholder interests taken into account: The interests of the suppliers' employees are to be taken into account through social criteria. The ecological sustainability of purchased goods is in the interest of Oberbank's employees as well as of external stakeholders such as customers, rating agencies and EMAS auditors.

G1-3 – Prevention and detection of corruption and bribery

Policies for the prevention and detection of corruption and bribery, including training

Policy: Prevention and detection of corruption and bribery

Contents: Oberbank has comprehensive policy for the prevention and detection of corruption and bribery. This policy is an integral part of the corporate strategy and is based on clear guidelines, an established whistleblower system, regular training and structured monitoring. The aim is to identify corrupt behaviour at an early stage, rigorously work to prevent it and ensure ethically responsible conduct in all business areas.

General goals: The overarching goal of the policy is to prevent corruption and bribery within Oberbank and to effectively uncover any suspected cases. The bank strives to reinforce the trust of its stakeholders and ensure legally compliant behaviour through transparent processes, clear responsibilities and corporate culture applied in day-to-day practice.

Material sustainability aspects:

- Prevention and detection of corruption and bribery

Policies and documents that communicate the overall policy to stakeholders: Employees have access to the following manuals and works agreements in the document management system and on the intranet:

- Code of Conduct
- Anti-corruption policy
- Whistleblowing platform on the intranet (INSIDE): Oberbank has a specific page on the intranet for whistleblowing, with a link to the portal of the Whistleblowing Office

Related standards: The legal basis for the overall policy includes the Austrian Code of Corporate Governance (ÖCGK) and EU Directive 2019/1937 (Whistleblowing Directive) as well as the Austrian Whistleblower Protection Act (HSchG), the German Whistleblower Protection Act (HinSchG), the Czech Law 171 of 2 June 2023, Slovakian Law No. 54 of 30 January 2019 and the Hungarian Law XXV from 2023. Also included are the provisions of the United Nations Convention against Corruption (UNCAC).

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Monitoring the policy: Monitoring is the task of Internal Audit, which conducts regular audits and reports to the Management Board and the Supervisory Board in accordance with Rule 18a of the Austrian Code of Corporate Governance (ÖCGK). All departments and half of the business divisions are audited for corruption risks every two years. The other half is audited in the next cycle so that all operations are audited once within four years (*GRI G4-DMA (formerly FS9)*).

In addition, training rates, use of the whistleblowing platform and compliance with the policies are systematically monitored. The results are included in an annual activity report which also documents the number and status of reported cases. Oberbank has neither an investigating officer nor an investigating committee.

Scope of application: The policy applies to all employees and governing bodies of Oberbank AG as well as to subsidiaries in which Oberbank holds a stake of at least 50% and which are located in Austria, Germany, the Czech Republic, Slovakia and Hungary.

Final responsibility for implementation: Final responsibility for implementing the policy lies with the Management Board. Implementation is the task of the Internal Audit and Compliance departments, under the responsibility of the relevant head of department.

Separation of the investigating committee and the chain of management involved in the matter Oberbank has neither an investigating officer nor an investigating committee. Internal investigations are carried out by Internal Audit as needed.

Stakeholder interests taken into account: Oberbank takes into account the interests of stakeholders, especially of employees, customers, suppliers, investors and regulators.

Actions related to governance

Corporate culture

Banking business

Actions taken in relation to corporate culture in the banking business

Automated blocking process triggered by exclusion criteria

Explanation: In 2021, Oberbank introduced an automated blocking process to prevent accounts with companies from excluded industries. When an industry code that is critical with respect to ESG is entered into the central system upon creating a customer account, a so-called sustainability block is automatically triggered and a notification is sent to an internal and independent verifying body. Following prompt verification of the customer's data, blocking may be revoked with immediate effect. However, if the business activity meets the defined exclusion criteria, the blocking will remain in place and it will not be possible to enter a new account for that company.

Relevant sub-topics: Corporate culture

Scope of application: Corporate customer accounts newly created across the entire Oberbank Group in all markets of Oberbank

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Information on governance

Relation to the general goals of the policy: The automatic blocking mechanism supports implementation of the exclusion criteria with a view to a lower-risk, more sustainable loan portfolio.

Time horizon for completion: The action will be continued without a time limit.

Evaluation of effectiveness: The blocks are checked manually and cancelled if necessary. The basis for the blocking, i.e. the exclusion criteria, is reviewed annually to ensure that they are up to date and relevant.

Employee Experience

Actions taken and planned

Employee engagement in corporate culture is based on Oberbank's Employee Experience programme (see chapter ESRS S1 > S1-2 Processes for engaging with own workforce and workers' representatives about impacts, page 163

Business conduct training

Newly hired employees receive information on the company and its corporate culture during the onboarding process and at welcome events. More details on compliance training are given in chapter ESRS G1 > G1-3 Prevention and detection of corruption and bribery > Training, page 240.

The following table lists training courses on corporate policy.

Training	Target group	Frequency	Scope
Onboarding event/ Welcome Day	New employees	Ad hoc/several times a year	Communication of values and key strategies
Know your bank	Employees	Several times a year	Presentation of the bank's products
Onboarding at the central departments	New employees	Ad hoc, several times a year	Within departments, presentation of groups, key topics/department strategies
General Banking Academy	New sales staff of Oberbank	Module-based training course	In-person training days in the basic module: Values, independence and strategy
Web-based training, such as on sustainability, compliance	All employees	Varies, mostly annually	See details in respective chapters and under information on training courses
Regular communication of strategy	All employees	Ongoing	Information on all internal channels, in the employee magazine (Dialogue, eDialogue) and on the intranet (Inside), information event Oberbank Strategy 2030 Employee Roadshow in June 2025

Actions taken

Obtaining of signatures for Code of Conduct for Suppliers and Business Partners

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Explanation: Further suppliers are contacted on an ongoing basis with the request to sign the Code of Conduct.

Relevant sub-topics:

- Supplier management

Scope of application:

Suppliers in all of Oberbank's markets.

Relation to the general goals of the policy: The action supports the goal of ensuring that suppliers comply with the social and environmental criteria set out in the Code of Conduct.

Time horizon for completion: As this is an ongoing action, new suppliers and current suppliers are being contacted successively.

Evaluation of effectiveness Targets were defined for the return rates of signed Codes of Conduct in the various markets.

Sustainable procurement

Explanation: The procurement policy of 3 Banken IT GmbH states its commitment to procure environmentally friendly and resource-efficient IT equipment. Oberbank's hardware is procured giving due consideration to special eco-labels (e.g. Energy Star, Blue Angel and The Eco Declaration).

Sustainability is also a priority at the company restaurant at Oberbank's head office, with certain product groups having already been switched to organic products.³⁰

Relevant sub-topics:

- Supplier management

Scope of application: 3 Banken IT GmbH, company restaurant

Relation to the general goals of the policy: The action supports the goal of reducing the environmental impact of IT equipment and the company restaurant and also helps raise awareness among suppliers.

Time horizon for completion: This is an ongoing action.

Evaluation of effectiveness: No direct evaluation is carried out.

Availability of a whistleblowing platform

Explanation: Oberbank operates the Oberbank Integrity Line, which is an external, online whistleblowing platform. This enables employees and external stakeholders to confidentially and anonymously submit reports on possible breaches of the law or severe compliance infringements, such as suspected cases of corruption, bribery, money laundering, fraud, embezzlement, blackmail or breach of fiduciary duty. The platform is accessible 24 hours a day and is hosted by an independent service provider to ensure the greatest possible confidentiality and security.

³⁰ Organic products in the product groups of rice, unfilled pasta, milk, yoghurt, farmer's cheese and vegetables

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The platform has mechanisms in place to protect whistleblowers among the bank's employees from retaliation: No IP addresses, location data, device specifications or other data that would permit conclusions to be drawn about the person providing the information are stored on the ISO 27001-certified high-security servers. Even if the identity were to be disclosed, the Whistleblowing Office is under the legal obligation to keep the identity confidential. Exceptions apply only in cases of public prosecution, judicial or administrative proceedings.

Relevant sub-topics:

- Protection of whistleblowers
- Prevention and detection of corruption and bribery

Scope of application: The whistleblowing platform is available to all Oberbank employees as well as to external stakeholders such as customers, business partners and suppliers. It applies to all markets in which Oberbank AG has operations.

Relation to the general goals of the policy: The action supports the overarching goal of recognising corruption and bribery early on and rigorously investigating such cases. The action promotes an open corporate culture, strengthens the trust of stakeholders and contributes to compliance with legal and ethical standards.

Time horizon for completion: The whistleblowing platform is designed to operate on a permanent basis. It is continuously further developed with respect to technology and content.

Corruption and bribery

Actions for the prevention and detection of corruption and bribery

Targeted risk analyses

Explanation: Oberbank conducts targeted risk analyses for the early identification of potential conflicts of interest and undue influence in connection with the acceptance of gifts and secondary employment and to prevent such behaviour. Employees may accept or give gifts, accept invitations or other inducements only in strictly regulated exceptional cases, such as occasional gifts for family occasions. Secondary employment, functions on governing bodies and investments in companies must be reported and authorised before engaging in any such activity. Termination must also be reported. These requirements are part of comprehensive risk management and have the purpose of fostering prevention and transparency.

Relevant sub-topics:

- Prevention and detection of corruption and bribery

Scope of application: The risk analyses apply to all employees of Oberbank AG in all markets.

Relation to the general goals of the policy: The action serves to prevent undue influence on business relationships and to secure integrity and independence in the banking sector. It contributes to reinforcing the trust of customers and business partners in Oberbank.

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Time horizon for completion: The risk analyses are designed as an ongoing action and are regularly updated and reviewed. New requirements and findings are continuously taken into consideration in the evaluation systems.

Evaluation of effectiveness: No confirmed cases of corruption or bribery were identified in 2023, 2024 or 2025. This indicates that the current actions are effective and contribute to maintaining a high standard of compliance at Oberbank.

Training on corruption and bribery

Explanation: All Oberbank employees are required to complete mandatory training programmes for the purpose of preventing unlawful behaviour in connection with corruption. At the start of every financial year, employees are assigned to web-based training courses (WBTs) developed by the Compliance department that must be completed and passed within one year. The web-based training courses are supplemented by (in-person) training sessions developed for specific groups of attendees. In 2024, two advisory sessions were held by Deloitte on the legal framework for financial planning, retirement planning and company pension schemes. At these sessions, the regulatory requirements in the last two quarters of the financial year were discussed in detail by the entire Management Board and all department heads with the experts. Moreover, there are plans for a separate web-based training on anti-corruption to sensitise employees as much as possible to the topic.

To promote Compliance staff development and to safeguard Oberbank's compliance organisation over the long term, recognised certification programmes and training courses on relevant topics (compliance under the Banking Act; prevention of money laundering, sanctions, compliance under the Securities Supervision Act) are planned. At least one training course per employee is planned per year, also in 2025.

Relevant sub-topics:

- Prevention and detection of corruption and bribery

Scope of application: The training programme applies to all employees of Oberbank AG in all markets.

Relation to the general goals of the policy: The action supports the overarching goal of early recognition of corruption and bribery and its prevention.

Time horizon for completion: The training programmes are designed as an ongoing action and are regularly updated and repeated. New employees receive a mandatory introduction to the relevant policies, while existing employees take part in refresher courses. The new web-based training on prevention of corruption is scheduled to take place in the period 2025 to 2026.

Evaluation of effectiveness: Compliance reports once a month to the Management Board on the percentage of training courses completed as compiled by Human Resources.

Remedy/remediation: To ensure that the mandatory training courses are fully completed, managers are reminded to monitor training courses not completed in their areas of responsibility and require their employees to do so.

Details on training

Overview of anti-corruption compliance training in the year 2025

	At-risk functions ³¹	Senior management	Administrative, management and supervisory bodies ³²	Other own workers ³³
Training coverage				
Total number of persons		485	20	1906
Trained persons		408	5	1576 ³⁴
Percentage coverage		85.00%	25.00%	82.69%
Duration in hours				
Computer-based training (e-learning on compliance)		1 hour		1 hour
Advisory session on legal framework for financial planning, retirement planning and company pension schemes for management board and department heads		4 hours	4 hours	
Frequency				
How often is training required?		Annually	Annually	Annually
Topics covered				
Definition of corruption		x	x	x
Prevention policies at Oberbank		x	x	x
Process regarding suspicious activities/detection		x		x

Sponsoring

Actions taken

Feronia sustainability award

Explanation: Since 2023, Oberbank has awarded the FERONIA sustainability award together with the federal state of Upper Austria and the Oberösterreichische

Nachrichten newspaper every year. Application is open to companies from Upper Austria with a holistically sustainable business model or a particularly sustainable product. Another award is the Diversity of Sustainability award for cultural institutions, communities, associations and social enterprises as well as the category Sustainable Learning and Teaching for school projects. The award winners are selected by a jury of independent experts and representatives of the sponsoring organisations who have broad sustainability



³¹As no "at-risk functions" have been defined, these functions are included in senior management, administrative, management and supervisory bodies and other own workers.

³² Administrative, management and supervisory bodies include the Management Board and the Supervisory Board.

³³ Other own workforce: In total comprises the employees of the Oberbank Group excluding management level staff.

³⁴ As e-learning on compliance is only available in Austria and Germany, the number of people trained is lower. Exemptions due to (long-term) sick leave or similar are not taken into account here either.

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expertise. For more information, see the [website of OÖ Nachrichten](#). This award is an example of a sponsorship that has positive impacts and send positive signals to the market by following clear sponsorship criteria.

Relevant sub-topics:

- Sponsoring

Scope of application: This action relates to the market of Upper Austria and addresses organisations based in this federal state. It concerns stakeholders such as companies, associations, educational institutions and initiatives that stand out for sustainable behaviour.

Relation to the general goals of the policy: This action supports the overarching goal of Oberbank's sponsoring policy to promote socially relevant and sustainable projects. It strengthens the bank's regional roots and contributes to the visibility of its commitment to sustainability.

Time horizon for completion: The action is set up as an annually repeating initiative. It is explicitly planned to continue the action as it is part of Oberbank's long-term sustainability strategy.

Evaluation of effectiveness: In 2023, just under 200 applications were submitted and due to higher project quality, there were 150 applications in 2024, and 120 in 2025 in a total of four categories:

“Durch und durch nachhaltig” (Sustainable through and through), “Nachhaltige Produkte und Dienstleistungen - einzigartig und dauerhaft” (Sustainable products and services - unique and durable), “Vielfalt der Nachhaltigkeit” (Diversity of sustainability), “Nachhaltig lernen und lehren” (Sustainable learning and teaching). The submission requirements (3 weeks submission period plus 1 week extension, award per category EUR 5,000, media package EUR 9,000) remained unchanged. The categories were changed slightly in 2024 and the special award for schools was integrated into the existing categories.

Progress: Progress on submissions is also reported under review of effectiveness.

Financial resources: Total costs for the entire project, including the awards gala, amounted to EUR 350,000 p.a.

Metrics and Targets

The following sections describe the most relevant metrics and targets in the area of governance. There is no external validation of the data, but the consolidated non-financial statement is reviewed as a whole by an auditor.

G1-4 – Incidents of corruption or bribery

Confirmed incidents of corruption or bribery

There were no confirmed cases of corruption or bribery in the years 2023, 2024 and 2025.

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Number of convictions and amount of fines for violations of corruption and bribery prevention laws

No final legally binding convictions or fines for suspected corruption and bribery cases were recorded in the years 2023, 2024 and 2025.

Tax expenses

Oberbank Group

(in EURk)

	Austria			Germany			Czech Republic		
	2025	2024	2023	2025	2024	2023	2025	2024	2023
Income taxes	-61,722	-57,954	-49,124	-20,225	-28,777	-27,932	-7,360	-6,578	-5,474
Other taxes and charges	-13,808	-4,101	-4,105	-24	-20	-81	-259	-179	-129

	Hungary			Slovakia		
	2025	2024	2023	2025	2024	2023
Income taxes	-2,947	-2,223	-1,686	-1,449	-1,511	-1,409
Other taxes and charges	-11,844	-10,135	-11,253	-1,569	-1,509	-1

Country-based reporting (tax jurisdiction)

	Austria			Germany			Czech Republic		
	2025	2024	2023	2025	2024	2023	2025	2024	2023
Revenue	960,502	1,094,910	935,261	206,159	206,117	180,584	95,688	118,515	146,794
Profit before tax	290,972	216,576	226,300	65,981	96,714	83,937	39,050	27,676	14,886
Income tax	-61,722	-57,954	-49,124	-20,225	-28,777	-27,932	-7,360	-6,578	-5,474
Other taxes and charges	-13,808	-4,101	-4,105	-24	-20	-81	-259	-179	-129
Number of employees average FTE	1,518.4	1,562	1,492.9	298.4	297.5	283.9	184.8	188.9	191.9

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	Hungary			Slovakia		
	2025	2024	2023	2025	2024	2023
Revenue	70,794	78,867	60,370	21,038	29,961	25,261
Profit before tax	22,462	18,950	15,399	6,849	6,706	6,030
Income tax	-2,947	-2,223	-1,686	-1,449	-1,511	-1,409
Other taxes and charges	-11,844	-10,135	-11,253	-1,569	-1,509	-1
Number of employees average FTE	132.7	135.5	137.5	42.9	46.2	49

Notes:

- Deferred taxes were not taken into account.
- Revenue includes interest income, commission income, other operating income and net trading income.
- Income from intragroup transactions with other tax jurisdictions is consolidated.
- Cost allocation between headquarters in Austria and foreign branch establishments conforms to transfer pricing rules and is of minor significance.
- No country-based breakdown of property, plant and equipment has been included as this is not material for the banking business.
- Headcount numbers are based on average full-time equivalents (FTE) per year.

Sponsoring

GRI G4-EC1

In the financial year 2025, the bank supported projects with a total value of EUR 3,331,341. The Oberbank head office in Linz made 419 commitments to 806 sponsorship requests and supported projects with a total of EUR 3,008,068. The table below breaks down sponsoring activities into seven relevant sub-categories.

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Sponsoring amounts (in EUR)

	2025	2024	2023
Sports	1,824,090	1,139,476	988,309
Culture	299,275	351,241	329,435
Social & volunteer organisations and institutions	18,395	36,201	42,516
Charities & service clubs	214,189	209,661	247,400
Business	242,606	245,035	200,646
Public sector institutions	48,960	44,958	32,097
Other sponsoring, non-cash awards, sustainability	360,553	351,915	264,921
Total	3,008,068	2,378,487	2,105,324
Membership fees	149,357	149,217	99,153
Total	3,157,425	2,527,704	2,204,477

Notes: The increase in sponsorship amounts versus the preceding year resulted mainly from sports sponsoring (including SV Oberbank Ried, FC Blau-Weiß Linz, business2run runs and Howwasyourday social runs).

Targets related to governance

Corporate culture

Oberbank gives great importance to providing all employees with comprehensive information on its corporate culture and strategy. Oberbank has not set any measurable time-bound targets in this area and has no plans to do so in the future. The content is conveyed to employees in various training courses.

Protection of whistleblowers

No further measurable time-bound targets have been defined in this context as a whistleblowing platform has already been set up and whistleblowers enjoy protection.

Management of relationships with suppliers

Measurable and time-bound targets

Response rate of Code of Conduct for Suppliers and Business Partners signings

Explanation: As different legal standards apply in different countries (supply chain legislation) and the willingness of suppliers to respond varies, Oberbank has defined varying targets for response rates. Awareness of supply chain issues is to be raised gradually.

- In Austria and Germany, the target response rate in 2025 was 100.00% of suppliers signing the Code of Conduct, the same as in the prior year, and we will continue to pursue this target in 2026.
- The target response rate in the Czech Republic, Hungary and Slovakia was in a first step set at 50.00% in 2025. This target will remain unchanged in 2026.

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Overall progress over time:

- Status response rate 2025
 - Austria: approx. 90%
 - Germany: approx. 90%
 - Czech Republic There were no new supplier contracts in 2025.
 - Slovakia There were no new supplier contracts in 2025.
 - Hungary: approx. 25%
- Status response rate 2024
 - Austria: approx. 50% 50.00%
 - Germany: approx. 50%
 - Czech Republic: 44%
 - Slovakia: 38%
 - Hungary: 77%
- Status response rate 2023 and 2022 in Austria and Germany: 100%

Scope of application: All long-term suppliers and business partners in Austria and Germany, Czech Republic, Hungary and Slovakia that are of material economic importance, with it being mandatory for international groups in these countries to sign the Code of Conduct in any case.

Relation to the general goals of the relevant policy: Monitoring the return rate of signed Codes of Conduct supports the policy's goal of ensuring that suppliers comply with environmental and social criteria.

Methods and significant assumptions for setting targets: As explained, the requirements vary from market to market and are taken into account when setting targets. Generally, the long-term plan is to obtain signatures from all suppliers we have specified as a target group.

Involvement of stakeholders in setting targets: Oberbank employees were involved in setting the targets.

Corruption and bribery – prevention and detection including training

In the past financial year, no incidents of corruption or bribery were recorded at Oberbank. This result is a reflection of Oberbank's strong commitment to ethical business practices and transparency. As commitment is already strong, no specific, measurable targets have been defined and none are planned, as the actions taken so far can be deemed effective.

Sponsoring

Measurable and time-bound target

Regionality principle in sponsoring

Explanation: Oberbank is firmly committed to the regionality principle – “in the region, for the region”. Over 95% of the sponsoring budget goes to projects in Oberbank's markets. This percentage is to be maintained until 2030.

Consolidated non-financial statement

Information on governance

Scope of application: Total sponsoring budget of Oberbank in all markets of the bank.

Overall progress over time: The share of regional sponsorships (in Oberbank's markets) was 99.29% in 2025, and 99.80% in 2024.

Since the base year 2020, more than 95% of the sponsoring budget has gone into projects in Oberbank's markets (exception in 2022: "Nachbar in Not", a humanitarian relief programme in Austria); a detailed evaluation was started only as of 2024.

Relation to the general goals of the policy: Regional initiatives with ecological and social benefits are the primary focus of support.

The aim is to promote sustainable projects of relevance for the regions. This strengthens the bank's regional roots and contributes to the visibility of its commitment to sustainability.

Methods and significant assumptions for setting targets:

The method used to set this target is based on Oberbank's business policy.

Involvement of stakeholders in setting targets: The associations, institutions and companies that benefit from the sponsorships were not directly involved.

GRI Content Index (sector-specific indicators)

Statement of use	As no ESRS sector-specific standards for financial undertakings are available, Oberbank has decided to continue to use the GRI standards for the financial sector (GRI Financial Services Sector Supplement).
Applicable GRI Sector Standard	GRI G4 Financial Services Sector Supplement

GRI Disclosures		Page	Comments and references
ESRS 2 General Disclosures			
Stakeholder engagement			
G4-DMA	Interactions with clients, investees and business partners regarding environmental and social risks and opportunities (formerly FS5)	<u>94–104</u>	
Key Products and Services			
FS7	Monetary value of products and services developed to deliver a specific social benefit	<u>78-92</u>	
FS8	Monetary value of products and services designed to deliver a specific environmental benefit	<u>78-92</u>	
FS10	Percentage and number of companies in the financial institution's portfolio with which the reporting organisation has interacted on environmental or social issues	<u>86</u>	
FS11	Percentage of assets subject to positive and negative environmental or social screening	<u>91</u>	

Material Topics E1			
Climate change mitigation			
G4-EN15	Direct (Scope 1) GHG emissions	<u>139-142</u>	
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	<u>139–142</u>	
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	<u>139–</u>	
G4-DMA	Coverage and frequency of audits to assess the implementation of environmental and social policies and risk assessment procedures (formerly FS9)	<u>96</u>	EMAS & Green Location audits
G4-DMA	Guidelines with specific environmental and social components applied to business lines (formerly FS1)	<u>127-129</u>	

Material Topics S1			
Health and safety			
G4-DMA	Sector-specific guidance for DMA (Disclosures on Management Approach)	<u>157-159</u> <u>172-174</u>	
Training and skills development			
G4-DMA	Processes for improving staff competence to implement the environmental and social policies and procedures as applied to business lines (formerly FS4)	<u>187 -186</u>	

Sustainability Statement

GRI Content Index

Material Topics S4			
G4-DMA	Interactions with clients, investees and business partners regarding environmental and social risks and opportunities (formerly FS5)	<u>204-209</u>	
Data protection and information security			
G4-DMA	Coverage and frequency of audits to assess the implementation of environmental and social policies and risk assessment procedures (formerly FS9)	<u>214-215</u> <u>223-224</u>	Information security: Cloud Computing, ISO/IEC 27001: 2013 Certification
Access to (quality) information			
G4-DMA	Initiatives to enhance financial literacy by type of beneficiary (formerly FS16)	<u>218-218</u>	
Responsible marketing practices			
G4-DMA	Guidelines for the fair design and sale of financial products and services (formerly FS15)	<u>201-202</u>	
Access to products and services			
FS7	Monetary value of products and services developed to deliver a specific social benefit	<u>78-84</u> <u>86-92</u>	

Material Topics G1			
Corporate culture			
G4-DMA	Procedures for assessing and screening environmental and social risks in business lines (formerly FS2)	<u>383-385</u>	See Consolidated Financial Statements > Risk Report > Sustainability risk as an integral component of credit risk, page <u>383</u> See Consolidated Financial Statements > Risk Report > Organisation of risk management, page <u>359</u>
Sponsoring			
G4-DMA	Sector-specific guidance for DMA	<u>233-246</u>	
G4-EC1	Direct economic value generated and distributed	<u>244-246</u>	Full disclosure is not possible for this requirement as the metric "percentage share of profit before tax" has not been calculated up to now.
Corruption and bribery			
G4-DMA	Coverage and frequency of audits to assess the implementation of environmental and social policies and risk assessment procedures (formerly FS9)	<u>236</u>	Operations assessed for risks related to corruption

Other sector-specific indicators			
G4-EN23	Total weight of waste by type and disposal method		The topic is not material under the double materiality assessment and is therefore not disclosed in the consolidated non-financial statement, but in a supplemental ESG data sheet.

Sustainability Statement

GRI Content Index

<p>G4-DMA</p>	<p>Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions (formerly FS3)</p>		<p>The General Terms and Conditions for Loans to Businesses stipulate that borrowers of environmentally sustainable loans undertake to allocate the borrowed funds to environmentally-sustainable projects and activities, and to inform the bank during the life of the loan of any non-compliance with the proper allocation of the borrowed funds as set out as the purpose of the loan, as well as to regularly report to the bank on the percentage of environmentally-sustainable investments. Non-compliance with this obligation constitutes grounds for termination for cause.</p>
<p>G4-HR1</p>	<p>Total number and percentage of the key investment agreements and contracts that include human rights clauses and underwent human rights screening.</p>		<p>No relevant data is available, because Oberbank's exclusion criteria apply before any agreement or contract is entered into and Oberbank therefore does not enter into any business relationship where there are known human rights violations.</p>
<p>FS13</p>	<p>Access points in sparsely populated or economically disadvantaged areas by type</p>		<p>The data required for this disclosure is not available.</p>
<p>FS14</p>	<p>Initiatives to improve access to financial services for disadvantaged people</p>		<p>While Oberbank strives to promote accessibility, there are no specific initiatives to improve access to financial services for disadvantaged people.</p>
<p>FS6</p>	<p>Percentage of the portfolio for business lines by specific region, size (e.g. micro-businesses/SMEs/ large companies) and by sector</p>		<p>No percentage is calculated in this context as the relevant markets and customer groups are specified at the individual product level.</p>
<p>G4-DMA</p>	<p>Voting policies relating to environmental or social issues for shares for which the reporting organisation holds the right to vote on shares or to advise on voting (formerly FS12)</p>		<p>No such policies have been implemented to date.</p>

TCFD Disclosure Index

The Task Force on Climate-related Financial Disclosures (TCFD) was established by the G20 Financial Stability Board (FSB –) in 2015 to publish information on climate-related risks and opportunities in an effort to help market actors achieve a better understanding. The aim of the TCFD was to ensure the stability of the financial markets by publishing information and data relating to such risks and opportunities. The requirements include governance, strategy, risk management as well as metrics and targets. Since the financial year 2022, Oberbank Group has been reporting pursuant to the TCF disclosure requirements in its sustainability reporting.³⁵

Governance

TCFD Core elements	TCFD Recommended disclosures	Further details/ reference to content	Reference in the report (as of page)
Disclosures on governance in relation to climate-related risks and opportunities	a) Describe the board's oversight of climate-related risks and opportunities	Letter from the Chairman of the Management Board	<u>7</u>
		The role of the administrative, management and supervisory bodies, sustainability risk as an integral component of credit risk	<u>66; 72; 396</u>
		Sustainability strategy (sustainability within the overall bank strategy, Sustainability Steering Committee, material topics, sustainability goals until 2025/2030)	<u>66; 76; 84</u>
		Policy on strictly excluded transactions (exclusion criteria)	<u>228</u>
		GOV-3 – Integration of sustainability-related performance in incentive schemes	<u>73</u>
	b) Describe management's role in assessing and managing climate-related risks and opportunities	Governance structure and sustainability organisation (Steering Committee, sustainability officers, ESG Unit)	<u>69</u>
		GOV-2 – Information and sustainability aspects addressed by the company's administrative, management and supervisory bodies	<u>72</u>
		Asset/Liability Management (ALM) Committee and Chief Risk Officer	<u>71</u>
		Sustainability risk as an integral component of credit risk	<u>396</u>

Strategy

TCFD Core elements	TCFD Recommended disclosures	Further details/ reference to content	Reference in the report (as of page)
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³⁵ With the publication of the first two ISSB Sustainability Disclosure Standards IFRS S1 and IFRS S2, the work of the Financial Stability Board's TCFD has been completed. In the future, the IFRS Foundation will take over the monitoring of progress of the climate-related disclosures of companies (see [TCFD website](#)).

Sustainability Statement

TCFD Disclosure Index

		Period	Year	Comment	
Disclose current and potential future impacts of climate-related risks and opportunities on the organisation's business activities, strategy, and financial planning where such information is material	a) Describe the actual short, medium and long-term potential climate-related risks and opportunities the organisation has identified	Short term	0–1	Oberbank's definition of "short term" refers to a period of 0 to 1 year.	Compliance with ESRS requirements, therefore no disclosure of differences in the report
		Medium term	1–5	Oberbank's definition of "medium term" refers to a period of 1 to 5 years.	
		Long term	5–30	Oberbank's definition of "long term" refers to a period of 5 to 30 years, the maximum life of the loan being used as a reference value in this context.	
		Sustainability strategy		<u>76</u>	
	SBM-3 — Material impacts, risks and opportunities and their interaction with strategy and business model; sustainability risk as an integral part of credit risk		<u>104; 396</u>		
	b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning	Strategy, business model and value chain		<u>76</u>	
Sustainability strategy (sustainability risks and opportunities, strategic sustainability-related targets)		<u>76</u>			
SBM-3 — Material impacts, risks and opportunities and their interaction with strategy and business model		<u>104</u>			
Sustainable product portfolio (SBM-1)		<u>78</u>			
Gross GHG emissions Transition plan for climate change mitigation		<u>125; 139</u>			
Carbon emissions in own operations		<u>139</u>			
Disclose current and potential future impacts of climate-related risks and opportunities on the organisation's business activities, strategy, and financial planning where such information is material		Sustainability strategy (strategic sustainability targets), transition plan for climate change mitigation		<u>126; 125</u>	
	SBM-3 — Material impacts, risks and opportunities and their interaction with strategy and business model		<u>104</u>		
	IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities		<u>97</u>		
	Climate stress test (disclosure requirement in relation to ESRS 2 SBM-3)		<u>126</u>		

Sustainability Statement

TCFD Disclosure Index

Risk management

Sustainability Statement

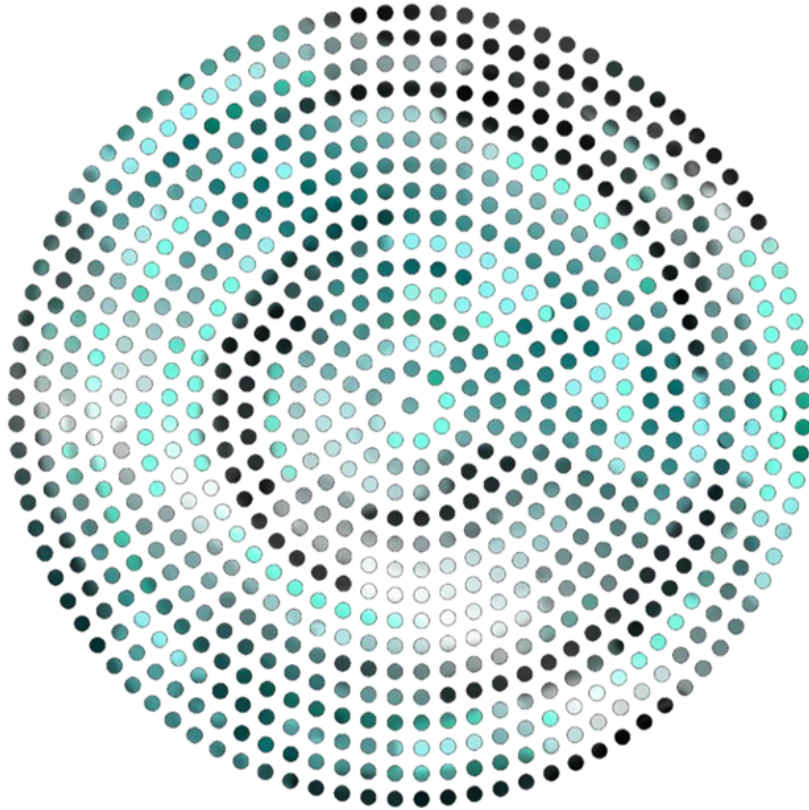
TCFD Disclosure Index

TCFD Core elements	TCFD Recommended disclosures	Further details/ reference to content	Reference in the report (as of page)
Disclosure on how the organisation identifies, assesses, and manages climate-related risks	a) Organisation's processes for identifying and assessing climate-related risks	Sustainability organisation (monitoring of impacts, risks and opportunities at the various levels)	<u>69</u>
		IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities	<u>97</u>
		In lending (ESG mission statement on the avoidance of sustainability risks, sustainability risk heat map, climate stress test)	<u>228; 385; 126</u>
	b) Organisation's processes for managing climate-related risks	Sustainability strategy	<u>76</u>
		In lending (ESG risk mission statement, ESG soft facts in the customer rating & lending process, automated blocking process)	<u>228; 236</u>
		Sustainable product portfolio (SBM-1)	<u>78</u>
		Transition plan for climate change mitigation, gross GHG emissions	<u>125; 139</u>
	c) Integration of processes for identifying, assessing, and managing climate-related risks into the organisation's overall risk management	Sustainability risk as an integral component of credit risk	<u>359</u>
		IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities	<u>97</u>

Metrics and Targets

TCFD Core elements	TCFD Recommended disclosures	Further details/ reference to content	Reference in the report (as of page)
Disclosure of the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	a) Metrics used by the organisation to assess climate-related risks and opportunities	Energy consumption and energy mix (incl. methodology for estimating climate-related metrics, historical presentation to derive trends), additionally see b) and c)	<u>137</u>
	b) Disclosure of Scope 1 to Scope 3 greenhouse gas (GHG) emissions	Scopes 1, 2 and 3 GHG emissions (tCO ₂ e), disclosure of Scopes 1, 2 and 3 GHG emissions including presentation of the methodology used to calculate emissions	<u>139</u>
	c) Targets used to manage climate-related risks and opportunities	Letter from the Chairman of the Management Board	<u>7</u>
		Sustainability strategy	<u>76; 84</u>
		Sustainable products targets:	<u>85</u>
		Gross GHG emissions, transition plan for climate change mitigation	<u>125; 139</u>
		Management Board remuneration	<u>73</u>
	Targets related to climate change mitigation and adaptation	<u>132</u>	

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REPORT

Independent Audit of the Consolidated Non-Financial
Statement for the Fiscal Year 2025

Oberbank AG
Linz

Deloitte.

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1. Report on the Independent Audit of the Consolidated Non-Financial Statement for the Fiscal Year 2025	1

TRANSLATION

This English language assurance report is a translation provided for information purposes only. The original German text shall prevail in the event of any discrepancies between the English translation and the German original. We do not accept any liability for the use of, or reliance on, the English translation or for any errors or misunderstandings that may derive from the translation.

Appendices

Consolidated non-financial statement of Oberbank AG for the fiscal year 2025
General Conditions of Contract

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To the Management Board of
Oberbank AG
Linz

Report on the Independent Audit of the Consolidated Non-Financial Statement for the Fiscal Year 2025

Assurance Report by the Independent Auditor

We have conducted an audit to obtain limited assurance on the consolidated non-financial statement included in the group management report section "Consolidated non-financial statement" of Oberbank AG (hereinafter "the company") for the fiscal year ending December 31, 2025.

Summary Assessment based on an Audit with Limited Assurance

Based on the audit procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the consolidated non-financial statement included in the group management report section "Consolidated non-financial statement" is not, in all material respects, in accordance with the requirements of § 267a UGB (NaDiVeG), including

- compliance with the voluntarily applied European Sustainability Reporting Standards (hereinafter ESRS),
- implementation of the procedure for identifying information to be reported according to ESRS (hereinafter "Materiality Assessment Process") and its presentation in the chapter "Impact, risk and opportunity management",
- compliance with the reporting requirements according to Art. 8 of the Taxonomy Regulation (EU) 2020/852. (hereinafter EU-Taxonomy Regulation)

Basis for the Summary Assessment

We conducted our audit with limited assurance in accordance with the legal provisions and relevant Austrian professional standards for other assurance engagements and supplementary statements, as well as with the International Standard on Assurance Engagements (ISAE 3000 (Revised)) applicable to such engagements. An engagement with limited assurance involves less extensive assurance procedures than an engagement with reasonable assurance, thereby resulting in a lower level of assurance.

Our responsibilities under these regulations and standards are further described in the section "Responsibilities of the Auditor of the Consolidated Non-Financial Statement" of our assurance report.

We are independent of the group in accordance with the Austrian professional standards and Art. 22 ff. AP-RL, and we have fulfilled our other professional duties in accordance with these requirements.

Our audit firm is subject to the provisions of the KSW-PRL 2022, which essentially correspond to the requirements of ISQM 1, and applies a comprehensive quality management system,

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future, as well as possible future actions of the group. Deviations are likely as expected events often do not occur as assumed.

When determining information in accordance with the EU Taxonomy Regulation, the legal representatives are obliged to interpret ambiguous legal terms. These terms can be subject to various interpretations, including their legal compliance and are therefore subject to uncertainties.

Responsibilities of the Auditor of the Consolidated Non-Financial Statement

Our objectives are to plan and conduct an audit to obtain limited assurance as to whether the consolidated non-financial statement, including the Materiality Assessment Process presented therein and the reporting according to the EU Taxonomy Regulation is free from material misstatement, whether due to fraud or error, and to issue a report that includes our summary assessment. Misstatements can result from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of intended users taken on the basis of the consolidated non-financial statement.

Throughout the engagement with limited assurance, we exercise professional judgment and maintain professional skepticism.

Our responsibilities include

- performing risk-based procedures to identify and assess the risks of material misstatement in the consolidated non-financial statement, whether due to fraud or error, and obtaining sufficient appropriate evidence to address those risks, but not for the purpose of expressing an opinion on the effectiveness of the group's internal controls, and
- developing and performing audit procedures related to information in the consolidated non-financial statement, where material misstatements are likely. The risk of not detecting material misstatements resulting from fraud is higher than those resulting from errors, as fraudulent activities may involve collusion, forgery, intentional omissions, misleading representations, or the override of internal controls.

Summary of the Work Performed

An engagement with limited assurance involves performing procedures to obtain evidence about the consolidated non-financial statement. The nature, timing, and extent of the procedures selected depend on professional judgment, including identifying information in the consolidated non-financial statement where material misstatements could occur, whether due to fraud or error.

In performing our audit to obtain limited assurance regarding the consolidated non-financial statement, we proceed as follows:

- We gain an understanding of the company's procedures relevant to the preparation of the consolidated non-financial statement.
- We assess whether all relevant information identified in the Materiality Assessment Process is included in the consolidated non-financial statement.
- We assess whether the structure and presentation of the consolidated non-financial statement are in accordance with ESRS.

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Responsible Auditor

The auditor responsible for the audit of the consolidated non-financial statement is Mag. Alfred Ripka.

Linz

March 12, 2026

Deloitte Audit Wirtschaftsprüfungs GmbH

Mag. Alfred Ripka
Certified Public Accountant

Mag. Thomas Becker
Certified Public Accountant

The publication or distribution of the consolidated non-financial statement with our assurance report shall only take place in the version confirmed by us. This assurance report refers exclusively to the complete German wording of the consolidated non-financial statement. This report is a translation of the assurance report and is presented for the convenience of the reader only. The German wording of the assurance report is solely valid and is the only legally binding version.

Group Management Report

Information pursuant to § 243a Austrian Business Code

Share capital, share denomination and authorised capital

On 31 December 2025, the share capital of Oberbank AG was EUR 105,921,900 divided into 70,614,600 registered ordinary shares under ISIN AT0000625108.

Share buyback

The Annual General Meeting authorised the Management Board of Oberbank AG to acquire own shares in an amount of up to 5% of the share capital for securities trading purposes and for the purpose of passing them on to employees of the Oberbank Group respectively as well as up to 10% of the share capital for no defined purpose. We also have the corresponding approval of the supervisory authority in accordance with the provisions of the Capital Requirements Regulation (CRR).

Syndicate agreement and shares vested with special controlling rights

There is a syndicate agreement between BTV Vier Länder Bank AG, BTV 2000 Beteiligungsverwaltungsgesellschaft m.b.H. und BKS Bank AG to secure the independence of Oberbank AG. In this agreement, the members of the syndicate have agreed to jointly exercise their voting rights and have granted each other mutual pre-emptive rights. Beteiligungsverwaltung Gesellschaft m.b.H (BVG) and BKS Bank AG entered into a subordinated syndicate agreement effective as of 7 November 2020.

Shareholder structure and employee share ownership

The largest single shareholder of Oberbank on 31 December 2025 was CABO Beteiligungsgesellschaft m.b.H., which is directly linked to UniCredit Bank Austria, with a stake of 23.76% in total capital. UniCredit Bank Austria AG directly held 3.41%. BTV Vier Länder Bank AG held 16.45% (including BTV 2000 Beteiligungsverwaltungsgesellschaft m.b.H.) and BKS Bank AG 14.74% (including a subordinated syndicate agreement with BVG). G3B Holding AG held 1.62% and Oberbank employees 5.04% of shares.

A large part of the voting shares owned by Oberbank employees are held by the syndicate partner Oberbank-Mitarbeiterbildungs- und Erholungsförderung registrierte Genossenschaft mit beschränkter Haftung. Furthermore, BOB Mitarbeiterbeteiligungsgenossenschaft e.Gen. exercises the voting rights for a separate group of employee shareholders by way of proxy votes in accordance with the corresponding policies. Furthermore, Oberbank Mitarbeiterbeteiligungsprivatstiftung uniformly exercises the voting rights at the Annual General Meeting that are attached to the shares transferred by the beneficiary employees to this foundation, with these shares being held and managed under a fiduciary arrangement.

Appointment of boards and officers, and change of control

There are no provisions regarding the appointment and dismissal of the Management Board and the Supervisory Board or amendments to the Articles of Association above and beyond those specified by the law. No single shareholder is in a position to control Oberbank AG directly or indirectly. The company is not aware of any agreements that could take effect in the event of any arranged change in control. In addition, no indemnity agreements are in place by the company with the members of its Management Board and Supervisory Board or with its employees for the contingency of a public takeover bid.

Group Management Report

Information pursuant to § 243a Austrian Business Code

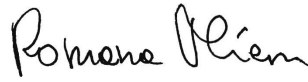
Linz, 12 March 2026

Management Board



Franz Gasselsberger

Chairman of the Management Board



Romana Thiem

Management Board Member



Martin Seiter

Management Board Member



Florian Hagenauer

Management Board Member



Isabella Lehner

Management Board

Segment Report

Segmentation and Overview
Corporate and Business Banking
Retail Banking
Financial Markets
Other

Segment Report

Segmentation and Overview

Oberbank's operating activities are grouped into the segments Corporate and Business Banking, Retail Banking, Financial Markets and Other (primary segments).

The segment Corporate and Business Banking comprises businesses, the leasing sub-group and the self-employed in the Austrian market. Not included are self-employed persons in Austria who are not registered in the Companies Register and whose liabilities with Oberbank are less than EUR 1 million.

The segment Retail Banking includes business with individuals, employees and the self-employed in Austria who are not registered in the Companies Register and whose liabilities with Oberbank are less than EUR 1 million.

The Financial Markets segment covers earnings from equity investments and trading activities as well as net interest income from maturity transformation and asset/liability management.

The segment "Other" includes income and expense items that cannot be meaningfully assigned to any of the other segments, including overheads classified as staff costs and other administrative expenses as well as depreciation and amortisation.

Segment overview 2025 in €m	Corporate and Business Banking	Retail Banking	Financial Markets	Other	Consolidated income statement 2025
Net interest income	459.5	171.2	-9.4		621.2
Income from entities recognised using the equity method			62.0		62.0
Loan loss provisions	-57.7	-1.4			-59.1
Net fee and commission income	123.9	107.8			231.8
Net trading income	-0.6		7.7		7.1
Administrative expenses	-217.2	-140.7	-11.6	-32.4	-401.8
Other operating income	-6.6	6.8	15.0	0.5	15.8
Extraordinary profit/loss					
Profit for the year before tax	301.3	143.8	63.9	-31.9	477.1
Return on equity before tax	10.66%	36.75%	6.3%		11.3%
Cost/income ratio	37.7%	49.23%	15.33%		42.8%

Due to its nature as regional bank, Oberbank has a limited geographical catchment area. Therefore, because it is of minor significance, there is no segmentation by geographic region.

The equity allocated to the segments is measured on the basis of the average ten-year swap rate calculated for the last 120 months and recognised in net interest income as income from equity investments. The allocated equity capital is distributed in accordance with the regulatory capital requirements for the segments.

Segment Report

Corporate and Business Banking

Corporate and Business Banking in € m	2025	2024	Change
Net interest income	459.5	500.9	-8.3%
Income from entities recognised using the equity method			
Loan loss provisions	-57.7	-67.4	-14.3%
Net fee and commission income	123.9	110.3	12.3%
Net trading income	-0.6	0.5	>-100%
Administrative expenses	-217.2	-216.9	0.1%
Other operating income	-6.6	-5.4	21.5%
Extraordinary profit/loss	0.0	0.0	
Profit for the year before tax	301.3	322.1	-6.5%
Contribution to profit for the year before tax	63.2%	67.5%	-4.4 ppt
Average credit and market risk equivalent (Austrian Banking Act)	13,964.7	13,245.6	5.4%
Segment assets	18,240.6	17,415.8	4.7%
Segment liabilities	12,703.6	12,043.2	5.5%
Average allocated equity	2,826.4	2,658.7	6.3%
Return on equity before tax (RoE)	10.66%	12.11%	-1.5 ppt
Cost/income ratio	37.70%	35.77%	1.9 ppt

Development of business in 2025

Net income before tax in Corporate and Business Banking decreased in 2025 by -6.5% to EUR 301.3 million. Net interest income dropped by -8.3% to EUR 459.5 million. Net fee and commission income increased by 12.3% to EUR 123.9 million.

The allocation to risk provisions decreased to EUR 57.7 million following EUR 67.4 million in the preceding year.

Administrative expenses increased by 0.1% to EUR 217.2 million.

Other operating income was EUR -6.6 million, compared to EUR -5.4 million in the preceding year.

RoE dropped to 10.7%, the cost/income ratio deteriorated to 37.7%.

Commercial loans

Oberbank's volume of commercial loans rose in 2025 by 4.6% to EUR 17,927.7 million. Due to the excellent capital adequacy situation of Oberbank, it was able to continue supplying its corporate and business customers with sufficient funding.

Investment and innovation finance

The number of applications for subsidised loan schemes submitted in 2025 in all five Oberbank markets for capital spending, environment, innovation and securing liquidity was 2% higher year on year with 1,269 projects despite the difficult economic situation (trend of investing in innovation, sustainability, automation and digitalisation projects continued in 2025). Furthermore, the exposure of EUR 2.1 billion in subsidised loans brokered by Oberbank on 31 December 2025 remained at the preceding year's level. This gratifying development also resulted in Oberbank's leading position in terms of approved subsidised loan commitments under the Austrian ERP Fund.

Segment Report

Corporate and Business Banking

Commercial real estate financing

The situation on the real estate market remained tense in 2025, although a stabilising tendency developed in the second half of the year. In the asset class of residential housing, there was a slight improvement due to a substantial rise in demand, while prices remained high. The performance of the other asset classes (office, logistics, retail) remained subdued in 2025 despite the ECB's interest rate cuts. The market for hotel properties was the one that recovered most due to the positive trend in tourism. Construction activities were very sluggish. A slight increase in transaction volumes was observed for existing properties with a focus on top locations and ESG conformity. Therefore, Oberbank retained its stringent parameters for new loans also in the financial year 2025 and existing properties were closely monitored. For the financial year 2026, Oberbank expects the moderate recovery to continue, but no real easing on the real estate market. The market will continue to be closely monitored and a selective financing strategy will be pursued.

Structured finance

In the financial year 2025, demand for structured finance solutions was slightly lower year on year. An increase in lending transactions relating to changes in shareholders and corporate acquisitions was recorded. Both the number of inquiries for projects and the number of lending projects completed increased significantly year on year. Demand for renewable energy was slightly higher than in the preceding year. The situation was similar for growth financing. This year's performance in structured finance was again slightly better year on year.

Private equity and mezzanine capital

In 2025, the Oberbank Opportunity Fund recorded 162 enquiries and surpassed the high level of the preceding year. In these uncertain economic times, mezzanine finance and private equity is again gaining significance as funding instruments that strengthen companies' balance sheets.

Since its foundation, the Oberbank Opportunity Fund has supported 134 transactions and ten add-on investments with equity and/or mezzanine capital or high-yield capital, and in this context, provided a volume of more than EUR 409 million. The Oberbank Opportunity Fund focuses on established companies in mature stages of development. To close the gap to early stage financing, Oberbank participates in the High-Tech Fund of the Province of Upper Austria. Another profitable business is investments in private equity and mezzanine funds managed by third parties, which make regional or strategic additions to our own investment guidelines possible and have generated very high returns up to now.

Payment services

The 2025 financial year was a very challenging one from a technical perspective due to the many regulatory requirements (Instant Payment Regulation, introduction of the new "EBICS" payments transaction standard) and the general slump in payment services. Nonetheless, Oberbank mastered this difficult environment and income from payment services in Corporate and Business Banking increased by +7.6% compared to the same period of the preceding year.

Syndicated loans and promissory loan notes

Despite the challenging economic conditions, an increase in total outstanding commitments from around EUR 2.7 billion to around EUR 2.9 billion was achieved in syndicated loans, special loans and borrower's

Segment Report

Corporate and Business Banking

notes compared to the reporting date of the preceding year. The increase in outstanding commitments was supported by the trend in promissory loan notes and syndicated loans and by subscribing to select transactions of German and Austrian issuers with strong credit ratings from both the corporate and public sectors. There was a slight decrease in syndicated loans to 67 due to the scheduled repayment of some project finance.

International business

The Austrian export industry is facing numerous challenges. Apart from a sluggish trend in Germany's industrial sector, US tariffs, high labour and energy costs, the appreciation of the euro and increasing competition from China on global markets had an adverse effect on exports. A forecast published by the Austrian National Bank (OeNB) in December 2025 posits a decline in export activity of -1.3% in 2025. At the same time, OeNB forecasted an increase in imports of +1.5% for 2025.

In this environment, customers benefited from Oberbank's extensive range of hedging and finance instruments as well as from its global network of selected correspondent banks.

Documentary business and guarantees

Oberbank supports its customers with global expertise in hedging especially in economically adverse times. The geopolitical environment poses major challenges for companies engaged in international business. Companies use letters of credit and collections to improve the predictability of international transactions. Solid volume growth was achieved in the guarantee business. However, in line with the European trend, new business in Austria is currently growing faster than cross-border business. The documentary business reflected the tense economic situation of recent years. Although there were gratifying increases in income in 2025, momentum in new business slowed substantially.

Export finance

OeKB's scheme for subsidised working capital loans continued to be very attractive in 2025 despite the slightly declining trend in interest rates. At 13.4%, Oberbank's market share of subsidised working capital loans for large companies was close to the historic high of 2024 and hardly changed over the course of 2025, decreasing only slightly by -0.1%. The focus on medium-sized and large export companies as well as a stringent risk policy was the reason the market share in subsidised working capital loans to SMEs, known as export fund loans, decreased by 1.0% to 10.8%.

The investment activity of exporting companies was depressed by the downturn in economic expectations. The bank's comprehensive advisory services helped it raise the volume under management in OeKB's refinanced domestic investments and the market share rose to 10.8%. The market share of OeKB refinanced foreign investments remained constant at 5.4%.

Factoring

In the area of factoring, Oberbank recorded its best year in 2025 in terms of earnings since it launched the factoring business 10 years ago (+10%) supported by higher sales (+5%), while credit lines remained more or less unchanged.

Leasing

With capitalised new business of EUR 1.2 billion, the past financial year was roughly on a par with the preceding year. This development was supported by growth in the German market which at EUR 0.4 million accounted for around one-third of new business. Our CEE subsidiaries also recorded strong growth in new

Segment Report

Corporate and Business Banking

business in the past two years, especially in the Czech Republic. The development of new business significantly expanded the portfolio which had a volume of EUR 3.1 million on the reporting date.

International network of partner banks and institutions

The Global Financial Institutions unit, which was responsible for the network of international banks and institutions, was integrated into the Treasury department at the beginning of 2025. The professionalism of all persons involved ensured a smooth transition. In the meantime, the processes and ICS controls have been transferred to the new department.

On account of the geopolitical uncertainties and strict regulatory requirements (know-your-customer), the trend of global de-risking continued. Financial institutions have reduced or ended their relations with correspondent banks due to the pressure from supervisory authorities and the rising costs of compliance. This disproportionately affected smaller institutions and high-risk regions. As an alternative to reducing partner bank relationships, additional costs were charged to banks that use the services of major banks to compensate for the higher expenses. Oberbank consolidated its partner bank relationships also in 2025 and strives for cooperative working relationships with its banking partners to maintain an optimal international network for its customers. In this context, it is important to ensure that a sufficiently large network of partner banks is available for the major currencies. An additional account for CHF payments was opened in 2025 to minimise risk. Due to the introduction of the euro in Bulgaria, the BGN account was closed in December 2025.

In addition to an award from the USD clearer Wells Fargo, Oberbank also received an Excellence Award in 2025 from Deutsche Bank for the high quality of its settlement processes. The awards were conferred in recognition of the high straight-through processing rate, among other things. This means that Oberbank manages its international payment services optimally and its processes run smoothly.

Primary deposits – continued growth

In an interest rate environment marked by falling interest rates everywhere, primary deposits including subordinated debt capital increased again. The strong credit rating was supportive of volume growth of 4.7% to EUR 933 million. Growth was recorded for sight deposits and term deposits. Deposits from corporate and business customers increased by more than 4%.

Segment report
Retail Banking

Retail Banking in €m	2025	2024	Change
Net interest income	171.2	222.6	-23.1%
Income from entities recognised using the equity method			
Loan loss provisions	-1.4	-1.4	-6.0%
Net fee and commission income	107.8	95.6	12.8%
Net trading income			
Administrative expenses	-140.7	-141.2	-0.3%
Other operating income	6.8	-7.0	>-100%
Extraordinary profit/loss			
Profit for the year before tax	143.8	168.5	-14.7%
Contribution to profit for the year before tax	30.1%	35.3%	-5.2 ppt
Average credit and market risk equivalent (Austrian Banking Act)	1,933.1	2,014.6	-4.0%
Segment assets	3,796.2	3,712.9	2.2%
Segment liabilities	7,799.6	7,703.7	1.2%
Average allocated equity	391.2	404.4	-3.2%
Return on equity before tax (RoE)	36.75%	41.68%	-4.9 ppt
Cost/income ratio	49.23%	45.37%	3.9 ppt

Development of business in 2025

Net income in Retail Banking decreased in 2025 by -14.7% to EUR 143.8 million.

Net interest income dropped by -23.1% to EUR 171.2 million. Net fee and commission income rose by 12.8% to EUR 107.8 million. The allocation to risk provisions was EUR 1.4 million, as in the preceding year.

At EUR 140.7 million, administrative expenses were -0.3% lower year on year. Other operating income increased to EUR 6.8 million compared to EUR -7.0 million in the preceding year.

RoE in Retail Banking decreased to 36.8%, while and the cost/income ratio worsened to 49.2%.

Retail loans

The outstanding volume (excluding Leasing) increased by 2.1% to 3,701.7 million year on year. Due to the significantly higher demand for home loans, the volume of new retail loans in 2025 was 31.6% higher than in the same period of the preceding year.

Retail customer deposits

At 7,242.5 million, customers' savings, sight and term deposits were EUR 55.5 million or 0.8% higher than in the preceding year. In Austria, deposits on online savings products rose again steeply in 2025, specifically by EUR 266.1 million or 10.0% to EUR 2,939.7 million. By contrast, deposits on savings passbooks decreased year on year by EUR -154.6 million or 13.3%. The number of savings passbooks also decreased by 18,168.

Sustainable accounts

The be(e) green account has been certified under Austrian Eco-label since 2021, because Oberbank finances sustainable projects in the same amount as the balances held on these accounts, with the projects having to meet economic as well as social criteria. In the second half of 2023, the be(e) green account was introduced for retail customers also in the Czech Republic with the same criteria as in Austria; however,

Segment report

Retail Banking

there is no comparable eco-label certification in the Czech Republic. Additionally, with each new be(e) green giro account, Oberbank makes a contribution to the conservation of the bee population and other pollinating insects. As at 31 December 2025, there were 196,375 retail accounts throughout the entire Group. Of these accounts, 45.7% were sustainable be(e) green accounts. This corresponds to an increase of 6,208 to 89,716 sustainable accounts in 2025.

Digitalisation

The range of online self-services at Oberbank is constantly being expanded across all systems and platforms. In 2025, ID-Austria was integrated into the online account opening process in the Austrian market. It makes onboarding easier for new customers and increases digital security at the same time.

At the same time, the successive introduction of the business banking system “oBusiness” was continued – including in Germany, thus further expanding availability in Oberbank’s markets. Furthermore, important regulatory requirements were implemented in 2025, such as recipient verification in the Oberbank customer portal and in the Oberbank app.

Portfolio of card products

Like the “Oberbank Mastercard Klassik”, the “Oberbank Mastercard Gold” is not only equipped with extensive mobile payment features such as Apple Pay, SwatchPAY! and Garmin Pay, but is, of course, also e-commerce-enabled and comes with comprehensive travel insurance. Internet transactions are approved conveniently in the Oberbank Security app.

As at the reporting date of 31 December 2025, Oberbank issued 40,711 own Classic and Gold Mastercard credit cards. Including the credit cards issued to partners (credit card organisations), this resulted in a total card portfolio of personal and corporate credit cards issued of 72,295. The total number of debit cards at the end of the year was 211,360.

Securities business

The securities business developed excellently for Oberbank and its customers in 2025. While stock markets across the board climbed to new highs driven by the major tech and AI stocks, more conservative investors continued to collect attractive returns in the bond segment. Many investors took advantage of the still favourable yields on sovereign, banking and corporate bonds to secure attractive long-term interest rates with longer maturities.

However, this does not indicate a general trend towards more conservative investments, and demand for equity investments remained unbroken. After a particularly promising start of the year on European stock markets, Austrian investors benefited from the gain of 45.4% of the domestic ATX, which is the highest annual gain since 2005 (historically, the fourth-best year for the Austrian stock index). The cycle of interest rate cuts, which also began in America in the course of the year, pushed international capital markets to new highs, with only a weakening US dollar somewhat dampening the high spirits of international investors.

Among (precious) metals, gold and silver were the stars, with prices soaring to new heights during the year, in part because of geopolitical uncertainty – or precisely because of it. Fortunately, the effects of the continued war in Ukraine and President Donald Trump's erratic US customs policy on the international capital markets turned out to be manageable in retrospect.

Segment report

Retail Banking

Oberbank reliably provided information on current capital market topics at numerous customer events again in 2025, including at the annual event “Finanzmarktforum” attended by around one thousand visitors.

Oberbank acts as a reliable and personal advisory bank in line with the clear mandate of its customers and the steadily rising number of securities orders executed using the Oberbank app and customer portal is a very pleasing trend. By offering the option of placing orders at any time regardless of location, Oberbank has created a substantial customer benefit.

Steep rise in fee and commission income on securities

Fee and commission income on securities rose by EUR 12.3 million or 17.8% to EUR 81.8 million. Contributions to growth came from all areas including transaction commissions, custody fees and management fees. The attractive returns on bonds were viewed as an opportunity by many investors and Oberbank placed a volume of EUR 613.9 million in bond issues with retail and corporate customers as well as institutional investors in 2025. The issues included EUR 92.5 million in subordinated bonds.

Demand was also very strong for newly launched fixed-term bond funds. Oberbank customers invested a total of EUR 161.3 million in 3 Banken Bond Plus 2030 and 3 Banks Bond Plus 2031 products alone.

Private banking and asset management

In 2025, the volume of assets under management in Private Banking increased by 10.3% or EUR 1.4 billion to EUR 14.9 billion. Oberbank is happy to report a new record volume of customer funds entrusted to it.

Oberbank works constantly to improve the quality of its services and the range of services. With the launch of “oPerformance”, a highly professional wealth management software for Private Banking customers, Oberbank has achieved a milestone in the digitalisation and professionalisation of reporting.

Asset management and brokerage

Individual Portfolio Management (iPM) attained highly satisfactory growth of EUR 157.6 million, which corresponds to an increase of 18.1%. At the close of the year, assets under management reached an all-time high of EUR 1.03 billion, surpassing the milestone of one billion euros in assets under management for the first time in the bank's history. Apart from the net inflow of funds, strong performance in all strategies were decisive contributing factors. Oberbank's asset management and Oberbank's premium strategies also performed very well and received several awards.

There was also lively interest in brokerage services. Private Banking customers that like to trade in equities made very active use of the expertise of our specialists for their investment decisions.

3 Banken-Generali Investment-Gesellschaft m.b.H.

The volume under management by 3 Banken-Generali Investment-Gesellschaft m.b.H. rose by 10.0% or EUR 1.3 billion in the reporting year 2025, from EUR 12.5 billion to EUR 13.8 billion. This increase was higher than the overall market trend of Austrian investment fund companies (+7.5% or EUR 16.6 billion to EUR 236.5 billion). Oberbank's share in the fund volume of the company increased again to 51.9%. The attributable volume was EUR 7.2 billion and thus 11.8% or EUR 0.8 billion higher than at year-end 2024. The market share of the company was 5.8% at year-end.

Segment report

Retail Banking

In year 2025, we again were honoured with important awards. The special-interest magazine “Börsianer” ranked the company the best Austrian investment fund company in 2025 and in second place including the international investment fund companies. The company was conferred five first places in the renowned fund of funds awards.

Insurance: excellent earnings in insurance business

The insurance business made gains again in 2025. At a premium volume of EUR 171.2 million in Austria and Germany, earnings were almost 1% higher year on year. In Austria, the premium volume in endowment life insurance increased by 1.9%. In the segment of endowment life insurance policies, fund-linked, unit-linked and index-linked life insurance policies were the most popular. Sales in the non-life insurance business, specifically property and accident insurance, decreased -0.8% year on year.

Insurance contracts – premium volume*		Year-on-year change	
As at 31/12/2025	As at 31/12/2024	Amount	in %
EUR 171.2 million	EUR 169.7 million	EUR 1.5 million	0.9%

*) Premium volume: life insurance (premium volume) + non-life insurance (annual net premium for year x 10)

Segment report
Financial Markets

Financial Markets in €m	2025	2024	Change
Net interest income	-9.4	-67.2	-85.9%
Income from entities recognised using the equity method	62.0	82.0	-24.3%
Loan loss provisions		0.1	-64.4%
Net fee and commission income			
Net trading income	7.7	7.9	-2.1%
Administrative expenses	-11.6	-11.5	0.3%
Other operating income	15.0	1.9	>100%
Extraordinary profit/loss			
Profit for the year before tax	63.9	13.2	>100%
Contribution to profit for the year before tax	13.4%	2.8%	10.6 ppt
Average credit and market risk equivalent (Austrian Banking Act)	5,011.8	4,619.1	8.5%
Segment assets	7,195.5	7,119.0	1.1%
Segment liabilities	8,600.7	8,150.1	5.5%
Average allocated equity	1,014.4	927.2	9.4%
Return on equity before tax (RoE)	6.30%	1.42%	4.9 ppt
Cost/income ratio	15.33%	46.78%	-31.5 ppt

Development of business in 2025

In the segment Financial Markets, net profit for the year before tax increased to EUR 63.9 million.

Net interest income in Financial Markets improved from EUR -67.2 million to EUR -9.4 million.

Income from investments in entities recognised using the equity method decreased to EUR 62.0 million, compared to EUR 82.0 million in the preceding year. Net trading income declined by -2.1% to EUR 7.7 million.

Other operating income increased to EUR 15.0 million compared to EUR 1.9 million in the preceding year.

RoE rose to 6.3%, while the cost/income ratio improved to 15.3%.

Proprietary trading

The year 2025 was one of the best years on financial and capital markets. Despite the tariffs imposed by the US, the ongoing war in Ukraine, Israel's attacks on the Gaza Strip and Iran, and a number of other adverse events, stock markets and the gold price have risen to record highs. Apart from the ECB's cuts, the bond markets were very stable and even though there some shifts in currencies, there was hardly any nervousness.

The reasons for the positive sentiment are the lower key lending rates in Europe and the prospects of declining rates in the US in 2026. All investors have high levels of liquidity and are looking for suitable investments. In this benign environment, the bank achieved profits in proprietary trading that exceeded projections.

Oberbank issues

Securitised liabilities were placed at just over EUR 600 million, almost exactly in line with the budgeted target. Around half of the volume was placed with institutional investors and the other half was sold to customers. Covered bonds totalling EUR 300 million were placed with institutional investors. Subordinated bonds and senior bank bonds were purchased mostly by customers.

Refinancing structure of Oberbank AG			
(amounts in € m)	2025	2024	Change
Savings deposits	1,007.5	1,162.1	-13.3%
Other amounts owed to customers	15,547.7	14,948.4	4.0%
Securitised liabilities	3,637.7	3,187.2	14.1%
Subordinated liabilities and supplementary capital (tier 2)	545.3	500.1	9.0%
Primary deposits including subordinated debt capital	20,738.3	19,797.9	4.8%
Amounts owed to credit institutions	3,713.8	3,834.3	-3.1%
Total	24,452.1	23,632.1	3.5%

Segment report

Other

Other

The shortfall before tax in 2025 was EUR -31.9 million in the segment Other, compared to EUR -27.0 million in the preceding year.

The amount comprises income and expenses, primarily overhead costs from other administrative expenses as well as depreciation/amortisation expenses, whose allocation or distribution to other segments cannot be meaningfully assigned.

Consolidated Financial Statements

Consolidated Financial Statements of the Oberbank Group for 2025 prepared in accordance with International Financial Reporting Standards (IFRS)

Consolidated Financial Statements

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When adding up rounded figures and calculating percentage rates of change, slight differences may result compared with totals and rates arrived at by adding up component figures which have not been rounded. The "n.a." in the tables of the consolidated financial statements means that the respective provision was not applicable in the relevant financial year.

Consolidated statement of comprehensive income for the financial year 2025

Consolidated income statement in €k	2025	2024	Change in €k	Change in %
1. Interest and similar income	1,064,429	1,255,964	-191,535	-15.3
a) Interest income, effective interest rate method	1,026,463	1,220,922	-194,459	-15.9
b) Other interest income	37,966	35,042	2,924	8.3
2. Interest and similar expenses	-443,218	-599,655	156,437	-26.1
Net interest income (3)	621,211	656,309	-35,098	-5.3
3. Income from entities accounted for using the equity method (4)	62,045	82,004	-19,959	-24.3
4. Loan loss provisions (5)	-59,052	-68,718	9,666	-14.1
5. Fee and commission income	254,795	226,902	27,893	12.3
6. Fee and commission expenses	-23,012	-20,999	-2,013	9.6
Net fee and commission income (6)	231,783	205,903	25,880	12.6
7. Net trading income (7)	7,132	8,455	-1,323	-15.6
8. Administrative expenses (8)	-401,834	-402,673	839	-0.2
9. Other operating income (9)	15,772	-4,468	20,240	>-100,0
a) Net income from financial assets FV/PL	28,658	8,988	19,670	>100,0
b) Net income from financial assets FV/OCI	-134	1,064	-1,198	>-100,0
c) Net income from financial assets AC	0	0	0	
d) Other operating income	-12,752	-14,520	1,768	-12.2
Profit for the year before tax	477,057	476,812	245	0.1
10. Income tax (10)	-105,027	-97,973	-7,054	7.2
Profit for the year after tax	372,030	378,839	-6,809	-1.8
thereof attributable to shareholders of the parent company and to the owners of additional equity components	371,008	378,053	-7,045	-1.9
thereof attributable to non-controlling interests	1,022	786	236	30.0

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Other comprehensive income in €k	2025	2024
Profit for the year after tax	372,030	378,839
Items not reclassified to profit or loss for the year		
+/- Actuarial gains/losses IAS 19	-4,957	-32,813
+/- Deferred taxes on actuarial gains/losses IAS 19	10,811	-20,835
+/- Share from entities recognised using the equity method	-2,487	4,792
+/- Value changes in own credit risk recognised in equity IFRS 9	7,248	-5,064
+/- Deferred tax on changes recognised in equity for own credit risk IFRS 9	-8,836	-18,688
+/- Deferred tax on value changes in equity instruments recognised in equity IFRS 9	2,032	4,298
+/- Value changes in equity instruments recognised in equity IFRS 9	-13,115	-508
+/- Deferred tax on value changes in equity instruments recognised in equity IFRS 9	-610	3,192
Items reclassified to profit or loss for the year		
+/- Value changes recognised in equity for debt securities IFRS 9	-552	-5,179
Amounts recognised in equity	1,144	-1,170
Reclassification adjustments	1,200	-1,184
+/- Deferred tax on value changes recognised in equity for debt securities IFRS 9	-56	14
Amounts recognised in equity	-263	269
Reclassification adjustments	-276	272
+/- Exchange differences	13	-3
+/- Share from entities recognised using the equity method	2,601	-2,604
	-4,034	-1,674
Total income and expenses recognised directly in equity	-5,509	-37,992
Total comprehensive income for the period from net profit and income/expenses recognised in equity	366,521	340,847
thereof attributable to shareholders of the parent company and to the owners of additional equity components	365,499	340,061
thereof attributable to non-controlling interests	1,022	786

Consolidated Financial Statements

Performance indicators	2025	2024
Cost/income ratio in % ¹⁾	42.84	42.47
Return on equity before tax in % ²⁾	11.27	11.95
Return on equity after tax in % ³⁾	8.79	9.49
Risk/earnings ratio (credit risk/net interest income) in % ⁴⁾	9.51	10.47
Non-performing loan ratio in % ⁵⁾	2.78	3.56
Impairment ratio in % ⁶⁾	0.28	0.32
Earnings per share in € ⁷⁾⁸⁾	5.27	5.37

1) Administrative expenses in relation to net interest income, equity method, net fee and commission income, net trading income and other operating income

2) Profit/loss for the year before tax in relation to average shareholders' equity

3) Profit/loss for the year after tax in relation to average shareholders' equity

4) Charges for losses on loans and advances in relation to net interest income

5) Defaulted receivables in relation to loans and advances to customers and banks

6) Charges for losses on loans and advances to customers in relation to receivables from customers

7) Profit/loss for the year after tax in relation to the average number of shares in circulation

8) Since no financial instruments with diluting effect were issued, diluted earnings per share were identical with undiluted earnings per share (see also Note 11).

Consolidated Financial Statements

Consolidated balance sheet as at 31/12/2025		31/12/2025	31/12/2024	Change in €k	Change in %
Assets in €k					
1.	Cash and balances with central banks (12)	2,429,198	2,803,384	-374,186	-13.3%
2.	Loans and advances to credit institutions (13)	331,479	357,473	-25,994	-7.3%
3.	Loans and advances to customers (14)	21,629,436	20,768,961	860,475	4.1%
4.	Trading assets (16)	19,783	28,564	-8,781	-30.7%
5.	Financial investments (17)	4,394,334	3,903,203	491,131	12.6%
	a) Financial assets - FV/PL	512,552	716,512	-203,960	-28.5%
	b) Financial assets - FV/OCI	333,319	366,201	-32,882	-9.0%
	c) Financial assets - AC	2,250,435	1,574,630	675,805	42.9%
	d) Interests in entities accounted for using the equity method	1,298,028	1,245,860	52,168	4.2%
6.	Intangible assets (18)	4,668	4,491	177	3.9%
7.	Property, plant and equipment (19) (20)	347,151	336,139	11,012	3.3%
	a) Investment property	67,917	63,047	4,870	7.7%
	b) Other property, plant and equipment	279,234	273,092	6,142	2.2%
8.	Other assets (21)	208,788	180,404	28,384	15.7%
	a) Deferred tax assets	1,738	1,641	97	5.9%
	b) Positive fair values of closed out derivatives in the banking book	18,743	24,603	-5,860	-23.8%
	c) Other	188,307	154,160	34,147	22.2%
	Total assets	29,364,837	28,382,619	982,218	3.5%

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Consolidated balance sheet as at 31/12/2025			31/12/2025	31/12/2024	Change in €k	Change in %
Liabilities in €k						
1.	Amounts owed to credit institutions	(22)	3,697,709	3,803,871	-106,162	-2.8%
	a) Refinance allocated for customer loans		3,429,834	3,476,387	-46,553	-1.3%
	b) Other amounts owed to credit institutions		267,875	327,484	-59,609	-18.2%
2.	Amounts owed to customers	(23)	16,461,345	16,040,335	421,010	2.6%
3.	Securitised liabilities	(24)	3,623,806	3,162,366	461,440	14.6%
4.	Provisions for liabilities and charges	(25)	245,129	304,050	-58,921	-19.4%
5.	Other liabilities	(26)	415,728	458,784	-43,056	-9.4%
	a) Trading liabilities	(27)	19,174	22,788	-3,614	-15.9%
	b) Tax liabilities		43,523	39,521	4,002	10.1%
	ba) Current tax liabilities		23,422	32,227	-8,805	-27.3%
	bb) Deferred tax liabilities		20,101	7,294	12,807	>100,0%
	c) Negative fair values of closed out derivatives in the banking book		75,516	94,903	-19,387	-20.4%
	d) Other		277,515	301,572	-24,057	-8.0%
6.	Subordinated debt capital	(28)	547,736	497,625	50,111	10.1%
7.	Shareholders' equity	(29)	4,373,384	4,115,588	257,796	6.3%
	a) Equity after minorities		4,344,404	4,057,375	287,029	7.1%
	b) Minority interests		8,980	8,213	767	9.3%
	c) Additional equity capital components		20,000	50,000	-30,000	-60.0%
	Total equity and liabilities		29,364,837	28,382,619	982,218	3.5%

Consolidated statement of changes in equity as at 31/12/2025

					Revaluation reserve								
	Subscribed capital	Capital reserves	Retained earnings	Exchange differences	Reclassified debt securities IFRS 9	Equity instruments IFRS 9 not reclassified	Change in own credit risk IFRS 9 not reclassified	Actuarial gains/losses under IAS 19	Associates	Equity after minorities	Share of non-controlling shareholders	Additional equity capital components	Shareholders' equity
in €k													
As at 1/1/2025	105,820	505,523	2,437,725	-1,908	-113	127,085	11,419	-55,444	927,270	4,057,375	8,213	50,000	4,115,588
Total			323,873	2,601	881	-13,725	-6,804	8,324	50,349	365,499	1,022		366,521
Net profit/loss for the year			323,873						47,135	371,008	1,022		372,030
Other comprehensive income				2,601	881	-13,725	-6,804	8,324	3,214	-5,509			-5,509
Dividend distribution			-81,184							-81,184			-81,184
Coupon payments on additional equity capital components			-3,155							-3,155			-3,155
Capital increase										0			0
Issuance / redemption of additional equity components										0		-30,000	-30,000
Changes in Treasury shares	84		3,747							3,831			3,831
Other changes not recognised in income			218						1,820	2,038	-255		1,783
As at 31/12/2025	105,904	505,523	2,681,224	693	768	113,360	4,615	-47,120	979,439	4,344,404	8,980	20,000	4,373,384

Consolidated statement of changes in equity as at 31/12/2025

in €k	Subscribed capital	Capital reserves	Retained earnings	Exchange differences	Revaluation reserve			Actuarial gains/losses under IAS 19	Associates	Equity after minorities	Share of non-controlling shareholders	Additional equity capital components	Shareholders' equity
					Reclassified debt securities IFRS 9	Equity instruments IFRS 9 not reclassified	Change in own credit risk IFRS 9 not reclassified						
As at 1/1/2024	105,919	505,523	2,204,776	697	788	124,400	25,809	-39,401	875,881	3,804,390	8,683	50,000	3,863,073
Total			310,965	-2,604	-901	2,684	-14,390	-16,043	60,350	340,061	786		340,847
Net profit/loss for the year			310,965						67,088	378,053	786		378,839
Other comprehensive income				-2,604	-901	2,684	-14,390	-16,043	-6,738	-37,992			-37,992
Dividend distribution			-70,609							-70,609			-70,609
Coupon payments on additional equity capital components			-2,925							-2,925			-2,925
Capital increase										0			0
Issuance / redemption of additional equity components										0			0
Changes in Treasury shares	-99		-4,521							-4,620			-4,620
Other changes not recognised in income			39						-8,961	-8,922	-1,256		-10,178
As at 31/12/2024	105,820	505,523	2,437,725	-1,908	-113	127,085	11,419	-55,444	927,270	4,057,375	8,213	50,000	4,115,588

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Consolidated statement of cash flows in €k	2025	2024
Consolidated profit for the year	372,030	378,839
Non-cash positions in profit for the year and reconciliation of net cash from operating activities contained in net profit for the year		
Depreciation, amortisation, impairment losses, write-ups	68,899	76,236
Change in provisions for staff benefits and other provisions for liabilities and charges	-50,596	-20,118
Change in other non-cash items	41,324	49,030
Gains and losses on financial investments, property, plant and equipment, and intangible assets	40	-104
Subtotal	431,697	483,883
Change in assets and liabilities arising from operating activities after adjustments for non-cash items		
Loans and advances to credit institutions	39,729	481,767
Loans and advances to customers	-933,899	-787,091
Trading assets	9,029	8,686
Financial assets used for operating activities ¹⁾	3,757	28,815
Other assets from operating activities	34,910	54,849
Amounts owed to credit institutions	-132,625	-281,908
Amounts owed to customers	401,214	242,636
Securitised liabilities	407,794	261,518
Other liabilities from operating activities	-93,172	-80,615
Cash flow from operating activities	168,434	412,540
Proceeds from the sale of		
Financial assets held as investments ²⁾	462,421	139,410
Property, plant and equipment, and intangible assets	15,879	14,652
Outlay on purchases of		
Financial investments	-877,723	-426,938
Property, plant and equipment, and intangible assets	-64,693	-40,549
Cash flow from investing activities	-464,116	-313,425
Redemption of additional equity components	-30,000	0
Dividend distributions	-81,184	-70,609
Coupon payments on additional equity components	-3,155	-2,925
Inflow from subordinated debt capital and other financing activities		
Issues	(28) 93,828	50,456
Other	7,752	2,925
Outflow from subordinated debt capital and other financing activities		
Redemptions	(28) -47,250	-88,410
Other	-18,495	-23,462
Cash flow from financing activities	-78,504	-132,025
Cash and cash equivalents at the end of preceding period	2,803,384	2,836,294
Cash flow from operating activities	168,434	412,540
Cash flow from investing activities	-464,116	-313,425
Cash flow from financing activities	-78,504	-132,025
Effects of changes in Group of consolidated companies and revaluation	0	0
Effects of foreign exchange rate changes	0	0

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Cash and cash equivalents at the end of the period	2,429,198	2,803,384
Interest received	1,054,090	1,234,355
Dividends received	33,031	28,597
Interest paid	-456,122	-606,716
Coupon payments on additional equity components	-3,155	-2,925
Income tax paid	-102,009	-75,916

Cash and cash equivalents, consisting of the items cash in hand and credit balances with central banks of issue.

1) Financial investments not intended to be held long term

2) Financial investments intended to be held long term

Breakdown of interest, dividends and income tax payments

in €k		Cash flow from operating activities	Cash flow from investing activities	Cash flow from finance activities	Total
Interest received	2025	998,077	56,013	0	1,054,090
	2024	1,192,743	41,612	0	1,234,355
Dividends received	2025	1,432	31,598	0	33,031
	2024	1,657	26,940	0	28,597
Interest paid	2025	-438,523	0	-17,599	-456,122
	2024	-590,746	0	-15,970	-606,716
Dividends paid	2025	0	0	-81,184	-81,184
	2024	0	0	-70,609	-70,609
Coupon payments on additional equity capital components	2025	0	0	-3,155	-3,155
	2024	0	0	-2,925	-2,925
Income tax paid	2025	-85,078	-12,883	-4,048	-102,009
	2024	-62,673	-9,571	-3,673	-75,916

Consolidated Financial Statements

Notes to the Consolidated Financial Statements

Introduction

Oberbank AG is Austria's oldest remaining independent exchange-listed bank (joint stock bank). It is fully privately owned (no state shareholders) and is listed on the Vienna Stock Exchange. Oberbank's registered office is Untere Donaulände 28, 4020 Linz, Austria. Oberbank AG's positioning is characterised by its regional roots, its independence, its strong customer orientation and widespread presence in the regions of its markets. Oberbank offers all important classical banking services of a universal bank.

The Management Board of Oberbank AG signed the consolidated financial statements on 12 March 2026 and approved them for presentation to the Supervisory Board.

The financial statements for the financial year 2025 are scheduled for approval and release for publication on 25 March 2026.

1) Group of consolidated companies of Oberbank

The group of consolidated companies in 2025 included, apart from Oberbank AG, 28 Austrian and 14 foreign subsidiaries. Compared to 31/12/2024, the group of consolidated companies changed as follows:

- The sale of Oberbank Jerich Immobilienleasing GmbH, Linz, did not result in any change in the items receivables from customers, other assets or other liabilities.
- The acquisition of Oberbank Jasminstraße 2 Immobilienleasing GmbH, Linz, resulted in an increase of EUR 7,327.6 thousand in the item Property, plant and equipment, of EUR 74.7 thousand in Other assets, of EUR 159.5 thousand in Other liabilities, and EUR 86.8 thousand in Provisions.

ALPENLÄNDISCHE GARANTIE-GESELLSCHAFT m.b.H. was included in the consolidated financial statements as a joint arrangement in accordance with IFRS 11. In addition to BKS Bank AG and BTV Vier Länder Bank AG, voestalpine AG was also recognised in the consolidated financial statements using the equity method.

14 subsidiaries and 11 associated companies were not consolidated because the influence of these companies on the financial position, financial performance and cash flows of the Group is of minor importance.

The reporting date for the consolidated financial statements is 31 December. Sub-group financial statements for the leasing companies accounted for in the consolidated financial statements were prepared for the period ended on 30 September to facilitate the timely preparation of the consolidated financial statements for the full year. Material transactions and changes to the composition of the Leasing sub-group in the fourth quarter of the reporting year were taken into account.

2) Summary of material accounting policies

2.1) Application of IAS and IFRS

The consolidated financial statements of Oberbank AG for the financial year 2025 have been prepared in accordance with the International Financial Reporting Standards (IFRS) published by the International Accounting Standards Board (IASB) as in force and as adopted by the EU and the interpretations thereof by the International Financial Reporting Interpretations Committee (IFRIC). The statements satisfy the requirements of § 59a Austrian Banking Act and § 245a Austrian Business Code regarding the exemption in respect of consolidated financial statements that comply with internationally accepted accounting principles. The going concern assumption was applied.

Changes to accounting policies 2025

The following newly published or amended standards and interpretations were applied for the first time in the reporting period.

Standard/ Interpretation	Designation	Applicable to financial years from	Already adopted by the EU
Amendments to IAS 21	Lack of exchangeability	01/01/2025	Yes Endorsement: 13/11/2024

The publication includes guidance specifying when a currency is fungible and how the exchange rate is determined when it is not possible to exchange the currency as well as the required information to be given in the Notes.

These amendments do not have any material effects on the consolidated financial statements of Oberbank AG.

Future amendments to accounting policies

The table below shows standards and interpretations published and amended on the balance sheet date that have fully entered into effect under the IASB or partly under the EU endorsement procedure, but are not yet mandatory. These were not applied in these consolidated financial statements. Early application is not planned at present.

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Standard/ Interpretation	Designation	Applicable to financial years from	Already adopted by the EU
Amendments to IFRS 9 and IFRS 7	Changes to the classification and measurement of financial instruments	01/01/2026	Yes Endorsement: 27/5/2025
Amendments to IFRS 9 and IFRS 7	Contracts for nature-dependent electricity	01/01/2026	Yes Endorsement: 30/06/2025
Annual improvements to IFRS (Volume 11)	Annual improvements to IFRS Accounting Standards – Volume 11	01/01/2026	Yes Endorsement: 9/11/2025
Introduction of IFRS 18	IFRS 18 Presentation and disclosure in financial statements that will replace IAS 1 Presentation of financial statements	01/01/2027	No
Introduction of IFRS 19	Subsidiaries without public accountability: disclosures	01/01/2027	No

Changes to the classification and measurement of financial instruments pursuant to IAS 9 and IFRS 7

The amendments to IFRS 7 and IFRS 9 took effect on 1 January 2026 and relate primarily to the clarification of requirements and specific issues in the following areas:

- Classification of financial assets relating to
 - Contractually linked instruments
 - Contractual terms that are consistent with a basic lending arrangement
 - Assets with non-recourse features
- Derecognition of a financial liability settled through electronic transfer
- Information on
 - Investments in equity instruments designated at fair value through other comprehensive income
 - Contractual terms that could change the timing or amount of contractual cash flows

The amendments to IFRS 9 have an impact on the assessment of a financial asset's contractual cash flow ("SPPI" criterion), as the fulfilment of certain sustainability targets will be included in the measurement. In future, this will lead to the consideration of the adjusted cash flows of a financial asset with identical contractual terms, but without dependence on specific sustainability-related targets. This new assessment is expected to change the measurement of financial assets only to an minor extent.

The changes in the classification of financial assets are not expected to have any material impacts on Oberbank's consolidated financial statements.

The Oberbank Group does not make use of the policy choice of recognising a financial liability as settled when it is settled via electronic cash transfer before the settlement date.

The amendment to IFRS 7 introduces new disclosure requirements for equity instruments designated at fair value through other comprehensive income. Please refer to note 17) Financial investments.

Amendments to IAS 9 and IFRS 7 Contracts referencing nature-dependent electricity:

With the amendments, the IASB addresses the accounting and disclosure of contracts relating to nature-dependent electricity, which are usually structured as "PPAs – Power Purchase Agreements". The following changes were made to ensure that these contracts are more faithfully represented in financial statements:

- Clarification of the own use exemption applied in these contracts
- Amendments to hedge accounting requirements for such contracts
- Additional disclosure requirements to help users understand the effects of these contracts on financial performance and cash flows.

The amendments entered into force on 1 January 2026. The abovementioned amendments referencing power purchase agreements are not of relevance for Oberbank's consolidated financial statements.

Annual improvements (Volume 11)

The following amendments to IASB's annual improvements project entered into force on 1 January 2026:

- *IFRS 1 "First-Time Adoption of International Financial Reporting Standards"*
 - "Hedge accounting by a first-time adopter"
- *IFRS 7 "Financial Instruments: Disclosures (Implementation Guidance)"*
 - "Gain or loss on derecognition"
 - "Disclosure of deferred difference between fair value and transaction price"
 - "Introduction and credit risk disclosures"
- *IFRS 9 - Financial instruments*
 - "Lessee derecognition of lease liabilities"
 - "Transaction price"
- *IFRS 10 Consolidated Financial Statements*
 - "Determination of a "de facto agent" and
- *IAS 7 "Statement of Cash Flows"*
 - "Cost method"

The amendments do not result in any changes to the consolidated financial statements of Oberbank AG.

IFRS 18 (Presentation and Disclosure in Financial Statements)

The new standard, IFRS 18, "Presentation and Disclosure in Financial Statements" will replace the previous standard IAS 1 "Presentation of Financial Statements". The objective of the new standard is to improve communication for users of financial statements and help them better understand the reporting, comparability and assessment of an entity's financial performance.

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The new disclosure requirements focus on the following four main aspects:

- Introduction of a structured statement of profit or loss: income and expenses are to be classified in three new categories of operating, investing and financing. Introduction of “subtotals” for “operating profit or loss” and “profit or loss before financing and income taxes”
- Introduction of requirements to improve aggregation and disaggregation
- Introduction of disclosures on management-defined performance measures (MPMs) in the Notes
- Specific improvements to the statement of cash flows by amendment to IAS 7 Statement of Cash Flows

The amendments enter into force on 1 January 2027 and must be applied as of this date retrospectively. The specific effects and the classification scheme to be used in future for the income statement of Oberbank AG’s consolidated financial statements are currently being evaluated.

IFRS 19 (Subsidiaries without public accountability: disclosures)

With the introduction of IFRS 19, reduced disclosure requirements in annual reports will be permitted for specific subsidiaries, if, apart from the entity’s status as a subsidiary, it is not subject to any other accountability requirements and the parent company publishes consolidated financial statements prepared in accordance with IFRS.

The amendments enter into force on 1 January 2027. The introduction of IFRS 19 does not result in any changes to the consolidated financial statements of Oberbank AG.

2.3) Consolidation policies

All material subsidiaries under the control of Oberbank AG were accounted for in the consolidated financial statements.

- Material equity investments up to an equity interest of 50% were accounted for using the equity method (BKS Bank AG, , BTV Vier Länder Bank AG, voestalpine AG). A condition for recognition using the equity method is that Oberbank has a significant influence on the company’s corporate policy. Given its significant influence, Oberbank has a share in the earnings of associates, and consequently, also a share in the return on investment and in net assets. Similarly, profit distributions are not a point of reference for the Group's interest in an associate's performance. Income from an equity investment over which a significant influence is exercised is more accurately captured by taking into account the Group's share in its net profit for the year. With investments accounted for using the equity method, no further income is eliminated due to consolidation or own shares in net profits for the year.
- For joint arrangements (ALPENLÄNDISCHE GARANTIE-GESELLSCHAFT m.b.H.), proportionate consolidation was applied in addition to accounting for own assets, liabilities, revenues and expenses.
- Subsidiaries whose effect on the financial position, financial performance and cash flows of the Group were generally of minor significance were not consolidated.
- The other investments were recognised at fair value pursuant to IFRS 9.

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Capital consolidation took place in accordance with the provisions of IFRS 3 using the purchase method. Positive differences attributable to separately identifiable intangible assets acquired during a business combination were recognised separately from goodwill. The differences were disclosed on a prorated basis with respect to minority interests. If a useful life can be determined for these assets, they are amortised/ depreciated over their expected useful lives. Unless they were of minor importance, intercompany receivables and payables, expenses and income were eliminated. An elimination of intercompany profits was not required because there were no material intercompany profits.

2.4) Business acquisitions

On 1 April 2025, the company Oberbank Jasminstraße 2 Immobilienleasing GmbH was acquired. This is a real estate leasing company and was included in the consolidated financial statements for the first time in the 2025 financial year in accordance with IFRS 3.

2.5) Discretionary decisions, assumptions and estimates

These consolidated financial statements contain values whose amounts were arrived at based on discretionary decisions, assumptions and estimates. These assumptions and estimates are based on past experience, budgets and forecasts regarding future events that appear likely to occur from our current perspective. Discretionary decisions, assumptions and estimates contained in these consolidated financial statements relate mostly to the following matters:

Loss allowances

The measurement of risk provisions depends mainly on expectations regarding future loan losses and the structure and quality of the loan portfolio. It is possible to represent structure and quality based on rating stages. Furthermore, the calculation of any charges for impairment losses requires estimates of the amounts and dates of future cash flows. More details are given in 2.7) Financial assets, obligations and hedging contracts as well as in the Risk Report in Note 43 et seq. (credit risk).

Fair value of financial instruments

Where the fair value of financial assets and financial liabilities cannot be measured using current stock market prices because no sufficiently reliable publicly quoted market prices are available, model values are used. These estimates are dependent on liquidity, price assumptions and the general uncertainty of market factors. The measurement models, input parameters, the fair value hierarchy and the fair values of financial instruments are described in detail in Note 31 (Fair value of financial instruments).

Impairment losses on investments accounted for using the equity method

If there is objective evidence for impairment of an investment accounted for using the equity method, a value-in-use is calculated on the basis of the estimated future cash flows (see Note 2.9). Cause for an impairment test is given when the fair value drops by at least 20% below the amortised cost of acquisition or if a decline in fair value persists over a period of more than nine months at a level below amortised cost. For details regarding the carrying amounts of interests held in companies recognised using the equity method, see Note 17 (Financial investments).

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Impairment losses on debt securities and equity securities

Debt instruments have to be tested for impairment if their fair value drops by at least 20% below the cost of acquisition and this decline persists over a period of more than nine months. An assessment is made on each reporting date as to whether any event has occurred that may have an effect on future payment flows and that can be reliably determined. If it is found that an instrument cannot be expected to recover its acquisition cost during the planned holding period, an impairment must be recognised.

Useful life of fixed assets

Property, plant and equipment, and intangible assets are depreciated/amortised over their expected useful lives. For details regarding carrying amounts, please refer to Note 18 (Intangible assets) and Note 19 (Property, plant and equipment).

Deferred tax

The calculation for each taxed entity is carried out applying the tax rates that, under applicable legislation, are expected to be applied in the tax period in which a temporary difference is going to reverse. Deferred tax assets are recognised with respect to tax loss carry-forwards insofar as taxable profits in the equivalent amount are to be expected in the future. For details on deferred taxes, please refer to Note 21 (Other assets).

Provisions for staff benefits

Provisions for staff benefits are calculated on the basis of actuarial valuations. In addition to post-employment benefits and vested benefit rights known on the balance sheet date, expected future increases in salaries and pensions are also taken into account. Note 25 (Provisions for liabilities and charges) provides an overview of material actuarial assumptions as well as a sensitivity analysis of the effects of changes in important actuarial assumptions.

Provisions for liabilities and charges

When measuring provisions, it is necessary to estimate the amount and due date of future cash flows and the resulting probability of outflows. Details are given in Note 25 (Provisions for liabilities and charges).

Leases

In this context, the lessor needs to make discretionary decisions, particularly with regard to differentiating between a finance lease and an operating lease. Under IFRS 16.62, the relevant criterion is that a finance lease essentially transfers all the risks and rewards from the lessor to the lessee. For further details, see Note 14 (Receivables from customers) and Note 19 (Property, plant and equipment).

2.6) Foreign currency translation and Group currency

Foreign-currency translation took place in conformity with the provisions of IAS 21. Accordingly, monetary assets and liabilities not denominated in euro were translated into euro at the market exchange rates valid on the balance sheet date. Outstanding forward transactions were translated applying the forward rates valid on the balance sheet date. The annual financial statements of foreign subsidiaries prepared in foreign currencies were translated applying the ECB's mean foreign exchange rates valid on the balance sheet date for the purposes of the balance sheet and applying average rates of exchange over the year for the purposes of the income statement. The consolidated financial statements were prepared in euro.

2.7) Financial assets and obligations as well as hedging contracts

Classification – Financial assets

IFRS 9 contains a classification and measurement approach for financial assets that reflects the business model in which the assets are held as well as the characteristics of their cash flows (cash flow terms).

Business model

The classes of financial assets were analysed with respect to the applicable business strategy as well as potential divestments, and the business models were derived therefrom accordingly. As the securities portfolio contains securities which are intended to be held, this portfolio was allocated to the business model 'hold-to-collect'. Securities allocated to the 'hold and sell' model were measured at fair value through other comprehensive income.

Securities held in the trading book were allocated to the 'sell' business model. Lending operations, on the other hand, were all allocated to the category 'hold-to-collect'. Oberbank AG's corporate strategy sets out clear intentions to hold assets. The divestments made in the past were all insignificant.

SPPI test

The SPPI test assesses contractual and interest rate provisions in terms of whether they stipulate cash flows that constitute solely payments of principal and interest on the outstanding principal amount.

The main focus is on identifying loans with interest clauses that fail to meet the SPPI test because they feature asymmetric interest components or mixed interest rates. However, the cash flow analysis did not reveal any significant difference to standard loan contracts, and therefore, these loans will be continued to be measured at amortised cost in the future. The majority of the loan portfolio does not contain any non-SPPI-compliant contractual clauses.

Whether or not a cash flow test is carried out depends primarily on the interest rate terms of the transactions. If there is a non-SPPI-compliant interest clause, a quantitative benchmark test will be conducted. The outcome of the quantitative benchmark test governs the final classification of the asset. If it fails the benchmark test, the asset is recognised at fair value through profit or loss.

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The quantitative benchmark test involves creating - based on the asset with the non-SPPI-compliant interest clause - a benchmark product whose maturity matches the interest period. Then the undiscounted cash flows of both products are compared under different interest rate scenarios, both cumulatively and periodically, in order to determine if the deviations exceed a critical threshold. An exemption applies to non-SPPI-compliant interest clauses that are stipulated by law due to regulations on subsidised loans.

In the case of transactions for which there is sufficient reason to believe that the modification of the component 'time value of money' may be only of minor importance, a simplified supplementary qualitative benchmark test will be conducted. This is done primarily in the following cases:

- The transaction does not feature a defined lock-up period for the principal;
- The fixing occurs only a few days before the start of the interest rate period.

Measurement categories

IFRS 9 defines three important classification categories for financial assets: recognition at amortised cost (AC), recognition at fair value through profit or loss (FVTPL) and recognition at fair value through other comprehensive income (FVOCI). If financial instruments are held in a business model with the intent of retaining the assets, and if these financial instruments represent claims to interest and principal payments on agreed dates (SPPI test), they have to be measured at amortised cost. Under certain conditions, designation at fair value is possible as well. This occurs at Oberbank AG when collateral is deposited for an underlying transaction in derivatives, because otherwise asymmetric valuations would result for the two financial instruments in financial reporting.

All other financial instruments have to be measured at fair value. Changes in the value of these assets must be recognised in the income statement or in other comprehensive income (depending on the business model). For certain equity instruments, it is optional to recognise changes in value in other comprehensive income. Only dividend claims on these assets are recognised in the income statement. Under IFRS 9, derivatives that are embedded in contracts for which the underlying is a financial asset to which IFRS 9 applies are never accounted for separately. Instead, the hybrid financial instrument is assessed in its entirety for classification.

Debt securities are largely recognised at amortised cost. Loans and receivables are in most cases also measured at amortised cost, because these financial instruments meet the SPPI test that applies to this type of measurement. Equity instruments are measured primarily at fair value (plus or minus) through other comprehensive income (FVOCI).

Impairment – financial assets and contract assets

IFRS 9 is based on the forward-looking model of expected credit losses. This calls for substantial discretionary decisions regarding the extent to which expected credit losses are influenced by changes in economic factors. Weighted probabilities form the basis for such assessments. The impairment model under IFRS 9 applies to financial assets designated at amortised cost or at FVOCI as well as to contract assets and off-balance sheet instruments such as guarantees and irrevocable letters of credit.

These are allocated to either stage 1, stage 2 or stage 3 depending on the change in credit risk between the time of initial recognition and the respective current credit risk on the measurement date:

- Stage 1 generally includes newly added financial instruments and those for which no significant increase in risk has been identified since initial recognition. Furthermore, all financial instruments

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with a defined low credit risk on an absolute basis on the reporting date (rating classes AA to 1b) are always assigned to stage 1 as an exemption from the relative approach (IFRS 9.5.5.10). This logic is applied only to the low-default portfolio for the sovereigns and banks segments. The low credit risk exemption therefore applies to a portfolio that would generally be designated as 'investment grade' (average PD of rating class corresponds to S&P equivalent ratings up to BBB-).

- Stage 2 comprises instruments in which there has been a significant increase in credit risk since initial recognition.
For lease contracts, Oberbank exercises an IFRS 9 elective option, so these transactions are always allocated to stage 2.
- Stage 3 is assigned to the non-performing portfolio. If a borrower is in default (internal rating classification 5a, 5b or 5c), the loan is assigned to credit stage 3. Oberbank AG applies the default definition pursuant to Article 178 of Regulation (EU) No 575/2013 (CRR) uniformly and consistently for all exposure classes and risk models. This definition is based on credit obligations being either 90 days past due or unlikely to be repaid.

The exemption from the three-stage approach are assets which are already impaired upon acquisition (so-called POCI assets, "purchased or originated credit impaired"). Under the requirements of IFRS 9, they form a separate category.

Segmentation

Oberbank AG's loan portfolio is grouped into the following five segments in the impairment model pursuant to IFRS 9: sovereigns, banks, corporates, SMEs and retail. The reasons for the segmentation are the use of different estimates for the relevant credit risk parameters. The grouping into the different segments is based on the rating method selected.

Oberbank's overall classification concept is based on qualitative, quantitative and backstop criteria.

Impairment for stages 1 and 2

Under IFRS 9, impairments are measured on one of the following factors:

12-month expected credit loss: Recognition of loan loss provisions in the amount of the 12-month expected credit loss and calculation of interest income based on the gross carrying amount applying the effective interest rate method (for stage 1 instruments).

Full lifetime expected credit loss: These are expected credit losses due to potential default events over the expected life of a financial instrument. Loan loss provisions are recognised in the amount of the expected credit loss in relation to the remaining time to maturity of the financial instrument (lifetime ECL), and interest income is calculated based on the gross carrying amount applying the effective interest rate method (for stage 2 instruments).

Quantitative criteria for a stage transfer

The assessment of a significant increase in credit risk is a key factor of the 3-stage model pursuant to the impairment rules of IFRS 9, because in the event of a significant increase in credit risk, the impairment must be recognised over the entire life of the financial instrument (lifetime ECL). The main characteristic for determining the credit risk of a financial instrument is the internal rating assigned to the borrower. For the corporate portfolio, ESG risks are also taken into account when preparing the rating. A borrower's rating is always based on a default ratio per rating category. For the low-default portfolio (Sovereigns and Banks),

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this default ratio is derived from the bank's internal master rating scale. For the key customer segments of Corporates, Retail and SMEs, the default ratio is derived from the ratio of actual defaults of the respective migration matrix. This is the basis for ascertaining whether or not – and if yes, when – the credit risk increased significantly.

The quantitative transfer criterion at Oberbank AG is based on an analysis of the cumulative probabilities of default (lifetime PDs). The following variables influence the determination of a relative deterioration of PD:

- Customer segment
- Current rating
- Rating at the time of initial recognition of the financial instrument
- Remaining time to maturity (comparison of reporting date and expiry of contract)
- Age of the financial instrument (comparison of initial recognition date and balance sheet date)

In order to assess the significance of an increase in credit risk, the probability of default on initial recognition is compared to the probability of default on the reporting date (IFRS 9.5.5.9). In this context, the lifetime PD over the remaining time to maturity must be taken into account. This is done by comparing the lifetime PD in the current rating stage over the remaining time to maturity with the forward lifetime PD in the rating stage at initial recognition over the same period.

The criterion for allocation to stage 1 and 2 is thus based mainly on a relative criterion and not on the credit risk assessment in absolute terms on any given assessment point in time (IFRS 9.B5.5.9).

As a backstop and based on an analysis of the relative transfer criterion, the decision was taken – irrespective of the structure of the migration matrix – that a stage transfer must be triggered when a loan has shifted by at least three rating stages since initial recognition. In the case of very long remaining times to maturity and very good ratings, the 'drift to the middle' tendency for marginal PD may otherwise result in the relative transfer criterion not being reached even in the case of downgrades by several rating stages.

A transfer back to a better stage is made when the criteria that led to a downgrade cease to apply. Thus, upgrades and downgrades are treated symmetrically. A return to stage 2 will be carried out, for example, as soon as there is no longer any significant increase in the default risk. The measure used is a comparison of default risk upon initial recognition with the default risk on the relevant balance sheet date.

Oberbank AG's impairment model always refers to individual transactions, both in the calculation of risk provisions and in the assessment a stage transition. This means that the relevant credit risk parameters – PD (probability of default), LGD (loss given default) and EAD (exposure at default) – always refer to an individual transaction and thus to an individual borrower.

Quantitative criteria for a stage transfer

An instrument with the attribute forbearance is always assigned to stage 2 provided the receivable is not already in default anyway. The lifetime expected loss is recognised for this receivable throughout the entire forbearance phase.

A qualitative criterion for a stage transfer is the rebuttable presumption that credit risk has increased significantly when contractual payments are more than 30 days past due (IFRS 9.5.5.11). This means that instruments must be assigned to stage 2 when the default on payment of principal and/or interest exceeds 30 days.

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Likewise, foreign currency loans with income in a mismatched currency, and also loans with special purpose vehicles classified as performing, are assigned to stage 2. Currency fluctuations and movements in collateral assets in the case of special purpose vehicles carry a higher risk of the debt not being serviced than in the case of conventional loans.

Furthermore, problem loans, observation cases and loans in intensive care have been assigned to stage 2, as the emerging factors indicate a change in default risk.

Impairment for stage 3 (non-performing loans)

Non-performing loans are assigned to stage 3. Loss allowances are recognised in the amount of the expected loss whenever there are grounds for believing that customers are unlikely to repay their credit obligations in full. For non-performing loans, loss allowances are set aside pursuant to IFRS 9 5.5 using the discounted cash flow method in the amount of the expected loss in relation to the remaining term (lifetime expected credit loss (ECL)), and interest income is calculated based on the net carrying amount using the effective interest rate method. For all non-significant non-performing loans, a special expert-based procedure is used to calculate a loss allowance to cover the shortfall. The loss allowance covers 100% of the shortfall for loans already terminated where the collateral is being realised.

For the remaining loans, 20% to 100% of the shortfall is covered by loss allowances depending on the reason for the default and its status.

Direct write-offs of non-performing loans

In cases where an event occurs that prevents recovery of an exposure in full or in part from the respective customer and where no specific loss allowance was recognised or is not available in a sufficient amount, the non-recoverable balance is derecognised directly through profit or loss (direct write-off). Such events may include:

- Derecognition of the remaining balance following the dismissal or conclusion of insolvency proceedings and/or realisation of all available collateral
- Closing of a decedent's estate with a lack of assets and collateral
- Debt rescheduling including discount granted (composition agreement)

Calculating ECL

At Oberbank AG, the impairment model according to IFRS 9 applies to the following areas:

- Financial assets measured at amortised cost or at fair value through profit or loss
- Leasing receivables from customers
- Letters of credit and guarantees

At Oberbank AG, the expected credit loss is a probability-weighted estimate of the loss over the first twelve months (stage 1) or over the expected remaining life of the financial instrument (stage 2). In other words, it is the present value of the difference between contractually-agreed cash flows and expected cash flows.

The calculation of expected loss includes:

- An unbiased and probability-weighted amount determined on the basis of several potential scenarios
- The time value of money
- Information on past events, current conditions and forecasts of future economic conditions

The maximum time period for which the expected credit loss is determined is the life of the contract over which Oberbank is exposed to the credit risk from the financial instrument. Only in the case of revolving

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lines of credit is the expected credit loss determined for a period which may, under certain conditions, be longer than the life of the contract. Expected loss per period breaks down into three components:

$$ECL = PD \times LGD \times EAD$$

(PD: probability of default; LGD: loss given default in % of EAD; EAD: exposure at default)

In the case of classification of the asset in stage 2 and the associated calculation of the lifetime expected credit loss, this corresponds to the remaining term of the contract. In the case of assets assigned to stage 1 (12-month ECL), the maturity is limited to one year. If the term is shorter than one year, the actual remaining time to maturity is used for the calculation. The expected credit loss pursuant to IFRS 9 is a discounted value. To this end, the respective ECL per period is multiplied by the discounting factor per period. The discounting factor considers the effective interest rate on the asset.

Key input parameters

Probability of default (PD)

For the segments Corporates, SMEs and Retail, the probability of default is derived, in a base scenario, from historic default rates and migration probabilities.

The probabilities of default for different maturities (lifetime PD) are calculated for each segment and rating stage based on the default vector of the migration matrix. For the segments Banks and Sovereigns, the probability of default is derived directly from the internal ratings and thus from the bank's internal master scale.

Historic default rates and migration probabilities for the customer loan portfolio are calculated based on migration matrices for each respective segment, With a time horizon covering the last ten years. The first step in determining the 1-year migration matrix is a breakdown of rating migrations by quarter.

The 1-year migration matrix is determined based on a matrix multiplication of four successive quarters. The final 1-year migration matrix is the mean value of all migration matrices determined. Cumulated and lifetime PD is calculated based on the Markov assumption for migration matrices by applying matrix multiplication. The cumulated PD per term and per rating class is the sum of the PDs from the three default rating classes 5a, 5b and 5c. This results in PD curves per segment and rating class.

For individual segments and maturity bands, the conditional basis PDs that result from the 'through-the-cycle migration matrix' are adjusted in order to include forward-looking information. This so-called 'point-in-time adjustment' (PIT adjustment) uses statistical models to put the default probability in relation to the explanatory macroeconomic variables.

The statistical model used to predict the probability of default is logistic regression. The regression parameters are estimated by maximising the likelihood function. The harmonised index of consumer prices (HICP) and the growth of gross domestic product (GDP) are key macroeconomic variables used in the model. The HICP and GDP factors are weighted by country. The countries taken into account are the countries in which Oberbank AG operates, i.e. Austria, Germany, the Czech Republic, Hungary and Slovakia. The factors are weighted at: 63.1% for Austria, 20.6% for Germany, 8.5% for the Czech Republic, 4.7% for Hungary and 3.1% for Slovakia.

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Based on these estimated factors, PD in the segments Corporates, Retail and SMEs is adjusted using scalar approaches. In the Corporates segment, this adjustment does not start before the second year of recognition, as the macroeconomic factors of the first year were already taken into account in the balance sheet rating. No plausible correlations with macroeconomic factors were found in the sovereigns and banks segments.

Oberbank uses three different scenarios for ECL calculation (normal, upward and downward scenario), with the final adjustment being equivalent to a linear combination of the three different scenarios. The scenario weighting is as follows: the normal scenario is weighted at 50% and the other two scenarios at 25% each. Oberbank uses the macroeconomic data supplied by data vendor Bloomberg for these scenarios. Adjustments are made for a period of no longer than three years, as the degree of uncertainty increases with longer forecast periods, thus reducing the reliability of the data.

The following table shows the country-weighted macroeconomic factors used in the ECL calculation in the segments Corporates, Retail and SMEs as at 31 December 2025:

Normal scenario	Year 1 (4-quarter average)	Year 2 (4-quarter average)	Year 3 (4-quarter average)
Real GDP growth	0.77%	1.81%	1.74%
Harmonised index of consumer prices	2.24%	2.17%	2.11%

Pessimistic scenario	Year 1 (4-quarter average)	Year 2 (4-quarter average)	Year 3 (4-quarter average)
Real GDP growth	0.29%	1.47%	1.48%
Harmonised index of consumer prices	2.81%	2.40%	2.24%

Optimistic scenario	Year 1 (4-quarter average)	Year 2 (4-quarter average)	Year 3 (4-quarter average)
Real GDP growth	1.32%	2.03%	1.89%
Harmonised index of consumer prices	1.90%	1.54%	1.66%

Loss given default (LGD)

The loss in the event of default corresponds to that share of receivables that cannot be recovered and therefore constitutes an economic loss. LGD is divided into LGD from secured parts of a loan and LGD from unsecured parts of a loan. LGD from the secured portions of a loan depends on the type of collateral and the potential development of value/depreciation over time. The development of an exposure over a time period and the development of the collateral results in effective LGDs per maturity band.

Secured LGD

The calculation of the expected credit loss includes all internal collateral based on cover asset values. The difference between the market value and the cover value of collateral corresponds to a haircut for estimation uncertainties and fluctuations in value, and can therefore be implicitly interpreted as the LGD for the secured portion of a loan. The calculation of the expected credit loss thus entails an implicit splitting of the loan into a secured and an unsecured part. After considering the cover value, the secured part has an LDG of 0%, while the unsecured part has the general default LGD of the respective segment. When both parts of the loan are combined, they result in a type of 'mixed' LGD per maturity bandwidth.

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Unsecured LGD

The unsecured LDG represents the portion irrecoverable after deducting the proceeds from collateral and depends mainly on the proceeds from the realisation or liquidation process.

Exposure at default (EAD)

For loans with defined principal due dates, the cash flow estimates are based on the contractual redemption structure. All cash flows are governed by transaction attributes (balance, amount of repayments, frequency of repayments, interest payment intervals, reference interest rates, due dates) as well as current market data (exchange rates and market interest rates). Cash flows from interest payments are derived from the forward interest implicit in the interest rate curves.

Revolving lines of credit do not have any contractually agreed cash flows. Therefore, an explicit cash flow estimate using a replication model is needed.

At Oberbank AG, there are loans that were granted on an “until further notice” basis with respect to maturity. Within the scope of the annual credit review, the credit agreement is reassessed and, if applicable, the terms are adjusted with a view to any change in credit quality. These loans can be called at any time. As a decision on the prolongation of the line of credit is made every year, their time to maturity is assumed to be one year. Oberbank AG is thus exposed to the credit risk for a maximum period of one year. In the case of overdraft facilities, the portion first calculated is the portion that is currently not being used. To do so, the credit balance is deducted from the overdraft limit. This unused part of an overdraft facility consequently remains unchanged over the entire life of the loan. The calculation of the exposure at default (EAD) is based on a credit conversion factor throughout. The due date of the overdraft facility always corresponds to the maturity of the loan.

Development of loan loss allowance for performing loans

Year on year, the amount of the loan loss allowance for performing loans (stage 1 and stage 2) decreased by EUR 0.23 million.

Sensitivity analysis

A major driver for the magnitude of the expected credit loss is the stage determined for each of the individual items. Allocation to a particular stage is the result of applying the qualitative and quantitative staging criteria already described. The table below shows the effects on expected credit loss based on the assumption that all items are allocated either to stage 1 (12-month ECL) or stage 2 (lifetime ECL).

Impairment by segment

in €k	100% Stage 1 12M EC	ECL calculation as at 31/12/2025	100% Stage 2 LT EC
Banks	832	832	2,303
Corporate	38,310	75,640	170,579
Retail	4,395	6,264	11,048
SMES	5,590	6,726	7,554
Sovereigns	544	545	2,983
Total	49,671	90,007	194,466

Classification – Financial liabilities

Financial liabilities are usually measured at amortised cost unless they are allocated to instruments held for trading or a designation is made. Such financial liabilities are allocated to the category 'designated at fair value through profit or loss'. Changes to the fair value are recognised as follows:

- A change in the fair value due to changes in the credit risk of the liability is reported under other comprehensive income.
- The remaining change in the fair value is reported in the income statement.

The designation of financial liabilities as at fair value through profit or loss is applied when these financial instruments are secured by interest rate derivatives in order to avoid a measurement mismatch between the underlying transaction and the derivative (fair value option).

The present value method (discounted cash flow method) is used to calculate the fair value of securitised liabilities, subordinated capital and amounts owed to banks and customers, with the cash flows of own issues being calculated using the contractual interest rate. The interest rates used for discounting are derived from the discount curve applicable to the respective currency, adding a premium in the form of a credit spread corresponding to the seniority of the issue. The credit rating premiums are adjusted regularly to the respective market conditions.

In order to determine the amount of the change in fair value caused by the change to the credit rating risk, the financial liabilities are measured twice: first, on the basis of the rating premiums at the initial recognition date of the financial instrument, and second, on the basis of the rating premiums at the reporting date, in each case measured by the current contractual cash flows and the current basis interest rate curve. The differential represents the value change caused by the change in the bank's assessment of creditworthiness. This amount is recognised in Other comprehensive income. The remaining changes to the fair value are due to the changes in the interest rate curve as well as to shorter remaining times to maturity and are reported directly in the income statement.

Hedge accounting

Oberbank AG does not engage in hedge accounting at present.

2.8) Material accounting principles for the statement of comprehensive income

Net interest income

Interest income and interest expenses are accounted for on an accrual basis. Net interest income includes income and expenses for the provision of capital. In addition, this line item also includes income from equities, other rights and other variable-yield securities insofar as these do not constitute income from securities requiring designation as trading assets. Income from equity investments and investments in subsidiaries (those which were not consolidated because they were immaterial) are also reported in this line item. Both interest income and interest expenses contain negative interest.

Income from entities accounted for by the equity method

This item includes net amounts from proportionately recognised income from entities accounted for using the equity method and, if applicable, expenses from impairments, income from write-ups, and results of dilution.

Loan loss provisions

The line item Loan loss provisions includes allocations to impairment allowances and provisions, and income from reversals of allowances and provisions as well as direct write-offs and subsequent write-backs of receivables already written off in connection with credit operations as well as the result of non-significant modifications and POCI financial instruments.

Net fee and commission income

Net fee and commission income comprises income from the service business net of expenses relating to the rendering of services.

Net trading income

This line item includes realised gains and losses on the disposal of securities and other financial instruments held for trading, unrealised gains and losses arising from the measurement at fair value of securities and other financial instruments held for trading, accrued interest arising from fixed-interest securities held for trading and dividend income on equities held for trading as well as the funding costs associated with such securities.

Administrative expenses

General administrative expenses include staff costs, other administrative costs and depreciation on property, plant and equipment. Staff costs include expenses for wages and salaries, statutory and company benefits as well as changes to provisions for post-retirement benefits, pensions, and anniversary bonuses.

Other operating income

Other operating income includes the results from the measurement categories financial assets recognised at amortised cost (AC), financial assets recognised at fair value through the profit or loss (FVPL) and financial assets recognised at fair value (plus or minus) through other comprehensive income (FVOCI). Furthermore, this item includes earnings and expenses from operational risks, operating leases and expenses from other taxes and charges.

2.9) Material accounting principles for the consolidated balance sheet

Cash and balances with central banks

These items consist of cash and balances with central banks.

Loans and advances to credit institutions

Loans and advances to credit institutions are recognised at amortised cost less impairment losses pursuant to IFRS 9.

Loans and advances to customers

In accordance with IFRS 9, the classification categories are recognition at amortised cost, designated or mandatory, recognition at fair value through profit or loss (FVPL) and recognition at fair value (plus or minus) through other comprehensive income (FVOCI). Impairment charges pursuant to IFRS 9 are offset against the corresponding receivable.

Loss allowances

Please refer to 2.7) Financial assets and liabilities as well as hedging contracts for more details on the impairment model pursuant to IFRS 9. The total amount of loss allowances was deducted from the corresponding balance sheet item pursuant to IAS 1. The loss allowances associated with off-balance-sheet transactions (in particular guarantees and other loan commitments) are reported in the line item Provisions for liabilities and charges.

Trading assets

All trading assets, comprising securities held for trading, the positive fair values of derivative financial instruments in the trading book, and derivative financial instruments in the banking book not used for hedging purposes were recognised at their fair values. In addition to stock exchange prices, market reference prices were also applied when measuring trading assets. If such prices were not available, generally accepted measurement models were employed.

Financial investments

The following financial instruments are reported under financial investments: Bonds and other fixed-interest securities, shares and other variable-yield securities, investments in subsidiaries, shares in entities accounted for using the equity method, other equity investments.

The classification categories for financial assets are: recognition at amortised cost (AC), recognition at fair value through profit or loss (FVTPL), recognition at fair value with change in value through other comprehensive income (FVOCI) as well as shares in entities accounted for using the equity method.

Debt securities and other fixed-income securities are classified in one of the following categories: recognition at amortised cost (AC), recognition at fair value (plus or minus) through other comprehensive income (FV/OCI) or recognition at fair value through profit or loss (FV/PL).

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Shares and other variable-yield securities are assigned to the categories 'at fair value through profit or loss' (FV/PL) and 'at fair value (plus or minus) through other comprehensive income' (FV/OCI).

Shares in associated entities and equity investments that are neither fully consolidated nor recognised using the equity method are assigned to the categories 'at fair value (plus or minus) through other comprehensive income' (FV/OCI) or 'at fair value (plus or minus) through profit or loss' (FV/PL). The measurement category at fair value through profit or loss includes only those shares in associated entities and equity investments that are driven by market prices. This refers mainly to shares in private equity funds. For all other shares in associated entities and equity investments, Oberbank elected to assign them to the measurement category 'recognition at fair value (plus or minus) through other comprehensive income' (FV/OCI).

There were no reclassifications between measurement categories in the financial year 2025.

Debt instruments have to be tested for impairment if their fair value has fallen by 20% or more below the amortised cost of the debt instruments and this decline persists over a period of nine months. The instrument is then reviewed to determine whether an event has occurred that has an impact on future cash flows of the debt instrument that can be reliably estimated. If it is found that the debt instrument cannot be expected to recover its initial value during the planned holding period (exclusion of market fluctuations), an impairment must be recognised.

Investments in companies accounted for using the equity method are recognised at the proportionate share of the investee's equity attributable to Oberbank. If there are objective indications of impairment for an investment measured using the equity method, an individual value-in-use is determined for this investment. Pursuant to IAS 36.6, the higher of fair value less cost of sale and value-in-use constitutes the recoverable amount, which is the value to be used for measurement. An impairment test is triggered if either the fair value drops by 20% or more below the carrying amount of investments recognised using the equity method or if the fair value remains persistently below that carrying amount for a period of at least nine months.

As at the balance sheet date 31 December 2025, the market price of the voestalpine share was EUR 37.78 and therefore below the equity-method carrying amount of EUR 41.87. Although this did not set off the 20% trigger, the longer-term impairment indicator (price persistently below the equity-method carrying amount over a period of at least nine months) did not change. The relative deviation from the equity-method carrying amount was around 9.8% on the reporting date. Considering the above, an impairment test was conducted in which the individual value-in-use of voestalpine AG was determined as at 31 December 2025.

The value-in-use calculated in accordance with the discounted cash flow method using the WACC method (weighted average cost of capital) came to EURk 648,322. The value-in-use was used as the recoverable amount – as the higher of value-in-use and the fair value less cost of sale for the measurement as at 31/12/2025. Consequently, there was no need to recognise an impairment loss. A WACC (weighted average cost of capital) of 6.83% was used as the discount rate in the terminal value. A change in the discount rate of +/-25 basis points would have resulted in a reduction by 5.67% or an increase of by 6.22% in the value-in-use, and a change in the discount rate of +/- 50 basis points would have resulted in a reduction by 10.86% or an increase by 13.09% in the value-in-use.

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In the case of investments in BKS Bank AG and BTV Vier Länder Bank AG accounted for using the equity method, the stock market price is not an impairment trigger due to the illiquidity of the shares. Unless there are other objective indications of impairment, the proportionate equity of these investments represents the recoverable amount.

Intangible assets and property, plant and equipment

The item Intangible assets consist mainly of patents, licenses, software, the customer base and rights as well as acquired goodwill.

These assets were valued at cost of purchase and/or production less amortisation/depreciation and write-offs. The assets are amortised/depreciated over their expected useful lives. The useful lives of intangible assets held by Oberbank AG range from three to 20 years.

Property, plant and equipment (including investment property) was measured at cost of acquisition or production less depreciation/amortisation. If impairment is expected to be permanent, a write-off is recognised. The assets are amortised/depreciated over their expected useful lives.

At Oberbank AG, the following average useful lives apply: buildings used for banking operations ten to 40 years; office furniture and equipment four to 20 years; standard software four years.

Furthermore, these items are tested for impairment on each balance sheet date. During this test, Oberbank determines the recoverable value for these assets. This value corresponds to the higher of the value-in-use and the net selling price. If the fair market value is below the carrying amount of the asset, impairment losses in the amount of the difference are recognised in income.

Since 1 January 2019, the item Property, plant and equipment has also included capitalised right-of-use assets pursuant to IFRS 16.

Lease contracts in which Oberbank is the lessee

A lease contract under IFRS 16 is a contract or part of a contract that entitles the lessee to use an asset for a certain period of time for payment of a fee. Right-of-use assets for leased objects are measured at the time of recognition at amortised cost. As a rule, amortised cost corresponds to the present value of the corresponding lease liabilities. No use is made of the elective option under IFRS 16.5 to refrain from capitalising leased objects under short-term lease contracts and under low-value lease contracts. The rights of use to the leased objects are amortised over the shorter of estimated useful life and contract period. If there are indications that the rights of use to the leased objects might be impaired, a test pursuant to IAS 36 is conducted. Future lease payments are discounted applying SWAP interest rates differentiated by maturity and currency and measured at amortised cost using the effective interest rate method.

The Oberbank Group has lease contracts for limited periods (with and without prolongation options) and for indefinite periods. The lease contract term is generally determined at the beginning of the right of use or upon initial application of IFRS 16. Contracts established for a limited time period without a prolongation option are recognised as ending on the contractual termination date. The term of a lease contract for contracts for a limited period with a prolongation option and contracts for indefinite periods is recognised in such a way that the entire contractual term of the right of use does not exceed Oberbank AG's average investment cycle of 20 years.

Leasing (as lessor) and investment property

Oberbank offers customers both finance leases and operating leases. Pursuant to IAS 16, a finance lease is a lease that transfers substantially all risks and rewards incidental to ownership of an asset. The ownership title may eventually also be transferred.

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In the case of a finance lease, Oberbank AG as lessor recognises an amount receivable from the lessee equal to the present value of the contractually agreed payments. Income from leases is shown in the item Interest and similar income. An operating lease is any lease that is not a finance lease.

In the case of operating leases, leases are shown, less depreciation, in the item Property, plant and equipment. Investment property is carried at depreciated cost. Lease income is shown in the item Other operating income.

Derivatives

Financial derivatives are recognised in the balance sheet at their fair values, with changes in value in the course of the financial year being recognised immediately through profit or loss. Insofar as use was made of the fair value option under IAS 9, it serves to eliminate or reduce mismatches in the recognition and measurement of assets and liabilities. Accordingly, in such cases, assets and liabilities were measured at fair value through profit or loss. The Management Board has elected to pursue an investment strategy in which mismatches are avoided by the use of the fair value option. Positive market values of derivatives used to avoid valuation mismatches are reported in the balance sheet item Other assets and the corresponding negative market values in the balance sheet item Other liabilities.

Deferred tax

Income tax is recorded and calculated in accordance with IAS 12. The calculation for each taxed entity is carried out applying the tax rates that, under the applicable legislation, are expected to be applied in the tax period in which a temporary difference is going to reverse. Deferred tax assets were recognised with respect to tax loss carry-forwards insofar as taxable profits in the equivalent amount were to be expected within the same entity in the future. Income tax assets and income tax liabilities are reported in the line items Other assets or Tax liabilities.

The Oberbank Group operates in Austria, Germany, the Czech Republic, Hungary and Slovakia. The OECD Guidelines ("Tax Challenges Arising from Digitalisation of the Economy – Global Anti-Base Erosion Model Rules (Pillar 2)") on the implementation of the global minimum tax has been passed into national law in all of the countries of our markets. In the Oberbank Group, there are no material impacts on tax expenses and thus on the consolidated net profit in the countries listed.

The Oberbank Group makes use of the temporary mandatory relief from accounting for deferred tax with respect to the effects of global minimum taxation.

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Trading liabilities

This line item consists mainly of negative fair values of derivative financial instruments in the trading book and open positions in derivative financial instruments in the banking book not used for hedging. Trading liabilities were recognised on the balance sheet in the line item Other liabilities.

Amounts owed to credit institutions and customers

These are recognised at amortised cost. Exceptions are underlying transactions, for which the fair value option is used.

Securitised liabilities

Securitised liabilities were generally recognised at their amortised cost. Insofar as use was made of the fair value option, securitised liabilities were recognised at fair value. Long maturity bonds issued at a discount (zero coupon bonds) were recognised at their present values. The line item Securitised liabilities was reduced by the cost of securities issues held in the bank's own portfolio.

Provisions for liabilities and charges

a) Provisions for staff benefits

Provisions were created if there was a reliable and determinable legal or actual obligation to third parties. All social capital provisions (for severance, pensions, and anniversary bonuses) were calculated in accordance with IAS 19 on the basis of expert actuarial valuations. In addition to post-employment benefits and vested benefit rights known on the balance sheet date, expected future increases in salaries and pensions were also taken into account.

The actuarial calculation of all provisions for benefits was based on the following parameters:

- Interest rate (long-term capital market interest rate) of 4.25 % (preceding year 3.50%)
- Salary increases of 5.08% (previous year 5.04%) and pension increases of 4.05% (preceding year 3.97%)
- In accordance with the transitional provisions of the Austrian pension reform, the individually determined retirement age for men is 65 years and for women between 61 and 65 years.

Actuarial gains/losses from termination benefits and post-employment benefits were recognised in equity in other comprehensive income in the reporting year.

b) Other provisions for liabilities and charges

Other provisions were created if there was a legal or actual obligation to a third party the amount of which was reliably measurable and if it appeared probable that this liability would give rise to an outflow of funds in the future. Provisions were recognised in the amount of the best estimate of the expense required to settle the respective liability.

Other liabilities

The line item Other liabilities includes deferred income items, liabilities whose amounts and due dates were much more certain than in the case of liabilities for which provisions were created, negative fair values of closed out derivatives in the banking book, other obligations not allocable to other line items on the balance sheet, as well as lease liabilities pursuant to IFRS 16.

Shareholders' equity

In accordance with a resolution of the Annual General Meeting held on 28 April 1999, Oberbank's share capital was converted from Austrian schillings to euro and from par-value shares to no-par shares. On the occasion of the capital increase in 2000 carried out pursuant to a resolution of the Annual General Meeting held on 27 April 2000, Oberbank's share capital was increased from EUR 58,160,000.00 to EUR 60,486,400.00 by the issuance of 320,000 ordinary shares. Pursuant to a resolution of the Annual General Meeting held on 22 April 2002, Oberbank's share capital was increased to EUR 70 million from company funds. In the 2006 financial year, Oberbank's share capital was increased to EUR 75,384,615.38 by the issuance of 640,000 ordinary shares pursuant to a resolution of the Annual General Meeting held on 9 May 2006. With the resolution of the Annual General Meeting held on 14 May 2007, Oberbank's share capital was increased to EUR 75,721,153.84 through the issuance of 40,000 ordinary shares (conditional capital increase). A further conditional capital increase through the issuance of 30,000 ordinary shares was carried out in the 2008 financial year. The share capital of Oberbank thus increased to EUR 75,973,557.69. Pursuant to the resolution of 27 May 2008, Oberbank carried out a 1:3 stock split and a capital increase out of company funds, raising the share capital to EUR 81,270,000. By resolution of the Management Board of 30 September 2009, a capital increase at the ratio of 1:16 was carried out in October 2009, raising the share capital to EUR 86,349,375.

At the 132nd Annual General Meeting of Oberbank AG held on 8 May 2012 passed a resolution authorising the Management Board to increase the share capital by up to EUR 750,000.00 by issuing up to 250,000 new ordinary no-par bearer shares – if required in several tranches – within five years of the corresponding amendment to the Articles of Association being registered in the Companies Register. This capital increase through the issuance of shares excluding existing shareholders' subscription rights had the purpose to issue shares to be offered to the staff, top executives, the 'Belegschaftsbeteiligungsprivatstiftung der Oberbank AG' (the private foundation managing the non-cash stock compensation programme of Oberbank AG) and members of the management boards of Oberbank or associated companies. Furthermore, the Annual General Meeting authorised the Management Board to increase the share capital of the company through the issuance of up to 3,125,000 ordinary no-par bearer shares against contributions in cash of up to EUR 9,375,000.00 – if required in several tranches – within five years of the corresponding amendment to the Articles of Association being registered in the Companies Register. The Management Board made use of this authorisation by resolution of 23 May 2015 to issue 1,918,875 Oberbank ordinary no-par-value shares (capital increase 2015, no 1). The offer price was EUR 47.43 per share. The capital increase carried out through cash contributions and without excluding subscription rights raised the share capital to EUR 92,106,000.00 and the appropriated capital reserves to EUR 280,001,715.06.

The 135th Annual General Meeting of Oberbank AG held on 19 May 2015, retracted the resolution passed at the 132nd Annual General Meeting of 8 May 2012 to the extent not yet used and authorised the Management Board to increase the share capital by up to EUR 10,500,000.00 against contributions in cash by issuing up to 3,500,000 ordinary no-par value bearer shares – if required in several tranches – within five years of the corresponding amendment to the Articles of Association being registered in the Companies Register. The Management Board made use of this authorisation by resolution of 8 September 2015 to issue 1,535,100 Oberbank ordinary no-par-value shares (capital increase 2015, no 2). The offer price was EUR 48.03 per share. The capital increase raised the share capital to EUR 96,711,300.00 and the appropriated capital reserves to EUR 349,127,268.06.

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The 136th Annual General Meeting of Oberbank AG held on 18 May 2016 retracted the resolution passed at the 135th Annual General Meeting of 19 May 2015 to the extent not yet used and authorised the Management Board to increase the share capital by up to EUR 10,500,000.00 for contributions in cash by issuing up to 3,500,000 ordinary no-par value bearer shares – if required in several tranches – within five years of the corresponding amendment to the Articles of Association being registered in the Companies Register. The Management Board made use of this authorisation by resolution of 26 September 2016 to issue 3,070,200 Oberbank ordinary no-par value shares. The offer price was EUR 53.94 per share. The capital increase carried out through cash contributions and without excluding subscription rights raised the share capital by EUR 9,210,600.00 to EUR 105,921,900.00 and the appropriated capital reserves by EUR 156,395,988.00 to EUR 505,523,256.06.

The 137th Annual General Meeting of Oberbank AG held on 16 May 2017 retracted the resolution passed at the 136th Annual General Meeting of 18 May 2016 to the extent not yet used and authorised the management board to increase the share capital by contributions in kind by up to EUR 10,500,000.00 by issuing up to 3,500,000 ordinary no-par value bearer shares – if required in several tranches – within five years of the corresponding amendment to the Articles of Association being registered in the Companies Register. The resolution of the 132nd Annual General Meeting of Oberbank AG held on 8 May 2012 authorising the Management Board to increase the share capital was retracted and the Management Board authorised to increase the share capital by up to EUR 750,000.00 by issuing up to 250,000 new ordinary no-par bearer shares – if required in several tranches – within five years of the corresponding amendment to the Articles of Association being registered in the Companies Register. This capital increase through the issuance of shares excluding existing shareholders' subscription rights had the purpose to issue shares to be offered to the staff, top executives, 'Belegschaftsbeteiligungsprivatstiftung der Oberbank AG' (the private foundation managing the non-cash stock compensation programme of Oberbank AG) and members of the management boards of Oberbank or of associated companies. To date, no use has been made of this authorisation.

The general meeting of preference shareholders of Oberbank AG of 9 June 2020 adopted a special resolution pursuant to § 129 (3) Stock Corporation Act giving its consent to the resolution adopted by the Annual General Meeting of 20 May 2020 to convert all existing preference shares of Oberbank AG into ordinary shares by repealing the preferential treatment pursuant to § 129 (1) Stock Corporation Act and the relevant amendment to the Articles of Association in § 4. The conversion of the preference shares into ordinary shares became effective upon registration of the amendment to the Articles of Association of Oberbank AG in the Company Register on 7 November 2020.

The share capital is divided into 70,614,600 ordinary no-par bearer shares. At the 143rd Annual General Meeting of Oberbank on 16 May 2023, a share split at a ratio of 1:2 was decided. This increased the number of shares issued from 35,307,300 to 70,614,600.

On the reporting date, 23,358,135 Oberbank shares were held directly by the company itself or by associated entities. Additional proceeds (premiums) from the issuance of own shares were recognised in capital reserves. Retained earnings include the Group's reinvested profits as well as all consolidation entries recognised in the income statement. The revaluation reserves take into account the value changes arising from debt securities with reclassification, equity instruments without reclassification and own credit risk. The reserves attributable to associated companies are equivalent to the difference between historic amortised cost and the carrying amounts of associated companies accounted for using the equity method.

Additional equity capital components

To date, Oberbank AG has completed two issues of Additional Tier 1 bonds with a total volume of EUR 50 million. One of the two bonds, with a total nominal value of EUR 30 million, was called on 30 April 2025, bringing the total volume outstanding as at 31 December 2025 to EUR 20 million. Additional Tier 1 bonds are subordinate to Tier 2 instruments (supplementary capital, subordinated capital) and senior bonds. They are all equivalent to each other and to Additional Tier 1 instruments as well as to liabilities under existing hybrid capital instruments.

They have preference status over shares and other CET1 capital instruments. Interest payments are based on the nominal amount and are fixed until the first possible early repayment date. Subsequently, they are switched to variable interest rates. Interest is only permitted to be paid from eligible items. The issuer has the right to waive interest payments at its discretion. It is not permitted for interest previously waived to be paid out.

The bonds have unlimited maturities, but can be called by Oberbank AG at the fixed first early repayment date, and afterwards, every five years on the coupon dates. The issuer has special call rights if the regulatory classification or the tax treatment of the relevant bonds changes. Every early call requires the prior consent of the competent supervisory authority. The bond holder does not have the right to call the bond. If the CET 1 capital of the issuer or of Oberbank Group falls below 5.125%, the nominal value of the bond is impaired to the amount necessary. Under certain conditions, the nominal value can be written up again.

2.10) Material events after the close of the financial year

There were no significant events after the close of the 2025 financial year.

Details of the income statement in €k

3) Net interest income	2025	2024
Interest income from		
Credit and money market operations	986,438	1,193,809
Shares and other variable-yield securities	1,507	2,049
Other equity investments	9,444	10,319
Affiliates	6,288	1,668
Fixed-interest securities and bonds	60,752	48,119
Interest and similar income	1,064,429	1,255,964
Interest expenses for		
Deposits	-354,268	-522,253
Securitised liabilities	-69,006	-58,126
Subordinated liabilities	-17,599	-15,970
Result of non-significant modifications	-2,345	-3,306
Interest and similar expenses	-443,218	-599,655
Net interest income	621,211	656,309

Net interest income for financial assets in the AC and FV/OCI measurement categories was EURk 1,026,463 (pr. yr.: EURk 1,220,922). The corresponding interest expenses on financial liabilities amounted to EURk 422,727 (pr. yr.: EURk 575,281). Interest income included negative interest of EURk 3 (pr. yr.: EURk 1) and interest expenses included negative interest of EURk 319 (pr. yr.: EURk 383).

4) Income from entities accounted for using the equity method	2025	2024
Net amounts from proportionately recognised income	62,045	60,951
Income from additions	0	21,053
Expenses from dilution	0	0
Income from entities accounted for using the equity method	62,045	82,004

5) Loan loss provisions	2025	2024
Additions to loan loss provisions	-153,381	-241,299
Direct write-offs	-1,030	-889
Reversals of loan loss provisions	79,113	159,194
Recoveries from written-off receivables	11,772	6,135
Result of non-significant modifications	-1,560	-524
Result of POCI financial instruments	6,034	8,665
Loan loss provisions	-59,052	-68,718

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Income from non-significant modifications (from additions in the financial year) to contractual cash flows from financial assets which did not result in derecognition is presented in the table below:

	Stage 1	Stage 2	Stage 3		
Modified financial assets in 2025	12-M ECL	LT ECL	POCI	Total	
At amortised cost before modification	271,142	210,984	18,852	0	500,978
Result of non-significant modifications	-2,625	-1,728	-25	0	-4,377 ¹⁾

¹⁾ Balance of market and credit rating-induced modifications

	Stage 1	Stage 2	Stage 3		
Modified financial assets in 2024	12-M ECL	LT ECL	POCI	Total	
At amortised cost before modification	166,364	161,078	62,178	0	389,620
Result of non-significant modifications	-2,602	-1,889	-369	0	-4,860 ¹⁾

¹⁾ Balance of market and credit rating-induced modifications

6) Net fee and commission income	2025	2024
Fee and commission income:		
Payment services	88,289	80,594
Securities business	90,879	77,642
Foreign exchange, foreign bank notes and precious metals	26,294	24,616
Credit operations	45,980	41,470
Other services and advisory business	3,353	2,580
Total fee and commission income	254,795	226,902

Fee and commission expenses:	2025	2024
Payment services	7,300	7,039
Securities business	9,037	8,148
Foreign exchange, foreign bank notes and precious metals	701	680
Credit operations	5,592	4,610
Other services and advisory business	382	522
Total fee and commission expenses	23,012	20,999
Net fee and commission income	231,783	205,903

This item includes income in the amount of EURk 6,601 (pr. yr.: EURk 5,768) from asset management for the account of third parties.

7) Net trading income	2025	2024
Gains/losses on interest rate contracts	744	568
Gains/losses on foreign exchange, foreign bank notes and numismatic business	3,375	3,590
Gains/losses on derivatives	3,013	4,297
Net trading income	7,132	8,455

8) Administrative expenses	2025	2024
Staff costs	243,854	252,468
Other administrative expenses	125,696	119,102
Write-offs and impairment allowances	32,284	31,103
Administrative expenses	401,834	402,673

Pension fund contributions amounted to EURk 5,047 (pr. yr.: EURk 4,673).

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9) Other operating income	2025	2024
a) Net income from financial assets - FV/PL	28,658	8,988
thereof from designated financial instruments	11,181	-4,502
thereof from financial instruments with mandatory measurement at FV/PL	17,477	13,490
b) Net income from financial assets - FV/OCI	-134	1,064
thereof from the measurement of debt instruments	-28	99
thereof from the sale and derecognition of debt instruments	-106	965
c) Net income from financial assets - AC	0	0
d) Other operating income	-12,752	-14,520
Other operating income:	34,430	41,519
Income from operational risks	2,121	8,533
Income from private equity investments	139	1,939
Income from operating leases	9,245	10,332
Other income from the leasing sub-group	7,067	5,562
Brokerage fees from third parties	5,154	4,555
Other	10,704	10,598
Other operating expenses:	-47,182	-56,039
Expenses from operational risks	-1,309	-24,338
Stability tax	-19,149	-10,223
Contributions to the resolution fund and deposit protection scheme	0	0
Expenses from operating leases	-8,435	-7,549
Other expenses from the leasing sub-group	-4,869	-5,697
Other	-13,420	-8,232
Other operating income net of other operating expenses	15,772	-4,468

10) Income taxes

Income taxes include current income taxes of the individual consolidated companies, adjustments for current income taxes relating to other periods as well as changes in deferred taxes.

	2025	2024
Current income tax expenses	93,702	97,037
Deferred income tax expenses (+)/-income (-)	11,325	936
Income taxes	105,027	97,973

Reconciliation: Relation between computed and actually reported income taxes

	2025	2024
Current income tax expenses	93,702	97,037
Deferred income tax expenses (+)/-income (-)	11,325	936
Income taxes	105,027	97,973
Profit for the year before tax	477,057	476,812
Computed tax expense	109,723	109,667
Income and expenses taken directly to equity	-481	-670
Tax savings arising due to tax-exempt income from equity investments	-2,710	-1,632
Tax savings arising due to profits accounted for using the equity method	-14,270	-18,861
Tax expenses (+)/-income (-) preceding years	-472	-116
Tax savings arising from other tax-exempt income	-269	-162
Tax incurred as a result of non-deductible expenses	17,611	16,592
Tax savings arising due to the use of loss carry-forwards	951	837
Tax effects from differing tax rates	-5,056	-7,682
Deferred income tax expenses (+)/income (-)	105,027	97,973
Effective tax rate	22.02%	20.55%

Taxes on income relating to individual components of other comprehensive income and/or equity

	2025			2024		
	Profit before tax	Income taxes	Income after tax	Profit before tax	Income taxes	Income after tax
Actuarial gain/loss under IAS 19	10,811	-2,487	8,324	-20,835	4,792	-16,043
Value changes in debt securities recognised in equity IFRS 9 with reclassification	1,144	-263	881	-1,170	269	-901
Value changes recognised in equity, equity instruments IFRS 9 no reclassification	-13,115	-610	-13,725	-508	3,192	2,684
Value changes recognised in equity, own credit risk IFRS 9 no reclassification	-8,836	2,032	-6,804	-18,688	4,298	-14,390
Currency exchange differences	2,601	0	2,601	-2,604	0	-2,604
Share from entities recognised using the equity method	3,214	0	3,214	-6,737	0	-6,737
Total	-4,181	-1,328	-5,509	-50,543	12,552	-37,990

11) Earnings per share in €	2025	2024
Number of shares as at 31/12	70,614,600	70,614,600
Average number of shares in issue	70,587,050	70,587,471
Profit for the year after tax in EURk	372,030	378,839
Earnings per share in €	5.27	5.37

Since no financial instruments with diluting effect were issued, diluted earnings per share were identical with undiluted earnings per share.

Details of the balance sheet in EURk

12) Cash and balances at central banks	2025	2024
Credit balances with central banks of issue	2,359,816	2,724,495
Other cash reserves	69,382	78,889
Cash and balances with central banks	2,429,198	2,803,384
13) Loans and advances to credit institutions	2025	2024
Loans and advances to Austrian credit institutions	58,656	98,974
Loans and advances to foreign credit institutions	272,823	258,499
Loans and advances to credit institutions	331,479	357,473
Loans and advances to credit institutions, by maturity		
On demand	153,928	181,850
Up to 3 months	144,425	142,111
3 months to 1 year	26,330	26,973
1 to 5 years	5,573	4,767
Over 5 years	1,223	1,772
Loans and advances to credit institutions	331,479	357,473
14) Loans and advances to customers	2025	2024
Loans and advances to Austrian customers	11,368,527	11,288,376
Loans and advances to foreign customers	10,260,909	9,480,585
Loans and advances to customers	21,629,436	20,768,961
Loans and advances to customers, by maturity		
On demand	3,479,893	3,912,548
Up to 3 months	1,338,032	1,280,173
3 months to 1 year	2,565,134	2,407,387
1 to 5 years	8,152,841	7,573,754
Over 5 years	6,093,535	5,595,099
Loans and advances to customers	21,629,436	20,768,961
Leasing business (finance leases), gross investment value		
Up to 3 months	85,143	82,778
3 months to 1 year	368,713	331,863
1 to 5 years	1,189,403	1,112,678
Over 5 years	314,200	338,583
Total	1,957,459	1,865,902
Unrealised finance income		
Up to 3 months	15,632	16,874
3 months to 1 year	41,645	45,258
1 to 5 years	124,042	117,625
Over 5 years	23,944	48,964
Total	205,263	228,721

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Net investment value		
Up to 3 months	69,511	65,904
3 months to 1 year	327,068	286,605
1 to 5 years	1,065,361	995,053
Over 5 years	290,256	289,619
Total	1,752,196	1,637,181
Cumulated impairment allowances	14,823	12,213

15) Loss allowances see Note 43), "Credit risk"

16) Trading assets	2025	2024
Bonds and other fixed-interest securities		
Listed	0	0
Shares and other variable-yield securities		
Listed	910	454
Positive fair values of derivative financial instruments		
Currency contracts	1,216	6,198
Interest rate contracts	17,657	21,912
Other contracts	0	0
Trading assets	19,783	28,564

17) Financial investments	2025	2024
Bonds and other fixed-interest securities		
Listed	2,455,643	1,996,925
Unlisted	43,424	37,610
Shares and other variable-yield securities		
Listed	39,312	48,945
Unlisted	217,087	224,998
Equity investments/shares		
In subsidiaries	61,330	92,030
In entities accounted for using the equity method		
Credit institutions	696,781	654,384
Non-banks	601,247	591,476
Other equity investments		
Credit institutions	59,822	55,590
Non-banks	219,688	201,245
Financial investments	4,394,334	3,903,203
a) Financial assets - FV/PL	512,552	716,512
b) Financial assets - FV/OCI	333,319	366,201
thereof equity instruments	309,544	341,516
thereof debt instruments	23,775	24,685
c) Financial assets - AC	2,250,435	1,574,630
d) Interests in entities accounted for using the equity method	1,298,028	1,245,860
Financial investments	4,394,334	3,903,203

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Financial investments in equity instruments recognised directly in equity at fair value through other comprehensive income include all securities, investments and shares in associated companies for which a fair value cannot be determined.

Financial assets Equity capital instruments FVOCI 31/12/2025		Dividends from instruments	
		derecognised in the reporting year	held on the reporting date
	fair value		
Securities	39,583	0	88
Equity investments	210,247	0	5,569
Investments in subsidiaries	59,714	0	6,288
	309,544	0	11,945

Financial assets in equity instruments refer especially to non-consolidated investments and shares in subsidiaries, (see Note 41), as well as investments in Lenzing AG, Energie AG Oberösterreich, Oesterreichische Kontrollbank AG and Linz Textil AG.

Financial assets Equity capital instruments FVOCI 31/12/2024		Dividends from instruments	
		derecognised in the reporting year	held on the reporting date
	fair value		
Securities	49,215	0	427
Equity investments	201,842	0	5,710
Investments in subsidiaries	90,459	0	1,668
	341,516	0	7,805

18) Intangible assets	2025	2024
Other intangible assets	4,510	4,338
Customer base	158	153
Intangible assets	4,668	4,491

19) Property, plant and equipment	2025	2024
Investment property	67,917	63,047
Land and buildings	88,038	78,159
Business equipment and furnishings	37,867	36,951
Other property, plant and equipment	23,671	21,041
Right-of-use for leased objects	129,658	136,941
Property, plant and equipment	347,151	336,139

The Group owns land and buildings used by others with a carrying amount of EURk 67,917 (pr. yr.: EURk 63,047); these properties have a fair value of EURk 86,700 (pr. yr.: EURk 74,280). The fair value is assignable to level 3 and is calculated using internal models. Rental income in the reporting year came to EURk 4,707 (pr. yr.: EURk 5,211), and the associated expenses (including depreciation) amounted to EURk 2,538 (pr. yr.: EURk 2,438). The disposability of these properties is restricted by purchase option rights contractually granted to the lessees. The non-guaranteed residual values attributable to the leasing business amount to EURk 40,593 (pr. yr.: EURk 43,196).

Consolidated Financial Statements

Leasing (operating leases) as lessor, future minimum lease instalments	2025	2024
Up to 3 months	2,825	3,166
3 months to 1 year	8,160	8,040
1 to 5 years	29,292	25,804
Over 5 years	6,974	4,231
Total	47,251	41,241

20) Lease contracts as lessee

The lease contracts entered into by Oberbank AG relate mainly to rentals for branch premises and office space as well as to building rights and tenancy right for plots of land, garages, business equipment and furnishings, and vehicles. The lease contracts do not involve any significant restrictions or commitments. There were no sale-and-leaseback transactions.

The results in the consolidated balance sheet, consolidated income statement and consolidated statement of cash flows for Oberbank as a lessee are presented below for the financial year 2025:

Leases in the consolidated balance sheet	2025	2024
Property, plant and equipment	129,681	137,087
Right of use for land and buildings	124,891	133,219
Right of use for business equipment and furnishings	1,266	651
Right of use for other property, plant and equipment	3,501	3,072
Right of use for investment property	23	145
Other liabilities		
Lease liabilities	131,639	138,905

Additions to rights of use in the financial year 2025 amounted to EURk 23,011. Cash outflows for lease liabilities totalled to EURk 17,473. When measuring lease liabilities, future cash outflows from uncertain prolongation options of EURk 14,185 were not considered.

Lease liabilities (gross) by maturity	2025	2024
Up to 3 months	3,910	4,121
3 months to 1 year	11,159	11,735
1 to 5 years	50,409	54,070
Over 5 years	66,161	68,979
Total	131,639	138,905

Consolidated Financial Statements

Leases in the consolidated income statement	2025	2024
Interest expenses for lease liabilities	1,155	1,073
Administrative expenses	16,457	16,801
Amortisation for right of use for land and buildings	14,633	15,284
Amortisation for rights of use for business equipment and furnishings	234	219
Amortisation for rights of use for other property, plant and equipment	1,468	1,132
Depreciation for right of use to investment property	122	166
Other expenses from lease contracts	2,112	2,348
Other operating income		
Income from subleasing rights of use	561	631

Leases in the consolidated statement of cash flows	2025	2024
Repayment of lease liabilities from finance activities	-17,473	-17,587
Interest expenses for lease liabilities from operating activities	1,155	1,073

21) Other assets	2025	2024
Deferred tax assets	1,738	1,641
Other assets	176,920	143,604
Positive fair values of closed out derivatives in the banking book	18,743	24,603
Deferred items	11,387	10,556
Other assets	208,788	180,404

Deferred tax assets/deferred tax liabilities

	Deferred taxes 2025		Deferred taxes 2024	
	Assets	Equity and liabilities	Assets	Equity and liabilities
Cash and balances with central banks	86	0	115	0
Loans and advances to credit institutions	7	-1,594	10	-5,216
Loans and advances to customers	43,782	-1,332	43,233	-584
Trading assets	0	-3,848	0	-5,796
Financial investments	1,240	-42,804	1,702	-37,686
Financial assets - FV/PL	0	-22,868	0	-19,890
Financial assets FV/OCI (with recycling)	0	-1,173	0	-1,330
Financial assets FV/OCI (without recycling)	0	-18,763	0	-16,466
Financial assets - AC	1,240	0	1,702	0
Entities accounted for using the equity method	0	0	0	0
Intangible assets	0	-33	0	-32
Property, plant and equipment	709	-29,959	629	-31,539
Other assets	5,585	-322	6,560	-104
	51,409	-79,893	52,248	-80,957
Amounts owed to credit institutions	1,732	-106	5,123	-36
Amounts owed to customers	0	-3,287	0	-2,457
Securitised liabilities	0	-9,505	0	-11,456
Provisions for staff benefits	15,591	0	19,176	0
Other provisions	4,593	0	6,389	0
Other liabilities	44,514	-42,225	50,276	-42,064
Subordinated debt capital	0	-1,080	0	-1,810
Untaxed reserves/valuation reserves	0	-162	0	-162
	66,429	-56,366	80,964	-57,985
Capitalised tax loss carry-forwards	57	0	77	0
Deferred tax assets/liabilities	117,896	-136,259	133,289	-138,942
Balance of deferred tax assets/liabilities attributable to the same fiscal authority	-116,158	116,158	-131,648	131,648
Balance of deferred tax assets/liabilities	1,738	-20,101	1,641	-7,294

As at 31 December 2025, no deferred tax assets were recognised for loss carry-forwards from the leasing subgroup in the amount of EURk 832 (pr. yr.: EURk 867), because use within the foreseeable future does not seem probable from today's standpoint.

In accordance with IAS 12.39, no deferred tax liabilities were recognised on temporary differences from interests in subsidiaries, joint ventures and associated companies held by Group companies in the amount of EURk 1,048,442 (pr. yr.: EURk 993,399), because the temporary differences are not expected to reverse in the foreseeable future. The temporary differences concern reinvested profit shares which were not intended for distribution and will remain tax-free in the foreseeable future. Therefore – excluding tax-free profit distribution by subsidiaries – a hypothetical tax debt in the amount of EURk 241,142 (pr. yr.: EURk 228,482) was not recognised as at 31 December 2025.

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22) Amounts owed to credit institutions	2025	2024
Amounts owed to Austrian credit institutions	1,605,427	1,652,539
Amounts owed to foreign credit institutions	2,092,282	2,151,332
Amounts owed to credit institutions	3,697,709	3,803,871
Amounts owed to credit institutions, by maturity		
On demand	636,895	718,575
Up to 3 months	112,069	196,497
3 months to 1 year	70,266	66,555
1 to 5 years	1,174,111	1,262,452
Over 5 years	1,704,367	1,559,792
Amounts owed to credit institutions	3,697,709	3,803,871
23) Amounts owed to customers		
23) Amounts owed to customers	2025	2024
Savings deposits	1,007,543	1,162,120
Other	15,453,802	14,878,215
Amounts owed to customers	16,461,345	16,040,335
Amounts owed to customers, by maturity		
On demand	11,928,739	11,324,617
Up to 3 months	2,693,199	3,081,617
3 months to 1 year	1,244,528	1,309,511
1 to 5 years	520,330	203,233
Over 5 years	74,549	121,357
Amounts owed to customers	16,461,345	16,040,335
24) Securitised liabilities		
24) Securitised liabilities	2025	2024
Bonds issued	3,615,836	3,154,223
Other securitised liabilities	7,970	8,143
Securitised liabilities	3,623,806	3,162,366
Securitised liabilities, by maturity		
Up to 3 months	63,766	46,866
3 months to 1 year	293,249	26,877
1 to 5 years	1,912,292	1,449,614
Over 5 years	1,354,499	1,639,009
Securitised liabilities	3,623,806	3,162,366
25) Provisions for liabilities and charges		
25) Provisions for liabilities and charges	2025	2024
Provisions for termination benefits and pensions	137,448	154,246
Provisions for anniversary bonuses	17,169	18,022
Provisions for credit risks	48,968	88,656
Other provisions	41,544	43,126
Provisions for liabilities and charges	245,129	304,050

Movements in provisions for termination benefits and pensions	2025	2024
Provisions as at 01/01	154,246	139,736
Allocated to/reversed from provisions for termination benefits	-3,234	4,211
Allocated to/reversed from provisions for pensions	-13,564	10,299
Provisions as at 31/12	137,448	154,246

Presentation of obligations under defined benefit plans pursuant to IAS 19	2025	2024
Plan assets	0	0
Provisions for termination benefits	44,849	48,084
Provisions for pensions	92,599	106,162
Provisions for anniversary bonuses	17,169	18,022
Total obligations under defined benefit plans	154,617	172,268

The defined benefit plans of the Oberbank Group comprise obligations in terms of termination benefits, pensions, and anniversary bonuses.

The legal basis for the provisions for termination benefits is the Austrian Salaried Employees Act (AngG, § 23) as well as the valid collective agreement for the banking sector (§ 32). Pursuant to §32 of the collective agreement, employees with a minimum service period of five years are entitled to termination benefits in the amount of two monthly salaries in addition to their claims in accordance with the AngGes (Salaried Employees Act, "Abfertigung alt") and the BMSVG (Employee and Self-Employed Severance Pay Act, "Abfertigung neu"). As at 31 December 2025, 522 employees were included in the former system ("Abfertigung alt") (87.7% of the entire volume of provisions) and 1,284 employees in the new system ("Abfertigung neu").

The legal basis for the provisions for pensions is the collective agreement on the reform of pension entitlements (pension reform of 1997) as well as pension commitments based on individual contracts. As at 31 December 2025, provisions for pensions within the Oberbank Group included 348 pension beneficiaries (75.7% of the total volume of provisions) and 183 employees in active service (24.3% of total provisions). Most of active staff members (182) are entitled to a pension based on vested rights as calculated for the cut-off date of 1 January 1997 and value-adjusted for salary increases in accordance with the collective agreement on an annual basis. This group of persons accounts for 11.0% of total provisions

Risks that need to be stated in connection with provisions for pensions

Disability: If an employee is granted a disability pension, the Austrian pension law in force before 1 January 1997 is applicable, meaning that the bank's contribution is a transitional pension (total pension) calculated on the basis of the last salary and taking into account pension fund contributions financed by the bank. No disability pension was granted in 2025.

Administrative pension: Upon termination of an employment contract by the bank, actively employed employees entitled to a pension based on vested rights are entitled to an administrative pension calculated on the basis of the last salary, which is paid until such person becomes entitled to a statutory pension pursuant to the provisions laid down in the Austrian General Social Insurance Act (ASVG). Upon termination, a transitional pension is disbursed (including a theoretical ASVG pension in the calculations). There were no such cases in 2025.

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The legal basis for the provisions for anniversary bonuses is the company agreement with the Works Council. Entitlements are staggered as follows: three monthly salaries after 25 years' service; four monthly salaries after 40 years' service. As at 31 December 2025, provisions for anniversary bonuses covered the entitlements for 1,451 persons. No provisions were recognised for 354 persons (25 persons already received their anniversary bonuses; 253 persons will reach retirement age prior to the entitlement date for the anniversary bonus, 28 persons are no longer employed; 48 persons joined the bank in HY2 2025 – no provisions were set aside for this group of persons).

Movements in provisions for termination benefits, pensions and similar obligations	2025	2024
Present value of defined benefit provisions as at 01/01	172,268	154,741
Recognised in the income statement		
+ Service cost	3,927	3,097
+ Interest cost	5,891	4,873
Subtotal	182,086	162,711
Revaluation effects		
Recognised directly in Other comprehensive income		
-/+ Actuarial gain/loss	-10,402	20,392
- Financial assumptions	-10,161	10,315
- Demographic assumptions	0	0
- Experience-based assumptions	-241	10,077
-/+ Gains / losses on plan assets	0	0
-/+ Gains / losses from exchange rate movements	0	0
Recognised in the income statement	-2,176	1,982
Subtotal	-12,578	22,374
Other		
- Payments for plan settlements	-3,987	0
- Payments during the reporting year	-10,905	-12,817
- Other changes	0	0
Subtotal	-14,892	-12,817
Provisions recognised as at 31/12	154,617	172,268

The present value of defined benefit obligations was EURk 2018 for the financial year 196,750, EURk 2019 for the financial year 214,503, EURk 2020 for the financial year 217,553, EURk 2021 for the financial year 194,203, EURk 2022 for the financial year 148,618, and EURk 2023 for the financial year 154,741.

Actuarial gains/losses attributable to pension and post-retirement benefits were recognised in the reporting year directly in Other comprehensive income (OCI). The amounts will not be reclassified subsequently; a transfer within equity, however, is permitted. Actuarial gains / losses attributable to provisions for anniversary bonuses are shown in the item Staff costs in the income statement.

Important actuarial assumptions for calculating the present values of defined benefit obligations	2025	2024
Interest rate applied	4.25%	3.50%
Increase under collective agreements	5.08%	5.04%
Pension increase	4.05%	3.97%
Staff fluctuation	None	None
Retirement age women	61 to 65 years	61 to 65 years
Retirement age men	65 years	65 years
Mortality tables	AVÖ 2018	AVÖ 2018

Assuming unchanged computational parameters, we anticipate a reversal of provisions for termination benefits, pensions, and similar obligations of approximately EUR 0.9 million in the financial year 2026.

Sensitivity analysis

The sensitivity analysis shows the effects that significant changes in actuarial assumptions might reasonably be expected to have had on defined-benefit obligations by the end of the reporting period.

in €k	Termination benefits	Pensions	Anniversary bonuses
Interest rate applied + 0.5%	42,861	87,889	-
Interest rate applied – 0.5%	46,950	97,770	-
Collective agreement increase + 0.5%	46,922	92,947	-
Collective agreement increase – 0.5%	42,867	92,260	-
Pension increase + 0.5%	0	97,167	-
Pension increase – 0.5%	0	88,364	-

Although the sensitivity analysis does not purport to deliver a final presentation of expected future payment flows, the results allow an assessment of the possible effects of significant changes to actuarial assumptions.

Maturity profile

The following table shows anticipated payments of benefits in each of the upcoming periods:

in €k	Termination benefits	Pensions	Anniversary bonuses
2026	1,937	6,234	-
2027	3,928	6,510	-
2028	3,628	6,368	-
2029	2,730	6,192	-
2030	3,000	6,007	-
Total of anticipated disbursements of benefits in the next five years	15,222	31,311	-

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Maturity

The following table shows the weighted average time to maturity of defined benefit obligations as at 31 December 2025:

In years	benefits	Pensions	bonuses
Maturity	9.25	10.87	-

Movements in other provisions for liabilities and charges	Provisions for anniversary bonuses	Loan loss provisions	Other provisions
As at 01/01	18,022	88,656	43,126
Allocated	0	28,741	3,730
Used / exchange differences / effect of proportionate consolidation / reclassification	0	-23,417	-1,006
Reversed	-853	-45,012	-4,305
As at 31/12	17,169	48,968	41,544

These are primarily short-term provisions.

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26) Other liabilities	2025	2024
Trading liabilities	19,174	22,788
Tax liabilities	43,523	39,521
Current tax liabilities	23,422	32,227
Deferred tax liabilities ¹⁾	20,101	7,294
Negative fair values of closed out derivatives in the banking book	75,516	94,903
Lease liabilities	131,639	138,905
Other liabilities	130,646	152,592
Deferred items	15,230	10,075
Other liabilities	415,728	458,784

1) For details regarding deferred tax liabilities, see Note 21) on "Other assets".

27) Other liabilities (trading liabilities)	2025	2024
Currency contracts	237	1,475
Interest rate contracts	18,077	21,313
Other contracts	860	0
Trading liabilities	19,174	22,788

28) Subordinated debt capital	2025	2024
Subordinated bonds issued incl. tier 2 capital	547,736	497,625
Subordinated debt capital	547,736	497,625

Subordinated debt capital, by maturity

Up to 3 months	35,150	24,482
3 months to 1 year	63,200	21,552
1 to 5 years	203,871	236,488
Over 5 years	245,516	215,103
Subordinated debt capital	547,736	497,625

Changes in subordinated debt capital

As at 01/01	497,625	527,054
Changes in cash items	46,578	-37,954
thereof payments from issues	93,828	50,456
thereof repurchase/repayment	-47,250	-88,410
Changes in non-cash items	3,533	8,525
thereof changes in the fair value	2,019	8,315
thereof other changes	1,514	210
As at 31/12	547,736	497,625

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29) Shareholders' equity	2025	2024
Subscribed capital	105,904	105,820
Capital reserves	505,523	505,523
Retained earnings (incl. net profit)	3,731,105	3,444,160
Negative goodwill	1,872	1,872
Additional equity capital components	20,000	50,000
Share of non-controlling shareholders	8,980	8,213
Shareholders' equity	4,373,384	4,115,588
Development of shares in issue (units)		
Shares in issue as at 01/01	70,546,854	70,612,604
New shares issued (share split)	0	0
Treasury shares purchased	-188,745	-272,260
Treasury shares sold	244,458	206,510
Shares in issue as at 31/12	70,602,567	70,546,854
Plus own shares held by the Group	12,033	67,746
Shares issued as at 31/12	70,614,600	70,614,600

The carrying amount of own shares held was EUR 0.9 million (pr. yr.: EUR 4.7 million on the balance sheet date).

30) Non-current assets statement			
Movements in intangible assets and property, plant and equipment	Intangible assets	Property, plant and equipment	thereof investment property
Cost of acquisition/production as at 01/01/2025	26,958	715,208	98,742
Currency exchange differences	100	916	0
Transfers	0	0	0
Additions	1,902	68,309	7,470
Disposals	0	52,830	0
Cumulated depreciation/amortisation	24,292	384,452	38,295
Carrying amounts 31/12/2025	4,668	347,151	67,917
Carrying amounts 31/12/2024	4,491	336,139	63,047
Depreciation/amortisation during the reporting year	1,744	35,886	2,644

Of total depreciation of property, plant and equipment in the reporting year, EURk 5,346 assignable to operating leases are shown in the line item.

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31) Fair value of financial instruments and other items regarding reconciliation as at 31/12/2025 (upper row: respective carrying amount, lower row: amount as fair value)										
	AC	FVTPL	thereof designated	HFT	FVOCI	thereof equity instruments FVOCI	thereof debt instruments FVOCI	AC / liabilities	Other	Total
Cash and balances with central banks								2,429,198		2,429,198
								2,429,198		2,429,198
Loans and advances to credit institutions								331,479		331,479
								331,575		331,575
Loans and advances to customers	98,690	275,093	267,389		152	0	152	21,255,502		21,629,436
	94,392	275,093	267,389		152	0	152	21,174,774		21,544,411
Trading assets				19,783						19,783
				19,783						19,783
Financial investments	2,250,435	512,552	211,104		333,319	309,544	23,775		1,298,029	4,394,334
	2,209,842	512,552	211,104		333,319	309,544	23,775			3,055,713
Intangible assets									4,668	4,668
Property, plant and equipment									347,151	347,151
Other assets				18,743					190,045	208,788
				18,743						18,743
thereof closed out derivatives in the banking book				18,743						18,743
				18,743						18,743
Total assets	2,349,124	787,645	478,493	38,525	333,471	309,544	23,925	24,016,179	1,839,893	29,364,837
	2,304,234	787,644	478,493	38,525	333,471	309,544	23,925	23,935,548		

	AC	FVTPL	thereof designated	HFT	FVOCI	thereof equity instruments FVOCI	thereof debt instruments FVOCI	AC / liabilities	Other	Total
Amounts owed credit institutions								3,697,709		3,697,709
								3,507,705		3,507,705
Amounts owed to customers		215,461	215,461					16,245,884		16,461,345
		215,461	215,461					16,236,936		16,452,397
Securitised liabilities		551,912	551,912					3,071,894		3,623,806
		551,912	551,912					2,935,167		3,487,079
Provisions for liabilities and charges									245,129	245,129
Other liabilities				94,690					321,038	415,728
				94,690						94,690
thereof closed out derivatives in the banking book				75,516						75,516
				75,516						75,516
Subordinated debt capital		181,372	181,372					366,364		547,736
		181,372	181,372					360,370		541,742
Shareholders' equity									4,373,384	4,373,384
Total equity and liabilities		948,745	948,745	94,690				23,381,851	4,939,551	29,364,837
		948,745	948,745	94,690				23,040,179		

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31) Fair value of financial instruments and other items regarding reconciliation as at 31.12.2024 (upper row: respective carrying amount, lower row: amount as fair value)										
	AC	FVTPL	thereof designated	HFT	FVOCI	thereof equity instruments FVOCI	thereof debt instruments FVOCI	AC / liabilities	Other	Total
Cash and balances with central banks								2,803,384		2,803,384
								2,803,384		2,803,384
Loans and advances to credit institutions								357,473		357,473
								357,675		357,675
Loans and advances to customers	90,040	303,860	276,568		2,337	0	2,337	20,372,724		20,768,961
	84,057	303,860	276,568		2,337	0	2,337	20,342,372		20,732,626
Trading assets				28,564						28,564
				28,564						28,564
Financial investments	1,574,630	716,513	423,323		366,201	341,516	24,685		1,245,860	3,903,203
	1,516,022	716,513	423,323		366,201	341,516	24,685			2,598,735
Intangible assets									4,491	4,491
Property, plant and equipment									336,139	336,139
Other assets				24,603					155,801	180,404
				24,603						24,603
thereof closed out derivatives in the banking book				24,603						24,603
				24,603						24,603
Total			699,891			341,516				
Balance sheet – assets	1,664,669	1,020,373		53,167	368,538		27,022	23,533,581	1,742,291	28,382,619
	1,600,078	1,020,373	699,891	53,167	368,538	341,516	27,022	23,503,431		

	AC	FVTPL	thereof designated	HFT	FVOCI	thereof equity instruments FVOCI	thereof debt instruments FVOCI	AC / liabilities	Other	Total
Amounts owed credit institutions								3,803,871		3,803,871
								3,604,634		3,604,634
Amounts owed to customers		259,008	259,008					15,781,326		16,040,335
		259,008	259,008					15,777,508		16,036,517
Securitised liabilities		574,981	574,981					2,587,385		3,162,366
		574,981	574,981					2,468,827		3,043,808
Provisions for liabilities and charges									304,050	304,050
Other liabilities				117,691					341,093	458,784
				117,691						117,691
thereof closed out				94,903						94,903
Derivatives in the banking book				94,903						94,903
Subordinated debt capital		225,711	225,711					271,914		497,625
		225,711	225,711					264,367		490,078
Shareholders' equity									4,115,588	4,115,588
Total equity and liabilities		1,059,700	1,059,700	117,691				22,444,497	4,760,731	28,382,619
		1,059,700	1,059,700	117,691				22,115,336		

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In the financial year 2025, there were no reclassifications from the measurement category at fair value in other comprehensive income (plus or minus) (FV/OCI) to the measurement category at amortised cost (AC). There were no reclassifications from the measurement category at fair value through profit or loss (FV/PL) to the measurement categories 'at amortised cost' (AC) or at fair value through other comprehensive income (plus or minus) (FV/OCI).

Liabilities designated at fair value through profit or loss	Cumulated changes to fair value due to a change to own default risk (recognised in OCI)	Modification to fair value due to a change in market risk (recognised in P/L)		Difference in amount between carrying amount and par value
	as at 31/12/2025	in financial year 2025	Cumulated	as at 31/12/2025
Amounts owed credit institutions	0	0	0	0
Amounts owed to customers	1,955	4,421	-14,351	-14,351
Securitised liabilities	3,762	-4,059	-41,328	-41,328
Subordinated debt capital	276	-818	-4,635	-4,635

In the financial year 2025, there were no reclassifications of cumulated profit or loss within equity.

Liabilities designated at fair value through profit or loss	Cumulated changes to fair value due to a change to own default risk (recognised in OCI)	Modification to fair value due to a change in market risk (recognised in P/L)		Difference in amount between carrying amount and par value
	As at 31/12/2024	in financial year 2024	Cumulated	As at 31/12/2024
Amounts owed credit institutions	0	0	0	0
Amounts owed to customers	4,570	-3,357	-12,543	-12,543
Securitised liabilities	8,184	-16,754	-49,809	-49,809
Subordinated debt capital	2,076	-5,123	-6,654	-6,654

Assets designated at fair value through profit or loss as at 31/12/2025		Reduction due to related credit derivatives or similar instruments	Modification to fair value due to adjusted default risk		Modification to the fair value of related credit derivatives or similar instruments	
	maximum default risk		in the reporting year	Cumulated	in the reporting year	Cumulated
Loans and advances to customers	267,389	–	–	–	–	–
Financial investments	211,104	–	–	204	–	–

Assets designated at fair value through profit or loss as at 31/12/2024		Reduction due to related credit derivatives or similar instruments	Modification to fair value due to adjusted default risk		Modification to the fair value of related credit derivatives or similar instruments	
	maximum default risk		in the reporting year	Cumulated	in the reporting year	Cumulated
Loans and advances to customers	276,568	–	–	–	–	–
Financial investments	423,323	–	-313	290	–	–

The maximum default risk for financial instruments within the scope of application of IFRS 9 to which the impairment rules of IFRS 9 do not apply is as follows:

in €k	31/12/2025	31/12/2024
Loans and advances to customers FVTPL	275,093	303,860
Financial investments FVTPL	512,552	716,513
Financial investments FVOCI	309,544	341,516
Trading assets	19,783	28,564
Derivatives in the banking book	18,743	24,603
Total	1,135,715	1,415,056

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Fair value hierarchy of financial instruments				Carrying amount			Fair value			
as at 31/12/2025 in €k	AC	FV/PL	HFT	FV/OCI	AC/ Liabilities	Other	Total	Level 1	Level 2	Level 3
Financial instruments carried at fair value										
Loans and advances to customers		275,093		152			275,245		152	275,093
Trading assets			19,783				19,783	907	18,876	
Financial assets - FV/PL		512,552					512,552	224,857	287,695	
Financial assets - FV/OCI				333,319			333,319	63,087	271	269,961 ¹⁾
			18,743				18,743		18,743	
Other assets			18,743				18,743		18,743	
Financial assets not carried at fair value										
					331,479		331,479		331,575	
Loans and advances to credit institutions	98,690				21,255,502		21,354,191		94,392	21,174,774
Financial assets - AC	2,250,435						2,250,435	2,179,936	29,906	

Financial liabilities carried at fair value			
Amounts owed to credit institutions		0	
Loans and advances to customers	215,461	215,461	215,461
Securitised liabilities	551,912	551,912	551,912
Other liabilities	94,690	94,690	94,690
thereof closed out derivatives	75,516	75,516	75,516
Subordinated debt capital	181,372	181,372	181,372
Financial liabilities not carried at fair value			
Amounts owed to credit institutions	3,697,709	3,697,709	3,507,705
Amounts owed to customers	16,245,884	16,245,884	16,236,936
Securitised liabilities	3,071,894	3,071,894	2,935,167
Other liabilities		0	
Subordinated debt capital	366,364	366,364	360,370

1) This item contains equity investments whose market value was measured using the discounted cash-flow entity method and/or mixed methods (multiples method in combination with the discounted cash-flow method) or other methods to measure company valuation.

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Fair value hierarchy of financial instruments	Carrying amount							Fair value		
	AC	FVTPL	HFT	FVOCI	AC / Liabilities	Other	Total	Level 1	Level 2	Level 3
as at 31/12/2024 in EURk										
Financial instruments carried at fair value										
Loans and advances to customers		303,860		2,337			306,197		22,063	284,134
Trading assets			28,564				28,564	454	28,110	
Financial assets - FV/PL		716,513					716,513	435,221	281,292	
Financial assets - FV/OCI				366,201			366,201	73,629	271	292,301 ¹⁾
Other assets			24,603				24,603		24,603	
thereof closed out derivatives positions in the banking book			24,603				24,603		24,603	
Financial assets not carried at fair value										
Loans and advances to credit institutions					357,473		357,473		357,675	
Loans and advances to customers	90,040				20,372,724		20,462,763		84,057	20,342,372
Financial assets - AC	1,574,630						1,574,630	1,492,581	23,441	

Financial liabilities carried at fair value			
Amounts owed to credit institutions		0	
Amounts owed to customers	259,008	259,008	259,008
Securitised liabilities	574,981	574,981	574,981
Other liabilities	117,691	117,691	117,691
thereof closed out derivatives positions in the banking book	94,903	94,903	94,903
Subordinated debt capital	225,711	225,711	225,711
Financial liabilities not carried at fair value			
Amounts owed to credit institutions	3,803,872	3,803,872	3,604,634
Amounts owed to customers	15,781,326	15,781,326	15,777,508
Securitised liabilities	2,587,385	2,587,385	2,468,827
Other liabilities		0	
Subordinated debt capital	271,914	271,914	264,367

1) This item contains equity investments whose market value was measured using the discounted cash-flow entity method and/or mixed methods (multiples method in combination with the discounted cash-flow method) or other methods to measure company valuation.

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Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The assessment of the fair value is based on the assumption that the transaction takes place either on the principal market for the respective asset or debt instrument or, if no such principal market exists, the most advantageous active market for the respective transaction, provided the entities involved have access to such markets. Where market prices are available for identical assets or debt instruments in an active market to which access is available on the measurement date, these prices are used for the measurement (level 1). Where no such market prices are available, the fair value is determined using valuation models based on parameters that are either directly or indirectly observable (level 2). Where the fair value cannot be assessed on the basis of market prices or using valuation models fully based on directly or indirectly observable market data, individual valuation parameters that are not observable on the market are estimated on the basis of reasonable assumptions (level 3). All fair value measurements refer to regularly performed measurements. There were no one-off fair value measurements in the reporting period.

Measurement process

Responsibility for independent monitoring and communication of risks as well as the measurement of financial instruments lies with the Strategic Risk Management department of Oberbank. The unit is functionally and organisationally separate from Trading, which is responsible for the initiation and conclusion of transactions. Trading book positions are marked-to-market daily at the close of business.

Valuation is based on current stock exchange prices where such quoted prices are publicly available. If direct measurement based on prices quoted on securities exchanges is not possible, model values derived from current market data (yield curves, volatilities, etc.) are used. The market data is validated daily. At regular intervals, the model prices are compared with the prices actually obtainable on the market; in this context the model prices of the derivatives are compared to the model prices of the partner banks. The management is sent a daily update on risk positions and the valuation results based on the entire trading book positions. The fair value of financial instruments not carried in the trading book is measured on a quarterly basis.

Measurement methods for determining fair value

The measurement methods used are in compliance with recognised mathematical methods for measuring financial instruments taking into account all factors that market participants would consider appropriate for determining a price. The measurement approach applied to measure the fair value is the income-based methodology. The market-based approach is applied only in the fair value measurement of structured products.

Input factors for fair value measurement

The measurement of the fair value of financial instruments in level 1 is based on prices quoted on active markets. These instruments include listed securities and derivative instruments. If direct measurement based on prices quoted on securities exchanges is not possible, the present value in level 2 is estimated using model values derived from current market data (yield curves, volatilities, etc.). Underlying interest-rate curves and volatilities are obtained from the LSEG system (formerly Refinitiv).

Measurements are based on generally-accepted valuation models, with measurements being made under market conditions. In the case of derivatives, symmetrical products (e.g. IRS) are measured using the discounted cash flow method. The fair values of asymmetrical products (options) are calculated using

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standard methods (e.g. the Black-Scholes, Hull & White, etc.). Structured products are measured on the basis of price information obtained from third parties.

All derivative instruments are measured on a counterparty-risk-free basis in a first step. In a second step, a credit risk markdown is determined (credit valuation adjustment, CVA) based on the internal probabilities of default of an expected loss.

The fair values of non-listed securities are obtained from the Geos system. The fair value of investment fund units is obtained from the fund management companies. The present value method (discounted cash flow method) is used to calculate the fair value of securitised liabilities, subordinated capital and amounts owed to credit institutions and customers, with the cash flows of own issues being calculated using the contractual interest rate.

The interest rates used for discounting are derived from the discount curve applicable to the respective currency, adding a premium in the form of a credit spread corresponding to the seniority of the issue. The credit rating premiums are adjusted regularly to the respective market conditions.

The fair value of level 3 assets is measured using generally accepted valuation models. The fair value measurement of receivables from credit institutions and customers is based on the discounted contract cash flow (based on contractually-agreed repayment structures) and the discounted expected credit loss cash flows (considers the credit rating of the customer and collateral). The exchange rates used are the reference rates published by the ECB. A possible deterioration of the creditworthiness of customers has an effect on the determination of the fair value for level 3 financial instruments.

If risk premiums were to increase by 50 bps, the loans and advances to customers measured at fair value would decrease by EUR 8 million (31/12/2024: EUR 9.5 million); if risk premiums were to rise by 100 bps, the fair values of these loans and advances to customers would decrease by EUR 15.7 million (31/12/2024: EUR 18.5 million).

The fair value of equity investments and shares in affiliated companies is measured primarily using the discounted cash flow entity method and/or mixed methods (multiples method in combination with the discounted cash-flow method) or other methods of company valuation. Changes in the fair value hierarchy or classification take place whenever there is any change in the quality of the input parameters used in the measurement method. Classification adjustments are made at the end of the reporting period.

The following table shows the movements in equity investments FVOCI measured at fair value and assigned to level 3.

Movements in EURk	2025	2024
Carrying amount as at 01/01	292,301	286,270
Additions (purchases)	6	505
Disposals (sales/mergers)	-30,201	-1,330
Initial recognition due to IFRS 9	0	0
Value changes recognised in equity	7,855	6,856
Value changes recognised in income	0	0
Carrying amount as at 31/12	269,961	292,301

Other comprehensive income decreased by EURk 6,307 (2024: increase by EURk 8,411) from these instruments.

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The determination of the fair values of equity investments measured at FV/OCI in level 3 is based on the following significant, non-observable input factors:

	Significant, non-observable input factors	Relationship between significant, non-observable input factors and measurement at fair value
Equity investments FVOCI	Discount rate 4.98% to 8.41% (pr. yr.: 4.93% to 8.45%), weighted average 6.22% (pr. yr.: 6.04%).	The estimated fair value would increase (decrease) if the discounting rate were lower (higher).

As regards the fair values of equity investments at FV/OCI, a change that may reasonably be expected in one of the significant non-observable input factors – with all other input factors being left unchanged – would have the following effects on other comprehensive income after tax:

in EURk	31/12/2025		31/12/2024	
	Increase	Reduction	Increase	Reduction
Discounting rate (0.25% change)	-5,226	5,448	-5,141	5,276

A sensitivity analysis for further input factors (e.g. projected values) was not considered indicative. The remaining level 3 financial instruments valued at fair value refer to loans and advances to customers measured at fair value in profit or loss.

Movements in 2025 in EURk	Loans and advances to customers
Carrying amount as at 01/01	284,134
Transfer to level 2	0
Additions	0
Disposals (repayments)	-2,657
Changes in fair value	-6,384
thereof disposals	0
thereof portfolio instruments	-6,384
Carrying amount as at 31/12	275,093

There were no transfers between level 1 and level 2.

Movements in 2024 in EURk	Loans and advances to customers
Carrying amount as at 01/01	283,554
Transfer to level 2	0
Additions	1,163
Disposals (repayments)	-2,653
Changes in fair value	2,070
thereof disposals	0
thereof portfolio instruments	2,070
Carrying amount as at 31/12	284,134

There were no transfers between level 1 and level 2.

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Offsetting of financial assets and financial liabilities (in EURk) as required by IAS 32 and IFRS 7

	Financial Assets, gross	Gross amounts, offset	Recognised financial assets, net	Amounts not recognised		Net amount
				Effects of netting arrangements	Financial instruments provided as collateral	
Assets as at 31/12/2025						
Receivables from credit institutions	395,654	-64,175	331,479			331,479
Receivables from customers	22,086,121	-456,685	21,629,436			21,629,436
Derivatives	35,472		35,472	-20,836	-5,046	9,590
Total	22,517,247	-520,860	21,996,387	-20,836	-5,046	21,970,505
Liabilities as at 31/12/2025						
Amounts owed to credit institutions	3,761,884	-64,175	3,697,709			3,697,709
Amounts owed to customers	16,918,030	-456,685	16,461,345			16,461,345
Liabilities from central bank deposits transferred and securities repurchase agreements	0		0			0
Derivatives	92,370		92,370	-20,836	-59,149	12,385
Total	20,772,284	-520,860	20,251,424	-20,836	-59,149	20,171,439

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	Financial Assets, gross	Gross amounts, offset	Recognised financial assets, net	Amounts not recognised		Net amount
				Effects of netting arrangements	Financial instruments provided as collateral	
Assets as at 31/12/2024						
Receivables from credit institutions	456,037	-98,564	357,473			357,473
Receivables from customers	21,238,214	-469,253	20,768,961			20,768,961
Derivatives	49,803		49,803	-22,332	-11,442	16,029
Total	21,744,054	-567,817	21,176,237	-22,332	-11,442	21,142,463
Payables 31/12/2024						
Amounts owed to credit institutions	3,902,435	-98,564	3,803,871			3,803,871
Amounts owed to customers	16,509,588	-469,253	16,040,335			16,040,335
Liabilities from central bank deposits transferred and securities repurchase agreements	0		0			0
Derivatives	114,596		114,596	-22,332	-76,585	15,679
Total	20,526,619	-567,817	19,958,802	-22,332	-76,585	19,859,885

The column "Gross amounts offset" shows amounts for which offsetting is permitted pursuant to IAS 32. The column "Effects of netting arrangements" presents amounts subject to a master netting arrangement. These master netting arrangements with customers are standardised derivatives framework agreements. Furthermore, standardised agreements such as ISDA contracts are entered into with banks ISDA contracts are master netting arrangements (framework contracts) with the International Swaps and Derivatives Association (ISDA). Oberbank AG employs these netting arrangements to reduce risks from derivatives in the event of a counterparty default. On the basis of these agreements, all transactions involving derivatives are settled net, with assets being offset against liabilities. If the net position is additionally hedged by means of cash collateral given or received (e.g. margin accounts), the hedges are reported in the column "Financial instruments provided as collateral". These hedges are based on CSA agreements (Credit Support Annex) with banks, which define the basic provisions governing the acceptance of collateral. The column "Financial instruments provided as collateral" shows the total amounts of collateral received or provided in the form of financial instruments in relation to the total amount of assets and liabilities.

32) Related party disclosure

Total remuneration of the Management Board recognised in the consolidated financial statements was EURk 4,167.2 (pr. yr.: EURk 3,576.2). The variable component was EURk 946.3 (pr. yr. EURk 833.6).

Payments to former members of the Management Board and their surviving dependents amounted to EURk 1,284.2 (pr. yr.: EURk 1,350.0). Expenses (+) / income (-) for termination benefits and pensions for Management Board members (including former members of the Management Board and their surviving dependents) came to EURk -533.3 (pr. yr.: EURk 1,953.8). These amounts include changes recognised in equity (actuarial gains or losses from changes in the parameters used for the actuarial calculation of provisions for post-employment benefits and pensions).

The remuneration policy of Oberbank AG, which was adopted with the required majority by the Annual General Meeting 2023, provides for a balanced relationship between fixed and variable components, with the variable remuneration being limited to 40% of the fixed remuneration component. The fixed basic salaries depend on the specific remits of the Management Board members. Joint and personal elements of the performance of Management Board members as well as the overall performance of Oberbank are taken into account in the variable component.

The key financial and non-financial performance criteria used by the Remuneration Committee for the calculation of the variable components of the Management Board remunerations are as follows:

- Sustained achievement of the strategic financial goals based on the bank's defined strategy and multi-year projections measured in terms of the earnings indicators defined in the annual budgeting process is taken into account at a valuation factor of 35%.
- Sustained compliance with strategic risk allocation in accordance with the Group-wide risk management strategy measured in terms of the risk indicators derived from the annual budgeting process is taken into account at a valuation factor of 35%.
- Sustained achievement of strategic non-financial goals based on the defined (sustainability) strategy is measured using selected metrics and taken into account at a valuation factor of 20%.
- The individual assessment of each Management Board member's performance based on the development of the specific areas of responsibility assigned to them under the distribution of remits may add a maximum of 10 percentage points to the combined results of items 1 to 3.

Should attainment of the overall target ascertained in this manner in all categories add up to 100%, the respective member of the Management Board would be entitled to a variable remuneration component of 30% of the fixed remuneration; however, this is capped at 40% in cases where the target is exceeded. Every percentage point by which achievement falls short of 100% results in one percentage point less variable remuneration being granted, so that if goal attainment is 70% or less, no variable remuneration component will be paid at all.

In accordance with statutory requirements, the variable remuneration component of Management Board members' remuneration, the amount of which is determined based on the "Parameters for the assessment of variable remuneration components for management board members" by the Remuneration Committee at its annual March meeting, is paid 50% in shares and 50% in cash; the respective shares are subject to a holding period of three years and the remuneration portion deferred for a period of five years must consist in equal parts of shares and cash.

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Since variable remuneration components are always determined and granted retroactively, corresponding provisions must be set aside in the balance sheet. Given the very moderate policy course pursued by the Remuneration Committee, these are easy to budget. For the remuneration for the year 2023 paid out in 2024, the amount was EUR 747,969.00, and for the remuneration for the year 2024 paid out in 2025, the amount was EUR 833,613.00. The remuneration to be paid out in 2026 for 2025 is EURk 946,264.00 and is recognised in the balance sheet as at 31 December 2025.

Variable components, like payments made to staff members, are paid out in May together with the monthly salaries; the amount assignable to the portion to be paid in equity instruments is booked to a blocked securities account in the name of the respective Management Board member and used to pay for the shares to be acquired, which are then subject to a holding period of three years.

The provisions recognised for the portions which, in accordance with legal requirements, are not disbursed (50% in cash and 50% in equity instruments) remained unchanged. They amounted to EUR 461,698.21 in 2024 and to EUR 473,132.00 in 2025. These amounts are distributed over the subsequent five years to be paid out following approval by the Remuneration Committee.

In terms of accounting treatment, the provisions to be recognised for the variable components of the Management Board remuneration are additional personnel expenses.

The members of the Supervisory Board receive an annual remuneration and are reimbursed for cash expenses incurred in connection with their function, but do not receive attendance fees. The amount of the remuneration was defined as follows by the Annual General Meeting (last amended by resolution of 16 May 2023) until further notice: EUR 28,000 for the chairperson, EUR 25,000 for the vice chairperson, and EUR 22,000 for each of the other members. The remuneration for work on the Audit Committee was EUR 6,000 per member and year, for the Remuneration Committee EUR 3,000 per member and year, for the Working Committee EUR 3,000 per member and year, for the Nominations Committee EUR 4,000 per member and year, for the Risk Committee EUR 3,000 per member and year, for the Credit Committee EUR 6,000 per member and year, for the Legal Committee EUR 6,000 per member and year and EUR 3,000 for the Sustainability Committee per member and year. The remuneration of the Supervisory Board for the financial year was EURk 328.0 (pr. yr.: EURk 345.0). The employee representatives on the Supervisory Board exercise their function as volunteers under § 110 (3) Labour Relations Act (ArbVG) and receive no remuneration.

With respect to the Supervisory Board of Oberbank AG, loans and guarantees for members of the Supervisory Board were EURk 203.2 (pr. yr.: EURk 235.4); loans to members of the Management Board of Oberbank AG were EURk 73.5 (pr. yr.: EURk 99.2). The loans and guarantees were granted on arm's length terms.

Framework conditions of the employee stock option plan 2025

- Offer period: 15 May to 11 June 2025
- Number of shares limited to 100,000 ordinary non-par value shares available for purchase and up to 40,000 ordinary non-par value shares allocated free of charge ("bonus shares").
- Subscription price: exchange price on 12 June 2025; maximum number of shares available for purchase: 100 shares
- Bonus shares: two free ordinary shares were allotted as bonus shares for every five ordinary shares purchased (5 + 2 model).

Within the predefined timeframe, the employees of Oberbank AG were offered shares in the company at preferential conditions (bonus shares). The purchase of shares is subject to restrictions on the amount employees are permitted to invest.

In the reporting year, the number of shares obtained by employees through this offer was 95,235 ordinary non-par value shares for purchase and 38,094 ordinary non-par value ordinary shares free of charge ("bonus shares").

The 38,094 ordinary shares acquired through the 2025 buyback programme for the purpose of issuing these to the eligible group of persons at no cost entailed expenses in an amount of EURk 2,719,911.60.

Share buyback programme 2025

The share buyback programme for ordinary shares was closed on 13 June 2025.

Within the share buyback programme for ordinary shares, Oberbank bought back a total of 136,498 ordinary non-par value shares between 2 June 2025 and 13 June 2025 on the stock exchange and over the counter, which corresponds to around 0.1933% or EURk 204,747.00 of the share capital. The weighted average price per ordinary share was EUR 71.3973; the highest price paid per ordinary share was EUR 71.40; the lowest price paid per ordinary share was EUR 71.00. The value of repurchased ordinary shares amounted to EUR 9,745,582.00.

On 16 June 2025, the Management Board of the company decided to sell or transfer all of the 136,498 ordinary shares purchased under the 2025 buyback programme; more specifically, 133,329 Oberbank ordinary shares to employees (incl. Management Board members) within the scope of the employee stock option plan 2025; thereof 95,235 ordinary no-par shares were purchased by employees and 38,094 shares were bonus shares free of charge (5 + 2 model), and 3,169 ordinary no-par shares went to the Management Board as share-based remuneration of the Management Board pursuant to § 39b Banking Act in compliance with the decision of the meeting of the Remuneration Committee of the Supervisory Board of Oberbank AG on 25 March 2025.

This decision as well as the sale of own shares were published pursuant to § 65 (1a) Stock Corporation Act in conjunction with § 119 (7) and (9) Stock Exchange Act 2018 and pursuant to §§ 2, 4 and 5 of Disclosure Regulation 2018 and are available on the website of Oberbank AG at: <https://www.oberbank.at/aktien-ruckkaufprogramme>

Shares held by employees and the Management Board

As at 31 December 2025, employees (including retirees) and the Management Board held the following shares:

	Ordinary shares
Employees (directly and via the Foundation, Belegschaftsbeteiligungsprivatstiftung)	3,558,942
thereof Management Board	58,806
Gasselsberger	36,804
Thiem	2,581
Hagenauer	11,932
Seiter	5,615
Lehner	1,874

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In the course of ordinary business activities, business with companies and individuals considered to be related parties was transacted on arm's length terms. Business transactions between related companies included in the group of consolidated companies were eliminated in the context of consolidation and are not explained in these Notes.

Business transactions with related parties as at 31 December 2025 were as follows :

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in €k	Associates	Subsidiaries	Entities able to exercise significant influence over the company	Other related parties ¹⁾
Transactions				
Loans	9,064	0	0	347
Guarantees/ collateral	188	0	0	495
Outstanding balances				
Receivables	218,318	24,202	30,702	75,190
Receivables preceding year	278,687	28,367	29,691	112,885
Securities	0	0	0	0
Securities preceding year	0	0	0	0
Payables	68,312	28,135	101	108,857
Payables in preceding year	13,982	44,719	99	143,021
Guarantees/ collateral	164,029	0	0	27,584
Guarantees/ collateral in preceding year	214,225	0	0	33,055
Provisions for doubtful receivables	0	0	0	0
Provisions for doubtful receivables, preceding year	0	0	0	0
Income items				
Interest	7,051	588	735	3,278
Commissions	280	4	2	432
Expenses				
Interest	-436	-637	-6	-1,163
Commissions	0	0	0	0
Provisions for doubtful receivables	0	0	0	0
Administrative expenses	0	0	0	0

1) Other related parties include key management personnel at Oberbank AG, including their immediate families, as well as companies that are controlled or jointly managed by these parties.

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The following group of persons has been defined as key management personnel pursuant to IAS 24 with respect to Oberbank AG:

- Management Board
- Supervisory Board members (incl. employee representatives)
- Heads of department
- Main parties responsible for internal control functions if they do not head their own department
- (Regulatory) compliance functions pursuant to § 39 (6) Banking Act
- Risk Management pursuant to § 39 (5) Banking Act
- Internal Audit pursuant to § 42 Banking Act
- Anti-money Laundering department pursuant to § 23 (3) Financial Market Anti-money Laundering Act (FM-GwG)
- Compliance pursuant to Del REG (EU) 2017/565 and Austrian Securities Supervision Act 2018
- Local function holders in foreign markets

33) Segment reporting

The basis for segment reporting is the bank's internal segment accounting system, which is represented by the separation implemented in 2003 between Retail Banking and Corporate and Business Banking and in the resultant corresponding management remits. The segments are presented in the segment reports as if they were autonomous entities with their own equity and with responsibility for their own profit or loss. Customer service competence was the primary criterion for this subdivision into segments.

The segment information is based on what is called the management approach, which requires that the segment information be presented on the basis of the internal reporting approach as regularly used in making decisions on the allocation of resources to the individual segments and the assessment of their performance.

In the Oberbank Group, the segments are defined as follows: Retail Banking, Corporate and Business Banking (incl. results of leasing subgroup), Financial Markets (trading activities; Treasury positions; the bank's market maker positions; term structure income; income from associates; and Other (items not directly related to business segments; balance sheet items not allocated to any other segment; units that contribute to profit but cannot be allocated to any individual segment).

Since the financial year 2016, the equity allocated to the segments has been measured on the basis of the average 10-year swap rate calculated for the last 120 months and recognised in net interest income as income from equity investments. The allocated equity capital is distributed in accordance with the regulatory capital requirements for the segments.

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Segment reporting as at 31/12/2025					
Core business segments in €k	Retail Banking	Corporate and Business Banking	Financial Markets	Other	Total
Net interest income	171,171	459,482	-9,442	0	621,211
Income from entities recognised using the equity method	0	0	62,045	0	62,045
Loan loss provisions	-1,353	-57,735	36	0	-59,052
Fee and commission expenses	-17,241	-5,771	0	0	-23,012
Fee and commission income	125,081	129,714	0	0	254,795
Net trading income	0	-607	7,739	0	7,132
Administrative expenses	-140,706	-217,199	-11,558	-32,371	-401,834
Other operating income	6,831	-6,619	15,041	519	15,772
Extraordinary profit/loss	0	0	0		0
Profit for the year before tax	143,782	301,266	63,861	-31,852	477,057
Average risk-weighted assets	1,933,094	13,964,734	5,011,793	0	20,909,621
Average allocated equity	391,246	2,826,373	1,014,355	0	4,231,974
RoE (return on equity) before tax	36.75%	10.66%	6.30%		11.27%
Cost/income ratio	49.23%	37.70%	15.33%		42.84%
Cash and balances with central banks			2,429,198		2,429,198
Loans and advances to credit institutions			331,479		331,479
Loans and advances to customers	3,701,719	17,927,717			21,629,436
Trading assets			19,783		19,783
Financial investments			4,394,334		4,394,334
Interests in entities recognised using the equity method			1,298,029		1,298,028
Other assets	94,507	312,848	20,672	132,580	560,607
Segment assets	3,796,226	18,240,565	7,195,466	132,580	29,364,837
Amounts owed credit institutions			3,697,708		3,697,709
Amounts owed to customers	7,242,462	9,218,883			16,461,345
Securitised liabilities			3,623,806		3,623,806
Trading liabilities			19,174		19,174
Equity and subordinated debt capital	454,957	3,286,628	1,179,536		4,921,120
Other liabilities	102,194	198,063	80,511	260,915	641,683
Segment liabilities	7,799,613	12,703,574	8,600,735	260,915	29,364,837
Depreciation/amortisation	10,198	15,572	378	6,136	32,284

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Segment reporting 31/12/2024	Corporate and Business Banking				Financial Markets	Other	Total
Core business segments in €k	Retail Banking	Corporate and Business Banking	Financial Markets	Other	Other	Total	Total
Net interest income	222,610	500,880	-67,181	0	0	656,309	
Income from entities recognised using the equity method	0	0	82,004	0	0	82,004	
Loan loss provisions	-1,439	-67,380	101	0	0	-68,718	
Fee and commission expenses	-15,316	-5,683	0	0	0	-20,999	
Fee and commission income	110,886	116,016	0	0	0	226,902	
Net trading income	0	547	7,908	0	0	8,455	
Administrative expenses	-141,156	-216,878	-11,519	-33,120	0	-402,673	
Other operating income	-7,044	-5,446	1,892	6,130	0	-4,468	
Extraordinary profit/loss	0	0	0	0	0	0	
Profit for the year before tax	168,540	322,056	13,205	-26,990	0	476,811	
Average risk-weighted assets	2,014,575	13,245,597	4,619,138	0	0	19,879,310	
Average allocated equity	404,369	2,658,680	927,162	0	0	3,990,211	
RoE (return on equity before tax)	41,68%	12,11%	1,42%			11,95%	
Cost/income ratio	45,37%	35,77%	46,78%			42,47%	
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Cash and balances with central banks			2,803,384			2,803,384	
Loans and advances to credit institutions			357,473			357,473	
Loans and advances to customers	3,624,857	17,144,103				20,768,961	
Trading assets			28,564			28,564	
Financial investments			3,903,203			3,903,203	
Interests in entities recognised using the equity method			1,245,860			1,245,860	
Other assets	88,045	271,656	26,342	134,992		521,035	
Segment assets	3,712,902	17,415,759	7,118,966	134,992		28,382,619	
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Amounts owed credit institutions			3,803,872			3,803,871	
Amounts owed to customers	7,187,003	8,853,330				16,040,335	
Securitised liabilities			3,162,366			3,162,366	
Trading liabilities			22,788			22,788	
Equity and subordinated debt capital	468,406	3,079,718	1,065,089			4,613,213	
Other liabilities	48,309	110,112	96,019	485,607		740,047	
Segment liabilities	7,703,718	12,043,160	8,150,134	485,607		28,382,619	
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Depreciation/amortisation	9,853	15,360	381	5,509		31,103	

34) Non-performing loans see Note 43), "Credit risk"

35) Assets provided as collateral in €k	2025	2024
Cover pool for trust money in savings deposits	30,000	23,000
Cover pool for covered bank bonds	0	0
Cover pool for mortgage-backed bank bonds (Liquidity buffer)	4,193,367	3,931,518
Margin cover and collateral deposits for securities transactions and derivatives	114,018	145,615
Collateral for credit line with Euroclear	0	0
Collateral for EIB global loan facility	0	0
Securities and receivables for refinancing operations with OeNB	0	0
Securities held as collateral for the refinancing programme with the Hungarian National Bank	72,624	91,101
Accounts receivable assigned to Oesterreichische Kontrollbank (OeKB)	1,490,252	1,586,205
Accounts receivable assigned to special banks handling subsidised loan schemes in Germany	1,676,249	1,773,196
Accounts receivable assigned to the Hungarian National Bank and to special banks handling subsidised loan schemes in Hungary	59,695	52,797
Securities / receivables held as cover for pension provisions	20,947	27,792
Other assets furnished as collateral to CCP Austria GmbH as the clearing agent for stock market transactions	725	473
Assets pledged as collateral	7,657,877	7,631,697

Collateral is provided in accordance with standard commercial practices or statutory provisions.

36) Subordinated assets in €k	2025	2024
Loans and advances to credit institutions	0	0
Loans and advances to customers	62,604	44,475
Bonds and other fixed-interest securities	13,333	11,538
Other variable-yield securities	13,394	14,386
Subordinated assets	89,331	70,399

37) Foreign currency balances in €k	2025	2024
Assets	2,957,284	2,858,662
Equity and liabilities	2,376,387	2,405,851

See Risk Report, Note 42 et seq.

38) Fiduciary assets in €k	2025	2024
Fiduciary loans	389,019	411,291
Fiduciary investments	0	0
Fiduciary assets	389,019	411,291

These include ERP loans for which Oberbank bears only the management risk. The fiduciary transactions of 3-Banken Wohnbaubank AG with BKS Bank AG and BTV Vier Länder Bank AG are reported directly at the issuer.

39) Repo and reverse repo agreements in €k	2025	2024
Carrying amount of securities underlying repo and reverse repo agreements	0	0

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40) Contingent liabilities and commitments in €k	2025	2024
Other contingent liabilities (guarantees and letters of credit)	1,752,297	1,707,712
Contingent liabilities	1,752,297	1,707,712
Liabilities arising from repo and reverse repos	0	0
Other commitments (irrevocable loan commitments)	4,371,289	4,109,665
Credit risks	4,371,289	4,109,665

41) Group of consolidated companies

The following list presents the group of consolidated companies within the Oberbank Group as at 31 December 2025.³⁶

GROUP PARENT OBERBANK AG, Linz

CONSOLIDATED ENTITIES	Share in %
3-Banken Wohnbaubank AG, Linz	80.00
3-Banken Kfz-Leasing GmbH, Linz	80.00
Donaulände Garage GmbH, Linz	100.00
Donaulände Holding GmbH, Linz	100.00
Donaulände Invest GmbH, Linz	100.00
Ober Finanz Leasing gAG, Budapest	100.00
Ober Leasing Gesellschaft mit beschränkter Haftung, Budapest	100.00
Oberbank Reder Immobilienleasing GmbH, Linz	100.00
Oberbank Bergbahnen Leasing GmbH, Linz	100.00
Oberbank Eugendorf Immobilienleasing GmbH, Linz	100.00
Oberbank Frank Immobilienleasing GmbH, Linz	90.00
Oberbank FSS Immobilienleasing GmbH, Linz	100.00
Oberbank Goldkronach Beteiligungs GmbH, Neuötting	100.00
Oberbank Leobendorf Immobilienleasing GmbH, Linz	100.00
Immobilien Abwicklung 01 GmbH, Neuötting	100.00
Oberbank Immobilien-Leasing Gesellschaft m.b.H., Linz	100.00
Oberbank Immobilien Leasing GmbH Bayern, Neuötting	100.00
Oberbank Jasminstraße 2 Immobilienleasing GmbH, Linz	100.00
Oberbank KB Leasing Gesellschaft m.b.H., Linz	100.00
Oberbank Kfz-Leasing GmbH, Linz	100.00
OBERBANK LEASING GESELLSCHAFT MBH., Linz	100.00
Oberbank Leasing GmbH Bayern, Neuötting	100.00
Oberbank Leasing JAF Holz, s.r.o., Prague	95.00
Oberbank Leasing Palamon s.r.o., Prague	100.00
Oberbank Leasing s.r.o., Bratislava	100.00
Oberbank Leasing spol. s.r.o., Prague	100.00
Oberbank LKR Immobilienleasing GmbH, Linz	100.00
Oberbank Logistik Immobilienleasing GmbH, Linz	100.00
Oberbank Operating Mobilienleasing GmbH, Linz	100.00

³⁶ Information relevant for ESR5 2 BP-1 §5 b ii

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Oberbank Operating OPR Immobilienleasing GmbH, Linz	100.00
Oberbank Pernaub Immobilienleasing GmbH, Linz	100.00
Oberbank Riesenhof Immobilienleasing GmbH, Linz	100.00
Oberbank Seiersberg Immobilienleasing Gesellschaft m.b.H., Linz	100.00
Oberbank Unterpemstatten Immobilienleasing GmbH, Linz	100.00
Oberbank Weikirchen Immobilienleasing GmbH, Linz	100.00
Oberbank Wiener Neustadt Immobilienleasing GmbH, Linz	100.00
Oberbank NGL Immobilienleasing GmbH, Linz	100.00
OBK Ahlten Immobilien Leasing GmbH, Neutting	100.00
OBK Munchen 1 Immobilien Leasing GmbH, Neutting	100.00
OBK Munchen 2 Immobilien Leasing GmbH, Neutting	100.00
OBK Munchen 3 Immobilien Leasing GmbH, Neutting	100.00
POWER TOWER GmbH, Linz	99.00

COMPANIES CONSOLIDATED PURSUANT TO IFRS 11 (JOINT ARRANGEMENT)

ALPENLANDISCHE GARANTIE-GESELLSCHAFT m.b.H., Linz	Share in % 50.00
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ASSOCIATED COMPANIES ACCOUNTED FOR USING THE EQUITY METHOD

BTV Vier Lander Bank AG, Innsbruck	Share in % 13.85
BKS Bank AG, Klagenfurt	17.52
voestalpine AG, Linz	8.04

NON-CONSOLIDATED ENTITIES

Share in %

A. SUBSIDIARIES

„AM“ Bau- und Gebauervermietung Gesellschaft m.b.H., Linz	100.00
Oberbank Service GmbH, Linz	100.00
Oberbank Infrastruktur Management GmbH, Linz (formerly Betriebsobjekte Verwertung Gesellschaft m.b.H.), Linz	100.00
GAIN CAPITAL PARTICIPATIONS SA, SICAR, Luxembourg	58.69
Oberbank Beteiligungsholding Gesellschaft m.b.H., Linz	100.00
Oberbank Immobilien-Service Gesellschaft m.b.H., Linz	100.00
Oberbank Industrie und Handelsbeteiligungsholding GmbH, Linz	100.00
Oberbank Opportunity Invest Management Gesellschaft m.b.H., Linz	100.00
Oberbank PE Beteiligungen GmbH, Linz	100.00
Oberbank PE Holding GmbH, Linz	100.00
Oberbank Unternehmensbeteiligung GmbH, Linz	100.00
Samson eske Budejovice spol. s r.o., Budweis	100.00
„ST“ BAU Errichtungs- und Vermietungsgesellschaft m.b.H., Linz	100.00
TZ-Vermogensverwaltungs GmbH, Linz	100.00

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B. ASSOCIATES

	Share in %
3 Banken-Generali Investment-Gesellschaft m.b.H., Linz	20.57
3-Banken Beteiligung Gesellschaft m.b.H., Linz	40.00
3 Banken Versicherungsmakler Gesellschaft m.b.H., Innsbruck	40.00
Beteiligungsverwaltung Gesellschaft m.b.H., Linz	40.00
3 Banken IT GmbH, Linz	40.00
GAIN CAPITAL PARTICIPATIONS II S.A. SICAR, Luxembourg	33.11
Gain Capital Private Equity III SCSp, Luxembourg	36.97
Gasteiner Bergbahnen Aktiengesellschaft, Bad Hofgastein	32.62
DIANA Digital und Analog Beteiligungs- und Verwaltung GmbH, Mödling	24.90
OÖ HightechFonds GmbH, Linz	24.70
Techno-Z Braunau Technologiezentrum GmbH, Braunau	21.50

Information on subsidiaries

As regards accounting methods, see item 2) in the Notes to the Consolidated Financial Statements, section "Consolidation policies". The table below presents a list of the key subsidiaries of the Oberbank Group in the years 2025 and 2024.

Name	Country of main activity	Equity share in %	
		2025	2024
Oberbank Leasing GmbH	Austria	100.00	100.00
Oberbank Immobilien-Leasing GmbH	Austria	100.00	100.00
Power Tower GmbH	Austria	99.00	99.00
3 Banken Kfz Leasing GmbH	Austria	80.00	80.00
Oberbank Kfz Leasing GmbH	Austria	100.00	100.00
Oberbank Leasing GmbH Bayern	Germany	100.00	100.00
Oberbank Leasing spol.s.r.o.	Czech Republic	100.00	100.00
Ober Finanz Leasing gAG	Hungary	100.00	100.00
Oberbank Leasing s.r.o.	Slovakia	100.00	100.00
Donaulände Invest GmbH	Austria	100.00	100.00

As at 31 December 2025, there were no significant non-controlling interests in any of the subsidiary companies.

Information on associates

As regards accounting methods, see item 2) in the Notes to the Consolidated Financial Statements, section “Consolidation policies”. As at 31 December 2025, the Oberbank Group had three associated companies accounted for using the equity method.

	BKS Bank AG	BTV Vier Länder Bank AG	voestalpine AG
Nature of relationship	Strategic banking partner	Strategic banking partner	Strategic partner
Type of activity	Credit institution	Credit institution	Steel-based technology and industrial goods group
Headquartered in	Austria	Austria	Austria
Share in capital	17.52% (2024: 17.52%)	13.85% (2024: 13.85%)	8.04% (2024: 8.04%)
Voting share	17.52% (2024: 17.52%)	13.85% (2024: 13.85%)	8.04% (2024: 8.04%)
Fair value of ownership share (if listed)	147,628 in €k (2024: 127,570 in €k)	349,634 in €k (2024: 287,934 in €k)	542,490 in €k (2024: 263,204 in €k)

The following table presents summarised financial information on the associated companies BKS Bank AG, BTV Vier Länder Bank AG (credit institutions) and the voestalpine Group (other). The information is based on the respective group financial statements, which were prepared in accordance with IFRS.

in €k	Credit institutions				Other	
	BKS		BTV		voestalpine	
	2025	2024	2025	2024	2025	2024
Revenue	367,355	391,981	530,059	538,113	15,292,500	16,213,800
Profit/loss from continuing operations	138,270	183,110	169,643	221,153	194,300	57,500
Profit/loss after taxes from discontinued operations	0	0	0	0	0	0
Other comprehensive income	11,560	15,975	8,874	18,017	-500	-149,600
Total	149,830	199,085	178,517	239,170	193,800	-92,100
Short-term assets	700,181	726,390	3,315,007	2,650,071	7,322,800	7,368,700
Long-term assets	10,358,257	10,116,480	12,170,330	12,060,850	8,055,400	7,958,700
Short-term debts	550,852	913,529	1,071,056	1,081,459	5,536,100	5,310,300
Long-term debts	8,485,012	8,032,998	11,797,435	11,164,623	2,311,400	2,590,800
Group's share in the net assets of associated companies at the beginning of the year	321,124	290,107	333,261	304,177	591,476	600,187
Profit/loss attributable to parent company	25,320	33,824	23,372	31,140	18,387	1,340
Dividends received in the reporting year	3,209	2,808	3,085	2,057	8,616	10,051

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Additions in the reporting year	0	0	0	0	0	0
Group's share in the net assets of associated companies at the end of the year	343,234	321,124	353,548	333,261	601,247	591,476

There is a syndicate agreement in place between Oberbank AG, BTV Vier Länder Bank AG and Generali 3Banken Holding AG regarding the investment held in BKS Bank AG, and there is a syndicate agreement in place between Oberbank AG, BKS Bank AG and Generali 3Banken Holding AG regarding the investment held in BTV Vier Länder Bank AG. The purpose of these syndicate agreements is to preserve the independence of BKS Bank AG and BTV Vier Länder Bank AG, respectively. BKS Bank AG and BTV Vier Länder Bank AG were accounted for in the consolidated financial statements by reason of the aforesaid syndicate agreements. The voestalpine group was included mainly because of its shareholder structure, which ties in with Oberbank's sustainable long-term strategic goals and the associated possibility of exerting a significant influence. Moreover, as a strategic investor, Oberbank AG also has a representative on the Supervisory Board of voestalpine AG. To permit the timely preparation of annual financial statements, the cut-off date for recognising associates is 30 September.

Any effects of significant transactions or other events between that reporting date and the reporting date of the consolidated financial statements were taken into account. The associates not included in the consolidated financial statements reported the following figures as at the balance sheet date (Austrian Business Code):

in €k	2025	2024
Assets	256,024	265,670
Liabilities	149,905	157,856
Revenue	228,151	205,764
Profit/loss for the period	9,989	9,169

Since these figures were compiled in accordance with the Austrian Business Code, it was not possible to provide a breakdown by result from continuing and discontinued operations as required pursuant to IFRS 12 and other comprehensive income/total income.

Disclosures regarding jointly controlled operations

As regards accounting methods, see item 2) in the Notes to the Consolidated Financial Statements, section "Consolidation policies". The Oberbank Group holds a 50% interest in ALPENLÄNDISCHE GARANTIE-GESELLSCHAFT m.b.H, a joint arrangement entered into together with the partner banks BKS Bank AG and BTV Vier Länder Bank AG. The purpose of this company is to provide a guarantee for large loan exposures of the shareholder banks. The company has its headquarters in Austria. ALPENLÄNDISCHE GARANTIE-GESELLSCHAFT m.b.H is classified as a joint arrangement by the Oberbank Group and its partner banks, although it is legally independent of these parties.

The reason is that the guarantee fund created for covering large loan exposures is available exclusively to the partner banks and was endowed from payments made by the latter.

Disclosures regarding non-consolidated structured entities

Nature, purpose and extent of the Group's interest in non-consolidated structured entities

The Oberbank Group engages in various business activities with so-called structured entities which are designed to achieve a defined business purpose. A structured entity is one that has been set up in such a way that any voting rights or similar rights are not the dominant factor in deciding who controls the entity. A structured entity has some or all of the following features or attributes: limited activities, a clearly and precisely defined objective, insufficient equity to permit it to finance its activities without subordinated financial support. Structured entities generally finance the purchase of assets by issuing debt or equity securities. Some are collateralised by and/or indexed to the assets held by the structured entity.

The Oberbank Group's interests in unconsolidated structured entities consist of contractual relationships with attached entitlement to variable proceeds from the performance of the unconsolidated structured entities. These relate to business activities with investment fund units in which the Oberbank Group has invested. They serve the purpose of earning investment income.

The entities covered by this disclosure note are not consolidated because the Oberbank Group does not control them through voting rights, contracts, funding agreements or other means. Material structured entities identified within the Oberbank Group are generally carried at fair value in the IFRS financial statements as their performance is assessed and monitored in terms of their fair value development on the basis of a documented investment strategy.

Income

The Oberbank Group earns income from such transactions, firstly in the form of dividends, and secondly from changes in the value of the securities held. Dividends are reported in the item Interest and similar income. Changes in value are shown under Net income from financial assets FVPL in the item Other operating income.

Maximum exposure to loss

The maximum exposure to loss from these interests corresponds to the carrying amount at which the assets are reported. Collateral deposited is not taken into account as a deduction item.

Size

The Oberbank Group has defined the fair value of managed assets as the appropriate indicator for evaluating the size of non-consolidated structured entities. The decision to use the fair value was taken because the performance of these investments is assessed and monitored on the development of their fair value on the basis of a documented investment strategy.

Finance support

During the financial year, the Oberbank Group provided no support to non-consolidated structured entities other than as required under contractual obligations. No such support is planned for the future either.

The table below shows the carrying amounts of the interests held by the group and the respective maximum exposure to loss resulting from these interests. It also provides an indication of the size of the structured entities.

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in €k	2025	2024
Financial assets		
Financial assets - FV/PL	70,879	56,564
Consolidated net profit		
Other operating income	3,430	-4,624
Net income from financial assets - FVPL	3,430	-4,624
Other operating income	0	0
Maximum exposure to loss	70,879	56,564

42) Risk management

Risk strategy

Consciously taking risks is a key feature of the banking business and a prerequisite for maintaining stable business and earnings development at Oberbank AG over the long term. The principal goals are to secure capital adequacy from the normative perspective and the economic perspective across all relevant risk types as well as to secure sufficient liquidity through effective risk management measures and an adequate liquidity buffer.

Responsibility for defining the Group's central risk management strategy, risk management and risk controlling throughout the Oberbank Group lies with Oberbank AG.

The basis for the risk strategy of Oberbank is the bank's positioning as a regional bank. The framework for strategic risk tolerance is the Risk Appetite Statement of Oberbank.

The Management Board and all employees act in accordance with the principles laid down in the bank's risk policy, and decisions are made on the basis of these guidelines. The inclusion of new business areas or products is preceded by an adequate analysis of the business-specific risks.

Organisation of risk management

Risk management covers all activities involved in systematically addressing potential risks within the Group. At Oberbank AG, risk management is an integral element of the bank's business policy, strategic target planning and operational management and controlling. Central responsibility for risk management lies with the full Management Board of Oberbank AG.

Based on the risk strategy, an evaluation of risk appetite is carried out during the regular annual budgeting process and the distribution of specific economic coverage capital for each business area (limits) is decided based on the opportunity-risk profile commensurate with the targets for growth and income. These limits provide the basis for ongoing strict compliance control throughout the respective year. Responsibility for managing the planning cycle lies with Strategic Risk Management.

Oberbank AG ensures risk management by setting up efficient management mechanisms for individual risk components. The Strategic Risk Management department of the bank is responsible for integrating the individual risk types to form one Group-wide bank risk to serve the Asset/Liability Management (ALM) Committee as the basis for its risk management activities. The Management Board member responsible for risk management is the chair of the Committee and has a veto right in the decision-making process relating

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to risk exposure. Within the scope of operational planning, the ALM Committee is responsible for allocating the available capital, taking into account the individual opportunity/risk profiles of the bank's lines of business.

Providing the central and independent risk controlling function stipulated by the Banking Act (§ 39 (5)) is the responsibility of the Strategic Risk Management department. This department has a complete overview of the existing risk types and their magnitude as well as of the risk situation of the bank; it measures, analyses, monitors and reports on all material risks of Oberbank AG. The reporting line is to the Supervisory Board, the Management Board, the ALM Committee as well as to the relevant department heads and employees. The unit is also involved in preparing the risk strategy.

The responsibility for the risk management of all subsidiaries as well as the bank's operating units in Austria and abroad rests centrally with Oberbank AG in the departments and bodies in charge of the individual risk components.

Risk report to the Supervisory Board

A report describing the risk strategy and the risk measurement methods used by the bank is submitted annually, while the current risk situation and the existing control and surveillance systems are presented to the Supervisory Board at every meeting.

Internal control system

Oberbank's internal control system (ICS) complies with the internationally recognised COSO Framework. A detailed description of ICS processes and procedures is available; all the bank's risk-relevant processes, the identified risk and the pertinent control measures are uniformly documented. Responsibilities and functions with respect to the ICS are clearly defined. The ICS is subject to regular, multi-level reporting on effectiveness and maturity. Control activities are documented and reviewed, and ICS-relevant risks are regularly evaluated and adjusted. This ongoing optimisation process contributes to quality assurance. In its function as an independent monitoring body, Oberbank's Internal Audit department audits the internal control system. It examines the effectiveness and adequacy of the ICS and reviews compliance with policies.

Disclosure pursuant to Part 8 of Regulation (EU) No 575/2013 (CRR)

Oberbank AG has chosen the internet as the disclosure medium pursuant to Part 8 CRR. Disclosures are available at the Oberbank website www.oberbank.at (under "Investor Relations").

Group-wide risk management process

At Oberbank AG, compliance with the regulatory requirements for qualitative risk management arising from the Internal Capital Adequacy Assessment Process (ICAAP) and the ILAAP (Internal Liquidity Adequacy Assessment Process) is complied with by calculating the risk-bearing capacity and by having a reporting system and limits for liquidity management in place.

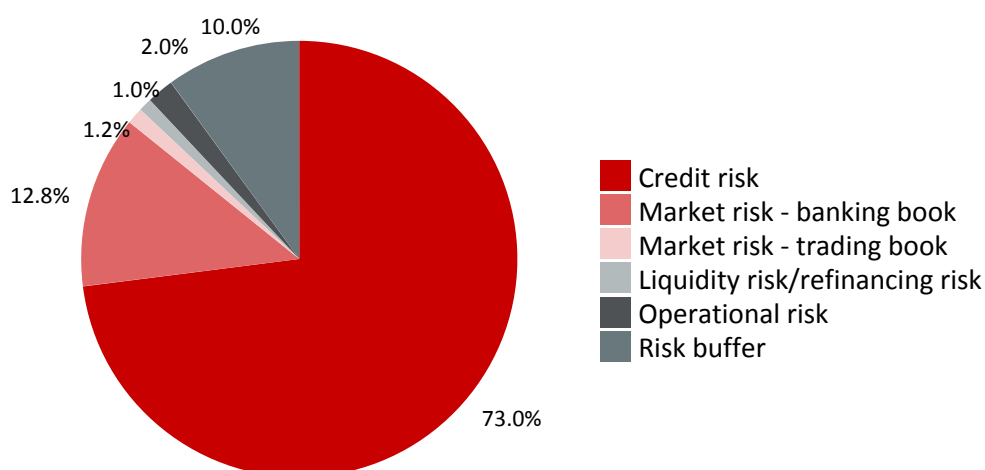
The basis for assessing the bank's risk-bearing capacity is the quantification of the material banking risks and the economic coverage capital allocated to each of them. Within the framework of the risk-bearing capacity calculation, the ICAAP risk limits for material banking risks resulting from the business model of Oberbank AG are derived on the basis of the economic coverage capital. Within the framework of this

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process, ICAAP risk limits are derived for all material banking risks, specifically credit risk (within which loss exposure, counterparty default risk, default risk from investees, foreign currency loan risk, migration risk, credit valuation adjustments risk (CVA risk), country risk and credit risk concentrations are quantified), market risk in the trading book, market risk in the banking book, liquidity risk and operational risks. In accordance with the recommendations of the FMA in its *Guide for Managing Sustainability Risks*, the special topics of sustainability risk in risk management are covered under primary risks. In the risk-bearing capacity calculation, the risk appetite of Oberbank AG is limited to 90% of economic coverage capital. The remainder of 10% is not allocated. Apart from using economic coverage capital as a tool for limiting risk, Oberbank controls material risks by means of processes and individual limits applied within the context of operational risk management.

The normative perspective method ensures that Oberbank complies with all regulatory and supervisory capital limits over the next three years also in adverse scenarios.

Share of assigned risk limits in total available economic coverage capital



On 31 December 2025, limit utilisation stood at 45.7% (31/12/2024: 56.4%). The credit risk limit was utilised to 44.4% (31/12/2024: 60.6%); in market risk - banking book to 56.7% (31/12/2024: 33.7%), in market risk - trading book to 19.0% (31/12/2024: 16.9%), in liquidity risk to 31.4% (31/12/2024: 36.3%), and in operational risk to 45.6% (31/12/2024: 57.5%).

Effects of stress scenarios

Oberbank AG complements the risk-bearing capacity calculation by performing crisis stress tests on a quarterly basis. In these tests, Oberbank AG takes into account the effects of a deterioration of the macroeconomic environment (slowing GDP growth, increase in unemployment rate and business failures, price drops on stock markets, declines on the real estate markets and higher interest rates, etc.).

This is simulated, for example, by higher probabilities of default for loans, declines in the value of real estate and a rise in market interest rates. The effects of a recession scenario, an inflation scenario and a bank-specific scenario are quantified.

As at 31/12/2025, the overall bank limit was not exceeded in any of these scenarios. In the scenario with the highest quantitative impact, total limit utilisation was 59.1% (31/12/2024: 70.7%).

Responsibility for the Group's risk management by risk category

Credit risk

The management of credit risk is the responsibility of the Credit Management department. This ensures that risk assessment and risk decisions are separate from sales operations across all phases of the credit process up to the Management Board level.

Equity risk

The Management Board of Oberbank AG as a whole is accountable for investment decisions as well for as the proper organisation and monitoring of the bank's management of equity investments. Operational management of equity investments is the responsibility of the Secretariat & Communications department. Equity investments representing direct credit substitutes are subject to the rules of the credit process.

Market risk

Within Oberbank AG, the management of market risks is shared by two entities, which manage these risks within the framework of the limits assigned to them.

The Treasury department is responsible for managing foreign currency risk (trading book and banking book) and all other risks arising from financial instruments in the trading book of the entire Oberbank Group. The Asset-Liability Committee is responsible for interest rate risk in the banking book, the strategic equity and fund positions in the banking book, the credit spread risk in the banking book as well as settlement and clearing risk.

Operational risk

A committee with responsibility for the management of operational risks has been set up at Oberbank AG. This committee oversees the management process of operational risks and is responsible for the ongoing improvement of the process and the adaptation of the relevant methodology. Operational risk is managed by the respective operating departments and the regional sales units (risk-taking units) responsible for operational risk in connection with products and processes within their respective spheres of responsibility.

Liquidity risk

Long-term and strategic liquidity is managed by the ALM Committee. Short-term liquidity control is the responsibility of Treasury.

Risk concentration

Risk concentrations constitute a concentration risk with a potential to cause losses large enough to threaten the stability of a financial institution or to produce a material change in its risk profile. A differentiation is made between two types of risk concentration:

- Inter-risk concentration refers to risk concentrations that may arise from interactions between different risk exposures across different risk categories.

The sensitivity of Oberbank AG for the inter-risk concentration risk is assessed by means of scenario analyses performed on a quarterly basis within the context of measuring the bank's risk-bearing capacity.

- Intra-risk concentration refers to risk concentrations that may arise from interactions between different risk exposures within a single risk category. Concentrations may occur in all types of risks. Responsibility for the intra-risk concentration risk therefore lies with the units responsible for the individual risk categories. Owing to the business model of Oberbank, the intra-risk concentration risk is a crucial factor especially in credit risk. It arises due to the fact that individual exposures may account for a high percentage of total exposure, or exposures exhibit an above-average degree of correlation (concentrations within exposure groups, business segments, sectors, countries, customer groups, etc.). The intra-concentration risk in credit risk is taken into account within the framework of the risk-bearing capacity calculation. Concentration risk is managed by means of country limits, large-loan limits and portfolio limits.

The individual country limits are determined on the basis of the country rating and the economic strength of the respective country as well as Oberbank AG's expert opinion based on information accumulated in the context of customer transactions with the respective country. Operating business limits are broken down into individual product categories. Compliance with the individual limits is automatically monitored by means of a limit system.

Portfolio limits are also in place in the area of foreign currency financing.

The share of the ten largest borrowers (group of affiliated customers) in the loans and receivables as well as fixed-interest securities amounted to 17.54% (pr. yr.: 17.34%). Of the 17.54%, some 78% (pr.yr.: 76%) were attributable to receivables from the public sector in the home market of Oberbank. Concentration broken down by sovereign and sector reflects the Oberbank's risk and business strategy as a regional universal bank and is presented in the tables in Note 43), along with further quantitative information on concentration risk. The volume of total large-loan exposures was far below the regulatory cap in the reporting period.

43) Credit risk

Credit risk is understood to mean the risk of a borrower's full or partial failure to fulfil the contractually-agreed payment obligations. Credit risk from loans and advances to other banks, sovereigns as well as retail and corporate customers is the most important risk component within the Oberbank Group. Risk management in credit management comprises default and counterparty risks, country risks, foreign currency risk, migration risk, the risk of credit valuation adjustment (CVA) as well as concentration risks. Oberbank AG does not have any securitisation transactions in its portfolio.

Credit risk strategy

The bank's credit risk strategy is based on the regionality principle (i.e. domicile of lending customers are in the regions covered by the branch network).

The focus is on lending to segment of industrial and medium-sized enterprises. Operational risk targets are defined jointly by the Management Board together with the head of the Credit Management department within the framework of the budgeting process and, if required, following an analysis of the business situation and current developments. The volume of foreign currency loans is limited to 3% of the total volume of loans to customers and to 5% of the volume of retail loans. In August 2023, foreign currency loans to consumers became subject to compliance with the strict FMA minimum standards. The organisational structure is in conformity with the minimum standards for credit operations.

Lending decision process

Areas of responsibility in the lending decision process are clearly defined, and standardised work processes are in place to avoid redundancies, which creates a sound foundation for loan applications to be processed swiftly and smoothly. The lending decision process encompasses all workflows up to the granting of a loan and the establishment of a credit line. These processes are based on standardised procedures in compliance with the bank's risk strategy.

Internal rating and assessment of creditworthiness

An efficient system for the assessment of a customer's creditworthiness is a central prerequisite for effective credit risk management with the aim of fair and risk-adequate pricing in the lending business of a bank. Oberbank AG considers its credit rating process one of the bank's core competencies. In the segments Corporate and Business Banking and Retail Banking, a credit rating process developed using statistical methods is applied.

Different credit assessment procedures are applied in Corporate and Business Banking (rating) and in Retail Banking (scoring). The rating-based approach relies on a hard-facts rating (based on currently available balance sheet data and estimates) and a soft-facts rating (qualitative information such as on products, markets, ESG criteria, etc.). It additionally takes into account warning signals and account data to arrive at a final rating. The scoring procedure for new retail customers consists of an application scoring (negative information, income and structural data) and for existing customers of an automated follow-up scoring (account behaviour, income and structural data). All rating and scoring procedures serve to establish an estimated probability of default per customer. This probability of default is mapped out on a master scale, which ensures that a rating grade established by means of different rating procedures will reflect a uniform probability of default. Credit ratings for credit institutions and sovereigns and the respective limits are assigned on the basis of external ratings and/or balance sheet analyses of banks, combined with qualitative criteria.

The rating procedure is validated annually by the Strategic Risk Management department. The resultant findings are used as a basis for the ongoing further development and optimisation of the rating system. The rating process is part of the process of granting loans and is done at least once annually thereafter. The authority to approve the ratings lies with the Credit Management department. There is a logical correlation between the risk rating assigned to a customer and the terms and conditions granted to the respective customer (risk-based pricing terms), which is backed by automated processes.

Risk management and controlling

The operational management of the credit portfolio is based primarily on the calculation of shortfalls per rating grade. The IT risk cockpit “ROSI” (Risk-oriented Steering Instruments), which makes quantitative and qualitative information on lending operations available to the units involved on an ongoing basis, is used to provide ongoing controlling. Indicators are defined for operating risk targets (focus as of rating stage 3a) and measured at the business area and business unit levels.

The required risk provisions are calculated on a monthly basis, and the earnings preview is updated accordingly.

The results of regular personal talks with customers well as campaigns triggered by current events are taken into account in the rating (in the forecasts based on hard facts, the soft facts and the early warning indicators). These review talks are held more frequently during crisis years. Maintaining close relations with customers continues to be essential due to the economic challenges. The focus of the large-scale campaigns in 2025 was on the effects of the current crises (uncertainty), the effects of tariffs and the management of liquidity and working capital. Depending on the sector, individual matters relating to energy costs, (global) supply chains and personnel costs were addressed. This makes it possible for the bank to adjust customers' credit assessments to their actual business situations very quickly.

Presentation of the portfolio

Credit risk exposure is made up of the loans and advances to central banks included in the item Cash and balances at central banks, the items Loans and advances to credit institutions and Loans and advances to customers, as well as of fixed-interest securities in the category of financial investments, exposure from derivatives and contingent liabilities, including non-utilised credit lines, as well as receivables from operating leases of the entire Oberbank AG Group; these are shown gross, i.e. before charges for losses on loans and advances. To provide up-to-date information on the bank’s risk situation, the positions from the leasing sub-group are also presented as at 31 December 2025, while the consolidated financial statements include figures as at 30 September 2025.

In €k	Exposure volume as at 31/12/2025	Exposure volume as at 31/12/2024
Loans and receivables	24,465,581	23,900,725
Fixed-income securities	2,576,061	2,131,246
Credit risks from derivatives and contingent liabilities	6,360,963	5,857,345
Total exposure	33,402,605	31,889,316

The increase in total exposure (plus EUR 1.5 billion) results from the rise in the lending volume and receivables (plus EUR 0.6 billion), interest-bearing securities (plus EUR 0.4 billion) and contingent liabilities (plus EUR 0.5 billion).

Distribution by rating category

The rating category “very strong” (corresponds to PD bandwidth 0.00% - 0.39%) includes the rating grades AA, A1, 1a and 1b; the rating category “strong” (corresponds to PD bandwidth 0.4% - 3.49%) includes the rating grades 2a, 2b, 3a and 3b, and the rating category “weak” (corresponds to PD bandwidth 3.5% - 99.9%) includes the rating grades 4a and 4b. The category “non-performing” comprises exposures to which a default definition within the meaning of the CRR applies: Rating grade 5a refers to exposures not yet

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transferred to the workout process. Exposures in rating grades 5b and 5c are already in the process of liquidation. The total non-performing credit risk exposure includes an amount of EUR 193.5 million (pr. yr.: EUR 132.1 million) of unimpaired credit risk volume due to the high collateralisation ratio.

Rating categories in €k as at 31/12/2025	Loans and receivables	Fixed-income securities	Credit risks from derivatives and contingent liabilities	Total
Very strong	11,069,876	2,519,620	3,577,877	17,167,373
Strong	11,992,135	56,442	2,684,080	14,732,657
Weak	797,293		69,338	866,631
Non-performing	606,278		29,668	635,946
Total exposure	24,465,581	2,576,061	6,360,963	33,402,605

Rating categories in €k as at 31/12/2024	Loans and receivables	Fixed-income securities	Credit risks from derivatives and contingent liabilities	Total
Very strong	10,417,831	2,045,550	3,302,963	15,766,344
Strong	11,821,946	62,845	2,441,842	14,326,633
Weak	897,780	22,701	61,418	981,899
Non-performing	763,167		51,122	814,439
Total exposure	23,900,725	2,131,246	5,857,345	31,889,316

Breakdown by region

The credit risk volume in geographical terms is presented on a country-of-debtor basis. The following tables show the credit risk exposure of the Oberbank Group as at 31/12/2025 and 31/12/2024 broken down by Oberbank's markets and other regions.

Geographic distribution in €k as at 31/12/2025	Loans and receivables	Fixed-income securities	Credit risks from derivatives and contingent liabilities	Total
Austria	14,233,411	691,645	4,263,293	19,188,349
Germany	5,608,937	143,998	1,400,298	7,153,233
Eastern Europe (CZ, SK, HU)	4,298,520	229,899	617,485	5,145,904
Western Europe (ex DE)	179,797	633,936	41,517	855,250
Other countries	144,915	876,583	38,372	1,059,870
Total exposure	24,465,581	2,576,061	6,360,963	33,402,605

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Geographic distribution in €k as 31/12/2024	Loans and receivables	Fixed-income securities	Credit risks from derivatives and contingent liabilities	Total
Austria	14,515,037	407,479	3,990,093	18,912,609
Germany	5,129,690	124,787	1,217,351	6,471,828
Eastern Europe (CZ, SK, HU)	3,959,847	383,184	519,645	4,862,676
Western Europe (ex DE)	172,148	591,410	47,399	810,957
Other countries	124,002	624,386	82,857	831,245
Total exposure	23,900,725	2,131,246	5,857,345	31,889,316

Breakdown by sector

The following tables show credit risk exposure as at 31/12/2025 and 31/12/2024 broken down by sector.

Sectors in €k as at 31/12/2025	Loans and receivables	Fixed-income securities	Credit risks from derivatives and contingent liabilities	Total
A Agriculture and forestry	184,499		32,153	216,652
B Mining	52,228		72,398	124,626
C Manufacturing	3,153,479	9,685	1,867,569	5,030,733
D Energy supply	259,086	151	68,855	328,092
E Water supply and waste management	165,862		31,527	197,389
F Construction	1,122,332		746,562	1,868,894
G Wholesale and retail trade	1,949,671		1,023,919	2,973,590
H Transportation	1,231,825	9,971	176,785	1,418,581
I Accommodation and food service activities	375,354		64,458	439,812
J Information and communication	116,262		89,156	205,418
K Financial and insurance activities	4,195,122	951,389	342,599	5,489,110
L Real estate activities	4,496,333		397,053	4,893,386
M Professional, scientific and technical activities	1,715,681		540,922	2,256,603
N Administrative and support service activities	882,176	29,697	111,096	1,022,969
O Public administration	484,673	1,575,168	230,061	2,289,902
P Education and teaching	19,599		2,845	22,444
Q Human health and social work activities	142,283		53,372	195,655
R Arts, entertainment and recreation	38,364		27,191	65,555
S Other service activities	268,029		29,204	297,233
T Activities of private households	3,612,723		453,235	4,065,958
U Activities of extraterritorial organisations			2	2
Total	24,465,581	2,576,061	6,360,963	33,402,605

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Sectors in €k as 31/12/2024	Loans and receivables	Fixed-income securities	Credit risks from derivatives and contingent liabilities	Total
A Agriculture and forestry	180,013		30,282	210,295
B Mining	45,255		72,538	117,793
C Manufacturing	3,040,382	7,827	1,807,275	4,855,484
D Energy supply	183,226	450	49,175	232,851
E Water supply and waste management	139,298		29,649	168,947
F Construction	1,099,329		656,206	1,755,535
G Wholesale and retail trade	1,772,114		972,002	2,744,116
H Transportation	1,095,668	9,418	151,833	1,256,919
I Accommodation and food service activities	371,619	150	53,513	425,282
J Information and communication	128,692		70,688	199,380
K Financial and insurance activities	4,629,687	911,371	311,262	5,852,320
L Real estate activities	4,448,103		385,431	4,833,534
M Professional, scientific and technical activities	1,732,320		526,200	2,258,520
N Administrative and support service activities	849,925	52,363	129,215	1,031,503
O Public administration	297,341	1,149,666	38,811	1,485,818
P Education and teaching	15,043		2,710	17,753
Q Human health and social work activities	121,673		78,273	199,946
R Arts, entertainment and recreation	35,923		10,487	46,410
S Other service activities	200,040		27,947	227,987
T Activities of private households	3,515,073		453,847	3,968,920
U Activities of extraterritorial organisations			2	2
Total	23,900,725	2,131,246	5,857,345	31,889,316

Collateral

Strategies and processes applied when measuring and managing collateral

Accepting collateral and managing it is an important component of credit risk management at Oberbank AG. Credit monitoring aimed at averting the threat of cover shortfalls means stringent requirements with respect to the correct and up-to-date valuation of collateral. For this reason, the administration of credit collateral is organisationally separate from sales throughout the Oberbank Group. In Austria and Germany, it is the exclusive responsibility of the subsidiary Oberbank Service GmbH. In the Czech Republic, Slovakia and Hungary, collateral management is the task of the central back office units in Budweis and Budapest. The applicable management principles have been defined so as to guarantee the legally sound assignment of credit collateral and to ensure that, if necessary, all requirements for the rapid enforcement of claims are met.

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Responsibility for drawing up standardised collateral agreements and the documentation generally used throughout the Group lies with the central specialist department for legal matters (Credit Management/ Finance Law). The management and administration of credit collateral has a material and a formal aspect. All related activities are precisely defined, taking into account the specific requirements of the individual collateral categories.

As regards the acceptance of mortgage collateral for mortgage-backed loans, Oberbank, in accordance with the regionality principle, accepts collateral primarily located in the five countries where it operates. Physical collateral is accepted subject to the rule that the financing term must correspond to the useful life of the collateral. Important valuation criteria are the intrinsic value of collateral assets and recoverability. With respect to personal guarantees, no material risk correlations between the guarantor and the borrower are permitted. Lease finance arrangements are subject to the rule that any agreed residual value must be lower than or at most equal to the market value expected upon expiry of the lease agreement.

The method for assessing the objective current nominal value of collateral is subject to binding rules for each type of collateral. The resulting value is recognised as a basis for calculating the coverage value of the collateral for internal risk management purposes and for credit risk mitigation within the framework of the CRR. The internal coverage values are maximum values used for determining the cover shortfall. In duly substantiated cases, the valuation of a collateral asset may be adjusted downward by the respective competent unit. An upward adjustment of a valuation is only possible in well-founded exceptional cases and is handled by the back office.

The currently applicable valuation principles are derived from estimates based on debt collection and the bank's experience with the realisation of collateral. The measurement methods are reviewed annually within the scope of the LGD validation and adjusted as necessary. The valuation discount applied in the valuation process accounts for the valuation risk and the liquidation risk involved in the respective collateral asset as well as the interest effect resulting from the period required to realise the respective collateral security.

The market value of financial assets is constantly monitored to ensure it is up to date; collateral in the form of mortgage collateral is valued and assessed by experts in compliance with the minimum standards defined by the comprehensive collateral valuation principles laid down in the CRR.

As a rule, internally-used collateral assets are subject to the same strict quality requirements in terms of up-to-date status and legal enforceability as in the case of collateral counted towards the own funds requirements for credit transactions under the CRR.

Property pledged as collateral generally plays a subordinated role. Reported financial assets as at 31 December 2025 included real property pledged as collateral in the amount of EUR 1.0 million (pr. yr.: EUR 1.0 million). Oberbank AG only acquires property pledged as collateral when the immediate realisation of such assets at a reasonable price (e.g. in an auction or on the open market) is prevented by certain sales obstacles. In such case, the declared goal is to remove any such sales obstacle and then duly sell the respective property as quickly as possible. Property pledged as collateral is not used for ongoing business operations. In the reporting period, no collateral assets were liquidated that meet the recognition criteria of IFRS.

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Types of collateral

The most important types of collateral are mortgages on residential real estate and commercial property, financial collateral (cash deposits, bonds and shares) as well as personal collateral (sureties, guarantees). The exposure type “Loans and receivables” accounted for the major portion of collateral assets (excluding personal collateral) at 93.52% (pr. yr.: 94.04%); the remainder related to the exposure type “Credit risk from derivatives and contingent liabilities” at 6.48% (pr. yr.: 5.96%).

The figures in the tables below show the reported value of eligible collateral used within the framework of ICAAP quantification of credit risks.

in €k	Collateralised exposure	
	31/12/2025	31/12/2024
Collateral category		
Financial collateral	1,400,019	1,350,037
Savings deposits	1,322,744	1,273,365
Bonds	23,972	24,007
Shares and other variable-yield securities	53,303	52,665
Real estate collateral	7,672,520	7,379,423
Residential real estate	3,888,258	3,624,877
Commercial real estate	3,784,262	3,754,547
Physical collateral	1,113,479	1,248,061

Personal collateral accepted by the bank are restricted to sureties and guarantees. The six most important guarantors, which account for 89.35% (pr. yr.: 90.78%) of the entire volume of personal collateral, are listed below.

in €k as at 31/12/2025	External rating	Collateralised exposure	in %
Personal collateral		1,040,560	100.00%
thereof Republic of Austria	AA+	605,518	58.19%
thereof Federal State Lower Austria	AA	116,774	11.22%
thereof Kreditanstalt für Wiederaufbau	AAA	90,516	8.70%
thereof Czech Republic	AA-	61,103	5.87%
thereof Federal State Upper Austria	AA+	32,789	3.15%
thereof Federal State North Rhine-Westphalia	AA	23,089	2.22%

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in €k as at 31/12/2024	External rating	Collateralised exposure	in %
Personal collateral		1,170,189	100.00%
thereof Republic of Austria	AA+	685,049	58.5%
thereof Kreditanstalt für Wiederaufbau	AAA	131,197	11.2%
thereof Federal State Lower Austria	AA+	116,151	9.9%
thereof Czech Republic	AA-	65,211	5.6%
thereof Federal State Upper Austria	AA+	35,009	3.0%
thereof Federal State Capital Graz		29,662	2.5%

Loss allowances and non-performing loans

Allocation of loss allowances (impairment charges and provisions)

For more details on loss allowances pursuant to IFRS 9 5.5 and the classification in ECL stages, see Note 2.7).

Movements in loss allowances

The balance of loan loss provisions for loans and advances decreased by EUR 9.7 million to EUR 59.1 versus the year 2024.

Movements in loan loss provisions (income statement view)

in €k	31/12/2025	31/12/2024
Additions to loan loss provisions	153,381	241,299
Reversals of loan loss provisions	-79,113	-159,194
Direct write-offs of receivables	1,029	889
Recoveries from written-off receivables	-11,772	-6,136
Result of non-significant modifications	1,560	524
Impairment gain from POCI	-6,034	-8,665
Total	59,052	68,718

Movements in loan loss provisions (balance sheet view)

in €k	As at 1/1/2025	Additions	Reversed	Used	Other effects ²⁾	As at 31/12/2025
for cash reserves stage 1 + 2	466	0	-91	0	0	375
for receivables from banks stage 1 + 2	85	0	0	0	0	84
for receivables from banks stage 3	0	0	0	0	0	0
for receivables from customers stage 1 + 2	69,734	3,987	20	0	-355	73,386
Credit rating-induced non-significant modifications for receivables from customers	0	0	0	0	1,443	1,443
for receivables from customers stage 3	153,940	120,654	-32,591	-91,726	-2,616	147,661
for financial investments stage 1 + 2	2,467	0	-1,393	0	-235	839
for property, plant and equipment stage 1 + 2	45	0	-45	0	0	0
Loan loss provisions ¹⁾	226,737	124,641	-34,101	-91,726	-1,763	223,788
for off-balance sheet transactions stage 1 + 2	17,405	883	-3,242	0	0	15,045
for off-balance sheet transactions stage 3	71,251	27,858	-41,770	0	-23,417	33,923
Total loss allowances	315,393	153,381	-79,113	-91,726	-25,180	272,756

¹⁾ Loss allowances for off-balance sheet transactions are recognised in the item Provisions (balance sheet, shareholders' equity and liabilities 4).

²⁾ Thereof from consolidation EURk -23,537; from loss allowances for securities measured at fair value through OCI, EURk -590; from reclassifications POCI, EURk -3,427; from exchange rate changes, EURk +931, EURk +1,443 due to non-significant modifications.

Movements in loss allowances pursuant to IFRS 9 in the reporting year

The tables below show the impairments of gross carrying amounts as well as loss allowances in the reporting year 2025 for balance sheet assets under the impairment rules of IFRS 9.

The figures in the following table present a comparison of start-of-year to end-of-year values and always include the change in carrying amounts and loss allowances.

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Financial assets recognised at amortised cost

Gross carrying amounts of financial assets at AC in €k	Stage 1	Stage 2	Stage 3		
	12-M ECL	LT ECL	POCI	Total	
As at 31/12/2024*	19,115,500	5,450,350	618,967	141,230	25,326,047
Transfer to stage 1	496,775	-531,269	-8,911		-43,405
Transfer to stage 2	-1,050,052	1,009,622	-24,765		-65,195
Transfer to stage 3	-31,040	-167,065	177,718		-20,387
Changes due to newly derecognised or acquired assets incl. POCI reclassification	4,554,945	1,309,853	14,031	29,731	5,908,561
Changes due to model changes incl. collective staging	0	0			
Changes due to risk parameters and partial repayments	-1,068,775	-661,374	-69,303	-89,197	-1,888,649
Changes due to modifications without derecognition	-15,662	-2,165	-1,294		-19,121
Changes due to derecognition	-1,885,254	-666,738	-110,658	42,332	-2,620,318
Changes due to depreciation/amortisation			-90,574		-90,574
Changes due to exchange rate changes and other adjustments					0
As at 31/12/2025	20,116,436	5,741,214	505,211	124,097	26,486,957

* The preceding year's figures were adjusted due to a reclassification.

Impairments of financial assets at AC in €k	Stage 1	Stage 2	Stage 3		
	12-M ECL	LT ECL	POCI	Total	
As at 31/12/2024	16,997	55,194	153,940		226,131
Transfer to stage 1	531	-3,376	-426		-3,270
Transfer to stage 2	-5,656	15,726	-6,100		3,970
Transfer to stage 3	-325	-4,719	45,325		40,281
Changes due to newly derecognised or acquired assets incl. POCI reclassification	4,682	14,830			19,512
Changes due to model changes incl. collective staging	0	0			0
Changes due to risk parameters and partial repayments	2,909	-13,975	45,496		34,430
Changes due to modifications without derecognition	-576	509			-67
Changes due to derecognition	-2,446	-5,638			-8,083
Changes due to depreciation/amortisation			-90,574		-90,574
Changes due to exchange rate changes and other adjustments					0
As at 31/12/2025	16,116	58,552	147,661		222,329

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Financial assets recognised in equity at fair value

	Stage 1	Stage 2	Stage 3	
Gross carrying amounts of assets at FVOCI in €k	12-M ECL	LT ECL	POCI	Total
As at 31/12/2024	24,211	2,701		26,912
Transfer to stage 1				
Transfer to stage 2				
Transfer to stage 3				
Changes due to newly derecognised or acquired assets incl. POCI reclassification				
Changes due to model changes incl. collective staging				
Changes due to risk parameters and partial repayments	470			470
Changes due to modifications without derecognition				
Changes due to derecognition	-1,032	-2,701		-3,733
Changes due to depreciation/amortisation				
Changes due to exchange rate changes and other adjustments				
As at 31/12/2025	23,649			23,649

	Stage 1	Stage 2	Stage 3	
Impairments of financial assets at FVOCI in €k	12-M ECL	LT ECL		Total
As at 31/12/2024	36	570		606
Transfer to stage 1				
Transfer to stage 2				
Transfer to stage 3				
Changes due to newly derecognised or acquired assets incl. POCI reclassification				
Changes due to model changes incl. collective staging				
Changes due to risk parameters and partial repayments	-19			-19
Changes due to modifications without derecognition				
Changes due to derecognition		-570		-570
Changes due to depreciation/amortisation				
Changes due to exchange rate changes and other adjustments				
As at 31/12/2025	17			17

The Oberbank Group's maximum default risk derives from the loans and advances to central banks included in the balance sheet item Cash and balances at central banks, the items Loans and advances to credit institutions and Loans and advances to customers, as well as from fixed-interest securities held as financial investments, credit risks from derivatives and contingent liabilities including non-utilised credit lines, and from operating lease receivables and came to EUR 33,403 million (pr. yr.: EUR 31,889 million). This value contrasted with a total of EUR 13,650.4 million (pr. yr.: EUR 13,359.6 million) in credit collateral, of which EUR 401.1 million (pr. yr.: EUR 515.0 million) for impaired and non-performing loans and advances. Interest

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and similar income included an amount of EUR 22.3 million (pr. yr.: EUR 48.6 million) from impaired loans and advances to customers.

The maximum default risk from receivables measured at fair value corresponds to their fair value.

The impairment criteria for debt securities carried under financial assets are presented in Note 2.6 “Impairment losses on debt securities”.

Non-performing loans

Assets are classified as non-performing if a default definition within the meaning of the CRR applies:

A material financial obligation is more than 90 days overdue or full repayment is improbable. The following criteria are indications that a claim is unlikely to be settled in the full amount:

1. A waiver of current interest
2. New credit risk adjustment in Stage 3 due to the marked deterioration of the debtor’s credit quality
3. The credit exposure requires restructuring
4. Initiation of collection procedures because of inability or unwillingness to pay, fraud, or for other reasons
5. Factoring with material losses due to deteriorated credit rating
6. Insolvency
7. Further forbearance for loans and advances already marked as forborne

These loans and advances are recognised in the category of non-performing loans and form part of the balance sheet items below. The development of the key indicators “non-performing loans ratio” and “non-performing coverage ratio” is shown in the table below.

In €k ¹⁾	NPL before deduction of impairment charges		NPL after deduction of impairment charges	
	31/12/2025	31/12/2024	31/12/2025	31/12/2024
Balance sheet item				
Loans and advances to credit institutions	0	0	0	0
Loans and advances to customers	616,950	759,749	469,290	605,809

	before deduction of impairment charges		after deduction of impairment charges	
	31/12/2025	31/12/2024	31/12/2025	31/12/2024
Non-performing loans ratio, gross	2.78%	3.56%	–	–
Non-performing loans ratio, net	–	–	2.14%	2.87%

	31/12/2025	31/12/2024
NPL before deduction of impairment charges	616,950	759,749
Loss allowances stage 3 and collateral for non-performing loans	530,097	659,418
Non-performing coverage ratio	85.92%	86.79%

¹⁾ The figures given are carrying amounts.

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In the table below, the credit risk volume from non-performing loans (on and off balance sheet) is compared with loss allowances as well as collateral assets by sector. In the period between the close of the accounting period and the preparation of the financial statements, a further EUR 2.5 million in impairment charges were recognised in stage 3 off-balance. The customer was changed over to non-performing in January. For this reason, as of 31 December 2025 the customer is not contained in the table below – neither the credit risk exposure nor loss allowances.

Sectors in €k as at 31/12/2025	Non- performing credit risk exposure	Loss allowances stage 3		Collateral
		On-balance	Off-balance	
A Agriculture and forestry	2,032	699	47	905
B Mining	45	45	0	0
C Manufacturing	73,214	20,222	4,685	35,362
D Energy supply	489	173	6	309
E Water supply and waste management	1,666	525	71	819
F Construction	115,576	13,590	1,162	82,663
G Wholesale and retail trade	70,201	23,250	3,551	34,038
H Transportation	10,807	5,317	227	4,509
I Accommodation and food service activities	15,389	1,189	70	13,917
J Information and communication	5,879	1,942	6	3,576
K Financial and insurance activities	78,444	15,948	49	39,660
L Real estate activities	146,163	31,892	1,432	105,463
M Professional, scientific and technical activities	13,368	3,513	750	8,656
N Administrative and support service activities	46,770	10,714	346	35,765
O Public administration	0	0	0	0
P Education and teaching	324	158	0	131
Q Human health and social work activities	1,221	465	8	737
R Arts, entertainment and recreation	1,360	150	0	1,198
S Other service activities	3,658	1,891	20	1,707
T Activities of private households	49,339	15,977	229	31,715
U Activities of extraterritorial organisations	0	0	0	0
Loss allowances not assignable to a specific sector			18,763	
Total	635,946	147,661	31,423	401,129

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Sectors in €k as at 31/12/2024	Non- performing credit risk exposure	Loss allowances stage 3		Collateral
		On-balance	Off-balance	
A Agriculture and forestry	2,002	598	14	1,013
B Mining	2,386	1,773	0	208
C Manufacturing	123,446	37,102	10,325	47,643
D Energy supply	783	103	78	601
E Water supply and waste management	641	262	164	230
F Construction	118,247	9,266	5,531	82,501
G Wholesale and retail trade	124,043	20,116	8,646	80,845
H Transportation	17,154	5,234	262	6,073
I Accommodation and food service activities	16,538	1,086	4,720	8,975
J Information and communication	4,124	659	26	3,298
K Financial and insurance activities	60,764	8,001	4,952	39,784
L Real estate activities	177,892	14,829	7,759	154,009
M Professional, scientific and technical activities	58,587	24,837	981	21,851
N Administrative and support service activities	57,117	10,729	4,505	45,353
O Public administration	0	0	0	0
P Education and teaching	169	127	4	29
Q Human health and social work activities	949	240	4	703
R Arts, entertainment and recreation	12,787	3,987	4	1,321
S Other service activities	1,646	419	20	1,143
T Activities of private households	35,165	14,573	366	19,453
U Activities of extraterritorial organisations	0	0	0	0
Loss allowances not assignable to a specific sector			22,890	
Total	814,439	153,940	71,251	515,036

The table below also shows non-performing credit risk exposure, loss allowances and collateral assets by region. In the period between the close of the accounting period and the preparation of the financial statements, a further EUR 2.5 million in loss allowances were recognised in stage 3 off-balance. The customer was changed over to non-performing in January in a timely manner.

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Geographic distribution as at 31/12/2025 in €k	Non-performing credit risk exposure	Loss allowances stage 3		Collateral
		On-balance	Off-balance	
Austria	322,769	58,439	4,906	209,728
Germany	231,554	53,950	6,591	149,655
Eastern Europe (CZ, HU, SK)	79,359	34,541	1,163	40,275
Western Europe (ex DE)	225	38		148
Other countries	2,038	693	0	1,322
Loss allowances not assignable to a specific region			18,763	
Total	635,946	147,661	31,423	401,129

Geographic distribution as at 31/12/2024 in €k	Non-performing credit risk exposure	Loss allowances stage 3		Collateral
		On-balance	Off-balance	
Austria	422,364	72,140	26,871	243,773
Germany	308,788	49,837	17,914	223,471
Eastern Europe (CZ, HU, SK)	81,408	31,880	3,541	46,026
Western Europe (ex DE)	42	20		0
Other countries	1,837	64	35	1,766
Loss allowances not assignable to a specific region			22,890	
Total	814,439	153,940	71,251	515,036

Loss allowances that cannot be allocated geographically result to a large extent from the available provisions of ALGAR, which are explained in more detail below:

Oberbank AG holds 50%, and BKS AG and BTV Vier Länder Bank AG each hold 25%, respectively, in Alpenländische Garantie-Gesellschaft m.b.H. (ALGAR). The business purpose of ALGAR, which holds a limited banking licence, is to assume default risk for defined loans and advances of its shareholder banks. The extent of potential utilisation is limited to the assets held by ALGAR which are not reserved for guarantees already claimed (maximum provision amount for expected future utilisation). The term of the guarantee is unlimited in time. The shareholder banks are required to pay guarantee fees on an ongoing basis, which will be raised accordingly if funds are drawn down (penalty rule).

As at 31/12/2025, the volume reported by the shareholder banks and covered by the guarantee was offset by provisions for expected future utilisation in ALGAR of EURk 37,086 (pr. yr.: EURk 45,339). As the expected credit loss determined for the guarantee volume by far exceeded the maximum provisions for expected future utilisation, the limitation rule described above took effect on the reporting date.

Given the special provisions in the articles of association and the syndicate agreement entered into with BTV Vier Länder Bank AG and with BKS Bank AG, ALGAR was classified as a joint operation in the meaning of IFRS 11 and was included in the consolidation of Oberbank AG.

To the extent that the shareholder banks had already utilised ALGAR guarantees due to an event of default, the provisions recognised for such purpose by ALGAR were allocated to the respective shareholder bank in consolidated accounting. The same applies to the credit exposures reported under preliminary guarantees, for which ALGAR had already recognised loss allowances.

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The provisions recognised by ALGAR for expected credit losses for the guarantee volume not yet in default were recognised by the shareholder banks on a proportionate basis in the consolidated financial statements commensurate with their respective shareholding ratios, because these provisions cannot be unambiguously attributed to specific guaranteed loans and advances.

For Oberbank AG, this resulted in provisions in an amount of EURk 18,543 (pr. yr.: EURk 22,670) for expected credit losses for exposures not unambiguously attributable.

Furthermore, loan loss provisions have been set aside for ECLs in stages 1 and 2 for the "performing" categories with a volume of EURk 89,730 (pr. yr.: EURk 90,202).

Loss allowances pursuant to IFRS 9 by rating structure

Loss allowances pursuant to IFRS 9 are calculated for all exposure items measured at amortised cost or directly in equity at fair value. This includes lines of credit and loans, debt securities, receivables from finance leases, as well as trade receivables. Provisions for financial guarantees and unused lines of credit are calculated provided they are subject to the IFRS 9 impairment rules.

Default risk of financial assets by rating category as at 31/12/2025 in €k	Stage 1	Stage 2	Stage 3	POCI	Total
	12-M-ECL		LT ECL		
Very strong	12,129,603	940,161			13,069,765
Strong	7,981,404	4,038,450		6,836	12,026,689
Weak	29,077	762,603		5,521	797,202
Non-performing			505,211	111,739	616,950
Gross carrying amount	20,140,084	5,741,214	505,211	124,097	26,510,606
Loss allowances	-16,133	-58,552	-147,661		-222,345
Net carrying amount	20,123,951	5,682,662	357,551	124,097	26,288,261

Default risk of financial assets by rating category as at 31/12/2024 in €k	Stage 1	Stage 2	Stage 3	POCI	Total
	12-M-ECL		LT ECL		
Very strong	10,939,889	883,251			11,823,139
Strong	8,148,382	3,701,802		2,733	11,852,917
Weak	51,440	867,998			920,465
Non-performing			618,967	137,471	756,437
Gross carrying amount	19,139,711	5,453,051	618,967	141,230	25,352,959
Loss allowances	-17,034	-55,764	-153,940		-226,737
Net carrying amount	19,122,677	5,397,287	465,027	141,230	25,126,221

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Default risk of credit commitments by rating category as at 31/12/2025 in €k	Stage 1	Stage 2	Stage 3	POCI	Total
	12-M-ECL	LT ECL			
Very strong	2,336,734	16,411			2,353,145
Strong	1,904,479	77,558			1,982,036
Weak	6,626	41,336		11	47,973
Non-performing			4,668	1,992	6,660
Contingent obligation, gross	4,247,839	135,305	4,668	2,003	4,389,815
Loss allowances	-6,958	-2,574	-29,512		-39,045
Contingent obligation, net	4,240,881	132,731	-24,844	2,003	4,350,770

Default risk of credit commitments by rating category as at 31/12/2024 in €k	Stage 1	Stage 2	Stage 3	POCI	Total
	12-M-ECL	LT ECL			
Very strong	2,211,975	21,549			2,233,524
Strong	1,613,355	168,189		6	1,781,549
Weak	5,916	27,808			33,724
Non-performing			21,156	7,007	28,163
Contingent obligation, gross	3,831,246	217,546	21,156	7,013	4,076,961
Loss allowances	-6,178	-4,056	-65,586	-2,015	-77,835
Contingent obligation, net	3,825,068	213,490	-44,412	4,998	3,999,144

Default risk of financial guarantees by rating category as at 31/12/2025 in €k	Stage 1	Stage 2	Stage 3	POCI	Total
	12-M-ECL	LT ECL			
Very strong	982,020	28,072			1,010,092
Strong	563,285	133,252			696,537
Weak	163	20,607			20,771
Non-performing			49,112		49,112
Contingent obligation, gross	1,545,468	181,931	49,112		1,776,511
Loss allowances	-1,814	-3,699	-4,411		-9,923
Contingent obligation, net	1,543,654	178,233	44,701		1,766,588

Default risk of financial guarantees by rating category as at 31/12/2024 in €k	Stage 1	Stage 2	Stage 3	POCI	Total
	12-M-ECL	LT ECL			
Very strong	999,116	8,913			1,008,029
Strong	549,853	99,974			649,827
Weak	795	26,094			26,889
Non-performing			22,764		22,764
Contingent obligation, gross	1,549,765	134,981	22,764		1,707,511
Loss allowances	-1,712	-5,459	-3,650		-10,821
Contingent obligation, net	1,548,053	129,522	19,115		1,696,690

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Non of the financial assets, which are not included in the non-performing category, are overdue by more than 90 days. If the remaining financial assets are overdue, the respective customer will be shown to be in default in the table below, with the entire financial assets.

as at 31/12/2025 in €k¹⁾			
Overdue since	Loans and receivables	Credit risks from derivatives and contingent liabilities	Total
Less than 30 days	266,205	25,187	291,392
From 30 to 60 days	13,973	243	14,216
From 60 to 90 days	5,039	15	5,054
Total	285,217	25,445	310,662

¹⁾ All financial assets that are overdue by more than 90 days and non-impaired due to excess cover are already included in the non-performing segment in the above tables.

as at 31/12/2024 in €k¹⁾			
Overdue since	Loans and receivables	Credit risks from derivatives and contingent liabilities	Total
Less than 30 days	287,722	10,326	298,048
From 30 to 60 days	54,593	301	54,894
From 60 to 90 days	2,385	6	2,391
Total	344,700	10,633	355,333

¹⁾ All financial assets that are overdue by more than 90 days and non-impaired due to excess cover are already included in the non-performing segment in the above tables.

Deferment/respice (forbearance)

Oberbank AG grants deferment of payment or makes other concessions to borrowers in situations in which such borrowers are deemed to be unable to meet the credit terms and conditions owing to their current economic situation. Depending on the reason for the difficulties, Oberbank AG decides to modify the loan terms in such a way that the borrowers have sufficient leeway to settle the debt, or Oberbank AG reschedules the loan (in whole or in part) for this purpose.

The exposure is examined in advance as to whether it is to be considered in default. If this is the case, the customer is downgraded to non-performing status and a specific loss allowance is set aside in accordance with the method described in Note 2.7).

If there is no default and a thorough analysis of the economic situation shows that the chosen solution will ensure that customers will be able to meet their financial obligations in the future, a deferment or other concession may be granted.

In the event that an agreement is reached with customers in payment difficulties that grants terms unusual for new loans, the respective exposure is marked as forborne.

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Deferments are monitored within the framework of the 90-day escalation process. If the deferment fails to produce the required result (resumption of the contractually agreed debt service following deferment), the 90-day escalation process automatically results in a downgrade of such debt to non-performing status and the creation of a specific loss allowance for the unsecured part of the exposure.

If a commitment already marked as forborne requires further forbearance measures, it is also reclassified as non-performing.

This procedure eliminates the risk of non-performing loans being concealed by means of deferments or other contractual concessions being granted.

The measures taken in this respect in the reporting year are shown in the table below.

Deferment/ forbearance in €k	No longer categorised as			Newly categorised as		Interest received in the reporting period
	As at 31/12/2024	deferment/ forbearance	Decline in volume ¹⁾	deferment/ forbearance	As at 31/12/2025	
Term extension for loan	263,275	10,651	27,200	159,395	384,818	17,433
Deferment	313,933	29,552	108,205	161,956	338,132	15,874
Waiver of other contractual rights	74,237	6,800	1,243	22,912	89,106	2,416
Restructuring	57,663	7,059	11,964	15,316	53,956	3,176
Other	2,224	5	2,153	3	69	1
Total	711,332	54,066	150,766	359,581	866,081	38,900

¹⁾ Due to repayments, principal repayments

The table below shows the volume of exposures affected by deferment/forbearance measures by rating category as compared to allocated loss allowances as well as collateral provided.

as at 31/12/2025 in €k			Collateralised
Rating categories	Exposure	Loss allowances ¹⁾	exposure
Very strong	14,723	115	11,420
Strong	298,460	1,524	226,301
Weak	255,555	6,928	164,332
Non-performing	297,343	53,716	187,406
Total	866,081	62,283	589,459

¹⁾ The loss allowances shown within the performing categories are attributable to loss allowances for ECL under IFRS 9.

as at 31/12/2024 in €k			Collateralised
Rating categories	Exposure	Loss allowances ¹⁾	exposure
Very strong	6,000	0	6,000
Strong	250,158	1,069	189,278
Weak	222,345	5,026	154,814
Non-performing	232,829	21,040	164,576
Total	711,332	27,135	514,668

¹⁾ The loss allowances shown within the performing categories are attributable to loss allowances for ECL under IFRS 9.

Sustainability risk as an integral component of credit risk³⁷

Oberbank AG considers the topic of sustainability to be inextricably linked with the management of a bank's credit risk. Sustainability risks may have substantial negative effects on borrowers of Oberbank AG, and, consequently on credit risk. Climate-related sustainability risk include physical risks such as extreme weather events that are aggravated by climate change and may cause severe damage (also financially). Climate-related disasters may also interrupt supply chains or destroy business models due to changed environmental conditions. Furthermore, companies might become increasingly accountable for climate-damaging behaviour, which might result in major financial consequences for the businesses concerned. A further potential aspect is companies being severely affected by climate-related transition risks. Policy changes (e.g. CO₂ taxes) and technological change (e.g. e-mobility) may become a risk for companies that have not adapted to the changes. A growing awareness for climate change mitigation and the changing expectations in society may result in major changes to consumer behaviour. Additionally, sustainability risks in social and corporate governance matters may also have a negative impact on a company's assets, financial position and financial performance. For example, reputational risks may negatively affect the sale of a company's products. Therefore, it is clear that Oberbank AG pays close attention to sustainability risks in the management of its lending business. For this reason, further significant changes were made to Oberbank AG's lending and rating process in the past few years to improve transparency and the management of sustainability risks.

Sustainability risks are taken into account in the credit rating of our customers through ESG-relevant soft facts (business model, dependence on external factors). Six ESG soft facts are used to systematically assess the risks of the current business model and to collect data for the three ESG factors (Environment, Social and Governance).

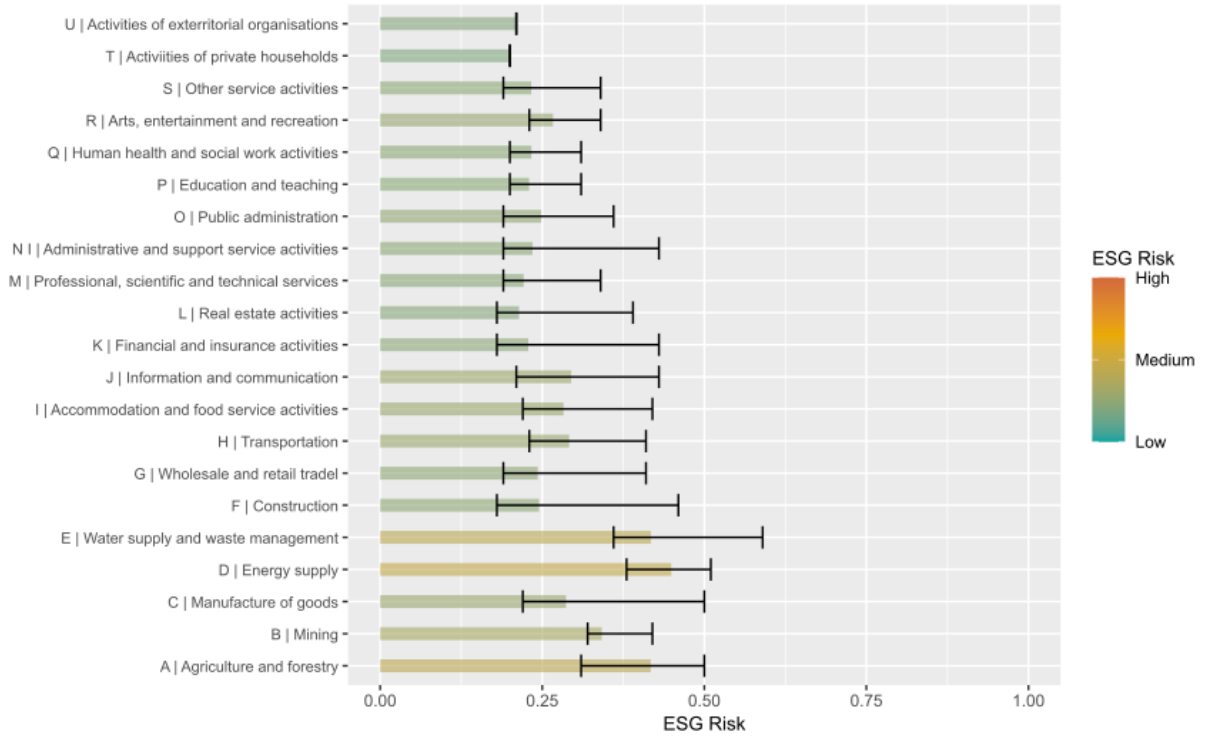
Taking ESG risks into account in the credit decision-making process was largely automated with the introduction of the Climcycle tool. The tool determines a sustainability score for all of Oberbank AG's credit customers, and this score is directly used in lending decisions.

Within the framework of overall bank risk management, the sustainability risks in the credit portfolio of Oberbank AG are evaluated at least twice a year and presented in the form of a sustainability risk heat map. The heat map is presented at meetings of the bank's Asset/Liability Management Committee, which is chaired by the bank's Chief Risk Officer. Furthermore, it is also presented to the Supervisory Board in the Risk Committee.

Climate risks as well as social and governance risks are taken into account in the risk rating, with climate risks being accorded the greatest weighting in the overall risk rating. Qualitative and quantitative information from external and publicly available data sources (such as EUROSTAT, SASB (Sustainability Accounting Standards Board), FIRST (Financial Institutions: Resources, Solutions and Tools), the EU Commission (Articles 8 & 9 Taxonomy Technical Annex) and the World Bank (ThinkHazard!) is used for the assessment. This helps assess the sectoral and regional risk exposure of Oberbank's customers with regard to physical risks (direct consequences of climate change, such as increased natural disasters) and transition risks (risks arising from the adaptation to a climate-neutral economy and society, such as price increases due to carbon taxes). The chart below shows the correlation between the magnitude of sustainability risk and the sector in Oberbank AG's loan portfolio. The length of the bars indicates the average volume-weighted risk. The fluctuation range of the risk within a sector (minimum/maximum), which results from regional differences and sub-sectors, is indicated by the black bars.

³⁷ Information relevant for ERS2 IRO-1 § 53 c iii

Sustainability risk in the Oberbank loan portfolio

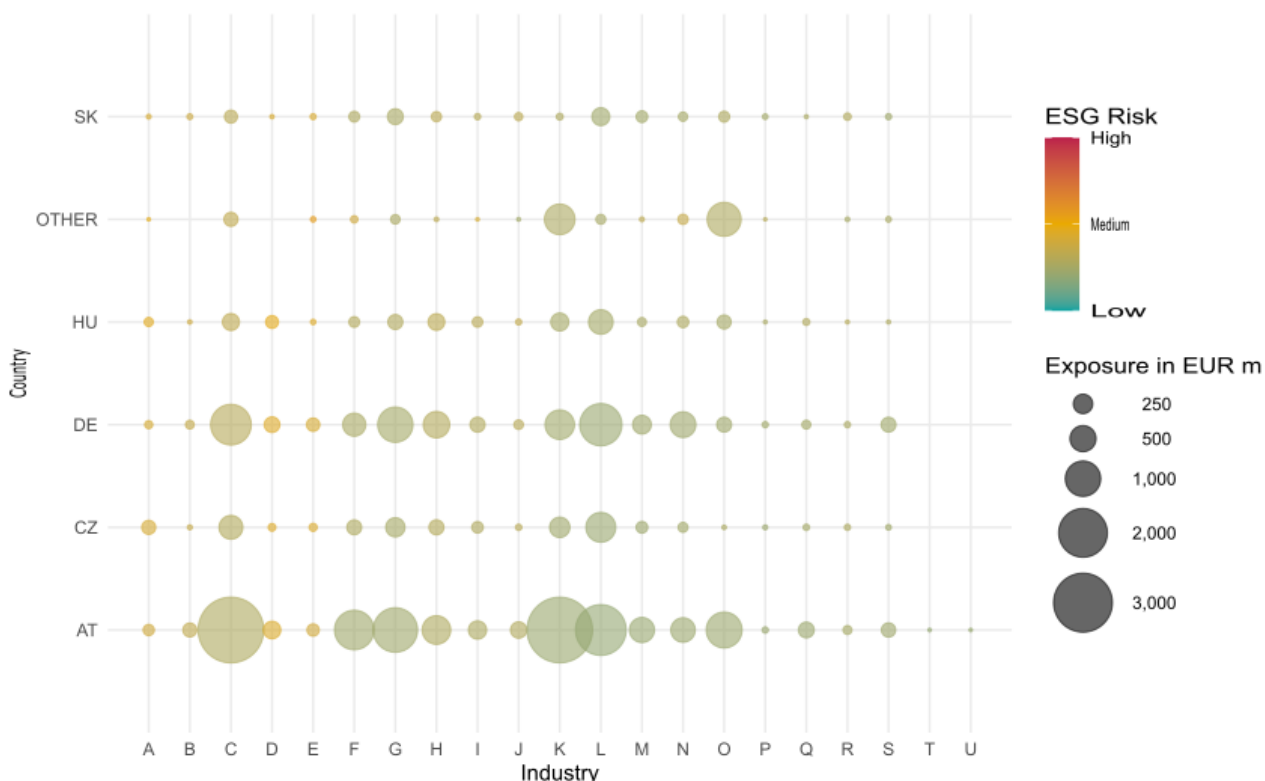


Overall, Oberbank AG's credit portfolio is exposed to merely below-average sustainability risks. In the case of physical risks, this is explained by our regional business model in Central Europe; in the case of transition risks, by the fact that the share of the more severely affected industries and sectors is underrepresented in the total lending volume of Oberbank AG.

Breakdown of Oberbank AG's exposure volume by internally defined ESG risk classes

ESG risk class	2025	2024	2023
High	0.69%	0.41%	0.43%
Medium	10.72%	9.74%	10.21%
Low	88.59%	89.85%	89.36%

Sustainability risk heat map of Oberbank AG



Our sustainability risk heat map shows the sustainability risks of Oberbank AG's exposure in the individual regions and sectors (pursuant to NACE codes). The regions include the countries in which Oberbank AG has branches as well as a residual item that consists largely of highly liquid assets required for liquidity management. The colour of the dots on the heat map represents the risk rating; the size of the dots represents the size of Oberbank AG's exposure in this area.

44) Equity risk

Equity risk or default risk from investees is understood to be the risk of failure of a company in which Oberbank has an equity investment.

The most important equity investments of Oberbank AG are its stakes in BKS Bank AG and BTV Vier Länder Bank AG with whom it forms the 3 Banken Group. The fundamental tenet of Oberbank's equity investment policy is to acquire stakes in other companies only when this serves the banking business, i.e. if their activities are a direct extension of banking activities or constitute services ancillary to banking. The investments of Oberbank AG in 3 Banken-Generali Investment-Gesellschaft m.b.H., 3 Banken IT GmbH and Oberbank Service GmbH belong to this segment.

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Furthermore, the strategic investments in voestalpine AG and Energie AG Oberösterreich are part of Oberbank AG's investment portfolio. An active industry investment policy above and beyond these equity investments is not consistent with the corporate philosophy of Oberbank AG. Furthermore, Oberbank AG holds equity investments of a purely economic nature made on the grounds of either concrete expectations of returns or indirect profitability expectations. The Oberbank Opportunity Fonds investment fund is Oberbank AG's vehicle for acting as a provider of private equity finance, primarily with the goal of supporting customers in need of a financing solution that goes beyond the scope of traditional lending arrangements. Investments in other mezzanine and equity capital providers are made with the objective of utilising their expertise and entering new markets. In real estate, Oberbank AG holds equity interests in special purpose vehicles set up for the purpose, for example, of the construction or management of Oberbank-owned real estate, and in some cases, in selected residential developers that are potentially important partners for residential construction finance.

Where new equity investments are to be made, analyses are performed in order to gain as complete a picture as possible of the entity's earnings power, strategic fit and legal position.

The carrying amounts and fair values of equity investments are shown below:

as at 31/12/2025 in €k	Values	
Groups of equity instruments by measurement type	Carrying amount	Fair value
Fair value through OCI		
Exchange-traded items	9,038	9,038
Non-exchange traded	260,924	260,924
Fair value through profit and loss		
Non-exchange traded	70,879	70,879
Shares in entities accounted for using the equity method		
Exchange-traded items	1,298,029	1,039,751
Non-exchange traded	0	0
Total	1,638,870	1,380,592

as at 31/12/2024 in €k	Values	
Groups of equity instruments by measurement type	Carrying amount	Fair value
Fair value through OCI		
Exchange-traded items	3,570	3,570
Non-exchange traded	288,731	288,731
Fair value through profit and loss		
Non-exchange traded	56,564	56,564
Shares in entities accounted for using the equity method		
Exchange-traded items	1,245,860	678,707
Non-exchange traded	0	0
Total	1,594,725	1,027,572

45) Market risk

Market risk is defined as the risk of possible losses arising due to changes in value as a result of movements in prices and interest rates on financial markets. This risk category encompasses both trading book and banking book positions.

Risk management

Market risk is centrally managed by Oberbank AG and includes the bank's foreign business units as well as its fully consolidated subsidiaries. Within Oberbank, the management of market risks is split between two competent units, which manage these risks within the framework of the limits assigned to them.

Responsibilities of the Treasury department with regard to managing market risks

The Treasury department is responsible for managing the market risks of trading book positions, the interest rate risk in the money market trading book, and the foreign currency risk of the entire Oberbank Group. Risk is calculated using a value-at-risk model. The value-at-risk is an estimate of the largest loss likely to be suffered on a portfolio position over a holding period within a given probability (confidence level) in normal market conditions. Value-at-risk is calculated using the method of historic simulation with a confidence level of 99%, a holding period of ten days and a simulation period of 1000 days. The Strategic Risk Management department is in charge of daily limit control as well as reporting on the risk and earnings situation to the Management Board and to Treasury.

Until 30 September 2025, the Treasury department was also responsible for managing the money market trading book, which is why the associated risk up to this date is also included in the table below and in the presentation of back-testing.

The table below shows the development of value-at-risk in the reporting period:

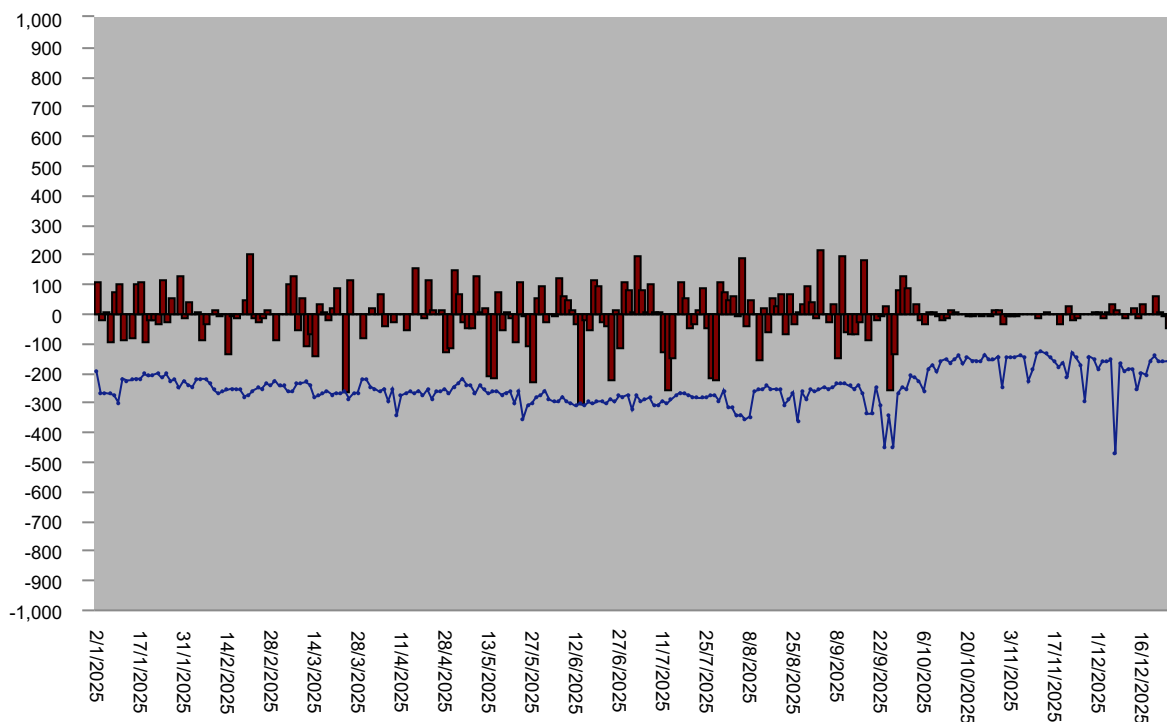
Value at risk 2025 in €k	31/12/2024	MAX	MIN	Average	31/12/2025
	701	1,506	408	785	557

Value at risk 2024 in €k	31.12.2023	MAX	MIN	Average	31/12/2024
	1,024	1,483	562	1,003	701

The quality of the statistical model is checked by back-testing, i.e. comparing the estimated 1-day values-at-risk with the actual results. As shown in the chart below, the back-testing time series for the reporting year featured no outliers.

Back-testing VaR model in 2025 €k

Back-testing TRE as at 31/12/2025



Besides value-at-risk limits, measures to limit exposure also include risk-reducing limits such as stop-loss limits and volume limits.

The Treasury department is also responsible for managing the foreign currency risk, which is part of market risk. The table below shows the open currency positions of Oberbank AG.

	Volume in €k			Volume in €k	
	31/12/2025	31/12/2024		31/12/2025	31/12/2024
AUD	34	37	NOK	145	4
BGN	0	44	NZD	31	-1
CAD	59	116	PLN	177	301
CHF	-46	283	RON	82	31
CNY	94	63	RUB	-32	-29
CZK	-3,212	111	SEK	249	96
DKK	269	198	SGD	51	11
GBP	697	-331	TRY	-2	-4
HKD	198	-50	USD	286	-298
HUF	-2,291	397	Other currencies, long	146	79
ISK	0	0	Other currencies, short	-1,103	-70
JPY	34	33	Gold	957	1,372
MXN	13	26			

Determining market risk – which is the remit of the Treasury department – for the liquidation approach in the Internal Capital Adequacy Assessment Process (ICAAP) relies on the aforementioned model, but with a uniform confidence level of 99.9% and a holding period of one year.

As at 31 December 2025, the ICAAP result showed a market risk in the remit of Treasury of EUR 8.2 million (pr. yr.: EUR 6.2 million).

Responsibilities of the Asset/Liability Management (ALM) Committee with regard to market risk management

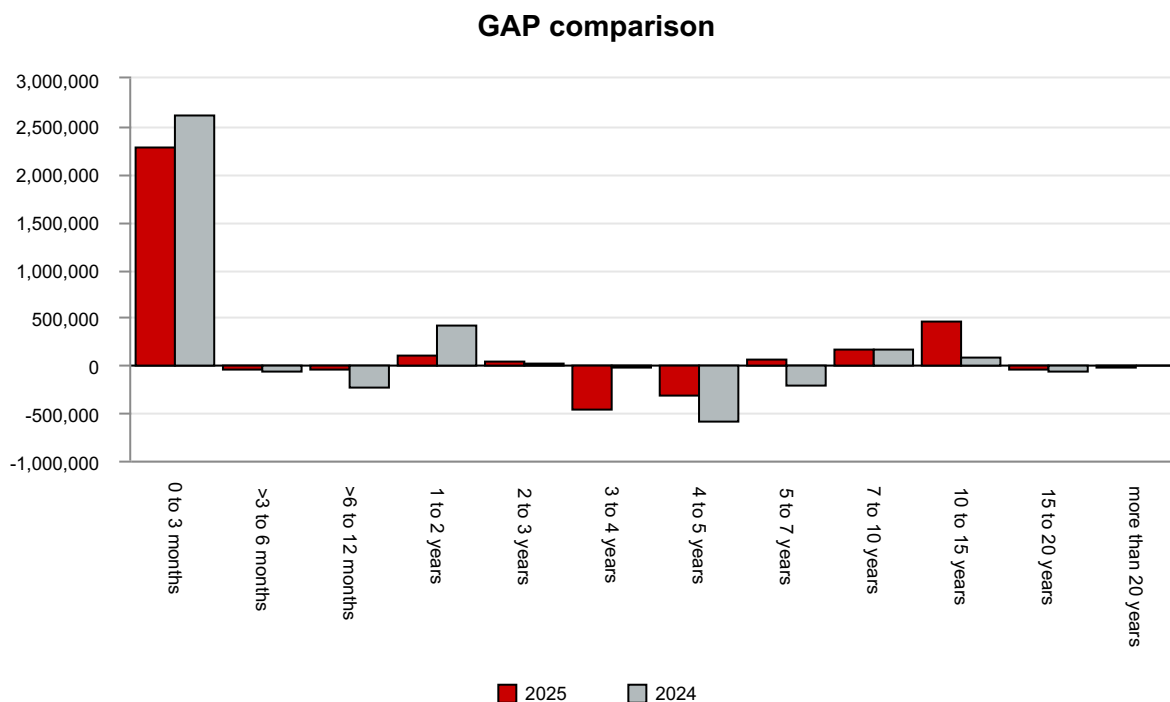
The ALM Committee is responsible for managing the interest rate risk in the banking book, the strategic equity and fund positions in the banking book, the credit spread risk in the banking book and the settlement risk.

The ALM Committee meets once every month. Members of the Committee are the Chief Risk Officer as well as representatives of the departments Strategic Risk Management, Treasury, Accounts and Controlling, Private Banking & Asset Management, Credit Management, Corporate & International Finance, General Banking, Secretariat & Communication, Internal Audit, and Compliance.

Interest rate risk in ICAAP

Accepting interest rate risk is an integral part of the banking business and an important source of earnings that requires adequate consideration within the scope of risk management. The bank's strategy aims at generating interest earnings from maturity transformation by deliberately accepting calculable and actively managed risks. As a way to stabilise interest income and to earn additional net interest income from maturity transformation, the investment strategy relies on investing in positions with fixed long-term interest rates. The interest rate risk in the banking book is measured using classical methods of term structure analysis (gap analysis and sensitivity analysis) for the purpose of internal risk management pursuant to EBA Guidelines 2022/14. The magnitude of the interest rate risk is analysed based on changes to the present value of the positions in the banking book, based on various interest rate scenarios. Apart from the present value view, a quarterly simulation of interest returns is carried out using various adverse scenarios. To this end, the deviation of profit and loss from projections is presented for each scenario and for every year as well as cumulated for a three-year period. The chart below shows the gap analysis as compared with the end-of-year values of the previous year:

Term structure gaps – banking book positions (comparison 31/12/2025 with 31/12/2024*)



*The preceding year's figures were adjusted as a result of a change in the presentation.

The interest rate risk in the ICAAP economic perspective is determined on the basis of an EVE model (Economic Value of Equity). The underlying scenario corresponds to annual interest rate changes with a probability of 99.9% of not being exceeded. The interest rate shock is calibrated for the individual main currencies EUR, USD, CZK and HUF. Non-interest-bearing positions are not taken into account. As at 31 December 2025, there was an interest rate risk in the banking book of EUR 129.20 million (pr. yr.: EUR 55.22 million).

Credit spread risk

The credit spread represents a credit risk premium for the credit risk incurred with a specific investment. The credit spread is the yield differential between a bond and a risk-free reference bond. The risk is measured on the basis of present value fluctuations of the bond portfolio attributable to market changes in credit spreads given an unchanged credit rating of the debtor. The credit spread risk is measured with a confidence level of 99.9% and a holding period of one year. On 31 December 2025, the risk thus determined amounted to EUR 94.73 million (pr. yr.: EUR 55.19 million).

Shares and other variable-yield

For all shares and investment fund positions in the banking book a historic value-at-risk with a confidence level of 99.9% and a holding period of one year was used for the calculation. This is based on a history of 1000 days. On 31 December 2025, the risk thus determined amounted to EUR 38.96 million (pr. yr.: EUR 0.00 million).

46) Operational risk

Operational risks are an intrinsic part of banking operations. This term refers to the risks that affect the operations of the bank. Oberbank AG defines operational risk as the risk of loss resulting from inadequate or failed internal processes, people, systems, or external events. This definition includes legal risks, but does not comprise strategic risks and reputational risks. The risks are grouped into the following categories: internal fraud, external fraud, employment practices and job safety, customers, products and customary business practices, business interruptions and system outages, execution, delivery and process management, and damage to property. A committee with responsibility for the management of operational risks has been set up at Oberbank AG. This committee oversees the process for managing operational risks and is responsible for the ongoing improvement of the process and the adaptation of the relevant methodology. Operational risk is managed by the respective operating departments and the regional sales units (risk-taking units) responsible for operational risk in connection with products and processes within their respective spheres of responsibility.

The electronic log-in process supports the recording of information regarding incipient operational risks. Systematic risk analyses form the basis for the steering and further development of operational risk management. These are conducted in the form of risk assessments that comprise regular surveys and a quantification of potential operational risks, as well as an evaluation of loss events recorded in a special database and the monitoring of key risk indicators. Qualitative analyses in the form of risk assessments are carried out at least every two years with the help of structured questionnaires. An assessment is made of the frequency of occurrence and the amount of potential loss or damage. The Strategic Risk Management unit prepares a quarterly Operational Risk Report, which is sent to the Management Board and to the unit responsible for the management of operational risk. This report contains information on the development of the key risk indicators and loss events in the current financial year. The report groups loss events by business area and category of loss or damage.

Concrete measures have been taken to hedge against any major risks identified in risk analyses (e.g. insurance policies, IT contingency plans, backup data centre).

Based on the increasing significance of digitalisation, IT risks and cyber risks play a key role among operational risks. The strategy of the bank in this case consists of ensuring a state-of-the-art level of security. At the operational level, this is handled by 3 Banken IT GmbH, which has been charged with implementation.

The risk of money laundering and terrorism financing is considered an operational risk. Measures are taken to ensure transparency in business relationships between customers and the credit institution to combat this type of risk. Apart from identifying customers and their beneficial owners (possible principals), information is also obtained on the purpose and nature of the intended business relationship, the economic origin of the funds is clarified and the ongoing business relationship is monitored ("know-your-customer principle"). This risk contained by measures such as staff training, automated and manual transaction monitoring, and by setting thresholds that trigger a review of the origin of funds in the cash system.

Governance risk is also one of the most relevant operational risks. The risk of knowingly or unknowingly failing to comply with processes and internal or regulatory regulations is minimised by an effective internal control system and training measures.

The value-at-risk model is used (confidence level 99.9%) to quantify operational risk within the risk-bearing capacity calculation. Loss distribution is based on loss events stored in Oberbank's claims database as well as external loss events (malware/encryption, cybercrime/identity theft and, since 2024, money laundering/sanctions/embargo). The Crisam system is also used to calculate a loss distribution for IT risks using a

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Monte Carlo simulation. Both distributions are combined to form a joint loss distribution. As at 31 December 2025, the risk was EUR 33.0 million (pr. yr.: EUR 34.9 million).

47) Liquidity risk

Liquidity risk (or refinancing risk) is defined as the risk of a bank being unable to meet its present and future payment obligations fully and when due or having to raise additional capital at higher cost.

The liquidity risk comprises insolvency risk and liquidity spread risk.

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The insolvency risk or liquidity risk in the narrower sense is defined as the risk that the bank will be unable to satisfy its current and future payment obligations in full and in a timely manner. The insolvency risk includes the maturity risk (that the receipt of agreed payments, e.g. loan repayments, will be delayed leading to a liquidity shortage), the call risk (the risk of customers prematurely or unexpectedly making calls on deposits or credit lines), and the rollover risk (the risk of an inability to fund follow-up financing arrangements for long-term asset-side items). In addition to risks potentially liable to trigger insolvency, there is the risk that the funding required for follow-up refinancing arrangements will have to be raised at elevated market rates (spreads) and thus diminish profits (liquidity spread risk). Market liquidity risk is the liquidity risk a market participant incurs when financial instruments can only be sold at a price lower than the expected market price or not at all due to insufficient market liquidity or market depth.

The primary objective of liquidity management is to ensure the availability of sufficient liquidity at all times and to optimise the bank's refinancing structure in terms of risk and profits.

To limit the risk of refinancing being dependent on the volatile money markets for banks, the ratio of customer loans to total primary deposits, plus own issues and plus deposits of banks handling subsidised loan schemes is restricted to a strategic limit of 110%. The strategic liquidity indicator as at 31/12/2025 was 89.9% (pr. yr.: 89.6%).

Oberbank AG holds appropriate reserves (liquidity buffer) of free refinancing potential in the form of securities and loan assets eligible for refinancing with central banks as well as deposits with central banks. The adequacy of the liquidity buffer is reviewed monthly using liquidity stress tests. Furthermore, Oberbank AG has access to unutilised refinancing lines at other banks. A further strategic principle is the goal of having as highly diversified sources for refinancing as possible to avoid dependence on the interbank money market and capital market. This includes a proactive approach to eligible collateral when granting loans.

Regulatory liquidity indicators

The liquidity cover ratio (LCR) defines the minimum volume of (highly) liquid assets that the bank must hold as liquidity reserve in order to be able to cover net payment obligations in the event of distressed market conditions for a period of 30 days. LCR as at 31/12/2025 was EUR 183.9% (31/12/2024: 173.6%).

The net stable funding ratio (NSFR) is the minimum standard for lowering refinancing risk over a longer period of time. The purpose of the structural liquidity ratio is to secure a sustainable refinancing structure by limiting the maturity transformation between the lending business, on the one hand, and refinancing, on the other, and thus mitigate the risk of future refinancing problems. NSFR as at 31/12/2025 was EUR 128.7% (31/12/2024: 130.0%).

Responsibility for liquidity risk management

Strategic Risk Management is responsible for operational risk reporting and for defining and monitoring the relevant risk limits. It is likewise responsible for the further development and maintenance of the risk management models used, for defining the parameters for the liquidity gap analysis and for back-testing the models.

Short-term liquidity management

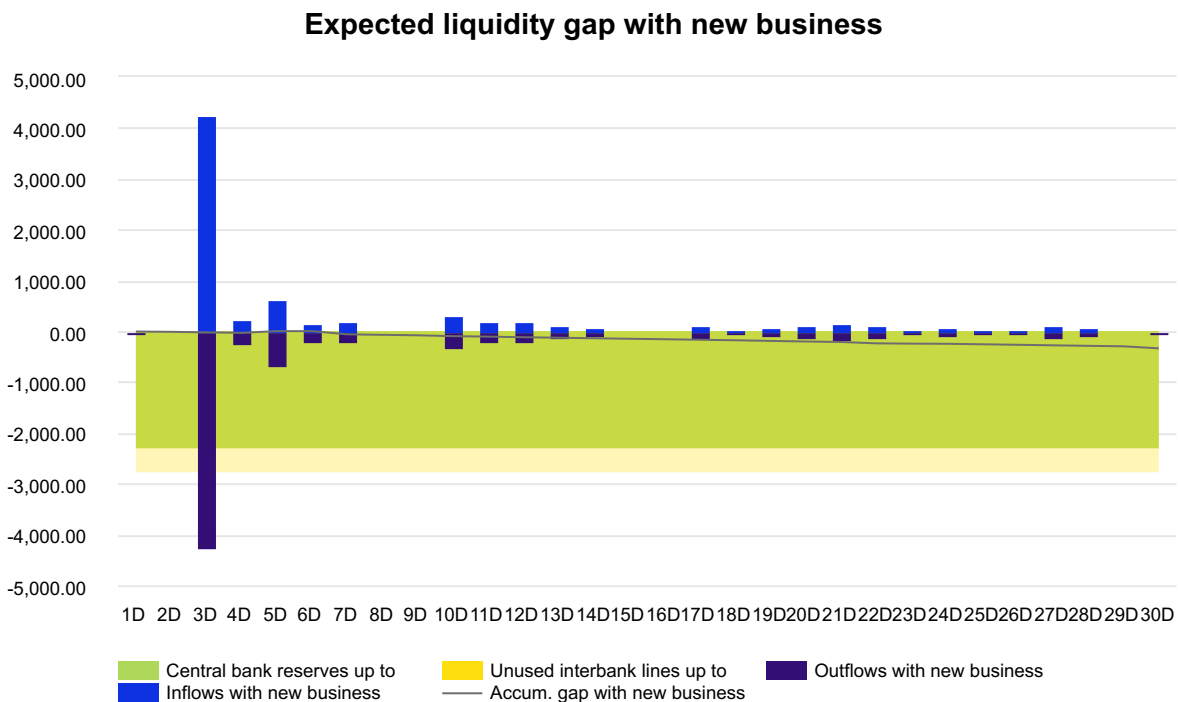
Treasury is responsible for the short-term, daily management of liquidity in all currencies. Daily liquidity management is based on conducting a short-term forward liquidity gap analysis.

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Strategic Risk Management prepares a daily forward liquidity gap analysis for the next 30 days, including assumptions for new business, that represents the net cash inflows and outflows as well as the accumulated forward liquidity gap of the bank. Amounts held with central banks less the minimum reserve requirements and the free unappropriated inter-bank credit lines (uncommitted inter-bank lines less actual and/or planned utilisation) are presented as limit lines and constitute the counterbalancing capacity.

Furthermore, a 30-days forward liquidity gap analysis for day-to-day liquidity management is prepared based only on the contractual cash flows of Oberbank AG.

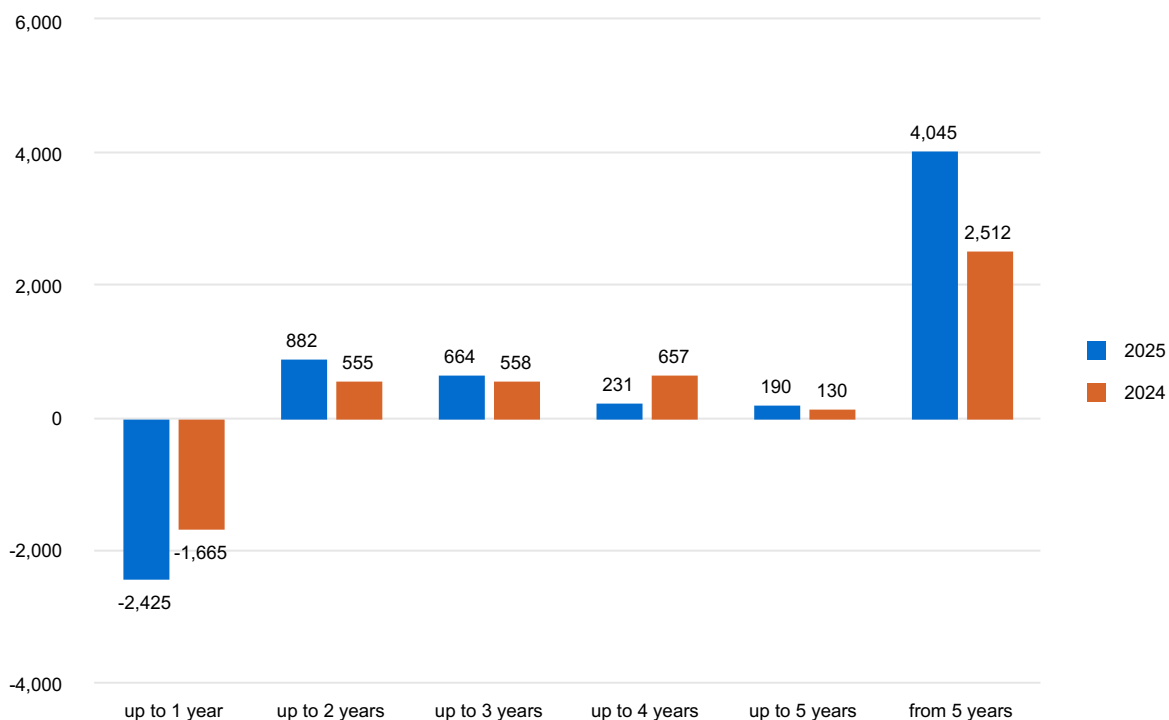
30-days forward liquidity gap analysis incl. assumptions for new business as at 31/12/2025 in EUR million



Long-term and strategic liquidity management

The ALM Committee is responsible for managing the long-term and strategic liquidity of Oberbank AG. The Strategic Risk Management department is responsible for reporting. A comprehensive forward liquidity gap analysis is drawn up for the purpose of the bank's medium and long-term liquidity risk management, which sums up the payment flows per maturity band resulting from banking transactions.

Medium to long-term liquidity gap analysis for all currencies as at 31/12/2025 and 31/12/2024 in EUR million



To limit the risk arising from maturity transformation (risk appetite), Oberbank AG calculates a funding ratio. As at 31/12/2025, the funding ratio was 98.4% (pr. yr.: 99.9%), which complies with the internally defined limit of 70%.

Securities and loans eligible for repo transactions are available to Oberbank AG for the following terms structures:

in €k as at 31/12/2025	up to 1 month	1 to 12 months	1 to 5 years	> 5 years
Securities and loans available	13,631	999,398	1,013,842	1,623,974

as at 31/12/2024 in €k	up to 1 month	1 to 12 months	1 to 5 years	> 5 years
Securities and loans available	21,872	237,429	1,601,201	1,034,570

Additionally, as at 31 December 2025 Oberbank AG had collateral assets with a cover value of EUR 128 million (pr. yr.: EUR 99 million) from reverse repos with the Czech National Bank (ČNB) at its disposal that may be deposited with the ČNB at any time to obtain liquidity.

The balance of central bank reserves that can be withdrawn at any time amounted to EUR 2,110 million as at 31/12/2025 (pr. yr.: EUR 2,502 million).

Stress scenarios are calculated to illustrate the effects of liquidity crises and the adequacy of the liquidity buffer.

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Simulations under the ILAAP economic perspective included “deterioration in reputation”, “market crisis” and, as a “worst case scenario”, a combination these two. A contingency plan is in place for the eventuality of extreme market conditions.

The normative perspective method ensures that Oberbank complies with the liquidity requirements of Pillar 1 over the next three years also in adverse scenarios (recession, inflation and loss of reputation).

Contractual cash flows of financial liabilities pursuant to IFRS 7/39 a and b

as at 31/12/2025 in €k	Carrying amounts	Contractual cash flows	up to 1 month	1 to 12 months	1 to 5 years	> 5 years
Amounts owed to credit institutions	3,697,709	3,963,301	679,437	526,890	1,740,493	1,016,481
thereof deposits for subsidised loans	3,429,834	3,701,023	442,202	501,847	1,740,493	1,016,481
Amounts owed to customers	16,461,345	16,535,418	13,459,757	2,425,370	550,091	100,200
Securitised liabilities	3,623,806	4,045,427	15,097	413,510	2,155,253	1,461,568
Subordinated liabilities	547,736	642,358	39,993	76,682	264,085	261,598
Derivative liabilities IRS/CCS	77,164	84,900	2,808	13,808	45,746	22,538

as at 31/12/2024 in €k	Carrying amounts	Contractual cash flows	up to 1 month	1 to 12 months	1 to 5 years	> 5 years
Amounts owed to credit institutions	3,803,871	4,022,998	873,775	473,809	1,777,798	897,616
thereof deposits for subsidised loans	3,476,387	3,694,561	584,244	460,401	1,752,300	897,616
Amounts owed to customers	16,040,335	16,116,859	13,205,701	2,538,291	224,357	148,511
Securitised liabilities	3,162,366	3,527,645	38,900	92,962	1,635,524	1,760,260
Subordinated liabilities	497,625	581,059	28,989	34,000	284,000	234,070
Derivative liabilities IRS/CCS	97,306	107,471	6,240	29,573	54,713	16,946

48) Risk of excessive indebtedness

Oberbank measures the risk of incurring excessive debt by calculating the debt ratio (leverage ratio) pursuant to Article 429 CRR. An internal limit of 5% of tier 1 capital was defined for the debt ratio for the purpose of effectively controlling this risk. The leverage ratio was 12.32% on 31 December 2025 (31/12/2024: 12.09%).

49) Sustainability risk

Sustainability risk arises from environmental, social or governance issues and may adversely affect a company's financial position, financial performance and cash flows.

Sustainability risk comprises physical risks that result from extreme weather events and transition risks that result from the changeover to a low-carbon economy.

In accordance with the recommendations of the FMA's Guide for Managing Sustainability Risks, the special topics of sustainability risk in risk management and quantification are covered under primary risks. Details on the management of sustainability risks in the credit portfolio are presented in Note 43.

50) Other risks

The category Other risks covers risks which are classified as non-material within Oberbank Group's business model and for which, consequently, no individual limit is derived from the economic coverage capital.

The category Other risks includes the following banking risks:

- Reputational risks result from negative publicity impairing the reputation of a bank in the eyes of the general public. The damage to the good reputation of the bank (e.g. among customers, business partners, shareholders, public authorities, etc.) and the resultant loss of confidence may lead to lower earnings or losses.
- Business risks are risks that result from unexpected changes in earnings due to a change in the general business environment (e.g. lower earnings that cannot be offset by cutting expenses to the same extent, a change in the competitive environment, a change in customer behaviour, the impact of technological progress, etc.).
- Strategic risks result from failure to meet long-term corporate goals based on underlying business assumptions or due to a change in the general business environment. Such risks can be avoided or reduced by constantly monitoring the market and competitive conditions as well as by rolling strategic planning forward with continual adjustments to the market environment.
- Model risk is defined as the potential loss incurred by an institution as a result of decisions based on the output of internal models if these models contain errors in their design, execution or use.

Model risk comprises two different forms of risk:

- the risk of models underestimating the risk capital (e.g. rating models, models for calibrating fixed interest rates on sight deposits, etc.) and
- the risk of losses being caused by other models for decision-making processes (e.g. product pricing, valuation of financial instruments, monitoring of risk limits) developed, implemented or incorrectly used by the bank.

The material risk models used to calculate the required risk capital are validated annually. A requirement for the use of models at Oberbank is that the models are transparent and interpretable. The data and metrics used in the models are regularly updated and adjusted to current market conditions.

51) Systemic risk

Systemic risk describes the risk of a disruption in the financial system as a whole or in parts of the financial system, which can result in serious negative effects both in the financial system and in the real economy.

Thus, the insolvency of one market participant may lead to a chain reaction that causes significant liquidity and solvency problems for a large number of other market participants. In turn, this may cause the functional collapse of parts of the financial system or the financial system as a whole. Systemic risks are difficult to predict or influence due to complex interdependencies in the financial system.

In its function as the national resolution authority for Oberbank AG, the FMA has stipulated that resolution proceedings be initiated in the event of a default or probable default. This assessment is based on the identification of a critical function and the expectation of significant negative effects on financial stability in Austria in the event of Oberbank's market exit due to insolvency.

The FMA has therefore specified that Oberbank AG must maintain a certain minimum amount of own funds and eligible liabilities (MREL).

The MREL requirement has the purpose of ensuring that a bank has, at all times, a minimum ratio of own funds and MREL-eligible liabilities (sufficient buffer of loss absorption capital for the event of resolution and the related resolution strategy). This ratio is expressed either as a percentage of the total risk exposure amount (TREA) or as a percentage of the total risk exposure measure (LRE/TEM).

The prescribed amount of the ratios is not defined uniformly for all credit institutions in the EU, but rather on a case-by-case basis. The FMA has defined the following ratios for Oberbank AG:

- mandatory TREA ratio: 20.16%
- mandatory LRE/TEM ratio: 5.90%.

As at 31 December 2025, the TREA ratio was 25.89% (31/12/2024: 27.07%) and the LRE/TEM ratio 17.78% (31/12/2024: 18.52%).

52) Risk report - summary

At Oberbank, risk management is an integral element of the bank's business policy, the planning of strategic targets, and operational management and controlling. Central responsibility for risk management lies with the full Management Board of Oberbank AG.

For each material risk within the Oberbank Group, there are defined remits for management and control processes as well as for the economic coverage capital allocated to specific risks (limits) or defined management processes.

53) Total outstanding positions in derivative financial instruments

Derivative financial transactions not yet settled at the balance sheet date are shown in the table below. At Oberbank, financial derivatives are used mainly for hedging market risk in business with customers and for managing the banking book.

Oberbank's hedging strategy is based on the following principles:

- Positions in derivative products sold to business customers are closed out as a matter of principle.
- Derivative products are also used for hedging interest rate risk and foreign exchange risk resulting from cash transactions.
- Long-term own debt securities issued and promissory loan notes used to secure liquidity are in some cases hedged using interest rate swaps.
- In specific cases, ALM decisions are taken to hedge fixed-interest securities for the banking book and/or for large-volume customer loans using swaps.

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- Therefore, open positions in derivative products exist only on a small scale in the trading book.
- Oberbank has no credit derivatives in its portfolio.

Nominal amounts				2025			2024		
Remaining time to maturity				Nominal	Fair values		Nominal	Fair values	
in €k	up to 1 year	1 to 5 years	> 5 years	total	positive	negative	total	positive	negative
Interest rate contracts									
Interest rate options									
Call	1,617	107,600	16,942	126,158	502	0	31,888	55	0
Put	100	107,600	17,459	125,159	0	-520	32,692	0	-60
Swaptions									
Call	0	0	0	0	0	0	0	0	0
Put	5,000	13,000	5,000	23,000	0	-3,269	13,000	0	-2,026
Interest rate swaps									
Call	160,122	495,898	401,067	1,057,086	19,142	-8,656	1,239,978	15,506	-19,164
Put	527,146	775,009	219,079	1,521,233	5,583	-68,508	1,693,076	9,727	-73,939
Bond options									
Call	0	0	0	0	0	0	0	0	0
Put	200,000	0	0	200,000	0	-860	0	0	0
Currency contracts									
Currency options									
Call	3,957	0	0	3,957	15	0	4,160	115	0
Put	2,277	0	0	2,277	0	-237	3,225	0	-103
Foreign exchange forwards and futures									
Call	1,316,452	143,704	9,618	1,469,774	9,029	0	1,384,862	18,318	0
Put	1,317,605	144,847	9,526	1,471,978	0	-10,320	1,381,807	0	-15,101
Cross currency swaps									
Call	0	50,483	0	50,483	232	0	307,317	4,870	-2,831
Put	0	4,018	0	4,018	969	0	70,200	1,212	-1,372

Measurements are based on generally-accepted measurement models, with measurements being made under market conditions. The fair values of symmetrical products (interest rate swaps, forward exchange deals) were measured applying present values on a clean price basis. The yield curves from LSEG (formerly Refinitiv) are used as the basis for the calculation. The exchange rates used are the reference rates published by the ECB. The market values of asymmetric products are calculated according to option pricing models such as those of Black-Scholes, Hull & White. Implied volatilities are used for the valuation of options.

54) Letters of comfort on behalf of subsidiaries

Oberbank AG has an interest in the companies listed below being able to fulfil their contractual obligations:

Other finance companies:

Oberbank Infrastruktur Management GmbH, Linz

Property companies:

„AM“ Bau- und Gebäudevermietung Gesellschaft m.b.H., Linz

Disclosures required under Austrian law

55) Shareholders' equity

Shareholders' equity is made up of the paid-in capital of Oberbank AG (share capital plus capital reserves) and earned capital (the Group's retained earnings plus consolidated net profit for the year). Shareholders' equity of Oberbank AG amounts to EUR 3,012.8 million (pr. yr. EUR 2,797.7 million), thereof share capital of EUR 105.9 million (pr. yr. EUR 105.8 million).

As Oberbank AG distributes dividends on the basis of Austrian law, only part of the shareholders' equity measured in accordance with the Austrian Business Code/Banking Act was distributable, namely net profit, non-appropriated retained earnings, and the non-appropriated capital reserve. For 2025, a maximum amount of EUR 2,083.1 million would be distributable. The distributable net profit was EUR 95.6 million.

56) Human resources

Averaged over the year, Oberbank Group had the following staff capacities in 2025:

Full-time equivalents, without management board members / managing directors	2025	2024
Salaried employees	2,163	2,227
Wage earners	3	3
Total resources	2,166	2,230

57) Breakdown of securities holdings pursuant to the Austrian Banking Act in EURk

	Unlisted	Listed	Measured as fixed assets	Other measureme nt method	Total
Bonds and other fixed- interest securities	142,242	2,450,210	2,527,671	64,781	2,592,452
Shares and other variable- yield securities	140,377	41,288	37,022	144,643	181,665
Equity investments	172,613	323,365	483,172	0	495,978
Investments in subsidiaries	100,334	0	100,334	0	100,334
	555,566	2,814,863	3,148,199	209,424	3,370,429

58) Consolidated own funds and regulatory own funds requirement

As from 1 January 2014, Oberbank AG became subject to the provisions of Regulation (EU) No. 575/2013 (CRR) as well as CRD IV. The defined minimum capital requirements were met at all times. The own funds components disclosed are also used for the purposes of internal capital management.

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Regulatory capital pursuant to Part 2 Regulation (EU) No 575/2013 - Pillar I in EURk	2025	2024	Change	
			Amount	in %
Subscribed capital	105,922	105,922	0	
Capital reserves	505,523	505,523	0	
Gewinnrücklagen ¹⁾	3,564,087	3,286,346	277,741	8.5
Minority interests	0	0	0	
Cumulated other comprehensive income	72,316	81,039	-8,723	-10.8
Regulatory adjustment items	-6,844	-14,079	7,235	-51.4
Deductions from CET 1 capital	-390,581	-355,378	-35,203	9.9
COMMON EQUITY TIER 1 CAPITAL	3,850,423	3,609,373	241,050	6.7
AT1 capital instruments	20,000	50,000	-30,000	-60.0
AT1 capital instruments pursuant to national implementation rules	0	0	0	
Deductions from AT1 capital items	0	0	0	
Additional tier 1 capital	20,000	50,000	-30,000	-60.0
TIER 1 CAPITAL	3,870,423	3,659,373	211,050	5.8
Qualifying supplementary capital instruments	345,993	347,690	-1,697	-0.5
Supplementary capital (tier 2) items pursuant to national implementation rules	0	0	0	
General credit risk adjustments	0	0	0	
Deductions from supplementary capital items	-16,526	-15,313	-1,213	7.9
Supplementary capital (tier 2)	329,467	332,377	-2,910	-0.9
OWN FUNDS	4,199,890	3,991,750	208,140	5.2
Total exposure pursuant to Article 92 CRR				
Credit risk	17,984,843	17,108,006	876,837	5.1
Market risk, settlement risk and CVA risk	11,637	13,708	-2,071	-15.1
Operational risk	1,360,590	1,627,401	-266,811	-16.4
Total exposure	19,357,070	18,749,115	607,955	3.2
Own funds ratio pursuant to Article 92 CRR				
Common equity tier 1 capital ratio	19.89%	19.25%	0.64%-P.	
Tier 1 capital ratio	19.99%	19.52%	0.47%-P.	
Total capital ratio	21.70%	21.29%	0.41%-P.	
Regulatory requirement, own capital ratios in %				
Common equity tier 1 capital ratio	7.47%	7.32%	0.15%-P.	
Tier 1 capital ratio	8.97%	8.82%	0.15%-P.	
Total capital ratio	10.97%	10.82%	0.15%-P.	
Regulatory requirements, own funds in €k				
Common equity tier 1 capital	1,445,973	1,372,435	73,538	5.4
Tier 1 capital	1,736,329	1,653,672	82,657	5.0
Total capital	2,123,471	2,028,654	94,817	4.7
Free capital components				
Common equity tier 1 capital	2,404,450	2,236,938	167,512	7.5
Tier 1 capital	2,134,094	2,005,701	128,393	6.4
Total capital	2,076,419	1,963,096	113,323	5.8

1) Including allocation of 2025 to retained earnings subject to approval by the Supervisory Board on 25 March 2026.

59) Other disclosures required pursuant to the Austrian Banking Act and Austrian Business Code

In the reporting year 2026, a total nominal value of EUR 347.7 million and HUF 3,500.00 in bonds issued by Oberbank will mature.

As at 31 December 2025, there was no subordinated liability that exceeded 10% of the aggregate amount of subordinated liabilities. Other subordinated borrowings individually coming to 10% or less of aggregate subordinated liabilities totalled EURk 545,318.0 (nominal) and included supplementary capital subject to interest rates of 1.7% to 4.8% and maturities in the financial years 2026 to 2040.

In the reporting year, expenses for subordinated liabilities were €k 17,599.3. Applying market prices, the volume on the trading book was EUR 27.3 million as at 31 December 2025.

Of this amount, securities (fair values) accounted for EUR 0.9 million and other financial instruments (fair values) for EUR 26.4 million. The lease portfolio volume was EUR 1,752.2 million on 31 December 2025. Expenses for the group auditor amounted to EURk 1,863.1 in the reporting year (incl. VAT, leasing companies and incl. subsidiaries). This amount breaks down as follows: EURk 1,414.9 for the audit of the single-entity financial statements and the consolidated financial statements, EURk 177.3 for other assurance services, EURk 48.7 for tax advisory services and EURk 222.2 for other services. The expenses for the audit of ALPENLÄNDISCHE GARANTIE-GESELLSCHAFT m.b.H., which is included in the consolidated financial statements pursuant to IFRS 11 Joint Arrangements, was EURk 14.9.

Disclosure regarding branch establishments pursuant to § 64 (1) 18 Banking Act in €

Name of establishment (incl. leasing companies)	Main Branch Austria	Main Branch Germany	Regional Division Czech Republic	Regional Division Hungary	Regional Division Slovakia
Regional divisions		Germany South Germany Central Germany Southwest			
State of registered office	Republic of Austria	Federal Republic of Germany	Czech Republic	Hungary	Slovakia
Net interest income	437,680,199	114,555,015	48,742,946	36,010,948	12,488,303
Operating profit	673,885,213	126,202,500	58,224,758	49,880,189	14,894,200
Number of employees (FTEs)	1,516	294	183	129	43
Profit for the period before tax	304,162,425	70,915,923	37,547,331	31,174,826	8,620,070
Income taxes	-67,521,116	-21,784,309	-7,907,280	-2,978,453	-1,565,004
Public subsidies received	0	0	0	0	0

The return on investment pursuant to § 64 (1) 19 Banking Act is 1.26%.

60) List of equity investments pursuant to Austrian Business Code

	Consolidation method *)	Equity share 5)		Equity capital ³⁾	Profit in preceding financial year ⁴⁾	Financial statements	Comment
		direct in %	total in %				
On 31/12/2025, the company held at least min. 20% share in the following companies:							
a) Direct investments							
"AM" Bau- und Gebäudevermietung Gesellschaft m.b.H., Linz	N	100.0	100.00				1) 6)
3 Banken-Generali Investment-Gesellschaft m.b.H., Linz	N	20.57	20.57				6)
3-Banken Wohnbaubank AG, Linz	C	80.00	80.00	8,213	-28	2025	1)
ALPENLÄNDISCHE GARANTIE-GESELLSCHAFT m.b.H., Linz	P	50.00	50.00	10,947	0	2025	
Beteiligungsverwaltung Gesellschaft m.b.H., Linz	N	40.00	40.00				6)
Oberbank Infrastruktur Management GmbH, Linz	N	100.0	100.00				1) 2) 6)
3 Banken IT GmbH, Linz	N	40.00	40.00				6)
Donaulände Holding GmbH, Linz	C	100.0	100.00	324	-4	2025	1)
GAIN CAPITAL PRIVATE EQUITY III SCSp, Luxembourg	N	36.97	36.97				6)
GAIN CAPITAL PARTICIPATIONS II S.A. SICAR, Luxembourg	N	33.11	33.11				6)
GAIN CAPITAL PARTICIPATIONS SA, SICAR, Luxembourg	N	58.69	58.69				1) 6)
Gasteiner Bergbahnen Aktiengesellschaft, Bad Hofgastein	N	32.62	32.62				6)
Ober Finanz Leasing gAG, Budapest	C	1.00	100.00	31,591	4,271	09/2025	1)
Ober Leasing Gesellschaft mit beschränkter Haftung, Budapest	C	1.00	100.00	1,535	223	09/2025	1)
Oberbank Beteiligungsholding Gesellschaft m.b.H., Linz	N	100.0	100.00				1) 6)
Oberbank Immobilien Leasing GmbH Bayern, Neuötting	C	6.00	100.00	2,080	37	09/2025	1)
Oberbank Immobilien-Service Gesellschaft m.b.H., Linz	N	100.0	100.00				1) 6)
OBERBANK LEASING GESELLSCHAFT MBH., Linz	C	100.0	100.00	52,978	17,408	09/2025	1) 2)
Oberbank Leasing s.r.o., Bratislava	C	0.10	100.00	11,908	1,670	09/2025	1)
Oberbank Leasing spol. s.r.o., Prague	C	1.00	100.00	51,599	2,563	09/2025	1)
Oberbank Opportunity Invest Management Gesellschaft m.b.H., Linz	N	100.0	100.00				1) 6)

Consolidated Financial Statements

Oberbank PE Holding GmbH, Linz	N	100.0	100.00				1) 6)
Oberbank Unternehmensbeteiligung GmbH, Linz	N	100.0	100.00				1) 2) 6)
OÖ HightechFonds GmbH, Linz	N	24.70	24.70				6)
Samson České Budějovice spol. s.r.o., Budweis	N	100.0	100.00				1) 6)
TZ-Vermögensverwaltungs GmbH, Linz	N	100.0	100.00				1) 6)
Oberbank Service GmbH, Linz	N	100.0	100.00				1) 6)
3 Banken Versicherungsmakler Gesellschaft m.b.H., Innsbruck	N	40.0	40.00				6)

b) Indirect investments

"ST" BAU Errichtungs- und Vermietungsgesellschaft m.b.H., Linz	N		99.99				1) 6)
3-Banken Beteiligung Gesellschaft m.b.H., Linz	N		40.00				6)
3-Banken Kfz-Leasing GmbH, Linz	C		80.00	28,401	1,862	09/2025	1)
Donaulände Garagen GmbH, Linz	C		100.00	81	18	2025	1)
Donaulände Invest GmbH, Linz	C		100.00	1,266	265	2025	1)
DIANA Digital und Analog Beteiligungs- und Verwaltung GmbH, Mödling	N		24.90				6)
Oberbank Bergbahnen Leasing GmbH, Linz	C		100.00	35	788	09/2025	1)
Oberbank Reder Immobilienleasing GmbH, Linz	C		100.00	35	66	09/2025	1)
Oberbank Eugendorf Immobilienleasing GmbH, Linz	C		100.00	35	214	09/2025	1)
Oberbank Frank Immobilienleasing GmbH, Linz	C		90.00	35	122	09/2025	1)
Oberbank FSS Immobilienleasing GmbH, Linz	C		100.00	35	71	09/2025	1)
Oberbank Goldkronach Beteiligungs GmbH, Neuötting	C		100.00	4	-1	09/2025	1)
Oberbank Leobendorf Immobilienleasing GmbH, Linz	C		100.00	35	509	09/2025	1)
Immobilien Abwicklung 01 GmbH, Neuötting	C		100.00	-5	-6	09/2025	1)
Oberbank Immobilien-Leasing Gesellschaft m.b.H., Linz	C		100.00	741	1,472	09/2025	1)
Oberbank Industrie und Handelsbeteiligungsholding GmbH, Linz	N		100.00				1) 6)
Oberbank KB Leasing Gesellschaft m.b.H., Linz	C		100.00	69	388	09/2025	1)
Oberbank Kfz-Leasing GmbH, Linz	C		100.00	35	1,014	09/2025	1)
Oberbank Leasing GmbH Bayern, Neuötting	C		100.00	10,707	7,608	09/2025	1)
Oberbank Leasing JAF HOLZ, s.r.o., Prague	C		95.00	6,474	200	09/2025	1)

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Oberbank Leasing Palamon s.r.o., Prague	C	100.00	8,654	392	09/2025	1)
Oberbank Operating Mobilienleasing GmbH, Linz	C	100.00	35	177	09/2025	1)
Oberbank Operating OPR Immobilienleasing GmbH, Linz	C	100.00	35	230	09/2025	1)
Oberbank PE Beteiligungen GmbH, Linz	N	100.00				1) 6)
Oberbank Pernau Immobilienleasing GmbH, Linz	C	100.00	35	118	09/2025	1)
Oberbank Riesenhof Immobilienleasing GmbH, Linz	C	100.00	35	72	09/2025	1)
Oberbank Seiersberg Immobilienleasing Gesellschaft m.b.H., Linz	C	100.00	35	121	09/2025	1)
Oberbank Unterpremstätten Immobilienleasing GmbH, Linz	C	100.00	18	51	09/2025	1)
Oberbank Weißkirchen Immobilienleasing GmbH, Linz	C	100.00	35	56	09/2025	1)
Oberbank Wiener Neustadt Immobilienleasing GmbH, Linz	C	100.00	35	63	09/2025	1)
OBK Ahlten Immobilien Leasing GmbH, Neuötting	C	100.00	1,000	18	09/2025	1)
OBK München 1 Immobilien Leasing GmbH, Neuötting	C	100.00	27	28	09/2025	1)
OBK München 2 Immobilien Leasing GmbH, Neuötting	C	100.00	30	-1	09/2025	1)
OBK München 3 Immobilien Leasing GmbH, Neuötting	C	100.00	30	-1	09/2025	1)
POWER TOWER GmbH, Linz	C	99.00	70	182	09/2025	1)
Oberbank NGL Immobilienleasing GmbH, Linz	C	100.00	35	102	09/2025	1)
Techno-Z Braunau Technologiezentrum GmbH, Braunau	N	21.50				6)
Oberbank LKR Immobilienleasing GmbH, Linz	C	100.00	35	-5	09/2025	1)
Oberbank Logistik Immobilienleasing GmbH, Linz	C	100.00	35	0	09/2025	1)
Oberbank Jasminstraße 2 Immobilienleasing GmbH, Linz	C	100.00	235	-67	09/2025	1)

*) Method of inclusion in the consolidated financial statements: C = consolidated, E = accounted for using the equity method, P = accounted for by proportionate consolidation, N = not included in the consolidated financial statements pursuant to IAS 27 in conjunction with Framework 29

1) Subsidiary; 2) Profit transfer agreement; 3) Includes untaxed reserves; 4) Profit (loss) for the year pursuant to § 231 (2) 21 Austrian Business Code (UGB); 5) Indirect investments in credit institutions and other financial institutions were measured in accordance with § 30 Austrian Banking Act (BWG); indirect investments in other companies pursuant to the Austrian Business Code; 6) Use was made of § 242 (2) Austrian Business Code.

Statement by the Management Board

Statement by the Management Board of Oberbank AG

The consolidated financial statements of Oberbank AG for the financial year ended on 31 December 2025 were prepared by the Management Board in accordance with the International Financial Reporting Standards (IFRSs) as in force and as adopted by the EU. These consolidated financial statements meet the legal requirements for exemption from the preparation of consolidated financial statements in accordance with Austrian law and comply with applicable EU regulations. The consolidated financial statements and the Group management report contain all the required disclosures.

Significant events since the end of the financial year

There were no significant events after the close of the 2025 financial year.

Statement by the Management Board

Statement pursuant to § 124 (1) 3 Stock Exchange Act

Statement by the Management Board of Oberbank AG

We state to the best of our knowledge that the consolidated financial statements prepared in accordance with the relevant financial reporting standards provide a true and fair view of the financial position and performance of the Group, and that the management report of the Group presents the business trends, including business performance and position of the Group, in such a way as to provide a true and fair view of the financial position, financial performance and cash flows of the Group and that it describes the material risks and uncertainties to which the Group is exposed.

Linz, 12 March 2026

Management Board



Franz Gasselsberger

Chairman of the Management Board



Romana Thiem

Management Board Member



Martin Seiter

Management Board Member



Director Florian Hagenauer

Management Board Member



Isabella Lehner

Management Board Member

Independent Auditor's Report

Report on the consolidated financial statements

Audit Opinion

We have audited the consolidated financial statements of Oberbank AG, Linz, and its subsidiaries (Group) consisting of the consolidated income statement 2025, the consolidated statement of comprehensive income 2025, the consolidated balance sheet as at 31 December 2025, the consolidated statement of changes in equity, the consolidated cash flow statement for the financial year ending on said closing date as well as the Notes to the consolidated financial statements.

In our opinion, the consolidated financial statements comply with legal requirements and give a true and fair view of the financial position of the Group as at December 31, 2025 and of its financial performance and its cash flows for the year then ended in accordance with IFRSs as adopted by the EU and issued by the International Accounting Standards Board (IASB), the additional requirements under Section 245a UGB and the Austrian Banking Act.

Basis for our opinion

We conducted our audit in accordance with Regulation (EU) No. 537/2014 (hereinafter EU Regulation) and the Generally Accepted Auditing Standards (GAAP) in Austria. These standards require application of the International Standards on Auditing (ISAs). Our responsibilities under those regulations and standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group as stipulated by Austrian company law and statutory professional standards and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained up to the date of this report is sufficient and appropriate to provide a basis for our opinion as of that date.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the financial year. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Independent Auditor's Report

The following matters were key matters in our audit:

1. Recoverability of loans and advances to customers
2. Measurement of investments in entities accounted for using the equity method

1. Recoverability of loans and advances to customers

Matters and problems

As at 31 December 2025, loans and advances to customers of EUR 21,629 million were reported in the consolidated financial statements.

The Bank describes the process for monitoring credit risk and the procedure for determining impairments in Note 2.7) Financial assets and obligations as well as hedging contracts and in Note 43) Credit risk.

The Bank has implemented processes to identify expected default events and significant increases in credit risk to determine expected credit losses.

The calculation of loss allowances for non-performing, individually significant loans is based on expected recoverable amounts in different scenarios. These are influenced by the assessment of the economic situation and development of the respective customers, the expected realization of loan collateral and the time of occurrence.

The loss allowance for non-performing, individually non-significant loans is calculated depending on the default stage as a percentage of the unsecured amount of the loan based on past experience.

In the case of performing loans, impairment charges are recognized in the amount of the expected credit loss for the next twelve months (stage 1) or – in the case of a significant increase in credit risk since initial recognition – the expected credit loss is recognized over the entire remaining lifetime (stage 2). To determine expected credit loss, it is necessary to not only identify default events, but to also define probabilities of default, loss given default and exposure at default. Ratings as well as current and forward-looking information are taken into account in doing so.

Assessing the recoverability of loans and advances to customers involves considerable uncertainties and leaves room for discretion in all of the aforementioned variants. For this reason, we have qualified the recoverability of loans and advances to customers as a key audit matter.

Independent Auditor's Report

Our response

- In auditing the recoverability of loans and advances to customers, we performed the following audit procedures, among others:
- We assessed the methodologies used to determine expected credit loss and their conformity with accounting standards.
- We analysed the documentation of the processes applied to loan monitoring and allocation of risk provisions and carefully examined whether these processes are suitable for identifying credit loss in time and for adequately reflecting the recoverability of loans and advances to customers. We also identified the process workflows and the design and implementation of key controls using the relevant IT systems for testing and used random samples to ascertain their effectiveness.
- We analysed the changes in loans and advances to customers with a view to key aspects that are relevant for loan assessment, such as quality, sector, rating and staging, as well as the changes in loss allowances at customer level, both year on year and during the financial year.
- We examined the risk aspects of individual exposures on the basis of random samples. For non-performing loans, we assessed the Bank's estimates of the amount and time of expected recoveries, taking into account collateral, and examined whether the assumptions used in the calculation were appropriate and derivable from internal or external evidence. In the case of performing loans, we examined whether there was any evidence of default.
- In order to assess the appropriateness of expected credit losses for performing loans (stage 1 and stage 2), we relied on specialists to examine the plausibility of the assumptions made and the appropriateness of the models used, as well as the proper application of these models. We paid special attention to the assumptions made in connection with forward-looking information. We also examined the appropriateness of the assumptions for probability of default, loss given default and exposure at default as well as the staging model, taking the results of the bank's internal validations into consideration and verified the mathematical correctness of selected calculation steps.
- To assess the appropriateness of expected credit losses on non-performing loans, which are not significant individually, we surveyed and assessed the process and method applied in the calculation and also monitored the appropriateness of the percentages. Finally, we assessed whether the disclosures in the notes to the consolidated financial statements regarding the calculation of expected credit losses and the significant assumptions and estimation uncertainties are appropriate.

2. Measurement of investments in entities accounted for using the equity method

Matters and problems

The consolidated financial statements for the year ended 31 December 2025 reported investments in entities accounted for using the equity method in the amount of EUR 1,298 million.

The Bank describes the process for measuring investments in entities accounted for using the equity method in Note 2.9) Material accounting policies for the consolidated balance sheet – Financial assets.

In accordance with IAS 28, the Bank checked these entities for objective evidence of impairment. If there is any such evidence, the Bank estimates the recoverable amount of this asset in accordance with IAS 36. For this purpose, a value-in-use is determined based on expected future cash flows.

The parameters used in these calculations are based on assumptions subject to uncertainties and discretionary decisions. Minor changes to these assumptions may lead to significantly different results.

For this reason, we have qualified the measurement of investments in entities accounted for using the equity method as a key audit matter.

Our response

- We examined the processes for checking the recoverability of investments in entities accounted for using the equity method and evaluated the design and implementation of the key controls identified.
- We reviewed the appropriateness of the annual forecasts used by the Bank for value-in-use calculations, the reconciliation to the maximum annual distributable amount and the discount rate applied based on the requirements of IAS 36 and current capital market data as well as the mathematical correctness of the calculation.
- We critically assessed the assumptions made by the Bank and the back-testing of past forecasts against the results achieved. The figures used and the scenarios selected were discussed with the Bank, also considering current market uncertainties.

Other information

Management is responsible for other information. Other information refers to any information in the annual financial report and in the annual report other than the consolidated financial statements, the group management report and the auditor's report.

Independent Auditor's Report

We received the annual report (except for the report of the supervisory board) before the date of this auditor's report; the report of the supervisory board is expected to be made available to us after this date.

Our audit opinion regarding the consolidated financial statements does not cover this Other Information, and we do not express any form of assurance in this respect. Regarding the information in the group management report, we refer to the Report on the Group Management Report section.

With respect to our audit of the consolidated financial statements, our responsibility is to read this other information and express an opinion as to whether this other information is materially inconsistent with the consolidated financial statements or the knowledge we obtained during the audit or otherwise appears to be materially misstated.

Where, based on the audit work we have performed regarding the other information received before the date of this audit opinion, we conclude that there is a material misstatement in the other information, we are required to report this in the auditor's report. We have nothing to report in this respect.

Responsibilities of management and of the Audit Committee for the consolidated financial statements

Management is responsible for the preparation of the consolidated financial statements in accordance with IFRS Accounting Standards as applicable in the EU, the additional requirements of § 245a of the Austrian Business Code and the Austrian Banking Act in order to give a true and fair view of the financial position, financial performance and cash flows of the Group. Furthermore, management is responsible for such internal control as it determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing – as applicable – matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

The Audit Committee is responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the EU Regulation and with Austrian generally accepted auditing standards, which require application of the ISAs, will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with the EU Regulation and with Austrian generally accepted auditing standards, which require application of the ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. 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.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used by the management and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- We plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

Independent Auditor's Report

We communicate with the Audit Committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that the auditor identifies during our audit.

We also provide the Audit Committee with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and, where applicable, regarding actions taken to eliminate risks or related safeguards.

From the matters communicated with the Audit Committee, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe the key audit matters in our auditor's report unless law or regulations preclude public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Independent Auditor's Report

Other statutory and legal requirements

Group Management Report

Under Austrian company law, the group management report must be audited to ascertain whether it is consistent with the consolidated financial statements and to ensure that it was prepared in accordance with the applicable legal requirements. With respect to the consolidated non-financial statement contained in the group management report, our responsibility is to determine that such statement has been made, to read the statement and express an opinion as to whether this other information is materially inconsistent with the consolidated financial statements or the knowledge we obtained during the audit or otherwise appears to be materially misstated.

Management is responsible for the preparation of the consolidated management report in accordance with Austrian company law.

We have conducted our audit in accordance with the principles of professional conduct applicable to the audit of the group management report.

Opinion

In our opinion, the group management report has been prepared in accordance with applicable statutory and legal requirements, contains correct disclosures under § 243a Austrian Business Code and is consistent with the consolidated financial statements.

Statement

Based on our findings from the audit of the consolidated financial statements and the understanding gained of the group and its circumstances, we did not find any material misstatements in the group management report.

Other matters which we are required to address under Article 10 of the EU Regulation

We were appointed as auditors of the financial statements for the year ended 31 December 2025 at the Annual General Meeting of 13 May 2024, and on 13 May 2024, we were engaged by the Supervisory Board to conduct the audit of the consolidated financial statements. At the Annual General Meeting of 13 May 2025, we were appointed as auditors of the financial statements for the subsequent financial year, and on 13 May 2025, we were engaged by the Supervisory Board to conduct the audit. We have been engaged as auditors for the Group without interruption since the financial year ended 31 December 2022.

Independent Auditor's Report

We confirm that the audit opinion in the Report on the Consolidated Financial Statements section of our report is consistent with the additional report to the audit committee referred to in Article 11 of the EU Regulation.

We hereby confirm that we have not provided any prohibited non-audit services (Article 5 (1) EU Regulation) and that we have retained our independence from the Group in the conduct of our audit of the financial statements.

Engagement partner

The engagement partner responsible for the audit is Thomas Becker.

Vienna, 12 March 2026

Deloitte Audit Wirtschaftsprüfungs GmbH

Mag. Thomas Becker
Certified Public Accountant

Mag. (FH) Stephan Heschl
Certified Public Accountant

Qualified electronic signature:

The consolidated financial statements with our audit opinion may only be published or passed on in the version certified by us. This auditor's report relates exclusively to the German-language and complete consolidated financial statements including the Group management report. For any other versions, the provisions of § 281 para 2 of the Austrian Business Code must be observed.

Profit distribution proposal

Profit distribution proposal

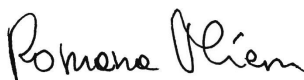
Distributable profit is determined on the basis of the single-entity financial statements of the parent of the group, Oberbank AG. Oberbank AG's net profit for the financial year 2025 was EUR 292.5 million. After the allocation of EUR 197.2 million to reserves and including the profit brought forward of EUR 0.2 million, the net profit available for distribution amounted to EUR 95.6 million. Subject to approval by the Annual General Meeting, the Management Board proposes to distribute a dividend of EUR 1.35 per eligible share. At 70,614,600 ordinary shares, this results in a distributable amount of EUR 95.3 million. The Management Board also proposes to carry the remainder of EUR 224,924.95 forward to new account.

Linz, 12 March 2026

Management Board



Franz Gasselsberger
Chairman of the Management Board



Romana Thiem
Management Board Member



Martin Seiter
Management Board Member



Florian Hagenauer
Management Board Member



Isabella Lehner
Management Board

Report of the Supervisory Board



Andreas König
Chairman of the Supervisory Board

Dear Shareholders,

The economic environment was extremely challenging for Oberbank in 2025 as well. The reporting year was the third successive year of recession for Austria and economic recovery in Germany was also quite subdued. The trend in the economies in our markets of Hungary, Slovakia and the Czech Republic was much better. However, the effects of the now significantly lower interest rates are increasing and we expect the recession to be overcome by 2026 at the latest. For the bank, however, this also means that pressure on interest margins is higher, thus reducing net interest income. On the other hand, credit demand from both companies and households increased. The volume of new loans was around 20% higher – at a very good balance of loan loss provisions. At a non-performing loan ratio (NPL) of 2.78%, Oberbank is significantly better than many of its peers. Oberbank's credit risk management works excellently, and in the segment of commercial property finance, the right measures were taken in time.

Oberbank's business operations are generally doing very well. Oberbank's management and staff have once again demonstrated their outstanding capability to perform excellently also in an adverse environment. Oberbank attained the best operating income of its history in the reporting year and shareholders' equity also improved. We aim to keep the momentum going. In 2025, Oberbank adopted the new "Strategy 2030" to guide it going forward and stay on the growth path. In future, a stronger focus will be placed on the bank's ability to access the capital markets. The Supervisory Board was fully informed and views the project very favourably.

The excellent operating income was achieved through the hard work of the bank's dedicated management and staff. The Supervisory Board was highly impressed by the professionalism, speed and flexibility of the Management Board and staff's response to the special challenges during the financial year 2025. The Supervisory Board played an important role in defining the strategic orientation (business and risk strategy) and in monitoring compliance with statutory requirements and the Articles of Association, also taking into account the rules of the Austrian Code of Corporate Governance.

Every member of current 15 on the Supervisory Board contribute their knowledge and experience during the lively discussions of the Supervisory Board meetings. I would like to express my great appreciation to all members of the Supervisory Board for their commitment and hard work at the plenary meetings and on the committees.

Mode of operation of the Supervisory Board

The Supervisory Board held four meetings during the 2025 financial year. At these meetings, the Supervisory Board took the decisions incumbent upon it under law and pursuant to the Articles of Association, and conducted the reviews mandated by the provisions of the Austrian Stock Corporation Act and Banking Act. The Supervisory Board received regular written and oral reports from the Management Board about the development of business and risk exposure. As Chairman of the Supervisory Board, I was in regular contact with the Chairman of the Management Board to discuss the company's strategy, business development and risk management activities. Ahead of the meetings, in my position as Chairman of the Supervisory Board, I also spoke regularly with the Head of Internal Audit, who informed me about the results of the audits conducted since the last meeting and the progress of the recommendations made.

At its constituent meeting on 13 May 2025, the Supervisory Board nominated the members of the respective committees – as in previous years.

In the financial year 2025, three training courses lasting several hours were held for the members of the Supervisory Board on specific supervisory and banking issues to satisfy the requirements of the "Fit & Proper" rules.

Report of the Supervisory Board

The Supervisory Board of Oberbank consists of fifteen members of different ages and with a broad range of knowledge and extensive practical experience. I am pleased to report that there were seven women on Supervisory Board at the close of 2025, which is a share of 46.66% thereby surpassing the statutory ratio of 30% for women on supervisory boards.

Committees of the Supervisory Board

The **Working Committee** passed four time-critical resolutions by passing resolutions in writing in 2025. The business cases decided by the Working Committee are subsequently reported and discussed in detail at the next plenary meeting of the Supervisory Board.

The **Credit Committee** approved a total of 75 loan applications by passing resolutions in writing in 2025. The business transactions decided by the Credit Committee were reported and discussed in detail at the next plenary meeting of the Supervisory Board.

In accordance with banking law, the **Risk Committee** held one meeting in the presence of the head of department responsible for independent risk management at Oberbank AG and the State Commissioner. At this meeting, the Committee discussed in detail the risk strategy of Oberbank as well as other topics required by law. At its next meeting, the plenary Supervisory Board was also informed in detail of the topics discussed.

The **Nominations Committee** held two meetings in 2025, which were also attended by the State Commissioner or Deputy State Commissioner, and fulfilled all the tasks stipulated by law.

An important function of the Nominations Committee is to find replacements for vacant Supervisory Board positions. Therefore, the Nominations Committee reviewed the certified Fit & Proper statements of all Management Board and Supervisory Board members at its meeting of 25 March 2025. The collective as well as individual suitability of all current members was confirmed by the Nominations Committee and, with regard to the members of the Nominations Committee itself, suitability was confirmed by the plenary meeting of the Supervisory Board.

The **Remuneration Committee** held two meetings in the reporting year, which I chaired, in the presence of the State Commissioner and Deputy State Commissioner. At the meeting of 25 March 2025, the Remuneration Committee discussed in detail the variable remuneration components of Management Board members for the financial year 2024 based on the documented long-term goals and, in compliance with the EBA Guidelines on Sound Remuneration Policies, voted to pay this component at a ratio of 50% in equity instruments and 50% in cash, with the respective equity instruments being subject to a holding period of three years and the portion to be deferred for a period of five years having to consist in equal parts of shares and cash. Applying the policy governing the internal process for identifying so-called risk-takers, an assessment was made of the applicability of the aforesaid remuneration principles to employees below Management Board level and the variable remuneration to be granted to these employees for the financial year 2024.

The variable remuneration to employees at levels below the Management Board with an impact on the risk profile of the bank is of minor significance. Therefore, in accordance with the EBA Guidelines on Sound Remuneration Policies, the defined payout modalities are limited to members of Oberbank's Management Board.

Report of the Supervisory Board

The Committee also discussed in detail the remuneration report for the Management and Supervisory Boards that must be presented to the Annual General Meeting every year. The report was approved and recommended to the plenary meeting of the Supervisory Board for presentation to the Annual General Meeting. The Supervisory Board adopted the recommendation at its regular meeting on 26 March 2025.

The **Audit Committee** held two meetings in 2025, which were attended by the State Commissioner and Deputy State Commissioner, and fulfilled all tasks stipulated by law. The results of the work performed by the Audit Committee were presented to the Supervisory Board at its next plenary meeting. At its meeting of 26 March 2025, the Audit Committee reviewed the single-entity financial statements, the (consolidated) management report, the (consolidated) non-financial information report (sustainability report) and the (consolidated) corporate governance report of Oberbank AG for the financial year 2024, and reported thereon to the Supervisory Board. The Supervisory Board approved the findings of the Audit Committee after intense discussion and scrutiny, and gave its consent to the single-entity financial statements including the management report submitted by the Management Board, including the proposal for profit distribution, the non-financial information report and the corporate governance report, and also approved the financial statements for 2024, which were thus approved pursuant to § 96 (4) Stock Corporation Act. At this meeting, the Audit Committee also reviewed the consolidated financial statements and the Group management report for the financial year 2024 and reported thereon to the Supervisory Board. The Supervisory Board concurred with the findings of the audit.

At its meeting of 26 March 2025, the Audit Committee also resolved to recommend to the Supervisory Board to commission the audit to Deloitte Audit Wirtschaftsprüfungs GmbH, Vienna, as auditors and bank auditors for the single-entity and consolidated financial statements for the 2025 financial year. The Supervisory Board concurred and presented the corresponding proposal to the Annual General Meeting for resolution.

At its meeting of 26 March 2025, the dividend proposal for 2024 was also approved as recommended by the Supervisory Board. At the meeting of the Audit Committee on 18 September 2025, the audit of the financial statements 2025 was planned in detail together with the auditing firm Deloitte. In addition, the Committee also received a comprehensive report on the auditing activities and the audit results of the internal audit directly from the Head of Internal Audit of Oberbank. The Supervisory Board was informed in detail about the outcome of the meeting at the subsequent plenary meeting.

The **Sustainability Committee** created in 2023 held a meeting again on 25 November 2025. The Committee dealt in detail with Oberbank's sustainability strategy including reporting, the further development of the product portfolio and ESG ratings, and also provided comprehensive information on these topics at the subsequent Supervisory Board meeting. As the Committee has no decision-making powers, its meetings are held without the presence of State Commissioners.

Annual General Meeting

The 145th Annual General Meeting 2025 took place on 13 May 2025. The Supervisory Board members Herta Stockbauer and Peter Mitterbauer resigned from their mandates effective as of the close of the Annual General Meeting. I would like to express my sincere thanks to the two departing members of the Supervisory Board for their many years of engagement and their valuable and constructive work on the Supervisory Board.

With their expertise and experience, they made significant contributions to the development of Oberbank. The newly elected members to the Supervisory Board are Maria Theresia Niss and Nikolaus Juhász. All

Report of the Supervisory Board

resolutions were adopted by a majority vote at the Annual General Meeting. There were no challenges to the resolutions of the 2025 Annual General Meeting.

Bank auditor

Deloitte Audit Wirtschaftsprüfungs GmbH, Vienna, audited the accounting records, the financial statements 2025 of Oberbank AG and the Group management report. The audit did not give rise to any objections and the legal requirements were fully complied with; therefore, the auditors awarded an unqualified opinion. Deloitte Audit Wirtschaftsprüfungs GmbH, Vienna, audited the consolidated financial statements for 2025 prepared in accordance with the International Financial Reporting Standards (IFRS) and the Group management report prepared in accordance with the provisions of the Austrian Business Code. The audit did not give rise to any objections and all requirements of the law were complied with. In the opinion of the bank auditors, the consolidated financial statements present a true and fair view of the financial position and financial performance of the group for the year ended on 31 December 2025 as well as of the result of operations and cash flows during the year from 1 January to 31 December 2025.

The auditors confirm that the Group management report is consistent with the consolidated financial statements and that the statutory requirements for exemption from the obligation to prepare consolidated financial statements under Austrian law have been satisfied.

The employees of Oberbank AG are highly qualified and dedicated. They are exceptionally committed and exhibit a high degree of personal engagement. Together with the Management Board, which provides the necessary framework, their dedication made it possible for Oberbank AG to achieve outstanding results again despite a challenging environment. The Supervisory Board in recognition of this extraordinary achievement expresses its great appreciation to the Management Board, management staff and all employees.

Linz, in March 2026

Supervisory Board



Dr. Andreas König

Chairman of the Supervisory Board

Governing bodies of the bank as at 31 December 2025

Supervisory Board

Honorary President:

Hermann BELL

Chairman:

Andreas KÖNIG

Deputy:

Martin ZAHLBRUCKNER

Members:

Gerhard BURTSCHER

Hannes BOGNER

Alina Czerny

Barbara LEITL-STAUDINGER

Maria Theresia NISS

Martha KLOIBMÜLLER

Gregor PILGRAM

Nikolaus Juhász

State Commissioner:

Angelika SCHLÖGEL

Deputy State Commissioner

Christina^{PFAU}

***Representatives of the Works
Council:***

**Wolfgang PISCHINGER, Chairman of the Central Works Council
of Oberbank AG**

Alexandra GRABNER

Susanne BRAUN

Elfriede HÖCHTEL

Sven ZEISS

Management Board:

CEO, Franz GASSELSBERGER

Management Board Member Florian HAGENAUER

Management Board Member, Martin SEITER

Management Board Member Isabella LEHNER

Management Board Member Romana THIEM

Service Information

Service Information

Organisational Structure of Oberbank

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Management Board Member

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Management Board Member

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Secretariat & Communication:

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Compliance Officer (Securities Supervision Act): Thomas Linimayer

Anti-money Laundering Officer: Bernhard Wolfschütz

Sanctions Officer: Tatjana Wödlinger

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- A-4040 Linz – Urfahr, Hinsenkamplatz 1
- A-4070 Eferding – Eferding, Stadtplatz 32
- A-4240 Freistadt – Freistadt, Linzer Straße 4
- A-4210 Gallneukirchen – Gallneukirchen, Hauptstraße 4
- A-4060 Leonding – Leonding, Mayrhansenstraße 13
- A-4100 Ottensheim – Ottensheim, Hostauerstraße 87
- A-4320 Perg – Perg, Herrenstraße 14
- A-4150 Rohrbach – Rohrbach, Stadtplatz 16

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- A-4020 Linz – Weißenwolffstraße, Weißenwolffstraße 1
- A-4020 Linz – Wiener Straße, Wiener Straße 32
- A-4470 Enns – Enns, Hauptplatz 9
- A-4400 Steyr – Stadtplatz, Stadtplatz 25
- A-4400 Steyr – Tabor, Ennser Straße 29
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 - A-4560 Kirchdorf, Bahnhofstraße 9
 - A-4550 Kremsmünster, Marktplatz 26
 - A-4614 Marchtrenk, Linzer Straße 30
 - A-4810 Gmunden, Esplanade 24
 - A-8990 Bad Aussee, Parkgasse 155
 - A-4820 Bad Ischl, Kaiser-Fr.-Josef-Straße 4
 - A-4802 Ebensee, Alte Saline 9
 - A-4663 Laakirchen, Gmundner Straße 10
 - A-4690 Schwanenstadt, Huberstraße 1
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- A-3340 Waidhofen a. d. Ybbs, Unterer Stadtplatz 17
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- A-3910 Zwettl, Kuenringer Straße 3

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- A-1210 Wien – Floridsdorf, Brünner Straße 42
- A-1170 Wien – Hernals, Hernalser Hauptstraße 114
- A-1130 Wien – Hietzing, Lainzer Straße 151
- A-1080 Wien – Josefstadt, Josefstädter Straße 28
- A-1020 Wien – Leopoldstadt, Taborstraße 11 a
- A-1230 Wien – Liesing, Lehmannngasse 9
- A-1120 Wien – Meidling, Meidlinger Hauptstraße 33 – 35
- A-1070 Wien – Neubau, Neubaugasse 28 – 30
- A-1140 Wien – Penzing, Linzer Straße 413
- A-1010 Wien – Schottengasse, Schottengasse 2
- A-1230 Wien – Süd, Laxenburger Straße 244
- A-1180 Wien – Währing, Gersthofer Straße 10
- A-1040 Wien – Wieden, Rilkeplatz 8
- A-1100 Wien – Wienerberg, Wienerbergstraße 9
- A-2120 Wien – Wolkersdorf, Wienerstraße 5
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- A-2380 Perchtoldsdorf, Wiener Gasse 12
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- D-84028 Landshut, Altstadt 391
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- D-85521 Ottobrunn, Rosenheimer Landstraße 39
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- D-40217 Düsseldorf, Schirmerstraße 76
- D-99084 Erfurt, Krämpferstraße 6
- D-45127 Essen, Friedrich-Ebert-Straße 55
- D-06108 Halle, Große Steinstraße 82 – 85
- D-63450 Hanau, Nussallee 7a
- D-07743 Jena, Kirchplatz 6
- D-50823 Köln, Subbelrather Straße 15
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- CZ-50002 Hradec Králové, Gočárova tř. 1096
- CZ-38101 Český Krumlov, Panská 22
- CZ-58601 Jihlava, Masarykovo nám. 10
- CZ-37701 Jindřichuv Hradec, Jarošovská 53
- CZ-46001 Liberec, Soukenné nám. 156
- CZ-77100 Olomouc, Dolní nám. 1
- CZ-70200 Ostrava, Stodolní 1
- CZ-39701 Písek, Budovcova 2530
- CZ-30100 Plzeň, Prešovská 20
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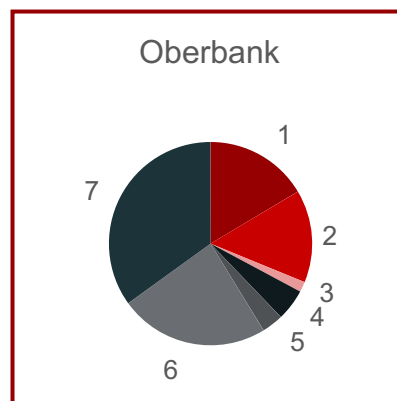
SK-04001 Košice, Továrenská 8

Service Information

Regional Divisions and Branches

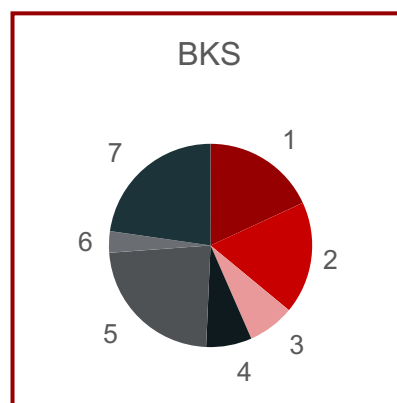
Oberbank

1	BTV Vier Länder Bank AG (incl. BTV 2000*)	16.5%
2	BKS Bank AG, Klagenfurt (incl. subordinated syndicate with BVG**)	14.7%
3	Generali 3 Banken Holding AG, Vienna	1.6%
4	Employees	5.0%
5	UniCredit Bank Austria AG, Vienna	3.4%
6	CABO Beteiligungsgesellschaft m. b. H., Wien	23.8%
7	Free float	35.0%



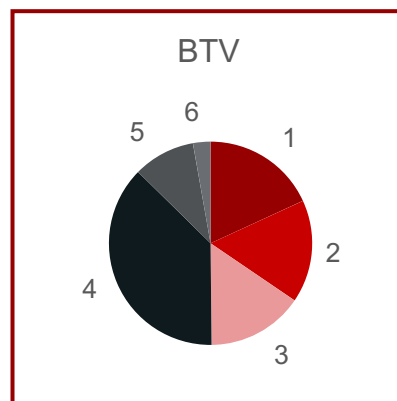
BKS

1	Oberbank AG, Linz (incl. subordinated syndicate with BVG**)	18.1%
2	BTV Vier Länder Bank AG, Innsbruck	17.9%
3	G3B Holding AG, Wien	7.4%
4	UniCredit Bank Austria AG, Vienna	7.3%
5	CABO Beteiligungsgesellschaft m. b. H., Wien	23.2%
6	BKS - Belegschaftsbeteiligungsprivatstiftung, Klagenfurt	3.4%
7	Free float	22.7%



BTV

1	Oberbank AG, Linz (including subordinated syndicate members) ***	18.2%
2	BKS Bank AG, Klagenfurt (incl. subordinated syndicate members) ****	16.4%
3	G3B Holding AG, Wien	15.3%
4	CABO Beteiligungsgesellschaft m. b. H., Wien	37.5%
5	UniCredit Bank Austria AG, Vienna	9.9%
6	Free float	2.8%



The shareholders shown in shades of red have entered into syndicate agreements.

* BTV 2000 Beteiligungsverwaltungsgesellschaft m.b.H. ("BTV 2000"), a 100% consolidated subsidiary of Bank für Tirol und Vorarlberg Aktiengesellschaft, owns 2.62% of Oberbank AG.

** Beteiligungsverwaltung Gesellschaft m.b.H. ("BVG") owns 0.58% of Oberbank AG and 0.61% of BKS.

*** Including subordinated syndicate members:

3C-Group Beteiligungs GmbH & Co.KG.; 3SI Invest GmbH; BFI Beteiligungsgesellschaft für Industrieunternehmen mbH; DHB Grundstücks GmbH & Co. KG; Enzian AG; Knapp Schmid FDS GmbH; Nußbaumer Beteiligungs GmbH; PRIMEPULSE SE; RCM GmbH; Schilfte Gampe, Ötztaler Gletscherbahn, Kommanditgesellschaft; Skiliftgesellschaft Sölden - Hochsölden GmbH; BTV-Mitarbeiterbeteiligungsprivatstiftung

**** Including subordinated syndicate members: BTV Privatstiftung, Doppelmayr Seilbahnen GmbH, Vorarlberger Landes-Versicherung V.a.G

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Oberbank does not produce a resource-intensive printed version of the Annual Report. The full report is available on the Oberbank website at <https://www.oberbank.at/kennzahlen-berichte>.

When adding up rounded figures and calculating percentage rates of change, slight differences may result compared with totals and rates of change arrived at by adding up component figures which have not been rounded.

Disclaimer: Forward-looking statements

This Annual Report contains statements and forward-looking statements regarding Oberbank AG's future development. These forward-looking statements use the expressions "estimates", "expects", "plans", "predicts", "targets" and similar. The forecasts are our estimates based on the information at our disposal on the copy deadline date. Should the assumptions regarding such forward-looking statements prove incorrect or the risks mentioned in the risk report materialize, the actual results may vary from those currently expected.

This Annual Report does not constitute a recommendation to buy or sell shares of Oberbank AG. This financial report does not contain a glossary, as the terms used are well-known terms and any specific terms are explained directly in the text.