



Highlights of the BCR Group Consolidated Sustainability Statement

Content

General information	2
Introduction	3
Governance	3
Strategy	4
Interests and views of stakeholders	5
Environmental information	6
EU Taxonomy Disclosures	7
Climate change	11
Biodiversity	16
Social information	17
Own workforce	18
Affected communities	24
Consumers and end-users	25
Governance information	28
Business conduct	29
Appendix	31



General information

Introduction

BCR Group is one of the most important financial organizations in Romania, including universal banking operations (retail, corporate, treasury and capital markets), as well as specialized companies in the leasing, private pensions, and payments processing services.

As a competent and reliable partner for our customers and with our business activities bind to the real economy for more than 35 years, we aim to support our customers in accomplishing their goals and ensuring financial health by offering excellent financial advice and solutions, lending responsibly and providing a safe harbour for deposits.

This document is developed to provide an overview of the sustainability matters that BCR Group considers of high importance for its business strategy and for the wider society in advancing a swift transition to a climate resilient economy. Considering the current economic, geopolitical and environmental complexities our role in contributing to promoting and securing prosperity for all people throughout the country becomes more prominent than ever before. At the same time, BCR Group is aware that progress can only be achieved through open communication and collaboration across all societal levels.

To enhance communication with stakeholders this synthetic document was prepared based on the information subtracted from the [Consolidated Sustainability Statement of BCR Group](#). This can be a potentially useful tool for some users of information and provide support in navigating easier through the full form report. To better emphasize our commitment to supporting energy security and transition to sustainable economy some examples are provided as additional information which can serve as inspiration, as follows: description of Casa Mea Natura loan, information related to renewable energy projects financing and sustainable financing for a commercial real estate project (section "Landmark sustainable finance projects supported by BCR in 2025"). Similarly, additional information concerning our employee support related programs and financial education initiatives was included to better emphasize BCR Group's commitments to society.

Nevertheless, this document should not be confused with the Consolidated Sustainability Statement of BCR Group, which is prepared in accordance with the European Sustainability Reporting Standards (ESRS) and the requirements of Article 8 of EU Regulation 2020/852 on establishing a framework to facilitate sustainable investment (EU Taxonomy). This document was not subject to a limited assurance process. BCR Group covers Banca Comercială Română S.A. ("BCR", "the Bank" or "BCR Bank"), BCR Leasing IFN S.A., BCR Pensii, Societate de Administrare a Fondurilor de Pensii Private S.A., BCR Payments Services S.R.L., BCR Banca pentru Locuinte S.A. and BCR Fleet Management S.R.L.

Governance

The role of the administrative, management and supervisory bodies

Management Board

The Management Board of Banca Comercială Română S.A. has overarching responsibility for managing the organisation and defining the sustainability strategic pillars, framework, goals and priorities. This includes ensuring the implementation of the sustainability strategic initiatives by allocating adequate resources and controls and preparing the Consolidated Sustainability Statement. The Management Board is also responsible for the process of identifying and managing impacts, risks and opportunities (IROs) and is informed on the status and milestones achieved. These tasks are implemented through the Sustainability, Diversity and Inclusion Committee (former Sustainability Committee) comprising 7 members, including all the members of the Management Board of BCR and is chaired by the Chief Risk Officer. The Committee includes both executive and non-executive members, with no employees' representatives.

In 2025, the Management Board and the Sustainability, Diversity and Inclusion Committee were briefed four times on material environmental matters (sustainable financing, climate change mitigation, Responsible Financing Policy) by the Head of the BCR Sustainability Department and experts from CEO, CFO and CRO divisions. For social topics, the diversity strategy for 2025 was presented and discussed in the Diversity Council and aligned with the CEO and CFO in December 2024. The Management Board oversees the implementation of the Code of Ethics and of the Anticorruption Policy, which are aimed to support the business conduct of the organization and its commitment to an ethical behavior.

The Management Board, the Risk and Compliance Committee and the Supervisory Board were informed about the status and results of the Double Materiality Assessment (DMA) by the Sustainability Department. The DMA was approved by the Management Board.

Supervisory Board

The Supervisory Board of BCR is responsible for approving fundamental decisions on overall BCR strategy. The Supervisory Board and the Audit Committee are tasked with reviewing and approving the Administrator's Report, which comprises the Consolidated Sustainability Statement prepared by the Management Board. The Management Board and the Risk and Compliance Committee are briefed and consulted in the process of setting, reviewing and adapting targets towards material IROs by the Head of Sustainability and furthermore, a status progress information on targets, projects and DMA was also submitted to the Supervisory Board in 2025. The Audit Committee was briefed on the annual limited assurance of the CSRD report together with the Consolidated and Separate Financial Statements.

Sustainability Governance

ESG is a shared responsibility that spans the entire organisation, under the coordination of the Sustainability Department. ESG governance is led by the CEO, CFO and CRO, ensuring it is embedded in daily operations. This structure fosters close collaboration with individual business units and facilitates ongoing dialogue with key stakeholders across the Group.

The Sustainability Department is responsible for coordinating the development of the sustainability strategy and ensuring its integration throughout the organisation, aligned with Erste Group strategy. The Sustainability Department develops key ESG policies, secures in-house expertise on climate, environmental, social and governance objectives, defines the ESG governance framework and financing rules and selectively intervenes in structuring single transactions and greenlighting transactions in controversial sectors, in accordance with Responsible Financing Policy. Additionally, the Sustainability Department acts as a point of contact and provides advice to BCR Group subsidiaries concerning the integration of sustainability matters in their strategies and business model. Furthermore, it ensures transparency on BCR Group's sustainability performance and coordinates with various stakeholders including regulatory and public bodies. The ESG organisational set-up and governance structures are subject to reviews to ensure ongoing compliance with applicable legal and regulatory requirements.



Strategy

BCR Group's business model

BCR pursues a universal business model, with a balanced presence in Retail and Corporates, which includes public sector, and capital markets, being the 2nd largest player based on total assets in the banking sector in the Romanian market.

BCR has a portfolio of more than

3 million

CUSTOMERS

served through a network of:



20 business centers



18 mobile desks
dedicated to companies



290 branches
located in cities with more than **10,000 inhabitants in Romania** where



73% of the units are cashless

Customers omnichannel service also includes a **national network of ATMs and around 1.800 multifunctional machines** as well as full banking services through:



- internet banking
- phone-banking
- mobile banking
- e-commerce

Each business segment is providing tailored services to meet the specific needs of target client groups. BCR offers a wide array of services which varies from current accounts, lending, deposits, and other products specific to each of the business segment.

BCR's core strategy is to build Financial Health for local communities by offering financial mentoring, tools and products that enable people and businesses to adopt healthy financial habits and improve their future perspectives.

BCR Group's sustainability strategic initiatives

BCR Groups is pursuing the goal defined in the Statement of Purpose of Erste Group, namely, to promote and secure prosperity for all people throughout the region, and it has incorporated key ESG themes into the corporate strategy. BCR Group believes that this is the only way to be successful over the long term, working towards a fairer and more inclusive society.

BCR Group's sustainability strategic priorities are catalysed around two main pillars:

SUPPORTING THE GREEN TRANSITION



BCR Group's primary impact on the environment lies in its lending activities and more precisely, the resulting financed emissions. It is therefore our role to contribute to the transition towards a low-carbon economy by engaging with clients and supporting them along their decarbonisation pathway while facing evolving challenges, such as policy uncertainty, both on country and European level. BCR Group believes this to be the most important lever to help fostering a green transition.

BCR Group's key priorities relating to the environment include:

-  the ambition to achieve a net-zero status of BCR's portfolio by 2050.
-  aiming to achieve a net-zero status in own operations (scope 1 and scope 2) by 2030 and
-  maintaining a strong role in sustainable financing by funding climate change mitigation and adaptation actions.

PROMOTING SOCIAL INCLUSION



BCR Group's social impact involves its interactions with employees, customers and the broader community while establishing and maintaining good ethical compliance for building trust with stakeholders and ensuring long-term organizational stability.

For the Social pillar, BCR Group has established the following strategic priorities:

-  boosting financial inclusion with social banking, bringing communities closer together and strengthening social cohesion.
-  helping customers gain financial health and financial literacy.
-  promoting diversity, including gender diversity, and
-  fostering good ethical conduct and compliance with the regulations in force, e.g. through extensive corruption and bribery prevention and detection trainings

Interests and views of stakeholders

BCR Group has gathered relevant information to reflect the interests and perspectives of stakeholders both in business processes and in the Double Materiality Assessment (DMA) for the Consolidated Sustainability Statement.

As part of the DMA, BCR Group classified its stakeholders into two categories: affected stakeholders and users of the Consolidated Sustainability Statement. These groups are defined as follows:

- **affected stakeholders:** retail customers, corporate clients, employees, suppliers, and nature;
- **users of the Consolidated Sustainability Statement:** investors, analysts, rating agencies, supervisory and regulatory authorities, NGOs, potential future employees and other readers.

For each stakeholder group, at least one internal contact person was identified. These individuals are in regular dialogue with the respective stakeholders, are familiar with their concerns and viewpoints and are able to provide informed insights.

The involvement of internal experts who maintain ongoing contact with the respective stakeholder groups contributed to the definition of IROs in the DMA. For instance, the IROs for S1 (Own Workforce) were defined with the BCR People and Culture department, who is in close contact with the two trade unions acting as workers' representatives.

Material impacts, risks and opportunities and their interaction with strategy and business model

The process for evaluating the Impacts Risks and Opportunities (IROs) was adjusted compared to last year. While no significant changes were identified in BCR Group's strategy or business model compared to the prior year, the DMA process reflects either methodological refinements (granularity, traceability, assessment per each time horizon) or reassessments based on updated information, which may lead to certain IROs no longer being considered material. For the full list of IROs please refer to the **Appendix**.

These refinements were driven by enhanced internal data availability and the need to better reflect where impacts, risks and opportunities (IROs) arise across the value chain, rather than by changes in strategic direction. For additional details please refer to the full report.



Environmental information

EU Taxonomy Disclosures

BCR Group has prepared the EU Taxonomy disclosures on a consolidated basis, in accordance with the CRR consolidation scope, which is same as the BCR Group's IFRS scope of consolidation, notably in terms of impact in the consolidated taxonomy disclosures based on Group's total consolidated assets. BCR Group's total consolidated assets as of 31 December 2025 in accordance with the IFRS consolidation scope amount to RON 131,904,347 thousand (31 December 2024: RON 120,804,935 thousand), net of related credit loss allowances in amount of RON 2,683,220 thousand (31 December 2024: RON 3,082,300 thousand), which are grossed-up for EU Taxonomy reporting purposes along adjustments to other balance-sheet items.

Selected KPIs' overview

As of 31 December 2025, BCR Group's total eligibility KPI and total GAR can be summarized as follows:

Turnover view

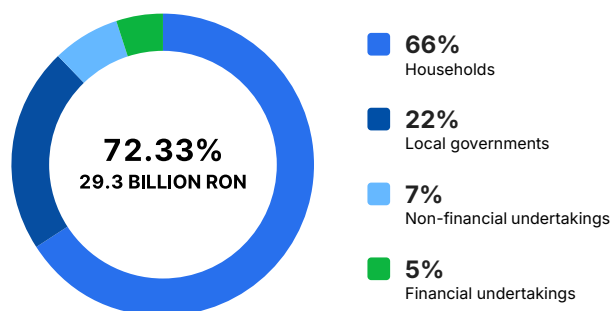
- BCR Group's consolidated taxonomy eligible assets amount to RON 29,262,573 thousand (2024: RON 27,078,978 thousand), representing 72.33% (2024: as formerly reported 34.57% and as recalculated 74.91%) of the total covered assets.
- BCR Group's consolidated taxonomy aligned assets amount to RON 806,935 thousand (2024: RON 494,931 thousand), representing 1.99% (2024: as formerly reported 0.63% and as recalculated 1.37%) of the total covered assets.

CapEx view

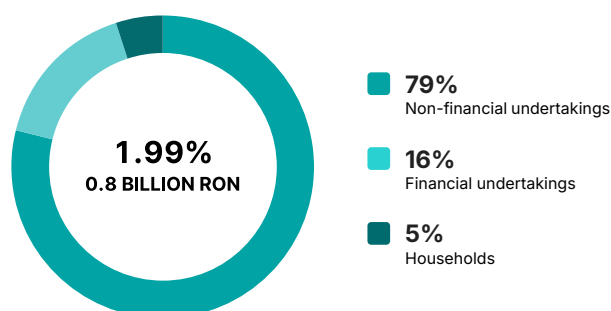
- BCR Group's taxonomy eligible assets amount to RON 31,068,164 thousand (2024: RON 28,836,493 thousand), representing 76.80% (2024: as formerly reported 36.81% and as recalculated 79.78%) of the total covered assets.
- BCR Group's taxonomy aligned assets amount to RON 1,126,859 thousand (2024: RON 1,537,337 thousand), representing 2.78% (2024: as formerly reported 1.96% and as recalculated 4.25%) of the total covered assets.

In the turnover view, the total eligibility KPI and total GAR as of 31 December 2025 are further comparatively analyzed and presented in the charts below:

Eligible on-balance exposure per economic sector of the counterparty



Aligned on-balance exposure per economic sector of the counterparty



Therefore, as of 31 December 2025, BCR Group's total taxonomy eligibility KPI consists of the following main components:

- Financing to private households to the amount of RON 19,255,020 thousand, 66% (2024: RON 17,628,707 thousand as reported and as recalculated, 65%), the purpose of which corresponds to taxonomy eligible activities in the real estate sector.





- Financing to local and regional governments to the amount of RON 6,403,169 thousand, 22% (2024: RON 6,341,421 thousand as reported and as recalculated, 23%), the purpose of which corresponds to taxonomy eligible activities.
- Use of proceeds known and unknown financing to non-financial undertakings to the amount of RON 2,195,246 thousand, 7% (2024: RON 1,277,106 thousand as reported and as recalculated, 5%) and to financial undertakings to the amount of RON 1,406,807 thousand, 5% (2024: RON 1,826,269 thousand as reported and as recalculated, 7%). Financings with the use of proceeds unknown have been classified proportionately as taxonomy eligible based on the eligibility KPIs published.

Climate change

BCR Group addresses climate change within its sustainability strategic planning, recognizing that transitioning to a net zero economy is crucial for long-term wellbeing, financial stability and overall prosperity of society. Achieving the low carbon objectives requires coordinated efforts across the financial system and the broader economy. We aim to achieve a net zero status of our portfolio by 2050.

BCR Group alongside Erste Group has been developing its prudential transition plan in line with the requirements under the Capital Requirements Directive (CRD VI). Due to

different legal requirements and timing there is currently no intention to develop an overall transition plan fully aligned with a 1.5 degree pathway. Erste Group's transition plan under the Capital Requirements Directive, which is also assumed by BCR Group, focuses on assessing and managing financial risks arising from nature and climate risks, providing strategic direction, including decarbonisation targets and implementation measures to support proper risk decisions. Work on this integration began in 2025 and BCR Group alongside Erste Group continues to strengthen the alignment between its sustainability strategy and prudential risk management, ensuring consistency across regulatory frameworks and internal planning processes.

As part of its ambition to support the transition to a sustainable economy, BCR Group aims to support clients and sectors towards decarbonisation, while also reducing emissions from its own operations. This is fully integrated into BCR Group's overall business strategy and financial planning, ensuring that decarbonisation efforts are part of decision-making processes. BCR Group emphasises continuous engagement with clients across various industries to support their transition and manage climate-related risks. BCR Group integrates emission reduction targets into its business strategy to support both the clients' transition and the Bank's sustainability goals. Furthermore, BCR Group monitors portfolio developments and client progress quarterly.

At a glance: addressing impacts, risks and opportunities

Impacts, risks and opportunities	Strategy / Policy	Key decarbonisation lever and actions	Targets
For BCR Group, additional financial opportunities may arise from investments in and the financing of clients to support their transition to sustainable business initiatives, and subsequently, the implementation of decarbonisation measures. (Opportunity Climate Change Mitigation)	Sustainable Finance Methodology	Lever: Promoting a sustainable real estate sector	15% sustainable retail mortgages by 2027 25% sustainable corporate financing by 2026
Through the financing of renewable energy projects, energy grid infrastructure and supply side flexibility (e.g. battery storage) BCR Group supports energy security, enables CO ₂ -neutral power and contributes to the systemic shift towards a sustainable economy. (Pos. Impact Energy)		Lever: Financed emissions reduction in the energy sector	
BCR Group's financing of renewable energy projects (e.g. wind and solar projects, battery storage) and energy transition enables neutral/low CO ₂ energy production and offers new opportunities for the portfolio. (Opportunity Energy)		Lever: Client engagement framework	
BCR Group faces a higher credit risk as climate-related physical risks can lead to a devaluation of collateral and/or to negative effects on the business models and lastly financial stability of debtors. The consequences are increased risk provisions for BCR and connected negative impacts to its P&L and own funds. (Risk Climate Change Adaptation)	BCR Real Estate Financing ('REF') Policy	Lever: Promoting a sustainable real estate sector	Portfolio decarbonisation target
Additional financial opportunities might be captured by BCR from financing of strategies/projects conducted by a wide array of entities, from local SMEs to large companies (e.g. adaptation solutions for residential and commercial real estate, agriculture), municipalities and other public entities for adaptation infrastructure. (Opportunity Climate Change Adaptation)		Lever: Financed emissions reduction in the energy sector	
The CO ₂ emissions of BCR Group in the upstream value chain and in own operations contribute to climate change and thus to global warming. (Negative Impacts Climate Change Mitigation)	BCR Group Responsible Financing Policy BCR Corporate Lending Policy	Lever: Promoting a sustainable real estate sector	Portfolio decarbonisation target Net zero operations target
Until the assumed net zero targets for own operations are achieved, the energy (electricity, fuel and heating) used by BCR continues to generate CO ₂ emissions and therefore contributes to climate change.		Lever: Financed emissions reductions in the energy sector	
Also, a potential slow progression on the adoption of renewable energy (either purchased or self-generated) may lead to a higher contribution to any risk associated with climate change, physical or transitional. (Negative Impact Energy)		Lever: Emission reduction in own operations	
BCR's financing of energy-intensive industries may lead to increased greenhouse gas emissions, thereby influencing climate change and global warming trends. (Negative Impact Energy)		Lever: Client engagement framework	

Impacts, risks and opportunities	Strategy / Policy	Key decarbonisation lever and actions	Targets
Price instability on the energy market due to climate change can result in decreased profitability in companies in energy-intensive sectors as well as liquidity shortage of retail clients, leading to a higher default risk and a related increase in risk provisions for BCR, impacting P&L as well as own funds. (Risk Energy)	BCR Retail Credit Risk Management Policy	Lever: Promoting a sustainable real estate sector	Portfolio decarbonisation target
	BCR Corporate Lending Policy	Lever: Financed emissions reduction in the energy sector	
	BCR Real Estate Financing (REF) Policy	Lever: Client engagement framework	
BCR faces a higher credit risk as climate-related transition events (regulatory interventions) can lead to negative effects on the profitability of business models and lastly the financial stability of debtors. The consequences are increased risk provisions for BCR and connected negative impacts to its P&L and own funds. (Risk Climate Change Mitigation)	BCR Retail Credit Risk Management Policy	Lever: Promoting a sustainable real estate sector	Portfolio decarbonisation target
	BCR Corporate Lending Policy	Lever: Financed emissions reduction in the energy sector	



Targets related to climate change mitigation and adaptation

Portfolio decarbonisation targets

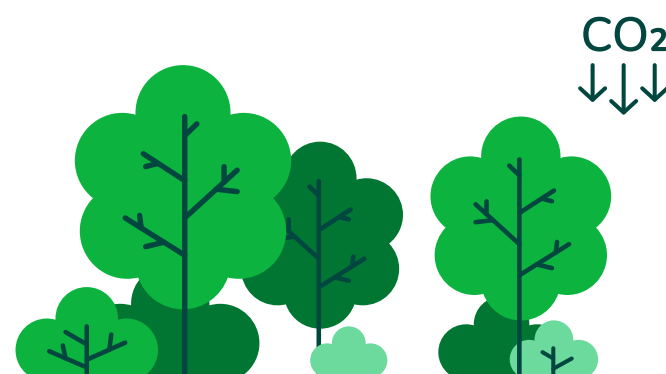
BCR's GHG emission reduction targets are scientifically sound and compatible with BCR Group's ambition to achieve a net zero status of its portfolio by 2050.

By focusing on the energy and real estate sectors, as well as client engagement, BCR aims to address major sources of emissions through sustainable financing, energy efficiency improvements and the transition to renewable energy sources. These efforts are expected to contribute significantly to achieving the GHG emission reduction targets.

The following medium and long-term targets have been set to define the path towards a net zero portfolio and make progress measurable:

Portfolio decarbonisation targets and actuals

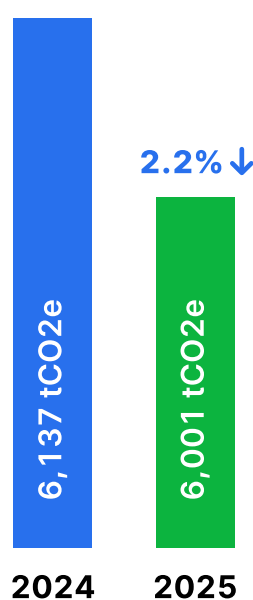
Sector	Metric	Methodology ¹	Scenario/ pathway	Emissions scope ²	Year	Baseline	Value		Targets ³			
						Value	2025	Reduction in %	2030	Reduction in %	2050	Reduction in %
Mortgages ⁴	kgCO ₂ e/m ²	Internal Model	XDC ITR 2.6°C	1 and 2	2024	39.3	33.9	-14%	31.6	-20%	6.7	-83%
Commercial real estate ⁴	kgCO ₂ e/m ²	Internal Model	XDC ITR 1.5°C	1 and 2	2024	31.6	23.8	-25%	24.8	-22%	4.6	-85%
Electricity production	kgCO ₂ e/MWh	PACTA	IEA NZE2050	1 and 2	2022	147.2	79.3	-46%	72.9	-50%	7.8	-95%
Oil and gas extraction	Tsd tCO ₂ e	PACTA	IEA NZE2050	1, 2 and 3	2023	250.7	88.5	-65%	233.6	-7%	103.2	-59%
Automotive production sector*	gCO ₂ e /km	PACTA	IEA NZE2050	1, 2 and 3	2023	184.5	155.6	-17%	100.6	-45%	22.7	-88%



Net zero operations target

The net zero target for BCR Group operational scope 1 and 2 emissions was set as a decrease of 90 % in comparison to the base year (2017). In absolute figures, the target is to reduce scope 1 and 2 emissions (market-based method) from 21,374 to 2,137 tCO₂e by 2030.

In 2025, scope 1 and scope 2 emissions decreased with approximately 2.2%, compared to the previous reporting year, from 6,137 tCO₂e to 6,001 tCO₂e.



Overall this continues to represent a substantial

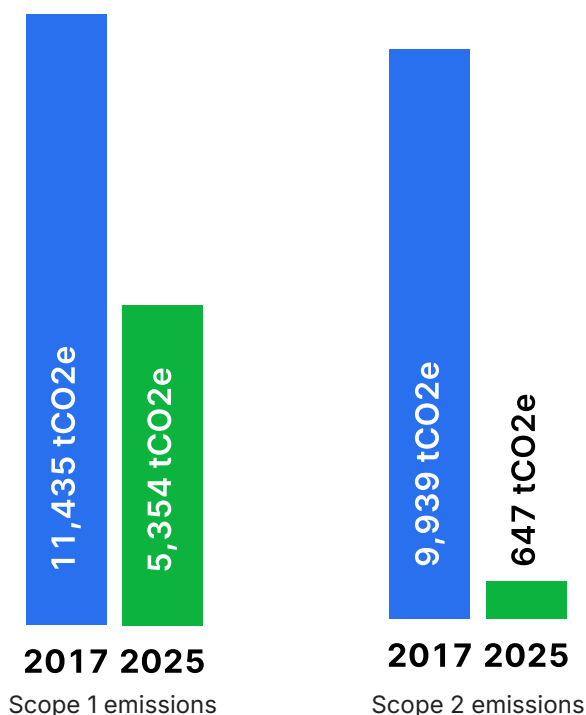
72%
REDUCTION

compared to the base year 2017.

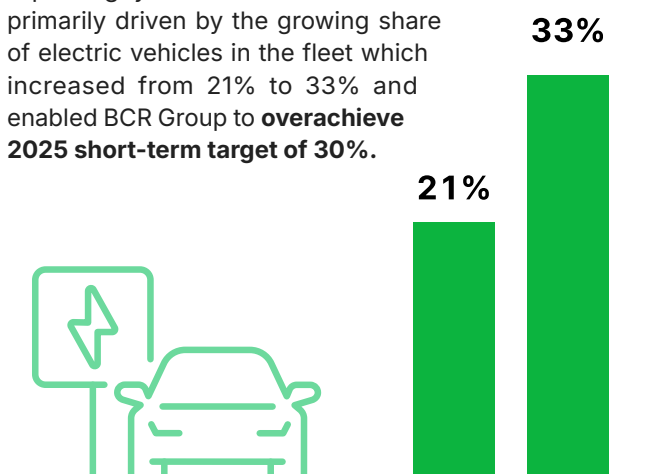
1. BCR's baseline values fulfill the requirements and calculation approach of third-party standard setters such as SBTi and PACTA. Those standards are based on the latest findings from leading environmental institutions, such as the IPCC (). Hence, BCR's baseline value is to be considered a representative one.
2. The given scopes represent emissions from BCR's downstream activities, in particular the scope 1, 2 emissions of the client financed by BCR, and where significant also scope 3 emissions from the financed company / project.
3. Decarbonization targets are defined on the Erste Group level, applying materiality threshold, and cascaded to Erste Group Entities including BCR.
4. Mortgage and Commercial real estate targets defined based on proprietary internal model (driven by portfolio and market drivers) and benchmarked using X-Degree Compatibility model (version 2025.08) by Right° based on science IPCC. Implied temperature of 2050 target at 2.6°C for Mortgages and 1.5°C for Commercial real estate. More details in the respective chapter on Mortgage and Commercial real estate decarbonisation. SBTi SDA methodology was applied to determine the 1.5°C benchmark.



Specifically, scope 1 emissions decreased from 11,435 tCO₂e to 5,354 tCO₂e, while scope 2 emissions fell from 9,939 tCO₂e to 647 tCO₂e compared to the base year.



Scope 1 emissions recorded a **decrease of 5% in 2025** compared to the previous reporting year. This reduction was primarily driven by the growing share of electric vehicles in the fleet which increased from 21% to 33% and enabled BCR Group to **overachieve 2025 short-term target of 30%**.



At the same time, the decrease in scope 1 emission was counterbalanced by an increase in scope 2 emissions. The rise in scope 2 emissions was primarily due to a more granular data collection process as regards emissions associated with datacenter operations. With these developments, BCR Group still remains on track to achieve its 2030 target.

Scope 1 and 2 targets

Targets	Metric	Baseline 2017	Target 2025	Target 2030
Total scope 1 and 2 emissions	tCO ₂ e	21,374	6,000	2,137
Electric fleet	% of e-cars in total carfleet	-	30%	100%

www.ipcc.ch

Sustainable financing targets

25% sustainable corporate financing target by 2026

The 25% sustainable corporate financing target addresses BCR's identified material impacts and opportunities related to climate change mitigation, emission reduction for real estate, and deployment of renewable energy deployment. This includes primarily financing of real estate and renewable energy projects, while also supporting BCR Group's clients in their decarbonisation efforts and transition to a sustainable business model.

BCR aims to achieve a ratio of 25% of sustainable financings towards corporates in 2026. The target is defined in relative to the gross carrying amount of corporate financing on the balance sheet. The target is applicable for all corporate business lines of BCR.

In 2025, the share of sustainable financing related to the corporate's portfolio was 21% (2024: 11.3%). Monitoring is done on a quarterly basis and discussed at the Sustainability, Diversity and Inclusion Committee meetings.

New corporate sustainable (use of proceeds) financing has been supported by a strong contribution from commercial real estate financing and renewable energy projects, as shown in the Table Sustainable corporate financing. This growth has further strengthened our sustainable corporate financing KPI.

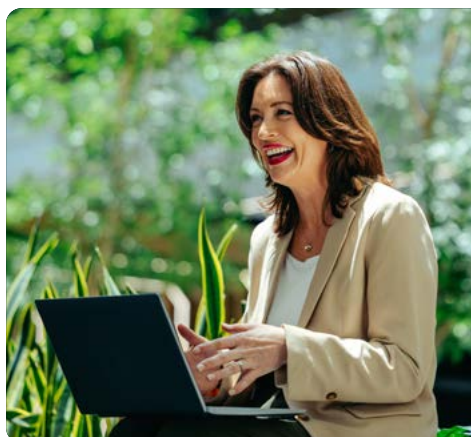
The table below includes new business generated during the reporting period in the corporate segment.

New sustainable corporate financing*

in RON million	2024	2025
New corporate sustainable financing, total new business ¹	2,375.6	3,939.6
Construction and real estate	788.4	1,631.0
Renewable energy	1,119.7	1,264.5
Transportation	149.2	43.3
Other corporate financing ¹	318.3	1,000.8

1. The target is applicable for all corporate business lines of BCR

* New sustainable corporate financing: the new and increased commitment volume delivered within the calendar year



Landmark sustainable finance projects supported by BCR in 2025

Beyond the sustainable finance metrics reported lies the dedication and expertise of our teams, the strength of our partnerships, and BCR's vision and commitment to creating societal value, supporting resilient businesses and communities, and advancing the transition to a carbon neutral economy.

Below are several examples of key projects that BCR supported in 2025, contributing to our sustainable finance targets, and this information is provided in addition to what is already disclosed in the Consolidated Sustainability Statement of BCR Group:



Urban regeneration in Cluj-Napoca

One of the landmark commercial real estate transactions in 2025 is BCR's participation in the EUR 400 million financing for the Iulius Rivas project. Developed in Cluj-Napoca on the former Carbochim industrial site, the project is a large scale urban regeneration initiative aimed at transforming a former brownfield area into a modern, sustainable, and community oriented urban hub. Through its design, the project supports sustainable urban development by integrating green infrastructure, prioritizing low carbon construction solutions, and promoting inclusive public spaces. It also contributes

to the consolidation of the city's green blue corridor by rehabilitating the Someș River waterfront and enhancing public access to natural areas. The project is being developed in line with internationally recognized sustainability standards, targeting LEED Platinum and EDGE Advanced certifications throughout its lifecycle. BCR's involvement demonstrates the bank's commitment to supporting projects that deliver measurable environmental and social value while contributing to long term urban resilience.



New wind farm in Constanța

BCR has provided EUR 29.25 million in financing to Greenvolt Power, part of the Greenvolt Group, for the construction of a new wind farm in Sacele, Constanța County, scheduled for completion in the second half of 2026. This financing underscores BCR's commitment to mobilizing capital for Romania's renewable energy sector, supporting the transition to a sustainable economy and contributing to the country's energy security.

Renewable electricity production and storage

Together with another major Romanian bank, BCR acted as coordinator and bookrunner, for a EUR 620 million green syndicated loan contracted by Electrica S.A. The financing will support the development of renewable energy projects—including solar and wind generation, as well as battery storage capacity—helping accelerate the company's transition to a low carbon business model. This investment contributes directly to national decarbonization objectives and strengthens the sustainability performance of Romania's leading electricity distribution and supply operator.

New solar energy production capacity in north-western Romania

The Palota Bihor photovoltaic park, located in Bihor County, is another strong example of mobilizing capital to accelerate the transition to clean energy. BCR has provided €35.6 million in financing to IB Vogt Alpha SRL for the development of this approximately 70 MWp solar project, which is expected to generate around 110 GWh of electricity per year starting in 2027.



15% sustainable mortgages target by 2027

The 15% target for sustainable mortgages tackles BCR's recognized opportunities concerning climate change mitigation and efficient energy use (material positive impact also considered). This involves financing and investing in real estate, renovation and energy efficient projects.

BCR is committed to achieve a ratio of 15% of sustainable mortgage lending towards retail clients in 2027, to support the target set at Erste Group level. However, we have the local ambition to overachieve this target and reach at 25%

sustainable mortgage lending by 2027. The target is defined in relative terms to the on-balance gross carrying mortgage amount towards retail clients.

In 2025, the share of sustainable financing related to sustainable mortgages was 29.1% (2024: 20.1%). The actual results are monitored and reviewed in regular intervals. Monitoring is done on a quarterly basis and discussed at Sustainability, Diversity and Inclusion Committee meetings.

1 in 3 new mortgage customers in Romania chose BCR, and 77% of the new mortgage loans granted by the bank financed the purchase of sustainable homes (Casa Mea Natura).

BCR is the only bank in Romania that has digitalized the most complex retail lending product, offering in George a 100% digital flow both for accessing a mortgage loan and for refinancing.





Biodiversity

The relationship between biodiversity and financial institutions is indirect. BCR Group finances companies that are, at least partly, dependent on ecosystem services to produce goods and services. Soil sealing has been evaluated in the 2025 Double Materiality Assessment as a short term actual negative impact, which could extend on medium- and long-term time horizons as well (potential negative impact). This negative impact on biodiversity is originating from the Bank's portfolio activities, in particular the financing of real estate, development of new facilities and energy projects that involve sealing the land. Commercial and retail real estate accounts for 28% of BCR's portfolio activities, to which construction related activities from other sectors might be added, therefore we indirectly contribute to the effects entailed by sealing the soil.

BCR Group has not identified any biodiversity related material direct impact or risks and sensitive areas associated with its offices or branch locations, nor material negative impacts related to land degradation and land desertification.

BCR Group has not yet developed a policy to address the material negative impact identified under this sustainability topic. But as an immediate step, BCR Group Responsible Financing Policy has been complemented with restrictions to finance activities or projects that may impact protected areas. Therefore, BCR Group will not provide financing and any other banking services to entities that:

- contribute to degradation of land by adopting intensive practices.
- practice land abandonment and neglect, especially by using agricultural land for other purposes, with the exceptions permitted by law.

BCR Group Responsible Financing Policy does not directly address social consequences of biodiversity and ecosystems-related impacts.

Besides the policy aspects described above, specific actions have not yet been established. The identified material impact of soil sealing will trigger more comprehensive disclosures in the upcoming years. Following the identification of the biodiversity related material impact, specific actions will be defined in the upcoming years based on a more in-depth analysis.



Social information

Own workforce

The successful continuous development of BCR Group, of its corporate culture and competences, are driven by its employees. As such, BCR Group places great importance on recruiting, retaining, and engaging a highly qualified workforce. At the same time, it strives to be the employer of choice in the country in the financial sector by providing opportunities for training and continuous professional development, working in diverse and international teams, as well as stimulating tasks within a flexible organization. BCR Group promotes modern working methods that support flexible, adaptive, and client-centric work.

Collective bargaining agreement

BCR Group's strategy includes ensuring fair and standardized wages for all employees across all its subsidiaries, via a collective agreement. This approach promotes financial well-being and equal pay. It also affirms our commitment to include our employees, through their representatives, in deciding all major aspects of their employment life such as remuneration and other financial benefits, working time and flexible working arrangements (including remote work), support in case of redundancies, retirement and other personal life events. The local banking sector has a sectorial collective bargaining agreement in place since 2024, but BCR Group is going beyond the provision of this agreement in terms of compensation and benefits, as a differentiator on the local market.

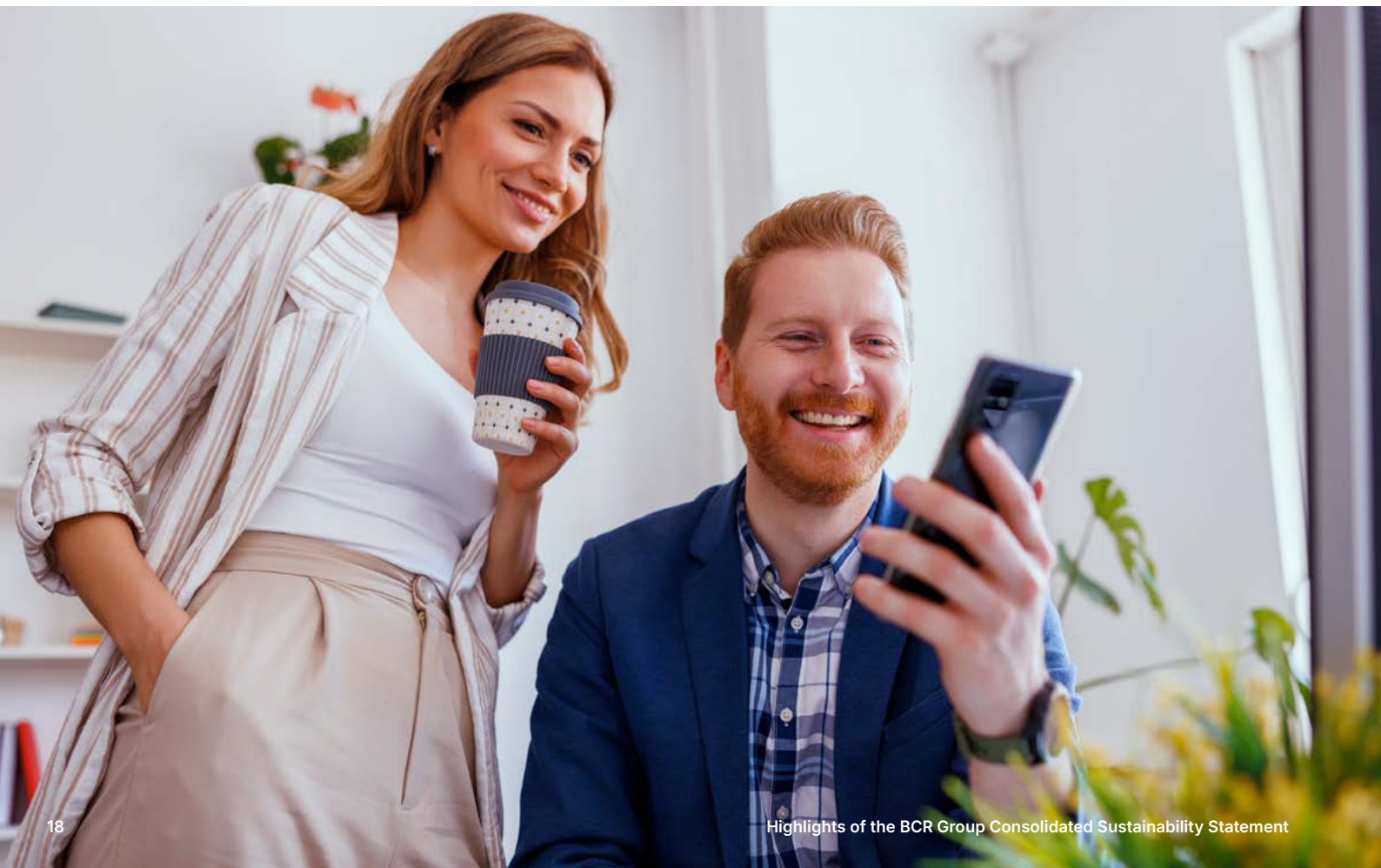
Work-life balance

A work environment that allows employees to achieve a sound work-life-balance is essential for BCR Group's attractiveness as an employer and for the engagement of its staff. BCR Group supports flexible working hours, balancing family life with work.

To this aim, BCR Group's overarching strategy is to encourage employees to actively manage their work-life balance by using various options that are in place. Developing healthy self-management skills, and the ability to set coherent priorities are crucial for the employees to work effectively and maintain a good balance between time at work and private time. Hybrid working, which combines working from home and in the office, has become the new normal in working life.

Whether a job is structured as part-time or full-time, onsite or remote, BCR Group offers options in terms of working arrangements, that can be used while always putting emphasis on collaboration, productivity and efficiency at work.

Supporting work-life balance also means caring for the physical and mental well-being of our employees and their families. To this end, BCR Group ensures timely access to medical care through a comprehensive health services package offered in partnership with leading private healthcare providers in Romania.





Gender equality and equal pay for work of equal value

Gender equality is a core value for BCR Group, embedded in our culture, governance practices and people management approach. We maintain a strong focus on female representation across all management roles and continuously monitor our progress for underrepresented gender, women in leadership roles and succession planning. Through these measures we aim to ensure balanced opportunities for career growth. Based on our most recent Double Materiality Assessment, gender equality and equal pay for work of equal value is identified as having a material impact based on the equal pay for work of equal value considerations mostly interlinked with gender pay gap.

Gender pay equity has been identified as a topic with an actual negative material impact, consistently with the assessment performed across all Erste Group entities. This impact is primarily linked to the level of the unadjusted gender pay gap.

The unadjusted gap is largely driven by structural and demographic factors, including the uneven distribution of women and men across job families. A higher concentration of men is observed in technical and specialist roles that are typically associated with higher remuneration, while women are more frequently found in administrative or customer-facing roles, which generally have lower pay ranges. While the bank's pay gap reflects the wider context of the Romanian financial sector, our current unadjusted gender pay gap is positioned in line with competitors within the financial industry, as indicated by recent market data collected in the latest edition of the PwC survey².

Notably, the adjusted gender pay gap—which accounts for factors such as job role, seniority level, and scope of responsibility—shows a significant positive trend as described in the full report.

Training and skills development

Continuous training and skills development represent a material opportunity to strengthen organizational resilience and sustain competitive advantage. Rapid technological advancements, evolving regulatory requirements, and changing customer expectations demand a workforce equipped with up-to-date expertise and future-ready capabilities. Investing in structured learning programs helps ensure that employees can deliver high-quality, compliant, and innovative banking solutions.

Training initiatives focuses on enhancing technical knowledge, digital & AI literacy, and risk management skills, which are critical for providing a comprehensive range of financial services - from lending and investment products to payment solutions and advisory services. These programs also support the development of analytical and customer-centric competencies, enabling employees to respond effectively to market shifts and client needs. Tailored programs build important capabilities, foster innovation and keep the employees and organization competitive in a rapidly evolving market.

Leadership development remains a strategic priority, ensuring that future leaders possess the agility and decision-making capabilities required in a highly regulated and fast-changing environment. Succession planning and talent management frameworks are designed to secure continuity in governance and strategic execution, reinforcing trust and stability for stakeholders.

By aligning employee development with organizational objectives, BCR Group fosters engagement, productivity, and innovation. This approach not only strengthens operational performance but also contributes to long-term financial sustainability. Coordination of these initiatives is managed within the People & Culture division, ensuring consistency and alignment with industry standards and regulatory expectations.

Diversity

BCR Group provides equal treatment and professional development options to ensure equal opportunities for all employees, with a positive impact on its own workforce. Ensuring diversity inside the organization creates an open and inclusive corporate culture which contributes to BCR Group being an attractive employer. BCR Group stands for a work culture that fosters a sense of belonging and values the work of its employees. Measures include a commitment to greater transparency and gender equality in remuneration, this being also a part of our people and culture strategy.

² PwC Gender Pay Gap Report, 2024 (<https://hrleadersportal.pwc.com/media/1408/pwc-romania-gender-pay-gap-report-2024.pdf>)



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

BCR Group has implemented various actions to address the material topics of gender pay equity, diversity, training and skills development, work-life balance, to prevent and mitigate negative impacts and to create positive impacts for its own workforce. BCR Group has established group

policies that provide a framework for its approach to these material matters. The local policies follow the local legal framework and are in line with the group policies through a rollout implementation process.

Table Key actions and policies associated with the material IROs

Sub-topic	List of key actions	Policy
S1-Collective bargaining	Maintain current coverage (100%) at bank level by committing to periodical negotiations with representative unions, according to national legislation. As regards the subsidiaries, periodical collective bargaining are taking place in those companies where representative unions were established (BCR Leasing IFN and BCR Banca pentru Locuinte SA).	Mandatory negotiations are provided by law, therefore there is no need for a company policy in place.
S1-Work-life balance	Flexibility of working time (part-time, flexible working hours) Hybrid work of remote and on site Private healthcare packages	A dedicated stand alone policy is not implemented, but the topic is covered either by local strategies under overarching Erste Group objectives, by the collective bargaining agreement or by BCR Internal Regulation.
S1 - Gender equality and equal pay for work of equal value	Reduce the adjusted gender pay gap, while also gradually addressing the unadjusted gap driven by structural factors	Remuneration Policy Diversity and Inclusion Policy
S1-Training and skills development	Talent management and leadership Performance reviews and development talks Leadership feedback 360°	BCR Nomination and Suitability Assessment Policy for Management Body Recruitment, Training and Human Resources Policy
S1-Diversity	Establish a new formal framework for deciding upon the diversity priorities and major initiatives (i.e. Sustainability, Diversity and Inclusion Committee). Implementing actions that support the objectives in the Diversity and Inclusion Policy, on topics like Gender Equality, Equal Treatment, Disability and Accessibility, Generational Diversity and Diversity indexing	Diversity and Inclusion Policy

At a glance: Talent management and leadership

Training and development represent a key opportunity for BCR Group to strengthen workforce capabilities and ensure long-term organizational resilience. By investing in learning initiatives, the Group aims to equip employees with future-ready skills, foster adaptability, and support career growth in alignment with strategic priorities.

BCR Group delivers centrally coordinated, organization-wide learning programs for all employee levels, complemented by development opportunities. The talent development philosophy is aligned with the Group's strategic priorities to reinforce attractiveness, long-term sustainability and competitiveness.

This approach is reflected in four key areas of action that structure our talent development efforts across the organization.



Continuous Learning and Future-Ready Capabilities for All Employees. BCR Group provides employees with access to a wide range of learning programs designed to enhance technical expertise, regulatory compliance, and digital transformation skills. Initiatives are implemented to build proficiency in data and AI literacy, financial knowledge, and customer-centric approaches. Structured learning journeys, delivered through blended formats, encourage adaptability and promote a culture of continuous growth. Reskilling and upskilling programs are prioritized to address evolving business needs and technological advancements.



Management Body Development and Executive Managers. Development for the management body and executive managers includes regular updates on regulatory requirements and participation in Group-wide learning initiatives. Tailored programs are designed to strengthen leadership capabilities and ensure alignment with organizational objectives at senior levels.



Leadership Development. A comprehensive leadership development framework supports current and future leadership competencies. The approach emphasizes knowledge, skills, and behavioral attributes aligned with Group leadership dimensions. Learning experiences are delivered through diverse formats such as workshops, coaching, and peer learning. Leadership programs are integrated with succession planning to secure continuity and organizational resilience.



Talent Development. Targeted programs are implemented for high-potential employees to build a diverse and future-ready pipeline of leadership and key talent. Career mobility and cross-functional exposure are encouraged to enhance organizational adaptability. Personalized development plans and mentoring opportunities foster engagement and empowerment, supporting long-term career growth.



All employees are involved in at least one of these development initiatives, being invited to participate, integrate the transferred knowledge, and give feedback for program improvement at the end of each cycle.

In 2025, BCR Group employees completed on average 47.26 hours of professional development (2024: 47.6 hours). Employees in management positions completed an average of 70.49 hours of training (2024: 72.9 hours). BCR monitors average trainings hours by collecting the information per year and comparing them to the previous year. The indicator is calculated as the number of training hours in the reporting period divided by the total head count as of year-end. There is no targeted value as the number of training hours may fluctuate throughout the years, as some regulatory training may be required.



Step into the Future

Step into the Future is a large-scale leadership development program addressed to all leaders across the organization and aligned with the People & Culture strategy. It supports business growth through a structured learning and continuous development framework that equips leaders with the skills needed to navigate business complexity, anticipate future trends, and foster an agile and innovative organizational culture. The program runs over a two-and-a-half-year period, is delivered through thematic learning sprints (Trends, Leadership Nexus, Purpose, Psychological Safety, Growth, Change), and involves approximately 10% of the bank's workforce.



Young & Curious

Young & Curious is an 18-month leadership development program through which BCR makes a strategic investment in building a community of future authentic leaders capable of creating positive impact beyond formal roles. The program targets a selected group of 30 high-potential employees and uses integrated development methods such as training courses, coaching, self-learning, job shadowing, and experience-sharing sessions. Its main objective is to strengthen a leadership culture grounded in responsibility, empathy, courage, and continuous learning, fully aligned with BCR's long-term strategy.



MindfulParent

MindfulParent is an inclusion and emotional wellbeing program developed by BCR and dedicated to employee-parents, designed to support personal balance, professional reintegration, and performance. The program runs annually over a six-month period and combines thematic workshops, personal development groups, coaching, mentoring, and an internal support community, addressing topics such as emotional health, psychological safety, parent-child attachment, and mindfulness. The program aims to increase employee engagement and retention, foster an empathetic and inclusive organizational culture, and support BCR's employee wellbeing and experience strategy, with approximately 10% of employees voluntarily participating.



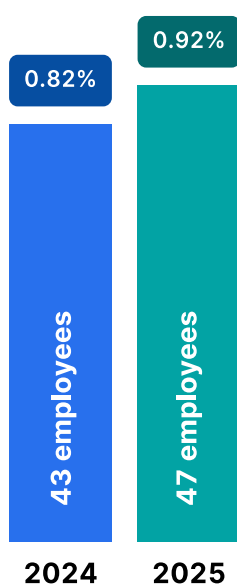
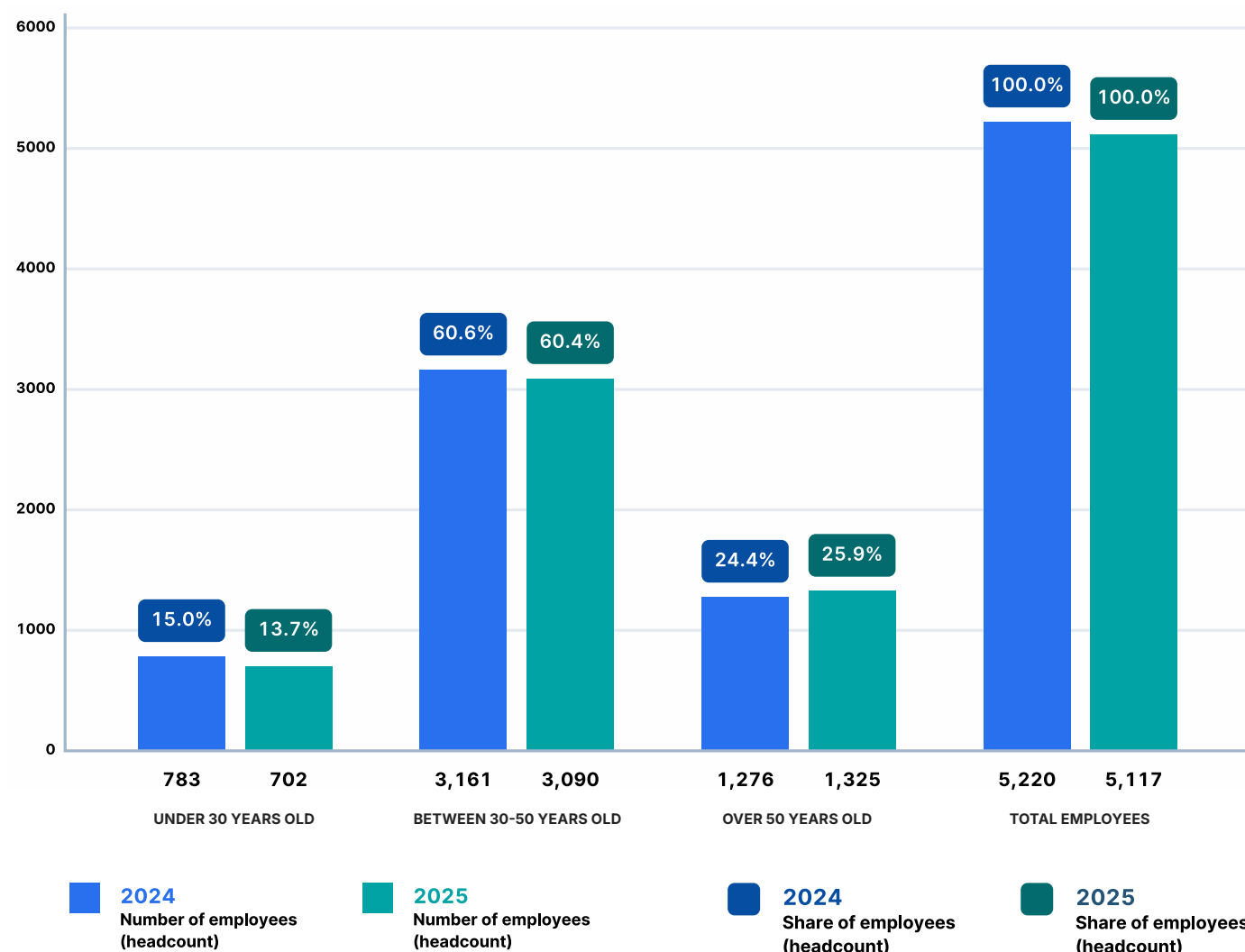
Magic Advisors

Magic Advisors is an internal community of employees actively contributing to engagement across the organization. Members work closely with managers to enhance team experience and performance and are selected through peer and manager nominations. Each Magic Advisor receives dedicated training, resources, and ongoing support to drive and implement engagement initiatives, with the community bringing together over 15 active members and contributing to an engagement score that has consistently exceeded 75% since the initiative's launch in 2019.



Employee age distribution by age groups

Employee age distribution by age groups is reported on headcount bases as of year-end.



As of 31 December 2025, BCR Group had 47 employees with a recognized health disability, all of whom are employed by the bank.

This corresponds to 0.92% of the total BCR Group headcount (2024: 43 employees, 0.82%).

Affected Communities

This section focuses on BCR Group's impact on communities - defined as people whose life is influenced by the Group's activities. It focuses on a BCR Group specific sustainability topic - Financial literacy, highlighting our positive contributions such as providing to wider groups of stakeholders access to instruments and guidance enabling them to make informed and lasting financial decisions.

Scoala de Bani and financial literacy

Money School by BCR is an extensive financial education program launched almost 10 years ago and aimed at empowering Romanians with the knowledge and skills needed to make informed financial decisions, ensuring they can effectively manage their personal finances and plan for long-term financial stability. The long-term initiative, which addresses kids from kindergarten, school, high-school, universities and adults from companies, public institutions, NGOs, already reached, since its implementation, through workshops, webinars, events, online platform, more than 900,000 Romanians across the country. The face-to-face workshops are delivered by 2,000 BCR employees who became volunteers in the School of Money program. Its core objectives are to reduce financial illiteracy, promote responsible financial behavior, and foster a deeper understanding of essential concepts such as savings, budgeting, and investment. The results have been positive, with participants reporting increased confidence in their ability to manage finances and a significant improvement in their financial knowledge measured through evaluation questionnaires applied at the end of the workshops. Through this initiative, BCR aims to create a financially literate society that can contribute to the overall economic development of the country.



More than 250,000 of the participants in our Money School program were kids and youngsters.

The Ministry of Education endorsed this program of BCR for the last 9 years, and now it considers introducing financial literacy notions in school teaching curricula. BCR contributes to these efforts of improving financial literacy nationwide through its Life Lab subprogram.

LifeLab by BCR is a national program that integrates financial education into all school subjects, from kindergarten to high school, using interdisciplinary resources and practical exercises. LifeLab started as a pilot program in 2022, tested in more than 12 schools across Romania, proving that financial education can be naturally integrated into any subject. In 2025, the program was scaled nationally through the LifeLab.ro platform, becoming a dedicated digital space for teachers and an essential tool for shaping a more financially informed generation. Through the LifeLab.ro platform, teachers receive free access to over 500 educational materials designed to embed financial literacy into existing curricula, helping students develop essential money management skills for real-life situations.

FLiP

In Romania, Money School on Wheels – FLIP truck was launched in 2016 and it is an itinerant financial education exhibition for kids aged 7-14. Its purpose is to teach kids how to manage their money correctly and why it is important to have a financially responsible behavior. For an hour and a half, kids enter in the "Money World" where they have to pass through 5 steps together with their allies and friends: Games, Interaction and Joy. In 2025 around 13,628 kids have participated to 600 online and offline workshops. The Marketing and Communication Division of BCR is responsible for the implementation and monitoring of FLIP programme, with one colleague from CSR team allocated for this project.



BCR supports ZBOR, a space between school and home where young people can meet, spend time together, learn, and grow.

ZBOR comprises a network of 12 hubs, a non-formal education curriculum developed for young people aged 14-25, a mentoring program, dedicated competitions, and an online application.

At a glance: Performance indicators

BCR has developed annual performance indicators to monitor progress against its financial education objectives. These indicators track both the reach and effectiveness of the financial education programs. The main indicator focuses on the number of individuals participating in financial literacy activities organized or initiated by BCR each year, while

additional indicators capture the quality and impact of these initiatives, such as participant feedback and knowledge improvement scores. Data is collected continuously through post-workshop surveys, and a qualitative impact study is under development for 2025 related information.

Financial Literacy Yearly Performance Indicators

		Baseline*		Actual	
	Metric	Year	Value	2025	2024
Number of education support participants (financial literacy)	Number of participants	n/a	n/a	236,787	80,226

*no baseline defined

Consumers and end-users

The scope of this section is to provide an overview on the approach towards managing the IROs that BCR Group has identified as relevant for consumers and end-users, in particular the retail customer base. As part of its commitment to transparency and sustainability, BCR Group places the interests and needs of its customers at the core of its business activities.

Under ESRS S4, BCR Group has identified material positive impacts regarding the financial health and inclusion of its consumer base. These are primarily driven by social banking services and mobile banking units, which facilitate access for underserved communities.

From a financial materiality perspective, BCR Group recognizes a material opportunity to enhance its business model resilience by improving the long-term financial health of its customers. Conversely, a material risk related to data privacy has been identified. The Group's approach to managing these impacts, risks, and opportunities (IROs), including specific mitigation actions for the privacy topic, is detailed in the full report.

BCR Group's various initiatives share a common goal of promoting financial and social inclusion, while properly mitigating the risk of data breaches and cyberattacks. These actions are designed to address the diverse needs of different demographic groups, from individuals facing financial exclusion to entrepreneurs trying to start their own business. Continuous monitoring, regular assessments, and stakeholder engagement are integral to ensuring the effectiveness and adaptability of these programs. By focusing on education, financial stability, and social innovation, BCR Group aims to create a positive and lasting impact on its customer base.



Subtopic	List of key-actions	Policy
 S4-Financial Health	 2025 Financial Health Indicators Rollout (via George & Advisors)	A standalone dedicated policy is not in place, but these actions are covered by the existing Financial Health Framework
 S4-Financial Health	 George enables financial health advice	A standalone dedicated policy is not in place, but these actions are covered by the existing Financial Health Framework
 S4-Privacy	 Incident response plan	Local Strategies under overarching BCR group objective
		Data protection procedure, along with annexes
		Data protection policy
		Data protection procedure referring to data breaches management
 S4-Privacy	 Data Protection Control Framework	Overarching BCR group objective
		Data protection procedure, along with annexes
		Data protection policy
		Data protection procedure referring to processing of employees' data
 S4-Privacy	 Cyber Security Employee security awareness Customer Security Awareness	Overarching BCR group objective
		Information Technology Security policies
		Cyber Security policies
		Employee Security Awareness trainings
		Informing BCR customers about active threats
 S4-Access to products and services	 Microfinancing and Social Banking	Overarching Erste Group objective
		BCR Social Banking Risk Policy
 S4-Access to products and services	 Mobile banking units	A dedicated policy is not adopted, but this action is carried out in line with the local strategy (under overarching Erste Group objective)

At a glance: Incident response plan

BCR Group has an incident response plan, defined as a crucial element of our risk mitigation efforts on the topic of privacy and data processing. While clear protocols are in place in internal procedures and policies for identifying, reporting, investigating, lessons learned and mitigating any potential negative impacts on all BCR Group customers, these protocols must be communicated and taught to all employees across the group.

Separately, in order to prevent data breaches, BCR Group invests in training programs to ensure all staff members are well equipped with the knowledge and skills necessary to handle customer data securely, and how to respond to incidents properly. In the training material, there is a great emphasis on the detection, prevention and handling of data breaches. In addition, our employees are then expected to be able to communicate effectively to our customers about the processing of their personal data. By emphasizing the importance of data protection, BCR Group aims to not only safeguard its customers' information and maintain their trust in its organization, but also to foster a culture of responsibility by raising awareness among its employees about potential risks.

The Data Protection Team provides a training framework comprised of a suit of training forms, such as online (at least once a year)/ individual (subject to topic or event), applicable in different cases such as general know-how or particular topics (specific areas such as data protection agreements, marketing/profiling), performed for all BCR employees/ external contractors within BCR and BCR subsidiaries throughout the year. The training framework is updated yearly from two perspectives: (i) the type of trainings to be performed throughout the year and (ii) the information to be delivered through the trainings.

Reported data breaches are handled by expert teams who assess the potential risks using an internally developed data breach risk assessment. Remedial action is taken by active engagement, such as directly contacting the person who reported or caused the data breach and instructing them on

how to remediate the threats to the rights and freedoms of the data subjects. The relevant actions range from deleting data, to changing of passwords, giving general advice on how to secure data or how to adapt processes to make them even more data protection friendly. Refresher courses and ultimately disciplinary measures are also actions that help to prevent data breaches and mitigate the associated risks.

At a glance: Microfinancing and Social Banking

BCR's Social Banking initiatives are focused on financing NGOs, Social Enterprises and startups across its core market, targeting clients who are typically underserved by traditional banking services. This initiative ensures that these organisations have access to essential financial resources, enabling them to address social and environmental challenges effectively, and contribute to sustainable community development.

The Social Banking department within BCR supports the financial inclusion of social organizations and entrepreneurs by providing tailored financial products, such as loans and current accounts, and capacity-building programs such as Amplify and Marc. Amplify, a BCR Social Finance and Launch Romania initiative, supported by BCR and Erste Foundation, contributes to a thriving, more sustainable and innovative social-impact sector, where all actors act and engage as a purpose-driven community. Marc is a high-impact enterprise scaling program, a joint initiative of Erste Foundation, Erste Social Finance Holding, IFUA Nonprofit and SIMPACT, implemented in Romania by BCR, BCR Social Finance and Synerb.

Furthermore, BCR offers specialized services for NGO's, including tailored products such as current accounts, financing options, and support for community and educational initiatives. BCR services are designed to empower organizations by providing the financial tools they need to grow and make a positive impact. We help NGO's achieve their mission with dedicated banking solutions.

Social Banking Yearly Performance Indicators	2024	2025
New social banking financing in RON	71,546,887	22,873,828
New social banking financing in number of new clients	319	1
Microfinance and start-up finance in RON *	60,302,158	0
Microfinance and start-up finance in number of new clients *	317	0
Social organisation finance in RON	11,244,729	22,873,828
Social organisation finance in number of new clients	3	1
Job creation and retention (number of jobs)	134	576
Number of education support participants (Social Banking)	4,270	2,221

*Starting with 2025, BCR no longer granted credits for new Startups.



Governance information

Business conduct

BCR Group places a high value on ethically correct behavior, considering it as a fundamental prerequisite for its business activities and strategic priorities. This commitment is reflected in the Statement of Purpose defined at Erste Group level, which requires employees to consider not only the legality and profitability of business decisions but also whether they are the right thing to do. Building on this foundation, BCR Group's Code of Ethics, last updated and approved by the Management Board in January 2025, sets forth binding rules and ethical principles for all employees and Board Members. The Code emphasises responsibility, respect, and sustainability in all business activities. Additionally, Erste Group and therefore BCR Group, is committed to the principles of the UN Global Compact, which include upholding human rights, labour standards, and combating corruption, drawing from key international declarations and conventions.

Corporate Culture

Our corporate culture is strategically aligned with the way BCR Group positions itself on the market: as a community partner, fostering the financial education in Romania. This is the main strategic driver that brings together our corporate values of care, learning, results and order.



BCR News is BCR's internal news format, created to keep colleagues informed about the bank's most relevant projects, initiatives and milestones in a consistent, accessible way.

Launched in January 2021, with a small editorial team of three contributors and seven edited stories, the format has gradually developed into a broader internal communication platform with a strong engagement component. Over the past five years, BCR News has grown both in scale and in format. Today, it brings together more than 12 contributors from different areas of the bank, many of whom also appear on screen as anchors, co-presenters or guest voices in dedicated segments covering topics such as sports, digital labs, cybersecurity and other business priorities.

Protection of whistleblowers

BCR Group has implemented robust whistleblower protection mechanisms that are essential for maintaining organizational integrity and ethical standards. These mechanisms foster a transparent and accountable work environment by encouraging the reporting of misconduct without fear of retaliation.

Secure and confidential reporting channels are critical to safeguarding individuals who disclose unethical practices. Without such protections, whistleblowers could face significant risks, including professional setbacks, social exclusion, or other forms of retaliation—outcomes that can erode trust within the organization.

By providing accessible and confidential reporting avenues for all stakeholders, BCR Group ensures that concerns are addressed promptly and effectively. Regular audits and transparent processes reinforce the reliability of these mechanisms, minimizing potential harm and preventing whistleblowers from experiencing isolation or disadvantage. This proactive approach strengthens compliance, mitigates risk, and upholds the organization's commitment to ethical conduct. No incidents related to breaches of whistleblower protection have been identified.

Corruption and bribery – prevention and detection including training

Training programs aimed at preventing and detecting corruption and bribery are a key pillar of Erste Group's anti-bribery and corruption (ABC) strategy. Offered to all employees, these initiatives play a crucial role in fostering awareness and understanding of ethical conduct. Without such measures, a lack of knowledge and sensitivity to conflict of interest (CoI) and ABC risks could result in employees failing to identify corrupt practices or becoming unintentionally involved in them, whether through active or passive participation.

In the event of a corruption-related incident, the consequences can be severe. The resulting loss of trust in the organisation would be difficult to restore and could necessitate extensive and prolonged remediation efforts. Moreover, such incidents may lead to significant reputational damage, financial losses and even criminal consequences for the individuals involved or the organization itself.

Ultimately, these preventive initiatives help cultivate a strong business conduct for the sake of zero tolerance to bribery and corruption, reinforcing BCR's Group reputation as a principled and trustworthy financial institution.

At a glance: Anti-corruption and bribery training

	2024		2025	
Anti-corruption and bribery WBT training (Group E-learning Training)	All staff incl. Management roles	Out of which, Management roles including MB	All staff incl. Management roles	Out of which, Management roles including MB
Training coverage (%)	98.45%	97.91%	100.00%	100.00%
Total employees at end of period (#)	4,919	431	4,809	411
Total employees registered in trainings (#)	4,843	422	4,809	411
Training completion (%)	96.43%	92.18%	97.34%	91.73%
Total employees with trainings completed (#)	4,670	389	4,681	377
Duration of web-based training	1 hour	1 hour	1 hour	1 hour
Frequency	Annually	Annually	Annually	Annually

Erste Group implements a comprehensive training framework designed to prevent corruption, bribery, and conflicts of interest. The foundation of this framework is a mandatory, group wide web based training (WBT) on Conflicts of Interest (CoI) and Anti Bribery & Corruption (ABC), which is also available in locally adapted versions. Training results are primarily based on the completion of this group wide CoI and ABC WBT. BCR applies this training framework in full, adopting the content and requirements 1:1, in line with Erste Group standards.

The training covers all relevant aspects around the different types of conflicts of interests, corruption and bribery, how they occur, how they can be prevented and reported. It is

based on BCR Group's legal and regulatory framework and the group-wide CoI and ABC Policy, which establishes a zero-tolerance approach towards any form of corruption and bribery. The WBT takes 1 hour, with the theoretical input lasting 45 minutes and the quiz 15 minutes.

Additional training courses vary in duration and assignment logic and are adapted to the specific content and targeted audience, based on entity risks.

To this extent BCR is rolling out on annual basis a local e-learning addressed to all staff, including management, on the topics of Ethics/Conflicts of Interests /Whistleblowing/ Anti-bribery and Corruption.

	2024	2025
Anti-corruption and bribery training (BCR Local E-learning Training)	All staff incl. Management roles	All staff incl. Management roles
Training coverage (%)	99.51%	99.69%
Total employees at end of period (#)	4,919	4,809
Total employees registered in trainings(#)	4,895	4,794
Training completion (%)	98.51%	98.33%
Total employees with trainings completed (#)	4,822	4,714
Web-based training	1 hour	1 hour
Frequency	annually	annually

The training sessions started in March 2025 and availability ended in December 2025. The training covered all relevant topics within the framework (Code of Ethics, ABC Policy and Whistleblowing). The learning session is finalized with a test that contains questions from the information material.

Beside quantitative monitoring process the qualitative indicators are followed, meaning that each employee who attends the training session must obtain a pass rate of minimum 70%.

Appendix Material

Impacts, risks and opportunities and their interaction with strategy and business model

Sustainability Matter	Type of IRO	IRO Description	Value chain	Time horizon
E1- Climate change adaptation	Risk	BCR Group faces a higher credit risk as climate-related physical risks can lead to a devaluation of collateral and/or to negative effects on the business models and lastly financial stability of debtors. The consequences are increased risk provisions for BCR Group and connected negative effects to its P&L and own funds. (Physical Risk)	Downstream	Long-term
	Opportunity	Additional financial opportunities might be captured by BCR Group from financing of strategies/projects conducted by a wide array of entities, from local SMEs to large companies (e.g adaptation solutions for residential and commercial real estate, agriculture), municipalities and other public entities for adaptation infrastructure.	Downstream	Long-term
E1-Climate change mitigation	Potential negative impact	The CO2 emissions of BCR Group in the upstream value chain contribute to climate change and thus to global warming.	Upstream	Long-term
	Potential negative impact	The CO2 emissions of BCR Group's own operations contribute to climate change and thus to global warming.	Own operations	Long-term
	Negative impact*	The CO2 emissions financed by BCR Group contribute to climate change and therefore to global warming.	Downstream	All time horizons
	Risk	BCR Group faces a higher credit risk as climate-related transition events (regulatory interventions) can lead to negative effects on the profitability of business models and lastly the financial stability of debtors. The consequences are increased risk provisions for BCR Group and connected negative effects to its P&L and own funds. (Transition Risk)	Downstream	Long-term
	Opportunity	For BCR Group, additional financial opportunities may arise from investments in and the financing of clients to support their transition to sustainable business initiatives, and subsequently, the implementation of decarbonisation measures.	Downstream	Medium to Long-term

Sustainability Matter	Type of IRO	IRO Description	Value chain	Time horizon
E1-Energy	Potential Negative impact	The energy (electricity, fuel and heating) used by BCR Group suppliers generates CO2 emissions and therefore contributes to climate change.	Upstream	Medium-term
	Potential Negative impact	Until the assumed net zero targets for own operations are achieved, the energy (electricity, fuel and heating) used by BCR Group continues to generate CO2 emissions and therefore contributes to climate Also, a potential slow progression on the adoption of renewable energy (either purchased or self-generated) may lead to a higher contribution to any risk associated with climate change, physical or transitional. change.	Own operations	Medium-term
	Negative impact*	BCR Group's financing of energy-intensive industries may lead to increased greenhouse gas emissions, thereby influencing climate change and global warming trends.	Downstream	All time horizons
	Potential Positive impact	Through the financing of renewable energy projects, energy grid infrastructure and supply side flexibility (e.g. battery storage) BCR Group supports energy security, enables CO2-neutral power and contributes to the systemic shift towards a sustainable economy.	Downstream	Medium to Long-term
	Risk	Price instability on the energy market due to climate change can result in decreased profitability in companies in energy-intensive sectors as well as liquidity shortage of retail clients, leading to a higher default risk and a related increase in risk provisions for BCR Group, impacting P&L as well as own funds.(Transition Risk)	Downstream	Medium-term
	Opportunity	BCR Group's financing of renewable energy projects (e.g. wind and solar projects, battery storage) and energy transition enables neutral/ low CO2 energy production and offers new opportunities for the portfolio.	Downstream	Medium to Long-term
E4- Impacts on the extent and condition of ecosystems Examples: Land degradation; Desertification; Soil sealing	Negative impact*	Financing real estate and public infrastructure projects can have a negative impact on biodiversity as soil is sealed and land is degraded, thus causing increased flooding risks, climate change exacerbation, and possible health issues caused by decreased air and water quality.	Downstream	All time horizons
S1-Collective bargaining, including rate of workers covered by collective agreements	Actual Positive impact	The existence of a collective bargaining agreement ensures that employees benefit from consistent and transparent employment conditions, including fair and adequate wages, which contributes to job security and strengthens trust in the organization.	Own operations	Short-term
S1-Work-life balance	Actual Positive impact	BCR Group fosters a good balance between career and personal life through its @Valued at BCR initiative which positively impacts the standard of living and satisfaction of employees. By focusing on the physical and mental health of employees BCR Group continuously expands its health offerings to ensure access to quality medical support.	Own operations	Short-term
S1 - Gender equality and equal pay for work of equal value	Negative impact*	The current gender pay gap at BCR Group disadvantages the affected employees.	Own operations	Short to Medium term
S1-Training and skills development	Opportunity	Initiatives like BCR Academies, Școala de Cariere (to prepare young talent for labor market), and the Learning Hub (internal training hub) help attract young talent, improve employee capabilities, and reduce turnover-related costs.	Own operations	Medium to Long-term

Sustainability Matter	Type of IRO	IRO Description	Value chain	Time horizon
S1-Diversity	Potential Positive impact	Diversity initiatives at BCR Group have a positive impact on employees by fostering an inclusive corporate culture. These efforts create an open environment where acceptance and support are prioritized, allowing all employees to feel valued and empowered.	Own operations	Short-term
S3 - Financial literacy (entity specific)	Positive impact*	Through national programs such as 'Școala de Bani' and 'Flip', BCR Group provides equitable access to financial education for every segment of society – including underserved and rural communities. By bridging these gaps, we are driving measurable progress in financial literacy, autonomy, and long-term financial well-being for every workshop participant.	Own operations	All time horizons
S4-Financial Health (entity specific)	Potential Positive impact	Through personalized financial health tools such as the Financial Coach in George and CRM-driven advisory services, BCR Group supports clients in improving their financial resilience, budgeting, and long-term planning.	Downstream	Medium to Long-term
	Opportunity	By promoting customer financial health, BCR Group strengthens satisfaction, loyalty, and its own market performance.	Downstream	Medium-term
S4-Privacy	Risk	Cyberattacks and data breaches can erode customer trust, damage BCR Group's reputation, and trigger legal penalties under regulations such as the GDPR.	Own operations	Short to Medium -term
S4-Access to products and services	Positive impact*	By ensuring that all banking products and services are accessible to socially vulnerable people (e.g. people with disabilities and the elderly), BCR promotes their autonomy, social and professional integration and active participation in community life.	Downstream	All time horizons
G1 – Corporate culture	Potential Positive impact	BCR Group has a positive corporate culture, promotes a safe, transparent and ethical environment thus ensuring healthy working environment and can increase employee satisfaction.	Own operations	Short-term
G1-Protection of whistle-blowers	Risk	The absence of effective whistle-blower protection and channels, or failure to implement whistle-blowing policies and procedures can lead to potential loss of profits, regulatory violations and reputational damage.	Own operations	Long-term
G1-Corruption and bribery Prevention and detection including training	Risk	Failure to ensure adequate awareness, control, and monitoring of corruption and bribery risks may lead to undetected incidents involving employees and that can expose BCR Group to financial penalties, legal costs, and reputational harm.	Own operations	Long-term

*In line with the methodology applied for the DMA, if not otherwise indicated, the short-term impact is actual, whilst for medium and long time horizons the impact is potential.



Contact

bcr.ro/ro/persoane-fizice

comunitate@bcr.ro

finantare.sustenabila@bcr.ro

The Bridge, Șoseaua Orhideelor nr. 15 D