AAA

AAA



Sparkassen-Finanzgruppe (Sparkassen)

Key Rating Drivers

Leading Franchise, Stable Business Model: Sparkassen-Finanzgruppe's (Sparkassen; SFG) ratings reflect the group's leading domestic retail and SME franchise, underpinned by the savings banks' close ties to their local communities. They also reflect the group's stable business model, granular and mostly collateralised credit exposure, strong capitalisation, stable deposit-driven funding, and excess liquidity. SFG's satisfactory profitability is supported by a high proportion of recurring operating revenue.

Mutual Support Group: SFG is not a legal entity but a savings banks network, whose cohesion is supported by an institutional protection scheme (IPS). Fitch Ratings assigns group ratings to SFG and its savings banks. The Issuer Default Ratings (IDRs) are based on the group's Viability Rating (VR) and apply to each individual savings bank.

The group has an impeccable record of providing protection to depositors by safeguarding its member banks' viability. Members of the group share a common strategy, brand, and joint marketing activities.

Conservative Risk Profile: The savings banks' underwriting standards are generally prudent, underpinned by a high share of collateralised lending, a fairly standard product offering, and long-standing client relationships. Group risk controls were strengthened and centralised as part of the IPS reform in 2024, allowing for early identification of deteriorating financial profiles.

The banks' local focus also ensures granularity and increases diversification at group level. Interest-rate risk is high in most savings banks' loan and bond portfolios due to their asset/liability duration mismatches and the modest use of interest-rate hedging.

Sound Asset Quality: SFG's asset quality benefits from the savings banks' generally prudent risk appetites, a high proportion of residential mortgage loans, and overall benign economic conditions in Germany over the past 15 years. We expect SFG's impaired loans ratio to increase to above 2% in 2025 and 2026 because of Germany's economic downturn and rising corporate insolvencies.

Stable Earnings: Revenues have substantially benefitted from higher interest rates, as a large portion of these increases were not passed on to depositors. Operating profit remained strong in 2024, close to 2023 levels, but should decline in 2025 in line with lower average interest rates and higher costs. SFG's average operating profit should comfortably remain above 1% of riskweighted assets (RWAs) over the economic cycle, based on the savings banks' conservative RWA calculation.

Strong Capitalisation: SFG's capitalisation is much stronger than the German banking sector's average and reflects the savings banks' consistently high profit retention. Its common equity Tier 1 (CET1) capital ratio of 16.9% at end-2024 is robust, although it understates the strength of the group's capitalisation due to the high RWA density from the savings banks' use of the standardised approach for measuring credit risk. SFG's leverage ratio was a sound 9.9% at end-2024.

Stable and Granular Deposits: The savings banks' large, stable retail and granular SME deposit base supports the group's strong funding and structural excess liquidity. This ensures low funding costs and low sensitivity to market sentiment and underpins the group's 'F1+' Short Term IDR.

Ratings

| Foreign Currency | |
|--------------------------------|-----|
| Long-Term IDR | A+ |
| Short-Term IDR | F1+ |
| Viability Rating | a+ |
| Government Support Rating | ns |
| Sovereign Risk (Germany) | |
| Long-Term Foreign-Currency IDR | AAA |

Long-Term Local-Currency IDR

Long-Term Foreign-Currency IDR

Outlooks

Country Ceiling

| 20116 1011111 0101611 0411101107 1211 | 0 |
|--|--------|
| Sovereign Long-Term Foreign- Currency IDR | Stable |
| Sovereign Long-Term Local- Currency IDR | Stable |

Highest ESG Relevance Scores

| Environmental | 2 |
|---------------|---|
| Social | 3 |
| Governance | 3 |

Applicable Criteria

Bank Rating Criteria (March 2025)

Related Research

Fitch Affirms Sparkassen-Finanzgruppe at 'A+'; Outlook Stable (March 2025)

German Landesbanken – Peer Review 2024 (September 2024)

Western European Banks Outlook 2025 (December 2024)

Global Economic Outlook - April 2025 Update

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Rating Sensitivities

Factors that Could, Individually or Collectively, Lead to Negative Rating Action/Downgrade

Negative rating pressure could arise from a persistent and material deterioration in asset quality and earnings, especially if this results in an impaired loans ratio above 3% and operating profit below 0.7% of RWAs, on a sustained basis.

Factors that Could, Individually or Collectively, Lead to Positive Rating Action/Upgrade

An upgrade of SFG's Long-Term IDR would require a record of operating profit of around 1.5% of RWAs, which may translate into an improved assessment of the group's business profile. An upgrade would also be contingent on SFG maintaining its sound asset quality and strong capitalisation.

Other Debt and Issuer Ratings

Debt Rating Classes

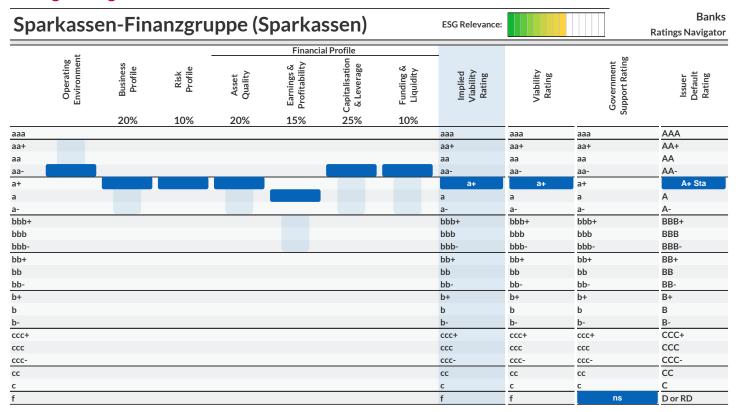
| Savings banks | Rating |
|----------------------------|--------|
| Long-Term IDR | A+ |
| Short-Term IDR | F1+ |
| Long-term deposit ratings | A+ |
| Short-term deposit ratings | F1+ |

The Long- and Short-Term IDRs of SFG savings banks members are aligned with SFG's IDRs.

The savings banks' deposit ratings are aligned with their IDRs due to the banks' lack of material resolution debt buffers that would provide their depositors with additional protection in the highly unlikely event of SFG's IPS failing to protect their viability. The German regulators' preferred resolution strategy for most savings banks consists of standard insolvency procedures, and most savings banks therefore have no incentive to build up resolution buffers.



Ratings Navigator



The Key Rating Driver (KRD) weightings used to determine the implied VR are shown as percentages at the top. In cases where the implied VR is adjusted upwards or downwards to arrive at the VR, the KRD associated with the adjustment reason is highlighted in red. The shaded areas indicate the benchmark-implied scores for each KRD.

VR - Adjustments to Key Rating Drivers

The earnings & profitability score of 'a' is above the 'bbb' implied category score due to the following adjustment reason: risk-weight calculation (positive).

The capitalisation & leverage score of 'aa-' is above the 'a' implied category score due to the following adjustment reason: leverage and risk-weight calculation (positive).

The funding & liquidity score of 'aa-' is above the 'a' implied category score due to the following adjustment reason: deposit structure (positive).



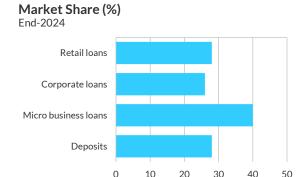
Company Summary and Key Qualitative Factors

Business Profile

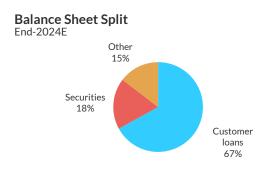
Most savings banks are institutions under public law controlled by their respective municipalities. They primarily provide basic financial services to the local population and SMEs through a dense branch network, and also have a presence in less densely populated or less economically dynamic regions, where competition is less intense. This ensures high client loyalty within their local communities, where the banks are also socially engaged, and contributes to SFG's strong brand recognition, underpinning its above-average market position. SFG has leading nationwide market shares in mortgage and SME lending and deposits, close to 30% in many products.

The savings banks' business model does not rely on volatile businesses and only few large savings banks engage in sizeable trading activities or offer complex products of their own. In general, they closely cooperate with specialist members of the broader public-sector banking group, including Landesbanken, insurers and asset managers, to broaden their product spectrum beyond standard retail and SME loans and deposits. The savings banks also managed or administered EUR339 billion securities at end-2023.

The national savings bank association's initiatives to encourage savings banks adhere to common strategic projects – including digitalisation, process automation, standardisation, data collection, analytics, and risk management – are producing positive results, even though the complexity of the organisation often results in protracted implementation times.



Source: Fitch Ratings, Fitch Solutions, Bundesbank



Source: Fitch Ratings, Fitch Solutions, SFG

Risk Profile

Each savings bank defines its risk appetite, and underwriting decisions are not subject to SFG-wide centralised approvals or limits. Instead, the savings banks use a shared internal credit rating system for retail and SME loans and centralised synthetic risk diversification tools. The regional savings banks associations and, ultimately, the DSGV (German savings banks association) are responsible for data collection and risk monitoring, ensuring that members with deteriorating financial profiles are identified at an early stage. This enables prevention and remediation measures well ahead of support from the IPS. SFG does not produce consolidated financial accounts, and its aggregated risk reporting is less sophisticated than at peers.

The savings banks focus on typically highly collateralised granular lending and their risk management is commensurate with the generally low complexity of their business. Their risk profiles also benefit from their proximity to their regions of operations and their long-standing business relationships, which result in extensive knowledge of their customers.

The duration mismatch between the savings banks' assets and liabilities is high compared to that of other large European banking groups. Savings banks typically do not fully hedge their loans, deposits or securities, which makes them more vulnerable to rapid changes in interest rates than large universal banks. The increased interest rates in 2022 resulted in large temporary valuation losses in that year. Unrealised losses in the savings banks' banking books decreased significantly to around 6% of CET1 capital by end-1H24 (end-3Q22: around 20%) due to declining long-term interest rates and pull-to-par effects.



Financial Profile

Asset Quality

SFG's asset quality has been fairly resilient, despite two recession years in Germany. Fitch estimates the impaired loans ratio to have increased to about 2% at end-2024, which is below the German banking sector average. Asset quality benefits from the savings banks' granular loan portfolio, which focuses on domestic mass retail and SME customers.

We expect impaired loans to rise further over the next two years, driven by an increase in SME default rates, but only a little pressure on residential mortgage loans, which account for 59% of the loan portfolio at end-2024. This is due to a large proportion of owner-occupied homes, robust labour market indicators, adequate collateralisation and resilient house prices. Consumer and municipal loans form only a minor part of the loan book. The corporate portfolio, including self-employed clients and micro businesses, is granular and accounts for 53% of total loans. The highest sector concentrations are to housing companies (20% of corporate loans at end-2024), commercial real estate (CRE; 16%) and construction (7%). Only the large savings banks finance large, non-recourse CRE transactions on their own, while others cooperate as part of syndicates with the Landesbanken. In general, the savings banks' good knowledge of their regional markets and a large proportion of recourse structures or municipal sponsors limit the risk in this business.

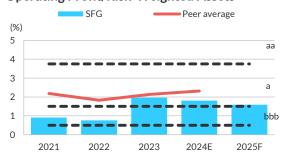
SFG's aggregate securities portfolio composition is stable and of very high quality, but we do not rule out possible opportunistic investments at single savings banks. Government bonds and covered bonds account for a large share of the portfolio, while the Landesbanken account for the majority of unsecured financial institution bonds.

Impaired Loans/Gross Loans



SFG does not disclose an impaired loans ratio Source: Fitch Ratings, Fitch Solutions, banks

Operating Profit/Risk-Weighted Assets



Source: Fitch Ratings, Fitch Solutions, banks

Earnings and Profitability

Our assessment of SFG's profitability reflects its leading franchise in lower-risk domestic activities, strong execution through several credit cycles and well above-average resilience during previous crises.

SFG's preliminary 2024 results indicate that operating profit before valuations was stable at a record high level of EUR18.2 billion (1.2% of average total assets). This performance was driven by an increase in net interest income by 1.1% and continued fee growth of 6.2%, offset by cost inflation of 4.2%. SFG's reported cost/income ratio before valuations was also broadly stable, at 54% (2023: 53%). The return on equity before taxes was almost unchanged, at 10.1% (2023: 10.3%), benefitting from low loan impairment charges (LICs) of EUR2.3 billion (22bp of gross loans). Deposit margins remained high, supported by the savings banks' strong local deposit franchises.

We expect SFG's operating profit/RWAs ratio, which we assess considering its conservative RWA calculation, to decline in 2025, but to remain above its long-term average at about 1.5%, as the repricing of loans and securities in combination with balance sheet growth will likely not be sufficient to compensate lower overnight interest rates, cost inflation and heightened LICs.

Capitalisation and Leverage

SFG's CET1 capital ratio improved to a sound 16.9% at end-2024 (end-2023: 15.9%) on low RWA inflation, broadly in line with the 1.0% loan growth. We expect SFG's earnings retention to remain strong and support the CET1 capital ratio above 16% in the medium term.

Most saving banks' use of the standardised approach for the calculation of credit-risk RWAs for all asset classes means the vulnerability of SFG's capital ratios is limited to negative rating migration and regulatory RWA inflation. However, this understates the group's CET1 and total capital ratios by about a third compared with European mutual banking groups that operate with similar risk profiles, but that make extensive use of the internal rating-based approach. SFG's sound Basel leverage ratio (end-2024: 9.9%) is much stronger than that of most domestic and foreign peers.



SFG is not regulated as a group. Therefore, it is not subject to regulatory capital or resolution-planning requirements at group level. Each savings bank is subject to individual SREP (Supervisory Review and Evaluation Process) requirements, which vary mainly depending on its vulnerability to interest-rate risks in their banking books.

The savings banks' status as public-law institutions constrains their ability to raise capital. Instead, capital weaknesses at individual savings banks are generally proactively addressed by merging them into stronger neighbouring savings banks.

CET1 Ratio SFG Peer average (%) 20 15 10 Dec 21 Dec 22 Dec 23 Dec 24E Dec 25F

Source: Fitch Ratings, Fitch Solutions, banks

Gross Loans/Customer Deposits



Source: Fitch Ratings, Fitch Solutions, banks

Funding and Liquidity

SFG's customer deposits increased by 2.9% to EUR1.18 billion by end-2024. Lower inflation, along with an increase in household incomes and subdued consumer spending, contributed to the higher deposit volumes. Clients' demand for term deposits has abated and term deposits likely peaked at end-2024, at 10% of SFG's customer deposits (end-2021: 2%). Granular and sticky retail deposits account for about 60% of total deposits.

Only 43 savings banks (\sim 12% of the total) issue covered bonds, with about EUR30 billion outstanding at end-2023. As a result, most of the group's loan book is unencumbered. Savings banks typically have large liquid securities portfolios, which is reflected in SFG's high aggregated liquidity coverage ratio of 196% at end-2024.

Additional Notes on Charts

The forecasts in the charts in this section reflect Fitch's forward view on the bank's core financial metrics per Fitch's Bank Rating Criteria. They are based on a combination of Fitch's macro-economic forecasts, outlook at the sector level and company-specific considerations. As a result, Fitch's forecasts may materially differ from the guidance provided by the rated entity to the market

To the extent Fitch is aware of material non-public information with respect to future events, such as planned recapitalisations or merger and acquisition activity, Fitch will not reflect these non-public future events in its published forecasts. However, where relevant, such information is considered by Fitch as part of the rating process.

Black dashed lines represent boundaries for indicative quantitative ranges and implied scores for Fitch's core financial metrics for banks operating in the environments that Fitch scores in the 'aa' category. Peer average includes Genossenschaftliche FinanzGruppe (aa-), Desjardins Group (aa-), Credit Agricole (a+), Groupe BPCE (a), Credit Mutuel Alliance Federale (a+), Svenska Handelsbanken AB (aa). Latest data used for Sparkassen-Finanzgruppe (Sparkassen), Genossenschaftliche FinanzGruppe is for FY23. Unless otherwise stated, financial year (FY) end is 31 December for all banks in this report.



Financials

Financial Statements

| 31 Dec | 23 | 31 Dec 22 | 31 Dec 21 | 31 Dec 20 |
|---------------------------------------|--|-----------------------|--|--|
| 12 months | 12 months | 12 months | 12 months | 12 months |
| (USDm) | (EURm) | (EURm) | (EURm) | (EURm) |
| | | · | | |
| 30,852 | 28,160 | 22,210 | 19,262 | 19,944 |
| 10,583 | 9,660 | 9,340 | 8,974 | 8,402 |
| 11 | 10 | 10 | 14 | 9 |
| 41,447 | 37,830 | 31,560 | 28,250 | 28,355 |
| 22,536 | 20,570 | 19,050 | 19,597 | 19,615 |
| 18,910 | 17,260 | 12,510 | 8,653 | 8,740 |
| 438 | 400 | 6,090 | 1,200 | 1,822 |
| 18,472 | 16,860 | 6,420 | 7,453 | 6,918 |
| -10,989 | -10,030 | -2,420 | -3,110 | -2,909 |
| 4,722 | 4,310 | 2,610 | 2,687 | 2,528 |
| 2,761 | 2,520 | 1,390 | 1,656 | 1,481 |
| | | | | |
| | • | · | • | |
| 1,117,975 | 1,020,423 | 1,009,507 | 954,990 | 905,586 |
| 1,117,975 | 1,020,423 | 1,009,507 | 954,990 | 905,586 |
| 168,471 | 153,771 | 164,597 | 50,721 | 58,783 |
| 319,275 | 291,416 | 301,325 | 300,955 | 295,111 |
| 1,605,722 | 1,465,610 | 1,475,429 | 1,306,666 | 1,259,480 |
| 25,839 | 23,584 | 25,232 | 171,124 | 135,108 |
| 22,209 | 20,271 | 18,842 | 17,552 | 16,838 |
| 1,653,770 | 1,509,465 | 1,519,503 | 1,495,342 | 1,411,426 |
| · · · · · · · · · · · · · · · · · · · | | | | |
| 1,247,378 | 1,138,534 | 1,145,930 | 1,115,898 | 1,067,029 |
| 173,838 | 158,669 | 173,717 | 190,237 | 161,654 |
| 23,785 | 21,710 | 17,391 | 17,292 | 16,569 |
| 1,445,001 | 1,318,913 | 1,337,038 | 1,323,427 | 1,245,252 |
| 57,187 | 52,197 | 47,740 | 42,316 | 40,669 |
| 151,582 | 138,355 | 134,725 | 129,599 | 125,505 |
| 1,653,770 | 1,509,465 | 1,519,503 | 1,495,342 | 1,411,426 |
| | USD1 = EUR0.912742 | USD1 = EUR0.937559 | USD1 = EUR0.884173 | USD1 = EUR0.821963 |
| | 12 months (USDm) 30,852 10,583 11 41,447 22,536 18,910 438 18,472 -10,989 4,722 2,761 1,117,975 1,117,975 1,117,975 1,605,722 25,839 22,209 1,653,770 1,247,378 173,838 23,785 1,445,001 57,187 151,582 | (USDm) (EURm) 30,852 | 12 months (USDm) (EURm) 12 months (EURm) 30,852 28,160 22,210 10,583 9,660 9,340 11 10 10 41,447 37,830 31,560 22,536 20,570 19,050 18,910 17,260 12,510 438 400 6,090 18,472 16,860 6,420 -10,989 -10,030 -2,420 4,722 4,310 2,610 2,761 2,520 1,390 1,117,975 1,020,423 1,009,507 1,117,975 1,020,423 1,009,507 168,471 153,771 164,597 319,275 291,416 301,325 1,605,722 1,465,610 1,475,429 25,839 23,584 25,232 22,209 20,271 18,842 1,653,770 1,509,465 1,519,503 1,247,378 1,138,534 1,145,930 1,73,838 158,669 173,717 23,785 21,710 17,391 1,445,001 1,318,913 1,337,038 57,187 52,197 47,740 151,582 138,355 134,725 1,653,770 1,509,465 1,519,503 USD1 = USD1 = | 12 months (USDm) 12 months (EURm) 12 months (EURm) 12 months (EURm) 30,852 28,160 22,210 19,262 10,583 9,660 9,340 8,974 11 10 10 14 41,447 37,830 31,560 28,250 22,536 20,570 19,050 19,597 18,910 17,260 12,510 8,653 438 400 6,090 1,200 18,472 16,860 6,420 7,453 -10,989 -10,030 -2,420 -3,110 4,722 4,310 2,610 2,687 2,761 2,520 1,390 1,656 1,117,975 1,020,423 1,009,507 954,990 1,68,471 153,771 164,597 50,721 319,275 291,416 301,325 300,955 1,605,722 1,465,610 1,475,429 1,306,666 25,839 23,584 25,232 171,124 22,209 20,271 |



Key Ratios

| | 31 Dec 23 | 31 Dec 22 | 31 Dec 21 | 31 Dec 20 |
|---|-----------|-----------|-----------|-----------|
| Ratios (%; annualised as appropriate) | | | | |
| Profitability | | | | |
| Operating profit/risk-weighted assets | 2.0 | 0.8 | 0.9 | 0.9 |
| Net interest income/average earning assets | 1.9 | 1.6 | 1.5 | 1.6 |
| Non-interest expense/gross revenue | 54.4 | 60.4 | 69.4 | 69.2 |
| Net income/average equity | 1.9 | 1.1 | 1.3 | 1.2 |
| Asset quality | | <u> </u> | · | |
| Growth in gross loans | 1.1 | 5.7 | 5.5 | 5.2 |
| Loan impairment charges/average gross loans | 0.3 | 0.0 | 0.0 | 0.2 |
| Capitalisation | | | | |
| Common equity Tier 1 ratio | 15.9 | 15.7 | 15.6 | 16.4 |
| Tangible common equity/tangible assets | 9.2 | 8.9 | 8.7 | 8.9 |
| Basel leverage ratio | 9.3 | 9.0 | 9.2 | 8.5 |
| Funding and liquidity | | | | |
| Gross loans/customer deposits | 89.6 | 88.1 | 85.6 | 84.9 |
| Liquidity coverage ratio | 186.3 | 168.3 | 174.1 | 204.4 |
| Customer deposits/total non-equity funding | 86.3 | 85.7 | 84.3 | 85.7 |



Support Assessment

| Typical D-SIB GSR for sovereign's rating level (assuming high propensity) | A+ to A- |
|---|---------------------|
| Actual jurisdiction D-SIB GSR | ns |
| Government Support Rating | ns |
| | |
| Government ability to support D-SIBs | |
| Sovereign Rating | AAA/ Stable |
| Size of banking system | Negative |
| Structure of banking system | Neutral |
| Sovereign financial flexibility (for rating level) | Positive |
| | |
| Government propensity to support D-SIBs | |
| Resolution legislation | Negative |
| Support stance | Negative |
| Support stance | |
| Support stance | |
| Government propensity to support bank | |
| | Neutral |
| Government propensity to support bank | Neutral Positive |

No Sovereign Support Assumed:

SFG's Government Support Rating (GSR) of 'no support' reflects Fitch's view that the EU's resolution framework is likely to require senior creditors participating in losses ahead of a bank receiving sovereign support.

We would upgrade SFG's GSR only if there is growing propensity from the sovereign to support systemically important banks, which is highly unlikely in the current regulatory environment.

Banks



FitchRatings

Environmental (E)

Environmental, Social and Governance Considerations

Sparkassen-Finanzgruppe (Sparkassen)

Ratings Navigator Credit-Relevant ESG Derivation Overall ESG Scale Sparkassen-Finanzgruppe (Sparkassen) has 5 ESG potential rating drivers key driver Sparkassen-Finanzgruppe (Sparkassen) has exposure to compliance risks including fair lending practices, mis-selling, repossession/foreclosure practices, consumer data protection (data security) but this has very low impact on the rating. 0 driver issues Governance is minimally relevant to the rating and is not currently a driver potential driver issues 4 2 issues not a rating driver

| General Issues | E Score | e Sector-Specific Issues | Reference | E Scale | |
|---|---------|--|---|---------|--|
| GHG Emissions & Air Quality | 1 | n.a. | n.a. | 5 | How to Read This Page ESG scores range from 1 to 5 based on a 15-level color gradation. Red (5) is most relevant and green (1) is least relevant. |
| Energy Management | 1 | n.a. | n.a. | 4 | The Environmental (E), Social (S) and Governance (G) tables break out the individual components of the scale. The right-hand box shows the aggregate E, S, or G score. General Issues are relevant across all markets with Sector-Specific Issues unique to a particular industry croup. Scores are assigned to each sector- |
| Water & Wastewater Management | 1 | n.a. | n.a. | 3 | specific issue. These scores signify the credit-relevance of the sector-specific issues to the issuing entity's overall credit rating. The Reference box highlights the factor(s) within which the corresponding ESG issues are captured in Fitch's credit analysis. |
| Waste & Hazardous Materials Management; Ecological Impacts | 1 | n.a. | n.a. | 2 | The Credit-Relevant ESG Derivation table shows the overall ESG score. This score signifies the credit relevance of combined E, S and G issues to the entity's credit rating. The three columns to the |
| Exposure to Environmental Impacts | 2 | Impact of extreme weather events on assets and/or operations and corresponding risk appetite & management; catastrophe risk; credit concentrations | Business Profile (incl. Management & governance); Risk Profile; Asset Quality | 1 | left of the overall ESG score summarize the issuing entity's sub- component ESG scores. The box on the far left identifies some of the main ESG issues that are drivers or potential drivers of the issuing entity's credit rating (corresponding with scores of 3, 4 or 5 and provides a brief explanation for the score. |
| Social (S) General Issues | S Score | e Sector-Specific Issues | Reference | S Scale | Classification of ESG issues has been developed from Fitch's sector ratings criteria. The General Issues and Sector-Specific |
| Human Rights, Community Relations, Access & Affordability | 2 | Services for underbanked and underserved communities: SME and community development programs; financial literacy programs | Business Profile (incl. Management & governance); Risk Profile | 5 | Issues draw on the classification standards published by the Uniter Nations Principles for Responsible Investing (PRI) and the Sustainability Accounting Standards Board (SASB). Sector references in the scale definitions below refer to Sector as |
| Customer Welfare - Fair Messaging, Privacy & Data Security | 3 | Compliance risks including fair lending practices, mis-selling, repossession/foreclosure practices, consumer data protection (data security) | Operating Environment; Business Profile (incl. Management & governance); Risk Profile | 4 | displayed in the Sector Details box on page 1 of the navigator. |
| Labor Relations & Practices | 2 | Impact of labor negotiations, including board/employee compensation and composition | Business Profile (incl. Management & governance) | 3 | |
| Employee Wellbeing | 1 | n.a. | n.a. | 2 | |
| Exposure to Social Impacts | 2 | Shift in social or consumer preferences as a result of an institution's social positions, or social and/or political disapproval of core banking practices | Business Profile (incl. Management & governance); Financial Profile | 1 | |
| Governance (G) | | | | | CREDIT-RELEVANT ESG SCALE |
| | | | | | How relevant are E. S and G issues to the |

| Governance (G) | OKESTI-KEELVART EGG GOALE | | | | DIT-RELEVANT EGG GGALE | | | |
|------------------------|---------------------------|---|---|-----|------------------------|---|---|--|
| General Issues | G Score | e Sector-Specific Issues | Reference | G S | Scale | | How relevant are E, S and G issues to the overall credit rating? | |
| Management Strategy | 3 | Operational implementation of strategy | Business Profile (incl. Management & governance) | 5 | | 5 | | Highly relevant, a key rating driver that has a significant impact on the rating on an individual basis. Equivalent to "higher" relative importance within Navigator. |
| Governance Structure | 3 | Board independence and effectiveness; ownership concentration; protection of creditor/stakeholder rights; legal /compliance risks; business continuity; key person risk; related party transactions | Business Profile (incl. Management & governance); Earnings & Profitability; Capitalisation & Leverage | 4 | | 4 | | Relevant to rating, not a key rating driver but has an impact on the rating in combination with other factors. Equivalent to "moderate" relative importance within Navigator. |
| Group Structure | 3 | Organizational structure; appropriateness relative to business model; opacity; intra-group dynamics; ownership | Business Profile (incl. Management & governance) | 3 | | 3 | | Minimally relevant to rating, either very low impact or actively managed in a way that results in no impact on the entity rating. Equivalent to "lower" relative importance within Navigator. |
| Financial Transparency | 3 | Quality and frequency of financial reporting and auditing processes | Business Profile (incl. Management & governance) | 2 | | 2 | | Irrelevant to the entity rating but relevant to the sector. |
| | | | | 1 | | 1 | | Irrelevant to the entity rating and irrelevant to the sector. |

The highest level of ESG credit relevance is a score of '3', unless otherwise disclosed in this section. A score of '3' means ESG issues are credit-neutral or have only a minimal credit impact on the entity, either due to their nature or the way in which they are being managed by the entity. Fitch's ESG Relevance Scores are not inputs in the rating process; they are an observation on the relevance and materiality of ESG factors in the rating decision. For more information on Fitch's ESG Relevance Scores, visit https://www.fitchratings.com/topics/esg/products#esg-relevance-scores.



SOLICITATION & PARTICIPATION STATUS

For information on the solicitation status of the ratings included within this report, please refer to the solicitation status shown in the relevant entity's summary page of the Fitch Ratings website.

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