

ANNUAL AND
SUSTAINABILITY REPORT

Resurs Holding

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Annual Report

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This report is a translation of the Swedish financial report. In case of differences between the English and the Swedish translation, the Swedish text shall prevail.

Resurs in brief

Resurs Holding Group (Resurs), operating through its subsidiary Resurs Bank AB, is a leading provider of retail finance in the Nordics and offers payment solutions and consumer loans across the Nordic market. At the end of 2025, the company employed 759 people, and the loan book amounted to SEK 39.1 billion.

Resurs assists individuals and businesses with loans, saving, and payments. With nearly 50 years of experience in commerce, Resurs makes shopping easy and secure, both online and in-store.

PAYMENT SOLUTIONS

The Payment Solutions business segment comprises the business areas Retail Finance, Cards and SME Finance. Within Retail Finance, Resurs is a leading omnichannel partner for finance, payment and loyalty solutions in the Nordic region, for both private customers and businesses. Cards includes both the Resurs credit card and cards that enable retail finance partners to promote their own brands. The SME Finance area primarily focuses on corporate loans, inventory financing, invoice factoring and invoice discounting for small and mid-sized companies. At the end of 2025, lending amounted to SEK 17.4 billion (16.9).

See further on page 10.

CONSUMER LOANS

The Consumer Loans business segment offers unsecured consumer loans. A consumer loan is normally used to finance larger purchases and investments. Consumer Loans also helps consumers to consolidate their loans, in order to reduce their monthly payments and/or interest expense. At the end of 2025, lending amounted to SEK 21.7 billion (23.0).

See further on page 11.



Number of employees



SEK billion in lending

The year in brief

January

RESURS LAUNCHED A NEW B2B OFFERING FOR JULA

Resurs has launched an expanded offering for Julia's corporate customers, marking a significant step towards providing payment solutions to businesses across Nordic retailers.

February

STRENGTHENING OF THE MANAGEMENT TEAM

In February, the management team was strengthened with the appointments of Camilla Philipson Watz as Chief Legal & Governance Officer and Fredrik Sandberg as Chief SME Banking Officer.

March

NEW BOARD MEMBERS

At an extraordinary general meeting, Håkan Berg and Johanna Clason were elected to the Board of Resurs Holding.

CREDIT RATING BBB- WITH STABLE OUTLOOK

Credit rating agency Nordic Credit Rating (NCR) affirmed Resurs Bank's credit rating at BBB- with a stable outlook.

April

MIO EXTENDED PARTNERSHIP

The leading furniture and home décor chain Mio extended its long-standing agreement with Resurs for financing solutions in physical stores and online.

May

NEW STRATEGY & REVISED FINANCIAL TARGETS

The ongoing implementation of the new strategy, presented in 2024, led to an identified impairment requirement for capitalised IT investments amounting to SEK 326 million.

The Board resolved on revised financial targets:

1. All capital ratios shall exceed the regulatory capital requirement by 150–300 basis points.
2. Resurs aims to distribute up to 50 percent of net profit to shareholders annually, taking into account the company's outlook, capital planning, and opportunities for both organic and inorganic growth.

June

MANAGEMENT TEAM STRENGTHENED

At the end of the second quarter, the management team was further strengthened with Jens Saltin as the new Chief Commercial Officer.

CARLA – FIRST INVENTORY FINANCING CUSTOMER

Carla, the Swedish e-commerce company specialising in electric cars, was welcomed as the first inventory financing customer in SME Finance.

September

COLLABORATION INITIATED WITH ELGIGANTEN IN DENMARK

Elkjøp Nordic, the largest electronics chain in the Nordics, chose Resurs' financing solutions for Elgiganten's customers in Denmark.

NEW BOARD MEMBER

Steve Krieger was elected to the Board of Resurs Holding.

The year in brief

October

SHARES DELISTED

In late September 2025, Ronneby UK Limited announced that it controlled more than 90 per cent of the shares in Resurs Holding AB. Ronneby UK Limited subsequently initiated compulsory redemption and requested that Resurs Holding's shares be delisted from Nasdaq Stockholm. The Board of Resurs Holding applied for delisting on 13 October, and the delisting was carried out on 27 October.

November

BOND ISSUED

Resurs Holding AB issued subordinated Tier 2 bonds amounting to SEK 400 million in the Nordic market.

CAREER COMPANY

For the seventh consecutive year, Resurs was named a "Career Company" by Karriärföretagen.

EXPANDED SME FINANCE OFFERING

Revolving credit for companies seeking flexible and easily accessible financing was launched as part of Resurs' expanded SME Finance offering.

December

INCREASED TRANSACTIONS DURING BLACK WEEK

During Black Week, nearly 20% more transactions were carried out compared to 2024 by Resurs and our retailers.

CORPORATE OFFERING LAUNCHED FOR POWER'S CUSTOMERS

Resurs signed an agreement with Power covering payment services for their corporate customers. This new partnership complements the already long-standing collaboration for private customers and covers all Nordic countries, both in-store and online. The rollout will begin in the first quarter of 2026.

RESURS CARRIED OUT CLOUD-BASED IT ENVIRONMENT

The move to a largely cloud-based IT environment was carried out – a fundamental enabler for the strategy the coming years.

Financial Highlights

MILLION 674 SEK

Operating profit excluding items affecting comparability

9.5%

NBI-margin (Net Banking Income) excluding items affecting comparability

19.7%

Total Capital Ratio

CEO Statement

I am proud to state that during 2025, Resurs continued to build for the future through deliberate investments and a clear strategic repositioning.

Despite ongoing macroeconomic uncertainty, geopolitical tensions, and cautious consumer behaviour – all of which affected both us and our partners - we strengthened our financial position and improved profitability. This was mainly driven by active work on credit quality and profitability optimisation. Additionally, advancements in AI enabled us to change and streamline our ways of working, particularly within customer service and product development.

STRATEGIC REPOSITIONING AND INVESTMENTS

2025 was characterised by our continued focus on executing our strategy, investing in technology, organisation, especially within tech and product- and new solutions to reinforce our competitive strength.

We have continued to pursue our long-term investment agenda to strengthen our competitiveness and lay the foundation for sustainable value creation. During the year, we have taken important steps to further develop our internal capabilities and modernise our technological platform.

At the end of the year, we reached a significant milestone as we completed the vast majority of the transition to a cloud-based IT environment. This is a central enabler for our continued development, creating the conditions for greater flexibility, an increased pace of innovation, and enhanced security in the years ahead.

We also prepared for the closure of the Norwegian banking system in favour of the group-wide platform, with completion planned for the first half of 2026.

Our upgraded IT infrastructure has laid a strong foundation for more automated and efficient processes.

During the year, we accelerated our corporate finance offering. Many companies seek to invest and grow but struggle to find suitable financing. Among the products we can now offer to businesses are invoice financing – a flexible credit facility to release liquidity – growth loans to support the next step, as well as investment financing when new opportunities arise.



A key strategic focus has been the development of our established retail finance offering to also support corporate end customers. I am pleased that we recently signed an agreement with Power covering payment solutions for their business clients, further expanding our long-standing partnership.

Elkjöp Nordic selected Resurs for financing solutions for Elgiganten's Danish customers, and NetOnNet, Gekås and Mio extended their long-term partnerships with us. We also signed an agreement with the Finnish furniture chain Masku and launched collaborations with several other leading retailers, including Babyworld in Sweden.

STABLE FINANCIAL PERFORMANCE AND STRENGTHENED PROFITABILITY

Lending totalled SEK 39.1 billion, a 2 per cent decrease year-on-year. Adjusted for negative currency effects, the development was stable. Payment Solutions grew by 5 per cent in local currency, while our deliberate reduction of the Consumer Loans portfolio continued, down 3 per cent in local currency. Economic uncertainty contributed to cautious consumer behaviour, with some sectors experiencing lower sales volumes among our retail finance partners.

Operating profit amounted to SEK 674 million, a 54 per cent increase compared with the previous year (excluding items affecting comparability). The improvement was driven mainly by lower credit losses and enhanced customer repayment patterns. Measures taken early in 2024 to tighten credit continued to yield positive results. Our financial position remains strong, with a total capital ratio of 19.7 per cent as of 31 December 2025, well above the regulatory requirement of 14.1 per cent.

A RESPONSIBLE AND SUSTAINABLE FINANCIAL ACTOR

In 2025, we continued integrating sustainability across the business, with significant preparation for future reporting and regulatory requirements. This year marks the first time Resurs reports according to the CSRD framework.

Our sustainability efforts centre on ethical and responsible business, forming the foundation for proactive work in sustainable lending, environmental impact, social responsibility and employee wellbeing. The ambition is to contribute to a more sustainable society and a more responsible credit market.

Our sustainability work is guided by the UN Global Compact, which Resurs has been a signatory to since 2018.

OWNERSHIP STRUCTURE AND GOVERNANCE

Ronneby UK Limited increased its ownership to above 90 per cent of shares in Resurs Holding AB, resulting in the company being delisted from Nasdaq Stockholm.

LOOKING AHEAD

Resurs is a financially strong company. I look forward to continuing our strategic positioning with the same intensity and high pace as before.

I would like to extend my sincere thanks to all employees, partners and customers for your engagement and trust throughout the year.

Magnus Fredin
CEO and president Resurs Holding AB

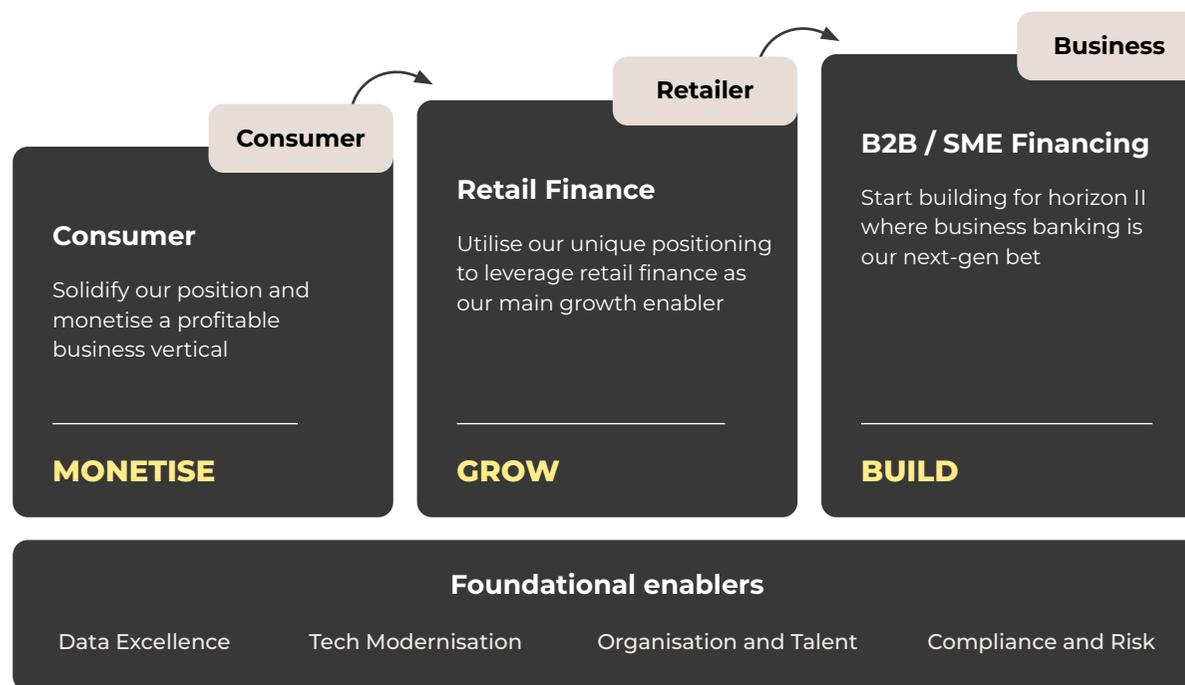
Resurs' strategic direction

At the end of 2024, Resurs Holding was acquired by new majority owners, Ronneby UK Limited, and a new Board of Directors was appointed. Together with the new Board, an updated strategic plan has been developed. Resurs' updated strategy is designed to future-proof the company and is built around three key focus areas aimed at strengthening competitiveness, diversifying revenue streams, and creating long-term value. With a clear emphasis on profitable growth, sustainable lending, and the modernisation of our technology platform, we are shaping a Resurs that is well positioned for the future.

This strategic direction provides a solid foundation for a continued profitable and financially robust Resurs.

Our ambition for 2029 is to be:

- A leading Nordic financing specialist.
- Market-leading for omnichannel retail and retail finance merchants with higher value transactions.
- A leading provider in corporate financing for the SME segment.
- A cutting-edge technology platform that supports innovation, lowers unit costs and drives high operational efficiency.
- A financially strong institution with diversified funding sources and key ratios that provide a solid buffer above regulatory requirements.
- An attractive workplace for top talent in technology, credit risk, and product.



Technology and Product at the core of our strategy

Technology, infrastructure, and product development are key enablers of Resurs' strategic plan and long-term growth. In 2025, we continued to invest in these areas, as well as in our internal capabilities, to strengthen both business performance and operational resilience. During the year, we recruited additional top talent within tech and product, ensuring that we have the competence and expertise required to deliver on our strategic ambitions.

Cloud transformation as a foundation for growth

A major milestone during the year was the transition to a largely cloud-based IT environment. By the end of 2025, we had finalised most of the migration. Operating in a cloud environment provides increased reliability and performance, improved security, and greater scalability. It also enables shorter development cycles and creates new opportunities for innovation across the business.

Advancing our core banking platform

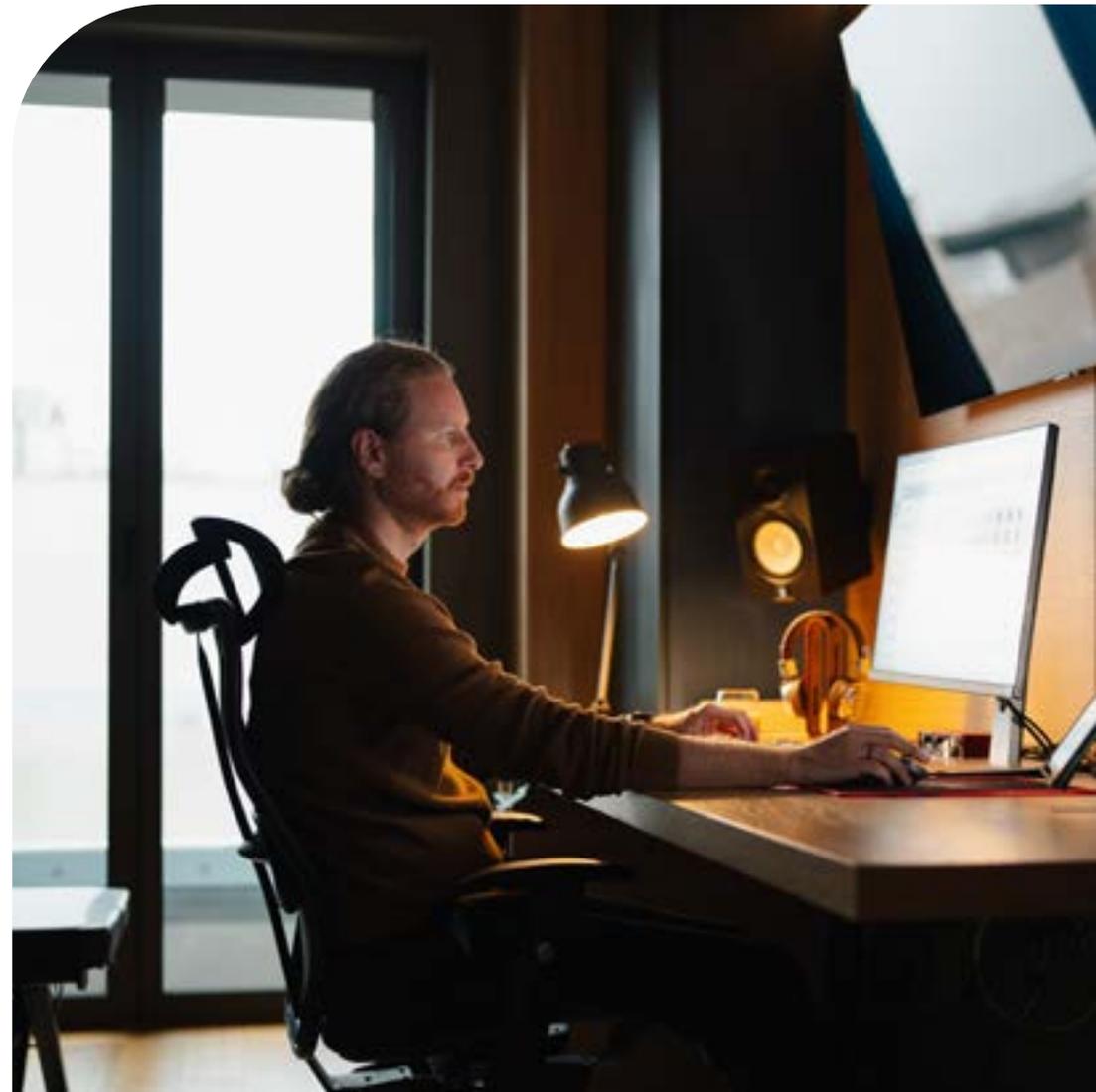
We launched our new core banking platform and successfully built and released both deposit and consumer loan products. The platform speeds up our time to market and helps us retire older systems, including the one previously used in Norway, which we expect to phase out in the first half of 2026.

Increased AI integration pace

We have several initiatives in progress focusing on accelerating our AI integration. We continued to integrate AI into everyday work by introducing AI-assisted development tools, a new customer service chatbot, and AI-supported process management. Of course, all of this must be done with great care, since we are a regulated entity and must be mindful of the regulatory aspects.

Laying the foundation for development

Our technology modernisation has laid some of the most important building blocks for the future, which enables shorter development cycles, increased resilience and a more scalable foundation for innovation. These capabilities are essential to developing the products and services we have set out to deliver. While much has been achieved, this is only the beginning. With a strengthened cloud platform and organisation in place, the real work of accelerating innovation and value creation now begins.



Payment Solutions

The Payment Solutions business segment, which includes Retail Finance, Cards, and SME Finance, continued to demonstrate strong momentum in 2025, in line with Resurs' ambition to be the leading omnichannel partner for financing, payment, and loyalty solutions in the Nordics.

Resurs' ability to attract new partners and develop existing collaborations, combined with a focus on innovation and customer-centred solutions, has been crucial for continued growth. During the year, we observed ongoing signs of economic uncertainty, which contributed to more cautious consumer behaviour. Certain industries were affected more than others, resulting in lower sales volumes among some retail finance partners.

Growth in the Payment Solutions loan book was 3 per cent compared with the previous year, amounting to SEK 17.4 billion. In local currency, growth was 5 per cent, driven by both new and existing retail finance collaborations as well as strong development within SME Finance.

Among the new partnerships during the year were Elkjøp Nordic (Elgiganten Denmark) and Masku, one of Finland's largest furniture chains. The collaboration with BabySam in Denmark was expanded to include their Swedish operation, Babyworld. NetOnNet, Gekås, and Mio extended their respective long-term partnerships with Resurs.

The B2B Payments offering continued to develop and interest from larger players has grown. At the beginning of the year, the expanded offering for Jula's corporate customers went live and the collaboration continued to develop, resulting in higher volumes. Towards the end of the year, Resurs signed an agreement with Power covering payment services for their corporate customers. This new partnership complements the already long-standing collaboration for private customers and covers all Nordic countries, both in-store and online. Rollout will begin in the first quarter of 2026.

The new business area, SME Finance, offers the next generation of corporate products. With growth loans, inventory financing and revolving credit to help businesses take the next step, or investment financing when new opportunities arise, Resurs meets a demand that is not addressed by other players in the market. The target group is small and medium-sized enterprises, and development in this area continued in a positive direction during the year. Carla, the Swedish e-commerce company specialising in electric cars, was welcomed as the first customer within inventory financing.

Within Cards, the year was characterised by stable loan book development and continued good profitability. During the year, a range of improvements were launched for the customer experience when applying for and activating the credit card, as well as new functionality that allows new customers to receive a digital card immediately after approval, eliminating the need to wait for the physical card.



Consumer Loans

During 2025, demand within Consumer Loans remained stable. However, Resurs has deliberately prioritised profitability over volume growth. In practice, this has meant being selective in new lending and working actively to strengthen the profitability of the portfolio.

Lending within Consumer Loans amounted to SEK 21.7 billion at the end of 2025, a decrease of 6 per cent compared with the previous year. At the same time, profitability improved. The change reflects the adopted strategic direction, with a clear focus on quality and profitability rather than volume. During the year, successful marketing initiatives in our own channels also contributed to stronger profitability.

Competition in the market was particularly evident in Sweden and Finland, where other players increased their risk appetite to capture volumes. Resurs has instead chosen to be restrictive in new lending and has reduced the average loan size, a development we believe will strengthen overall profitability over time.

Resurs works systematically with risk management and continued during the year to enhance its models for credit assessment and repayment capacity. Lending is carried out with great care and responsibility, with clear terms and customer information at the centre. Resurs continuously monitors customers' risk profiles and proactively contacts those who, for example, have missed a payment to provide help and support.

The credit loss ratio improved over the year, amounting to 3.9 per cent (5.5 per cent). The improvement was driven by enhanced credit quality in the portfolio, partly due to tighter lending standards and partly to the lower interest rate environment.

Resurs continues to prioritise quality and sustainability in its lending and is well-prepared to meet new market conditions with a continued focus on customer value, risk control and long-term profitability.



Deposit and financing

Resurs has for many years worked actively with several different funding sources. As in previous years, 2025 was characterised by very strong liquidity and a stable funding position.

Resurs continues to offer some of the most attractive savings options on the market for private individuals. In both Norway and Sweden, a broad range of savings products is available, featuring favourable interest rates and competitive terms. In addition, Resurs offers deposit services through its cross-border operations in Germany, the Netherlands, Spain and Ireland.

During the year, the **Buffer Account** was launched in Norway - a product designed for customers who want to build a buffer for unforeseen expenses without taking unnecessary risk. In connection with the launch, nearly 15,000 existing savings accounts were migrated to Resurs' new platform and converted into Buffer Accounts. This forms part of Resurs' work during the year to phase out the banking system previously used exclusively for the Norwegian business and replace it with the group-wide system.

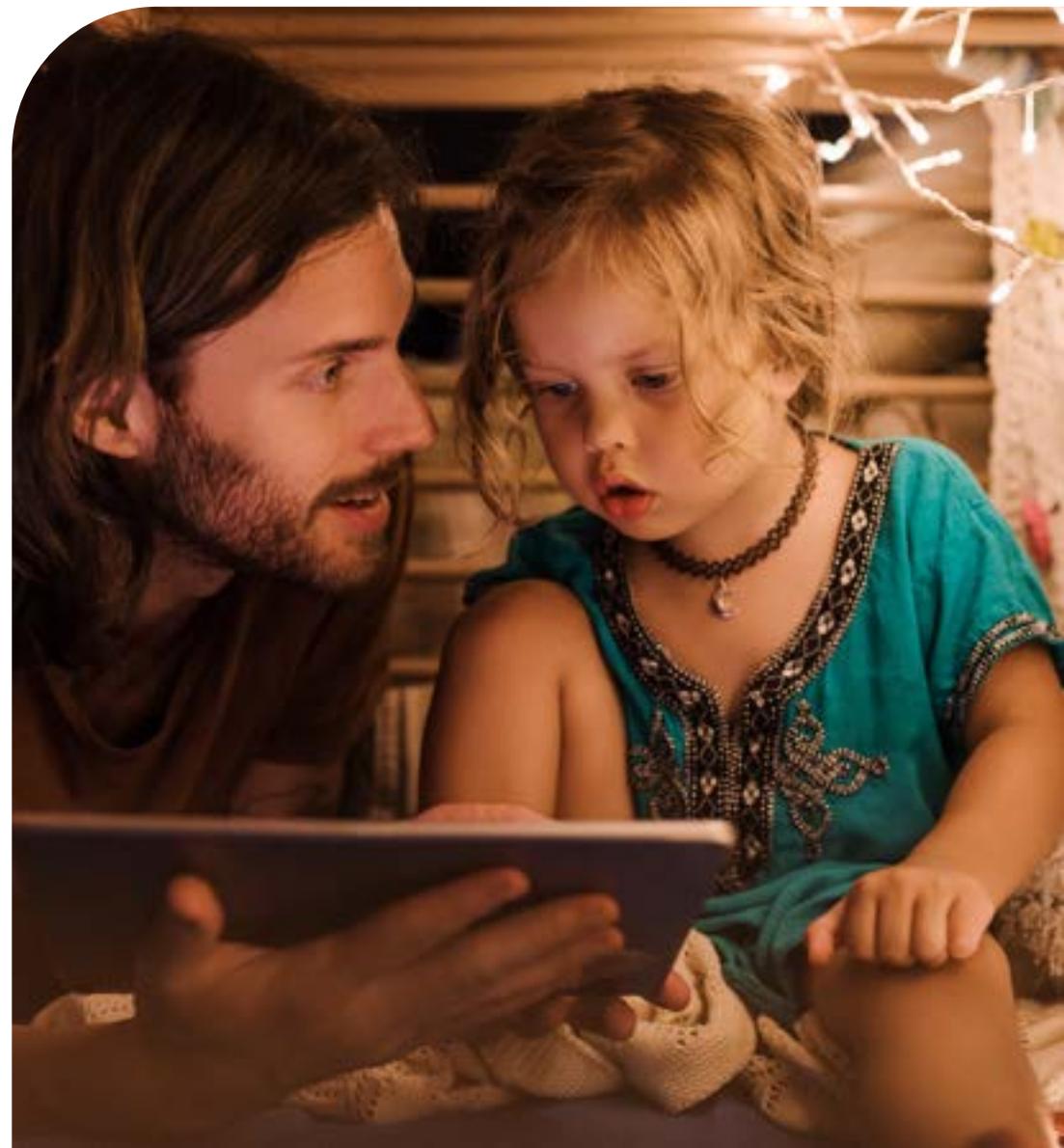
Resurs' investment in next-generation corporate products also continued in 2025. Following the 2024 launch of new savings options for businesses - aimed at companies seeking returns on their liquidity with the flexibility of withdrawals - another product was introduced: the **Secure Savings Account**. This account combines an attractive interest rate with a limited number of free withdrawals per year.

The partnership with Företagarna in Sweden was also renewed for a second year and expanded with a new fixed-rate savings offer for its members.

DIVERSIFIED FUNDING

Access to several funding sources enables Resurs to choose the most suitable and cost-efficient option at any given time.

In line with Resurs' long-term strategy for diversified funding, senior unsecured bonds were issued on two occasions during the year: in March, bonds of SEK 500 million and NOK 200 million were issued, and in December additional bonds of NOK 400 million were issued. In November, subordinated Tier 2 bonds amounting to SEK 400 million were issued, strengthening the bank's stability and long-term funding.



Personal finance and social responsibility

In 2025, Resurs continued to strengthen its work within social sustainability, focusing on community benefit, financial inclusion and initiatives that support young people and new entrants to the labour market.

YOUNG PEOPLE AND PERSONAL FINANCE

One of the key focus areas during the year was to increase financial literacy among young people.

Together with the football club Helsingborgs IF, Resurs delivered courses in everyday finance to a total of 567 pupils in years 7–9 in Helsingborg during the autumn.

During the year, Resurs became an official partner to OV Helsingborg HK and its social initiative OV Handball and School. Employees from Resurs participate in the organisation's homework support programme, a concrete way to contribute to ensuring that more children receive support in their education.

KNOWLEDGE AND TOOLS FOR SOUND PERSONAL FINANCES

Resurs continued its work to increase access to knowledge about personal finance.

- Through membership in initiatives such as **Gilladinekonomi.se**, **Shoppa Lagom** and **Pengapeppen**, we help people make more informed financial decisions.
- We participate in the national campaign **Svårlurad!** to increase awareness of fraud and provide tools to help people protect themselves.
- Resurs also supports **Betalningshjälpen**, helping reduce the digital divide by enabling more people to use digital payment services.
- The digital training programme **MyEconomy** continued to reach a wide Nordic audience and contributes to increased knowledge of how to create balance and security in personal finances.





Our numbers

Board of Directors' Report and financial statements

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Five-year summary, Group

INCOME STATEMENT

SEK THOUSAND	2025	2024	2023	2022	2021 ¹⁾
Interest income	4,388,726	4,675,157	4,153,360	3,130,850	2,899,229
Interest expense	-1,238,072	-1,743,422	-1,369,484	-517,448	-364,113
Other operating income	597,488	630,812	705,059	587,121	534,030
TOTAL OPERATING INCOME	3,748,142	3,562,547	3,488,935	3,200,523	3,069,146
General administrative expenses	-1,642,211	-1,574,166	-1,304,851	-1,222,201	-1,126,804
Depreciation, amortisation and impairment of non-current assets	-427,091	-85,064	-284,025	-84,441	-83,205
Other operating expenses	-114,055	-71,905	-76,484	-77,054	-78,569
TOTAL EXPENSES BEFORE CREDIT LOSSES	-2,183,357	-1,731,135	-1,665,360	-1,383,696	-1,288,578
EARNINGS BEFORE CREDIT LOSSES	1,564,785	1,831,412	1,823,575	1,816,827	1,780,568
Credit losses, net	-1,198,533	-1,570,442	-1,435,125	-788,607	-644,924
OPERATING PROFIT	366,252	260,970	388,450	1,028,220	1,135,644
Income tax expense	-38,339	-60,587	-130,591	-230,753	-210,583
NET PROFIT FOR THE PERIOD, CONTINUING OPERATIONS	327,913	200,383	257,859	797,467	925,061
Net profit for the period, discontinued operations	-	-	-	-	120,464
Earnings effect from the distribution of Solid Försäkringsaktiebolag ²⁾	-	-	-	-	470,549
NET PROFIT FOR THE PERIOD, CONTINUING AND DISCONTINUED OPERATIONS	327,913	200,383	257,859	797,467	1,516,074

¹⁾ Solid Försäkringsaktiebolag was distributed on 30 November 2021, and thus it is only included in the profit for 11 months for the full year and two months in the fourth quarter of 2021.

²⁾ Including items affecting comparability.

Five-year summary, Group, excluding Solid Försäkringsaktiebolag all years

INCOME STATEMENT

SEK THOUSAND	2025	2024	2023	2022	2021
Interest income	4,388,726	4,675,157	4,153,360	3,130,850	2,899,229
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Income tax expense	-38,339	-60,587	-130,591	-230,753	-210,583
NET PROFIT FOR THE PERIOD	327,913	200,383	257,859	797,467	925,061

STATEMENT OF FINANCIAL POSITION

SEK THOUSAND	31/12/2025	31/12/2024	31/12/2023	31/12/2022	31/12/2021 ¹⁾
ASSETS					
Cash and balances with central banks	2,515,319	4,762,556	3,581,014	231,607	215,590
Treasury and other bills eligible for refinancing	1,786,435	1,750,650	1,871,644	2,420,754	1,803,015
Lending to credit institutions	2,531,873	2,861,551	2,476,525	4,387,357	4,401,086
Lending to the public	39,104,082	39,903,160	38,846,081	37,186,519	33,346,940
Bonds and other interest-bearing securities	1,564,567	1,875,265	1,653,128	708,871	647,948
Shares and participations	4,496	4,547	12,001	11,650	11,460
Derivatives	38,384	22,610	6,648	1,484	1,781
Intangible assets	1,673,763	2,120,749	2,083,048	2,159,943	1,979,082
Property, plant and equipment	73,064	96,098	90,055	120,066	124,946
Other assets	596,945	748,480	751,583	568,472	429,940
TOTAL ASSETS	49,888,928	54,145,666	51,371,727	47,796,723	42,961,788
LIABILITIES, PROVISIONS AND EQUITY					
Liabilities to credit institutions	19,300	9,300	3,100	-	-
Deposits and borrowing from the public	34,194,999	39,771,446	36,170,291	32,137,579	26,201,658
Other liabilities	986,126	1,329,781	1,325,561	1,183,886	1,087,476
Issued securities	6,030,364	4,993,094	5,643,430	6,607,684	7,871,893
Subordinated debt	698,188	299,332	599,080	299,749	599,511
Equity	7,959,951	7,742,713	7,630,265	7,567,825	7,201,250
TOTAL LIABILITIES, PROVISIONS AND EQUITY	49,888,928	54,145,666	51,371,727	47,796,723	42,961,788

¹⁾ Solid Försäkringsaktiebolag was distributed on 30 November 2021 and is therefore not included in the 2021 closing balance.

KEY RATIOS

SEK MILLION, UNLESS OTHERWISE INDICATED	2025	2024	2023	2022	2021 ³⁾
Operating income	3,748	3,563	3,489	3,201	3,069
Operating profit/loss	366	261	388	1,028	1,136
Profit for the year	328	200	258	797	925
Earnings per share, SEK ¹⁾	1.33	0.64	1.14	3.89	4.54
C/I before credit losses, % ¹⁾	58.3	48.6	47.7	43.2	42.0
Return on equity excl. intangible assets, (ROTE), % ¹⁾	5.5	3.6	4.7	0.0	17.3
Return on equity excl. intangible fixed assets excl. items affecting comparability, given the Common Equity Tier 1 ratio according to the board's target and deducted dividend from the capital base, % ¹⁾	11.4	7.2	13.4	21.5	0.0
Core Tier 1 ratio, % ²⁾	16.1	13.9	14.0	14.9	14.8
Total capital ratio, % ²⁾	19.7	16.3	17.1	16.5	16.3
Lending to the public ¹⁾	39,104	39,903	38,846	37,187	33,347
Risk adjusted NBI marginal, % ¹⁾	6.5	5.1	5.4	6.8	7.6
NBI margin, % ¹⁾	9.5	9.0	9.2	9.1	9.6
Credit loss ratio, (%) ¹⁾	3.0	4.0	3.8	2.2	2.0
Equity/assets ratio, (%) ¹⁾	16.0	14.3	14.9	15.8	16.8
Business volume ¹⁾	73,299	79,675	75,016	69,324	59,549
Net interest margin, (%) ¹⁾	6.1	5.6	5.6	5.8	6.1
Reserve ratio, %, according to IFRS 9, stage 1 ¹⁾	1.1	0.9	0.8	0.8	0.8
Reserve ratio, %, according to IFRS 9, stage 2 ¹⁾	16.7	13.7	11.0	10.4	12.3
Reserve ratio, %, according to IFRS 9, stage 3 ¹⁾	53.0	49.3	46.7	46.9	46.1
Average number of employees	739	665	659	607	694
Return on assets, (%) ¹⁾	0.6	0.4	0.5	1.8	2.2

¹⁾ Alternative performance measures are performance measures used by management and analysts to assess the Group's performance and are not defined in International Financial Reporting Standards (IFRS) or in the capital adequacy rules. Management believes that the performance measures make it easier for investors to analyse the Group's performance. Calculations and reconciliation against information in the financial statements of these performance measures are provided on the website under "Financial reports."

²⁾ Key ratios according to capital adequacy rules, referring to the consolidated situation comprises the Resurs Bank AB Group and its Parent Company Resurs Holding AB.

³⁾ Key ratios for the years 2021 relate only to the continuing operations. För definitioner se: <https://www.resursholding.com/en/financial/financial-data/definitions/>

KEY RATIOS EXCLUDING ITEMS AFFECTING COMPARABILITY

SEK MILLION, UNLESS OTHERWISE INDICATED	2025	2024	2023	2022	2021 [¶]
Operating profit/loss*	674	439	766	1,078	1,062
Profit for the year*	530	358	586	847	818
Earnings per share, SEK *	2.34	1.43	2.79	4.14	4.01
C/I before credit losses , % *	50.0	43.9	41.1	41.7	42.0
Lending to the public *	39,104	39,903	38,846	37,187	33,347
Net Interest Margin, %*	8.0	7.4	7.2	7.4	7.9
Risk adjusted NBI marginal, % *	6.5	5.1	5.8	6.8	7.3
NBI-marginal, %*	9.5	9.1	9.2	9.1	9.6
Credit loss ratio, (%) *	3.0	4.0	3.4	2.2	2.3
Equity excl. intangible fixed assets*	8.9	6.1	10.6	16.1	15.1

[¶] Key ratios for the years 2021 relate only to the continuing operations.

*)Alternative performance measures are performance measures used by management and analysts to assess the Group's performance and are not defined in International Financial Reporting Standards (IFRS) or in the capital adequacy rules. Management believes that the performance measures make it easier for investors to analyse the Group's performance. Calculations and reconciliation against information in the financial statements of these performance measures are provided on the website under "Financial reports."

Board of Directors' Report

The Board of Directors and CEO hereby present the Annual Report consolidated statements for Resurs Holding AB (publ), Corporate Identity Number 556898-2291, for the financial year 1 January 2025 to 31 December 2025.

COMPANY OVERVIEW

Resurs Holding AB is a financial holding company and is owned 90.05 per cent by Ronneby UK Limited. Operating activities are conducted in the wholly owned subsidiary Resurs Bank AB and its subsidiaries. Operations are primarily consumer-oriented and are licensed by Finansinspektionen (The Swedish FSA). Resurs Bank AB conducts banking operations in the Nordic countries. Operations in Finland are conducted through branch office Resurs Bank AB Suomen sivuliike (Helsinki), in Denmark through branch office Resurs Bank filial af Resurs Bank (Brøndby) and in Norway through branch office Resurs Bank AB NUF (Oslo).

Resurs has divided its operations into two business segments based on the products and services offered: Payment Solutions and Consumer Loans. The two segments differ in nature. In addition, Resurs offers deposits in the Nordic region as well as deposits via cross-border operations in Germany, the Netherlands, Spain and Ireland.

The Payment Solutions business segment comprises the business areas retail finance, cards and SME finance. Within retail finance, Resurs is a leading omnichannel partner for finance, payment and loyalty solutions in the Nordic region, for both private customers and corporates. Cards includes both the Resurs credit and cards that enable retail finance partners to promote their own brands. The SME finance area primarily focuses on corporate loans, inventory financing, invoice factoring and invoice discounting for small and mid-sized companies.

The Consumer Loans business segment offers unsecured consumer loans. A consumer loan is normally used to finance larger purchases and investments. Consumer Loans also helps with loan consolidation, in order to reduce consumers' monthly payments and/or interest expense.

FINANCIAL TARGETS, EXCLUDING ITEMS AFFECTING COMPARABILITY

PERFORMANCE MEASURES	MID-TERM TARGETS	OUTCOME JAN-DEC 2025
Resurs aims to distribute up to 50 percent of net profit to shareholders annually, taking into account the company's outlook, capital planning, and opportunities for both organic and inorganic growth.	50%	-
Regulatory requirement for 1) Common Equity Tier 1 ratio and 2) Total Capital Ratio	between 150–300 points above regulatory requirements	1) 637 points 2) 559 points

ITEMS AFFECTING COMPARABILITY

Items affecting comparability are defined as income and expenses that are not expected to occur regularly.

2025

In the fourth quarter of 2025, the Norwegian Tax Administration reassessed a previous decision and approved VAT-exempt invoicing for services from one of Resurs' suppliers. This results in the recovery of approximately SEK 19 million, previously charged to us due to the absence of VAT-liable operations in Norway.

In the first quarter of 2025, Resurs identified an impairment requirement of SEK 326 million for capitalised IT investments. This need for impairment was a consequence of the ongoing implementation of the new strategic direction and the rapid digital development in society.

2024

In total for the full year 2024, items affecting comparability amounted to SEK 178 million.

GROUP RESULT JANUARY-DECEMBER 2025*

OPERATING INCOME

The Group's operating income increased 5 per cent to SEK 3,748 million (3,563) due to well-balanced price adjustments. Net interest income increased 7 per cent to SEK 3,151 million (2,932), interest income amounted to SEK 4,389 million (4,675) and interest expense to SEK 1,238 million (1,743).

Fee & commission income amounted to SEK 540 million (543) and fee & commission expenses to SEK 69 million (79), resulting in total net commission of SEK 471 million (464). Net income from financial transactions was SEK -51 million (-46). Other operating income, mainly comprising remuneration from lending operations, amounted to SEK 177 million (213). The NBI margin increased to 9.5 per cent (9.0 per cent), due to well-balanced price adjustments.

COST AND CREDIT LOSSES

Costs amounted to SEK 2,183 million (1,731), and excluding items affecting comparability to SEK 1,875 million (1,574). Costs increased primarily in Engineering due to investments to realize our long-term strategy. Viewed in relation to the operations' income, the cost level was 58.3 per cent (48.6 per cent), and excluding items affecting comparability 50.0 per cent (43.9 per cent).

Credit losses declined due to improvements in customers' payment patterns. Our assessment is that the austerity measures we implemented at the start of 2024 have served us well. Credit losses totalled SEK 1,199 million (1,570). The credit loss ratio was 3.0 per cent (4.0 per cent).

PROFIT

The reported operating profit amounted to SEK 366 million (261). Excluding items affecting comparability, operating profit amounted to SEK 674 million (439). Cost for tax amounted to SEK 38 million (61). The lower tax expense in 2025 compared to 2024 is due to the reversal of deferred tax related to previous years. Profit after tax amounted to SEK 328 million (200) and profit excluding items affecting comparability amounted to SEK 530 million (358).

SEGMENT INFORMATION

PAYMENT SOLUTIONS

Lending to the public on 31 December 2025 increased 3 per cent and amounted to SEK 17,418 million (16,933). Operating income for the year increased 11 per cent and amounted to SEK 1,650 million (1,484). The NBI-margin was 9.6 per cent (9.4 per cent).

The credit loss level improved during 2025 amounted to 2.0 per cent at year-end, driven by the lower interest rate environment and a clearly enhanced customer payment pattern. The outcome should be viewed in relation to the 2024 model update, which resulted in an unusually low level of 1.7 per cent at year-end.

PERFORMANCE MEASURES PAYMENT SOLUTIONS, EXCLUDING ITEMS AFFECTING COMPARABILITY

SEKM UNLESS OTHERWISE SPECIFIED	JAN-DEC 2025	JAN-DEC 2024	CHANGE
Lending to the public at the end of the period	17,418	16,933	3%
Operating income	1,650	1,493	11%
Credit losses	-336	-270	24%
NBI-margin, %	9.6	9.5	
Credit loss ratio, %	2.0	1.7	

CONSUMER LOANS

Lending to the public on 31 December 2025 amounted to SEK 21,686 million (22,970), a 6 per cent reduction. Operating income for the year amounted to SEK 2,100 million (2,079), excluding items affecting comparability SEK 2,091 million. The NBI-margin increased and was 9.4 (8.8 per cent).

The credit loss ratio was 3.9 per cent (5.5 per cent). Credit losses declined due to improvements in customers' payment patterns. Our assessment is that the austerity measures we implemented at the start of 2024 continue to serve us well.

PERFORMANCE MEASURES CONSUMER LOANS, EXCLUDING ITEMS AFFECTING COMPARABILITY

SEKM UNLESS OTHERWISE SPECIFIED	JAN-DEC 2025	JAN-DEC 2024	CHANGE
Lending to the public at the end of the period	21,686	22,970	-6%
Operating income	2,100	2,091	0.5%
Credit losses	-863	-1,300	-34%
NBI-margin, %	9.4	8.8	
Credit loss ratio, %	3.9	5.5	

*)Alternative performance measures are performance measures used by management and analysts to assess the Group's performance and are not defined in International Financial Reporting Standards (IFRS) or in the capital adequacy rules. Management believes that the performance measures make it easier for investors to analyse the Group's performance. Calculations and reconciliation against information in the financial statements of these performance measures are provided on the website under "Financial reports."

BALANCE SHEET AND CASH FLOW

Comparative figures in this section refer to 31 December 2024.

The Group's financial position is strong and on 31 December 2025, the capital base amounted to SEK 6,753 million (5,872) in the consolidated situation, comprising the Parent Company, Resurs Holding, and the Resurs Bank Group.

The total capital ratio was 19.7 per cent (16.3 per cent) and the Common Equity Tier 1 ratio was 16.1 per cent (13.9 per cent). The regulatory capital requirement on 31 December 2025 amounted to 9.8 per cent for the Common Equity Tier 1 ratio and 14.1 per cent for the total capital ratio.

Lending to the public on 31 December 2025 amounted to SEK 39,104 million (39,903), a decrease of 2 per cent. The distribution of lending on 31 December 2025 was as follows: Sweden 59 per cent, Norway 10 per cent, Finland 19 per cent and Denmark 12 per cent.

In addition to capital from shareholders and bond investors, the operations are financed by deposits from the public. The Group is working on various sources of financing in order to have diversified and cost-effective financing in place at any given time.

On 31 December 2025, deposits from the public totalled SEK 34,195 million (39,771) and decreased, in particular, as a result of a controlled termination of the deposit cooperation with Avanza. The bank has deposits in SEK, NOK and EUR. Financing through issued securities totalled SEK 6,030 million (4,993).

Liquidity remained healthy and the liquidity coverage ratio (LCR) was 278 per cent (478 per cent) in the consolidated situation. The minimum statutory LCR is 100 per cent.

Cash and balances at central banks on 31 December 2025 amounted to SEK 2,515 million (4,763). Lending to credit institutions on 31 December 2025 amounted to SEK 2,532 million (2,862). Holdings of treasury and other bills eligible for refinancing, as well as bonds and other interest-bearing securities, totalled SEK 3,351 million (3,626). The Group has a high level of liquidity for meeting its future commitments.

Intangible assets amounted to SEK 1,674 million (2,121) and primarily comprised the goodwill that arose in the acquisition of Finaref and Danaktiv in 2014, and yA Bank in 2015. The decrease compared with the 2024 year-end mainly relates to the write-down of capitalised IT investments carried out in March 2025.

CASH FLOW

Cash flow from operating activities amounted to SEK -4,110 million (2,753) for the year. Cash flow from deposits amounted to SEK -5,521 million (3,629) and the net change in investment

assets totalled SEK 182 million (-53). Cash flow from investing activities for the year totalled SEK -10 million (-116). Cash flow from financing activities totalled SEK 1,363 million (-1,046).

SEASONAL EFFECTS

Resurs' operations may be influenced by seasonal effects since the propensity to borrow increases at times such as summer holidays, Black Friday, Cyber Monday and the Christmas shopping period.

EMPLOYEES

In 2025, the average number of employees in the Nordic region amounted to 739 (665). The majority of Resurs' operational activities consist of Engineering and Product, as well as commercial functions. In addition, centralised support functions include Customer Care, Legal & Governance, Risk, Compliance, People & Culture, Communication & Sustainability and Finance. Beyond these centralised functions, Resurs also engages external service providers within certain areas, including marketing and IT/engineering-related operations such as storage/datacentre, support services and telecommunications.

Variable remuneration earned during 2025 is linked to both quantitative and qualitative targets for employees who sell payment protection insurance, in accordance with the Swedish Financial Supervisory Authority's Insurance Distribution Directive (IDD). The Group has ensured that all targets relating to variable remuneration for 2025 are reliably measurable. The Group has also ensured that employees with independent credit decision authority do not have targets based solely on sales that could be influenced through credit decisions. This could otherwise enable individuals in this category to impact the Group's overall risk level. The Group assesses that the risk level applied is well proportionate to its earning capacity. The Group conducts an annual analysis with the aim of identifying employees whose duties have a material impact on the company's risk profile.

REMUNERATION OF RESURS SENIOR EXECUTIVES

The Board has established a remuneration policy in accordance with the Swedish Financial Supervisory Authority's Regulations FFFS 2011:1, as amended, regarding remuneration systems in credit institutions.

The Board has instituted a Remuneration Committee, which is responsible for preparing significant remuneration decisions, and the Bank has a control function which, when appropriate and at least annually, independently reviews how the Bank's management of remuneration matters corresponds to the regulatory framework. Fees to the Chairman and members of the Board are paid in accordance with the resolution of the Annual General Meeting. Remuneration for the CEO, senior management and the heads of the Bank's control functions is determined by the Board. Remuneration consists of a basic salary, other benefits and pension. Senior executives are not paid any form of bonus or variable remuneration.

PENSIONS

The bank's pension obligations for senior executives are primarily covered by defined contribution pension plans.

TERMINATION CONDITION AND BENEFITS

In the event of termination by the Company of the CEO, or in the event the CEO resigns, the notice period may not exceed 12 months. For other senior executives, the notice period, both on the part of the Company and on the part of the senior executive, may not exceed 6 months. No severance pay is provided.

SUSTAINABILITY REPORT IN ACCORDANCE WITH ANNUAL ACCOUNTS ACT

In accordance with the Annual Accounts Act, Resurs has prepared the statutory sustainability report as a separate section of the Administration Report. The disclosures have been prepared in accordance with the European Sustainability Reporting Standards (ESRS). The sustainability report has been subject to a limited review by the Company's auditor.

RISKS AND UNCERTAINTIES

Different types of risks arise in the Group's business operations. The following risk categories are considered to be material.

- Business risks / Strategic risks
- Operational risks
- Liquidity risks
- Market risks
- Credit risks

The Group estimates credit risks, liquidity and operational risks as the most significant risks that arise within the framework of its banking operations. For further information on the Group's risks, see Note G3 Risk management.

The Group's banking operations are subject to extensive regulations concerning capital adequacy and liquidity requirements, which are primarily governed by the regulatory package that comprises CRD and CRR, which jointly implement the Basel agreement within the European Union (collectively known as the "Basel regulatory framework").

The Basel regulatory framework contains certain capital requirements that are intended to change over time, depending on factors including cyclical and structural systemic risks. At all times, the Group must fulfil the specified capital and liquidity requirements, and have capital and access to liquidity.

The Group monitors changes related to capital and liquidity requirements and takes these into consideration regarding the Group's financial targets.

RISK MANAGEMENT

The Group is exposed to a number of risks that are typical for companies within the industry that are of a similar size that operate within the same geographical markets. The Group takes risk into account when making decisions, and employs a cautious approach concerning the risks that arise in its operations.

The Group's risk management is documented through its policies. The Board of each company within the Group has adopted a number of policies that, along with the external regulatory framework, comprise the basis for the Group's control environment and management of a host of risks that arise in its operations. The policies also outline the delegation of authorities within specific areas of risk.

Guidelines comprising the level under policies are determined by the CEO or the person responsible for the specific risk area in each Group company. The Group's approach to corporate governance and internal control is described in greater detail in the following Corporate Governance Report.

PARENT COMPANY'S OPERATIONS

Resurs Holding AB (publ) is the Parent Company of the Group that comprises the operating companies Resurs Holding AB and the subsidiaries Resurs Bank AB, RCL Ltd and Resurs Norden. In 2025 the Parent Company's net sales amounted to SEK 28 million (48) and operating loss to SEK -17 million (- 89). The Parent Company's task is to serve as a central management function for the Group and to manage large owner-driven issues concerning major acquisitions and divestments. The shareholding also includes the three wholly owned subsidiaries in Resurs Bank AB; Resurs NPL 1 AB, Resurs NPL 2 AB and Resurs NPL 3 AB. These are related to the securitisation that has taken place during the year and is not part of the Group as there is no controlling influence.

SIGNIFICANT EVENTS DURING THE YEAR

New agreement for corporate payment services

Resurs signed an agreement with Power covering payment services for their corporate customers. The new partnership complements our long-standing collaboration for private consumers and spans all Nordic countries, covering both in-store and online sales. The roll-out of the solution will begin in Q1 2026.

Resurs Holding has successfully issued SEK 400 million of subordinated Tier 2 bonds

Resurs Holding AB issued in November SEK 400 million subordinated Tier 2 bonds in the Nordic market.

Resurs Holding's application for delisting has been approved and the delisting has been completed

The Board of Directors of Resurs Holding AB (publ) applied for the delisting of the company's shares from Nasdaq Stockholm and the application was submitted to Nasdaq Stockholm on 13 October. The application was approved the same day. The last trading day on Nasdaq Stockholm was 27 October 2025.

Ronneby UK Limited requested compulsory redemption and requested that Resurs Holding's shares be delisted from Nasdaq Stockholm

Ronneby UK Limited announced on 29 September 2025, that it controls more than 90 per cent of the shares in Resurs Holding AB. As a result, Ronneby has requested compulsory redemption of the remaining shares in Resurs and requested that the Company's shares be delisted from Nasdaq Stockholm.

Elgiganten Denmark chooses Resurs

Elkjøp Nordic, the largest electronics chain in the Nordic region, has chosen Resurs' financing solutions for Elgiganten's customers in Denmark.

Resurs' new strategy has led to a need for impairment of accumulated IT investments, impacting the first quarter of the year. At the same time Resurs presented revised financial targets.

The ongoing implementation of the strategic direction, presented in 2024, has led to an impairment of IT investments of SEK 326 million in Q1 2025. The impairment did not affect the company's liquidity and had a slightly positive effect on Resurs capital ratios.

Mio extended its partnership with Resurs

The leading home furnishings chain Mio extended its long-term agreement with Resurs for financing solutions in physical stores and online. Resurs thereby further strengthens its position as a leading financing solution partner in the Nordic region.

NCR assigned Resurs Bank's credit rating to BBB- with a stable outlook

Following its annual review in mid-March, the credit rating institute Nordic Credit Rating, NCR, has assigned Resurs Bank's credit rating at BBB- (stable outlook).

SIGNIFICANT EVENTS AFTER THE END OF THE YEAR

No significant events after the end of the year.

ANTICIPATED FUTURE PERFORMANCE

Resurs provides sales-driving financing solutions for retailers, consumer loans and niche insurance products in the Nordic region. Resurs has continuously expanded its operations and its loan portfolio increased from SEK 9.3 billion on 31 December 2013 to SEK 39.1 billion on 31 December 2025. Resurs has established a stable platform, and continues to have potential for substantial growth in the years to come.

PROPOSED ALLOCATION OF PROFIT

UNAPPROPRIATED EARNINGS IN THE PARENT COMPANY AT THE DISPOSAL OF THE ANNUAL GENERAL MEETING (SEK):

Share premium reserve	1,782,351,869
Retained earnings	-37,707,250
Net profit for the year	144,098,410
TOTAL	1,888,743,029

THE BOARD OF DIRECTORS AND THE CEO PROPOSE THAT THESE EARNINGS BE APPROPRIATED AS FOLLOWS (SEK):

Dividend to shareholders	-
To be carried forward	1,888,743,029
TOTAL	1,888,743,029

Corporate Governance Report

Proper corporate governance practices are fundamental in maintaining the market's confidence in the Group and creating added value for our stakeholders. As part of this effort and in order to prevent any conflicts of interest, roles and responsibilities are clearly defined and delegated among shareholders, the Board of Directors, management and other stakeholders. A presentation of corporate governance at Resurs Holding AB (publ) ("Resurs Holding") is provided on the following pages.

CORPORATE GOVERNANCE / MANAGEMENT MODEL / GOVERNANCE AND MANAGEMENT

Resurs Holding is a Swedish public limited company. The Company's corporate governance is primarily based on Swedish law, the Swedish Financial Supervisory Authority's regulations, the Company's Articles of Association and its internal governing documents. In addition to the provisions of the Swedish Companies Act (2005:551), the Annual Accounts Act (1995:1554) and the Company's Articles of Association, the Company also applies the Nasdaq Stockholm Rulebook for Issuers of listed debt instruments.

SHAREHOLDERS' ROLE IN CORPORATE GOVERNANCE/ LARGEST SHAREHOLDERS RESURS

Holding's share register is maintained by Euroclear Sweden AB. On 31 December 2025, the company had a total of 200,000,000 shares.

Shareholders (holding exceeding 10%) on 31 December 2025:

SHAREHOLDER	NUMBERS OF SHARES	% OWNERSHIP
Ronneby UK Limited	180,090,195	90.05%

GENERAL MEETING OF SHAREHOLDERS

In accordance with the Swedish Companies Act, the general meeting of shareholders is the Company's highest decision-making body. The general meeting may resolve on any matter in the Company that does not expressly fall under the exclusive authority of another corporate body. At the Annual General Meeting (AGM), which must be held within six months of the end of the financial year, shareholders exercise their voting rights on matters such as the adoption of the income statement and balance sheet, the appropriation of the Company's profit or loss, resolutions on discharge from liability for the members of the Board and the CEO for the financial year, the election of Board members and auditors, and the fees payable to Board members and auditors. In addition to the AGM, Extraordinary General Meetings may also be convened. Pursuant to the Articles of Association, notice of a general meeting must be published in Post- och Inrikes Tidningar and made available on the Company's website. Confirmation that the notice has been issued must simultaneously be published in Svenska Dagbladet. Ahead of each general meeting, a press release in Swedish and English is published containing the full notice. The Chairman of the Board and such number of other Board members as required for the Board to be quorate, as well as the CEO, must attend the Company's general meetings. At AGMs, at least one of the Company's auditors and, where possible, all Board members shall attend. The Company's Articles of Association do not contain any specific provisions regarding the appointment or dismissal of Board members, restrictions on the transferability of shares, or amendments to the Articles of Association.

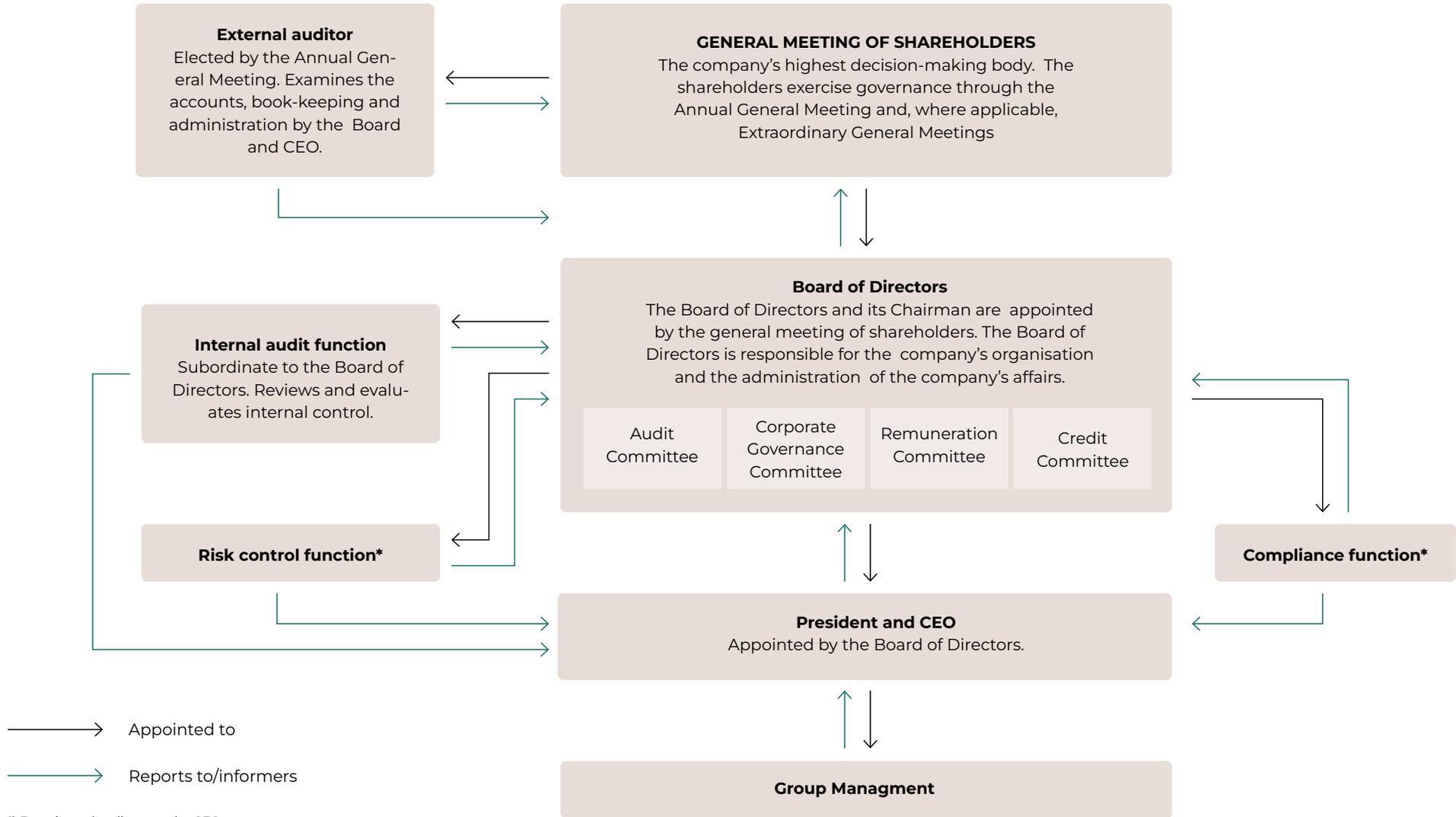
The resolutions passes at the 2025 AGM included:

- The Adoption of the income statement and balance sheet, and consolidated income statement and consolidated balance sheet.
- A resolution on the appropriation of the company's profit according to the adopted balance sheet.
- Resolution on discharge from liability for the Board of Directors and the CEO.
- Determination of fees for Board members and auditors.
- Re-election for the period until the next Annual General Meeting of Board members, Lennart Jacobsen, Martin Bengtsson, Fredrik Carlsson, Gustaf Martin-Löf, Peter Rutland, Martin Iacoponi, Håkan Berg and Johanna Clason. Lennart Jacobsen was re-elected as Chairman of the Board.
- Election of auditors.
- Resolution on guidelines for compensation for the CEO and other senior executives.
- Approval of the remuneration report.

Decisions Adopted at the Extraordinary General Meeting on 18 September 2025

It was resolved to replace current Board member Peter Rutland by electing Steve Krieger as a new member of the Board.

RESURS GROUPS CORPORATE GOVERNANCE STRUCTURE AT 31 DECEMBER 2025



BOARD OF DIRECTORS

Following the general meeting of shareholders, the Board is the company's highest decision-making body and its highest executive body. The work of the Board is primarily governed by the Swedish Companies Act. The Board's work is also governed by the rules of procedure that are established annually by the Board. The rules of procedure govern such matters as the delegation of tasks and responsibilities among the Board and the CEO, and the procedures for the CEO's financial reporting. The Board also adopts rules of procedure for the Board's Committees. The Board's tasks include among other things, establishing strategies, business plans and budgets, submitting interim reports and financial statements and adopting policies. The Board must also monitor the company's financial performance, ensure the quality of the financial reporting and reporting by the control functions, and evaluate the company's operations based on the established targets and policies adopted by the Board. Finally, the Board also decides on major investments and organisational and operational changes in the company. The Chairman of the Board is to monitor the company's earnings in close cooperation with the CEO. The Chairman leads the Board's work and creates an open and constructive dialogue. The Chairman's tasks also include monitoring and evaluating the skills, work and contributions of individual Board members to the Board. In addition to the Board members, the CEO, CFO and the Board's secretary also participate in Board meetings. Other members of Group Management and other executives report on specific matters.

EVALUATION OF THE BOARD AND CEO

The Board conducts a regular systematic evaluation during which Board members are given an opportunity to provide their views on approaches, Board material, their own and other members' work on the Board with the aim of improving the work of the Board. Due to the appointment of a new Board at the Extraordinary General Meeting in the autumn, it was decided not to carry out the annual evaluation of the Board in December 2025.

MEMBERS OF THE BOARD

Board members are normally elected annually by the Annual General Meeting for the period until the end of the next AGM. According to Resurs Holding's Articles of Association, the Board shall consist of three to ten members elected by the general meeting. The Board currently consists of eight members elected for the period until the end of the 2026 AGM.

BOARD COMMITTEES

Although the overall responsibility of the Board cannot be delegated, the Board establishes Committees from among its ranks that prepare, evaluate and monitor matters within each specific area ahead of decisions by the Board. Accordingly, the Board has instituted an Audit Committee, Corporate Governance Committee, Credit Committee and Remuneration Committee. The Committee members and Chairmen are appointed by the Board and their work is governed by each Committee's rules of procedure.

AUDIT COMMITTEE

The primary objective of the Audit Committee is to ensure that the Board meets the requirements on supervision pertaining to auditing, accounting and financial reporting. The Audit Committee shall also review the processes and procedures for the aforementioned areas. In addition, the Audit Committee shall supervise the impartiality and independence of the auditor, evaluate auditing practices and discuss coordination between external and internal auditing functions with the auditor. The Audit Committee has four members: Johanna Clason (Chairman), Fredrik Carlsson, Gustaf Martin-Löf and Lennart Jacobsen. The Audit Committee fulfils the requirements on auditing and accounting expertise as stipulated in the Swedish Companies Act.

CORPORATE GOVERNANCE COMMITTEE

The tasks of the Corporate Governance Committee include evaluating the Group's internal control and policies pertaining to compliance, risk control and internal audit, insofar as these do not affect the area of financial reporting, for which the Audit Committee is responsible. The Corporate Governance Committee shall also evaluate observations and proposals for improvement measures based on reports submitted by Compliance, Risk Control and Internal Audit, review Resurs Bank's internal capital and liquidity assessments, and monitor proposals on legislative amendments that may impact the Group's licensed operations. The Corporate Governance Committee shall also inform the Board of Directors and provide recommendations based on the results of these reviews and evaluations. The Corporate Governance Committee has four members: Håkan Berg (Chairman), Johanna Clason, Lennart Jacobsen and Steve Krieger.

REMUNERATION COMMITTEE

The tasks of the Remuneration Committee are, among other things, to prepare matters concerning remuneration and other terms of employment for the Group Management. The Remuneration Committee shall monitor and assess the application of guidelines for remuneration to senior executives which the AGM shall, by law, decide on and assist the Board of Directors by providing support and advice in the production of the respective remuneration policy of each respective Group company, which shall further sound and effective risk management and, as required, propose changes. The internal governance documents shall regulate, among other things, the distribution of fixed and variable remuneration and the relationship between results and compensation, principal conditions for bonus and incentive schemes, terms for other benefits, pensions, resignation/dismissal and severance pay. The Remuneration Committee shall also monitor and evaluate the results of variable remuneration, and how the Group complies with the guidelines for remuneration as adopted by the AGM. The Remuneration Committee has four members: Lennart Jacobsen (Chairman), Fredrik Carlsson, Gustaf Martin-Löf and Martin Iacoponi.

CREDIT COMMITTEE

The Credit Committee shall review and govern the overall strategy for credit management and credit risk in the company and promote responsible lending in line with the company's

business strategy and risk appetite. The tasks of the Credit Committee include monitoring, guiding and following up on the company's credit strategy including the direction and magnitude of credit risk to which the company exposes itself, providing recommendations and proposals in order to ensure the integrity of the credit assessments and that these always meet criteria for responsible credit granting practise. Furthermore, the Credit Committee shall follow up on the company's processes to procure a structured and risk-aware governance and decision process within the credit risk area. The Board has mandated the Credit Committee to decide on certain credits. The Credit Committee has five members: Håkan Berg (Chairman), Fredrik Carlsson, Lennart Jacobsen, Martin Iacoponi and Gustaf Martin-Löf.

CEO AND OTHER SENIOR EXECUTIVES

The CEO is subordinate to the Board of Directors and is responsible for the company's operational management and its day-to-day business. The delegation of duties among the Board and the CEO is outlined in the Board's rules of procedure and the CEO's instructions. The CEO is responsible for preparing reports and compiling information from management ahead of Board meetings and makes presentations at the Board meetings. Pursuant to the internal policies on financial reporting, the CEO is responsible for financial reporting at Resurs Holding and must thus ensure that the Board has sufficient information in order to be able to regularly assess the company and the Group's financial position. The CEO continuously keeps the Board informed of the performance of the business, earnings and financial position, trends in liquidity and credit risk, key business developments, as well as any other event, circumstance or condition that could be assumed to be of significance for the company's shareholders. Furthermore, the CEO is to lead the executive management and execute the decisions made by the Board.

Remuneration of the CEO and senior executives may include fixed salary, pensions and other benefits. The Meeting may also resolve on long-term incentive programmes. In 2025, no form of bonus or other variable remuneration was paid to senior executives. On 27 May 2025, guidelines for remuneration to the CEO and other senior executives were adopted. Remuneration to the CEO and other senior executives is to be determined by the Board in accordance with the remuneration guidelines approved by the general meeting and the internal governing documents based on the applicable regulatory framework for remuneration systems in banking and insurance distribution. The Remuneration Committee prepares the Board's decisions regarding remuneration principles and remuneration to senior management.

INTERNAL CONTROL

The Board's responsibility for internal control is regulated by the Swedish Companies Act, the Annual Accounts Act (1995:1554) and, where applicable, by the regulations and general guidelines issued by the Swedish Financial Supervisory Authority. Procedures for internal control, risk assessment, control activities and follow-up relating to financial reporting are designed to ensure reliable overall financial reporting and external financial reporting in

accordance with IFRS, applicable laws and regulations, and other requirements for companies whose financial instruments are listed on Nasdaq Stockholm. This work involves the Board, management and other employees.

CONTROL ENVIRONMENT

The Board has adopted a number of governing documents which, together with external regulations, form the basis of Resurs Holding's control environment. All employees are responsible for complying with these governing documents. The Board has also adopted governing documents that regulate the responsibilities of the CEO and of the Board, respectively. Due to the consolidated situation in which Resurs Holding, together with Resurs Bank, is included, there is a Risk Control function (second line of defence), a Compliance function (second line of defence) and an Internal Audit function (third line of defence), all of which are organisationally separate from one another. The control functions must regularly report material deficiencies and risks to the Board and the CEO. The reports must follow up previously reported deficiencies and risks, and provide an account of each newly identified material deficiency and risk. The Board and the CEO must take appropriate measures as soon as possible in response to the control functions' reports. The Board and the CEO must ensure that the Group has procedures in place to regularly monitor the measures taken in response to a control function's report. The responsibility for maintaining an effective control environment and for the ongoing work on risk assessment and internal control relating to financial reporting is delegated to the CEO. The CEO must regularly submit a written CEO report to the Board, containing general comments on material events. Managers at various levels within the Group, as operational staff in the first line of defence, are responsible for identifying and addressing identified risks.

The Audit Committee of Resurs Holding continuously ensures the quality of Resurs Holding's financial reporting, while the Corporate Governance Committee ensures the quality of Resurs Holding's corporate governance, internal control, Compliance, Risk Control and Internal Audit.

RISK ASSESSMENT AND CONTROL ACTIVITIES

Resurs Holding has implemented a process for assessing the risk of errors in the accounting and financial reporting. The most material items and processes in which significant errors may typically occur include the income statement and balance sheet, lending to the public, intangible assets and financial instruments. Examples of controls performed include analysis of results against previous periods and budget/forecast, account reconciliations and reconciliation of credit reservations.

MONITORING, EVALUATION AND REPORTING

The Board continuously evaluates the information it receives. The Board regularly receives reports from the business lines concerning Resurs Holding's financial position and reports from the Audit Committee regarding their observations, recommendations, and proposals on actions and decisions. The internal audit function, compliance function and risk func-

tion regularly report their observations and proposals for actions to the CEO, the Board and certain Board Committees. The internal and external regulatory frameworks that govern financial reporting are communicated internally by way of policies that are published on the Group's intranet.

AUDITOR

Öhrlings PricewaterhouseCoopers AB (Torsgatan 21, 113 97 Stockholm) has been the company's auditor since 2023, with Peter Nilsson as the Auditor-in-Charge. Peter Nilsson is an Authorised Public Accountant and a member of FAR, the institute for the accountancy profession in Sweden, as well as a licensed auditor for financial companies. The external auditing of the company's and subsidiaries' financial statements and accounts, as well as the Board's and CEO's administration, is conducted in accordance with generally accepted accounting policies.

THE BOARD OF DIRECTORS

LENNART JACOBSEN

Born 1966. Chairman of the Board since October 2024. Chairman of the Remuneration Committee and member of the Audit-, Corporate Governance- and Credit Committee.

Education and professional experience: Master's degree in Electrical Engineering Telecommunication from the Royal Institute of Technology, Stockholm. For more than 25 years he has had several leadership positions within the banking industry such as Executive Vice President and Global Head of Retail Banking at Nordea and Nordic CEO for GE Capital Global Banking AB. Lennart was also previously chairman of the board of directors of Careium Group AB, Doro Group AB and Qliro AB.

Other significant appointments: Chairman of the board of directors of SEK (Svensk Exportkredit AB) and Playground Group AB and a board member of Swedbank Robur AB and Oryx Holding AB and CEO, founder and board member of Invesi Investment AB.

MARTIN BENGTTSSON

Born 1970. Member of the Board since 2012.

Education and professional experience: MSc in Economics and Business Administration. Previously Manager Business development at SIBA Aktiebolag, Country Manager at SIBA Aktiebolag, Danish branch and Investment Manager at SIBA Invest AB.

Other significant appointments: Chairman of the Board of SIBA Fastigheter AB. Board Member and CEO of SIBA Invest AB and Waldakt AB.

HÅKAN BERG

Born 1955. Member of the Board since 2025. Chairman of the Corporate Governance Committee and of the Credit Committee.

Education and professional experience: Master of Laws degree from Uppsala University. 30 years of senior experience within Swedbank. Håkan has previously served as Chairman of the board of Lexly AB and Transcendent Group AB, and as a Board member of ICA Banken and Lendify AB.

Other significant appointments: Founder and Chairman of the board of Montaro AB; Board member of SEK (Svensk Exportkredit AB) and AK Nordic AB; Chairman of the board of Zoningpartners North AB.

FREDRIK CARLSSON

Born 1970. Member of the Board since 2024. Member of the Audit-, Remuneration and of the Credit Committee.

Education and professional experience: MBA and a bachelor's degree in business administration. Fredrik has previously served as Global Head of Research at SEB Enskilda, Head of Equities at Andra AP-fonden, and held senior positions at Bank of America/Merrill Lynch and HSBC.

Other significant appointments: Chair of the Board of Svolder Aktiebolag and the Sten A Olsson Pension Foundation, and as a Board Member of Solid Försäkringsaktiebolag and the Torsten and Wanja Söderberg Foundations and board member in Ronneby UK Limited.

JOHANNA CLASON

Born 1965. Member of the Board since 2025. Chairman of the Audit Committee and member of the Corporate Governance Committee.

Education and professional experience: Degree of Master of Science in Business and Economics from Stockholm School of Economics. CFO at Bluestep Bank, SBAB and Stabelo, and Treasurer at Nordax and Svensk Exportkredit. Board member in Spiltan Fonder, Captor Investment Management, Stabelo Fund, Stabelo Asset Management, Nordax and Frispar Bolån.

Other significant appointments: Chairman of the Board of directors of Svensk Värdepappersservice i Stockholm AB and Board member of Primrose Partners AB.

MARTIN IACOPONI

Born 1990. Member of the Board since 2024 and member of the Remuneration-, and of the Credit Committee.

Education and professional experience: MA degree in Economics from the University of Cambridge. Martin is currently a Senior Managing Director at CVC having joined in 2015 and has previously worked at Credit Suisse for three years, where he was a member of the Financial Institutions group in London.

Other significant appointments: Board member of Dale Underwriting Partners, Riverstone International and Domestic & General and board member of Ronneby UK Limited.

STEVE KRIEGER

Born 1982. Member of the Board since 2025. Member of the Corporate Governance Committee.

Education and professional experience: MSc in Management and Finance from HEC Paris and is currently an Operating Director at CVC, where he focuses on the firm's private equity investments in the financial services industry. He co-founded mobile payments fintech Payleven, led the Strategy department at the Pictet Group, and held senior executive roles at Alter Domus, after having started his career at McKinsey & Company.

Other significant appointments: –

GUSTAF MARTIN-LÖF

Born 1977. Member of the Board since 2024 member of the Remuneration-, Credit and of the Audit Committee.

Education and professional experience: Graduate of the European Business School, London. Gustaf is currently partner at CVC and is head of the CVC Stockholm Office and joined CVC in 2006. Gustaf has previously worked for PricewaterhouseCoopers in the Transaction Services department for five years where he was dedicated to the Nordic private equity team.

Other significant appointments: Board member of Synsam Group, Ahlsell AB (publ), Cary Group (Teniralc TopCo AB) and Etraveli Group Holding AB as well as chairman of Flugo Group Holdings AB and board member of Ronneby UK Limited.

GROUP MANAGEMENT

MAGNUS FREDIN

Born 1981. President and CEO

Education and professional experience: Former Head of Sales and VP of Sales Klarna, CEO Babyshop Group and CDON.com, board member of Yabie (former Kaching Retail), Cool Company Skandinavien AB, Spares Europe and Resurs Holding AB. Former VP Commercial Volvo Cars and Senior VP Global Online Business Volvo Cars.

Other current appointments: -

SOFIE TARRING LINDELL

Born 1991. Chief Financial Officer (CFO) & Head of Investor Relations

Education and professional experience: MSc in Economics and Business Administration from University of Lund. Various positions within the Resurs Group, latest as Head of IR and Group Control.

Other current appointments: -

WARREN DAVIDSON

Born 1980. Chief Product and Credit Officer

Education and professional experience: Bachelor in economy. Former Chief Analytics & Risk Officer and Head of Global Officer at Volvo, Chief Analytics Officer at Klarna, Head of Analytics at SA Home Loans.

Other current appointments: -

JOSEPH HAJJ

Born 1986. Chief Operating Officer (COO) & Deputy CEO

Education and professional experience: MSc studies at University of Lund. Several senior strategic roles within the financial industry, such as Corporate Development at Klarna, Head of Business Development at Benify AB, Chief Strategy Officer at Swish and Vice Chair Board of Directors at EMPISA. In the past years, an advisor to Fintechs and financial institutions nationally and internationally.

Other current appointments: Advisory Board of Business With Software.

PÄR ISAKSSON

Born 1965. Chief Technology Officer (CTO)

Education and professional experience: Master of science from Royal Institute of Technology, Stockholm, former CIO and Head of Product Development at Klarna, CEO and founder of stoEr. Many years of experience within the banking industry and as a management consultant.

Other current appointments: -

CAMILLA PHILIPSON WATZ

Born 1975. Chief Legal & Governance Officer

Education and professional experience: Master of Laws, Stockholm University. Previous experience from, among others, the Swedish Government Offices and several senior roles within the financial sector as Legal Counsel at the Swedish Financial Supervisory Authority, Svenska Handelsbanken, and Nordnet Bank, as well as a board member at Lea Bank. Most recently, Chief Legal Officer at Borgo.

Other current appointments: Board member at Hoist Finance AB.

JENS SALTIN

Born 1981. Chief Commercial Officer (CCO)

Education and professional experience: Master's degree in Economics at the Stockholm School of Economics. Founder and former CEO of Steven. Former Head of Sales, Product Development Manager and Head of Expansion at Klarna in Sweden, and Country Manager for Klarna in NL, AT and UK. Most recently, Head of Sales at Riddermark Bil.

Other current appointments: -

FREDRIK SANDBERG

Born 1977. Chief SME Banking Officer

Education and professional experience: MSc in Business Administration, Gothenburg School of Business, Economics, and Law. Previous experience in senior roles within financial services and as management consultant. CFO and Deputy CEO at Landshypotek Bank. CFO at Care by Volvo and Global Online Business at Volvo Cars. Most recently, Senior VP at Volvo Cars Financial Service.

Other current appointments: Board Member at Bitio.

Sustainability Statement

As a Nordic provider of credit services, Resurs operates in a sector with significant influence on both household finances and the financial stability of society. Our business is built on responsible lending and long-term risk management.

Our sustainability work is based on focus areas. Ethical and responsible business practices form the foundation and guide our structured work within sustainable lending, environment and climate, social responsibility, and sustainable employees. These areas are integrated into our business model, governance, and risk management, and are monitored through policies, internal control processes, and reporting to management and the Board of Directors.

For the 2025 financial year, sustainability reporting is prepared in accordance with the CSRD and ESRS, and constitutes the statutory sustainability report pursuant to the Swedish Annual Accounts Act (ÅRL). The report presents our material impacts, risks, and opportunities, as well as how these are managed within the framework of our strategy and governance. It is based on a double materiality assessment (DMA) conducted in dialogue with internal and external stakeholders, forming the basis for the report's structure and priorities.



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ESRS 2 General information

- **BP** Basis for preparation
- **SBM** Strategy
 - Value chain
 - Summary of material impacts, risks and opportunities identified through the double materiality assessment
- **GOV** Sustainability governance
- **IRO** Impact, risk and opportunity management



BASIS FOR PREPARATION

GENERAL BASIS FOR PREPARATION OF THE SUSTAINABILITY STATEMENT

BP-1 General basis for preparation of Sustainability statement

Resurs Group's Sustainability statement has been prepared on the same consolidation basis as the financial statements. This means that the sustainability statement covers the same companies and entities as the consolidated financial statements, ensuring consistency and comparability between financial and sustainability-related information. Hereinafter, "Resurs" refers to Resurs Group unless otherwise stated.

The Sustainability statement has been prepared in accordance with Swedish Annual Accounts Act (1995:1554) chapter 6 section 11 (6 kap. 11 § ÅRL), the Swedish Annual Act for Credit Institutions and Securities Companies (ÅRKIL, 1995:1559), chapter 2, sections 2-4 (2 kap. 2-4 §§ ÅRKIL), and the Corporate Sustainability Reporting Directive (CSRD). It has therefore been prepared in accordance with the Commission Delegated Regulation (EU) 2023/2772 (European Sustainability Reporting Standards – ESRS) and includes the mandatory disclosures pursuant to Article 8 of Regulation (EU) 2020/852 (EU Taxonomy Regulation) and associated delegated acts. These requirements were implemented into Swedish legislation and entered into force on 1 July 2024. For Swedish undertakings with a financial year corresponding to the calendar year, the first reporting year, in accordance with the ESRS, for Resurs is for financial year 2025.

The sustainability statement aims to strengthen Resurs' sustainability work, ensure greater transparency for external stakeholders and enhance reporting. The subsidiaries included in the Group and that reference the Group's sustainability statement are: Resurs Bank AB, Corporate Identity Number 516401-0208, and its subsidiaries. For the complete Group structure, see Note G39, page 171. Since Resurs' sustainability statement is prepared at Group level and all subsidiaries are included in the consolidation, the subsidiaries are exempt from individual sustainability

reporting in accordance with Article 19a.3 of Directive 2013/34/EU as enacted in national legislation.

SPECIFIC COMMENTS ON RESURS' DISCLOSURES

BP-2 Disclosures in relation to specific circumstances

Time horizons

The time horizons defined in the ESRS correspond to those used within Resurs. Short-term refers to Resurs' financial year, i.e., January 1 to December 31. Medium-term covers a time span of 1–5 years, and long-term refers to periods longer than 5 years.

Value chain

A detailed description of Resurs' value chain, including upstream and downstream activities, value chain structure, and the scope of activities assessed in the double materiality assessment (DMA), is presented under ESRS 2 SBM 1 Strategy, business model and value chain (page 37).

For 2025, reporting covers first tier relationships, direct customers and suppliers. Where available, relevant value chain data is included in metrics, including Scope 3 categories such as procurement and financed emissions. Coverage will be expanded over time as data availability improves.

Estimated data

Resurs uses a combination of primary and secondary data sources across all sustainability areas. While we strive to use reliable data, sector-specific Greenhouse Gas (GHG) estimates and general data limitations introduce uncertainty, which may lead to differences between estimated and actual emissions. The overall reporting is based on a combination of primary and secondary data sources. For greenhouse gas emissions, secondary data is used to a significant extent, particularly within Scope 3 categories where activity-specific primary data is not available, while primary data is applied where directly accessible. Estimated data are mainly used for Scope 3 greenhouse gas emissions, including both upstream and downstream activities, and for financed emissions where counterparties do not provide complete information. Environmental

indicators related to suppliers, such as energy use and waste generation, may also include estimated values based on external databases and sector-average emission factors. Social and governance indicators are primarily based on internal HR and compliance systems. In cases where subsidiaries have incomplete reporting, reasonable estimates are applied to supplement missing data. Further details on the share of primary data used for Scope 3 greenhouse gas emissions are provided in E1-6 page 66. See also section E1-6 for detailed disclosures on assumptions, methodological choices, data limitations, recalculations and measurement uncertainty.

All estimates are prepared using established calculation methods, drawing on available information from counterparties, industry benchmarks, and emission factors. When supplier-specific data is unavailable, default values or sector averages are used to ensure coverage of material parts of the value chain. Data quality is assessed based on relevance, timeliness and transparency. Key assumptions and methodological choices used in the preparation of climate-related information are documented in internal working materials and reviewed internally to support consistency and traceability.

Despite inherent uncertainties, the calculations provide a robust foundation for assessing Resurs' climate impact and the effectiveness of mitigation measures. While methodologies and reporting standards may vary, the estimates offer a reliable basis for understanding the current emissions footprint and guiding the bank's future climate strategies. As sustainability reporting continues to evolve, we anticipate improvements in data quality and will adapt our methodologies to ensure accuracy and alignment with emerging best practices. To strengthen data integrity, Resurs will expand direct data collection from suppliers and counterparties, implement automated validation tools, and align reporting methods with developing industry standards and regulatory requirements. Ongoing collaboration with data providers and active participation in industry initiatives will support broader data coverage and improved reliability. In addition, calculation models and underlying assumptions will be regularly reviewed and

updated to enhance precision and maintain consistency across reporting periods.

Changes in preparation or presentation of sustainability information

Reporting under the CSRD includes equivalent information as previously reported in accordance with the Global Reporting Initiative (GRI), therefore indices have been omitted from this year's statement. The level of disclosure, scope and design of the report have undergone significant changes because of the application of the CSRD.

No additional sustainability reporting frameworks, such as the recommendations of the Task Force on Climate-related Financial Disclosures or the Taskforce on Nature-related Financial Disclosures, have been applied, either fully or partially, in the preparation of this sustainability statement.

Most climate-related data have been collected through the bank's own analysis of self-reported counterparty information, supplemented with data from external providers. Where data is not received from suppliers or partners, estimates or default values are used.

Some inconsistencies in reported data have been observed, which can be attributed to differences in attribution factors and calculation methods applied by various companies. All updates or methodological adjustments to the measurement data are explained in the respective section where the information is presented. Cross references to detailed explanations of assumptions, recalculations and methodological limitations are provided under E1 6 (page 66). Prior period figures have not been restated, since earlier reporting followed other frameworks (e.g. GRI) and differences in scope, definitions, aggregation and presentation under ESRS mean that they are not fully comparable with the current CSRD reporting. In addition to the CSRD requirements, the sustainability statement includes disclosures required under other legislation, including the Swedish Annual Accounts Act and the EU Taxonomy Regulation, with clear references to related frameworks.

The extensive revisions made to Resurs' sustainability statement in response to the new reporting requirements have introduced certain challenges when comparing this year's report with those of previous years. Nevertheless, all updates and recalculations of measurement data are explained in the respective sections where the information is presented.

No differences are disclosed between the figures for the previous period and the comparative figures, as data for earlier periods have not been recalculated in connection with the transition from the previous sustainability reporting framework to ESRS.

Omissions

No omissions have been made regarding intellectual property, know how or innovation results. Although national legislation permits disclosure exemptions under Articles 19a(3) and 29a (3) of Directive 2013/34/EU, Resurs has not applied these exemptions.

Phase-in

To support the transition to the new reporting standards, the ESRS include transitional provisions that allow certain disclosures to be phased in during the initial years of application. As this is Resurs' first year of reporting in accordance with ESRS, certain disclosure requirements are applied in accordance with these transitional provisions. The table below outlines the disclosure requirements subject to phase-in for the reporting year. Full disclosure will be provided once the applicable transitional provisions no longer apply. During the phase-in period, Resurs continues to develop methodologies, data availability and internal processes to enable full disclosure in subsequent reporting periods.

ESRS	Disclosure requirements	Phase-in
General disclosures		
ESRS 2	SBM-3	Information required by ESRS 2 SBM-3 paragraph 48(e) (anticipated financial effects)
Environmental information		
ESRS E1	E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities
Social information		
ESRS S1	S1-7	Characteristics of non-employee workers in the undertaking's own workforce
ESRS S1	S1-11	Social protection
ESRS S1	S1-12	Persons with disabilities
ESRS S1	S1-13	Training and skills development
ESRS S1	S1-14	Reporting of non-employees, and cases of work-related ill health and the number of days lost due to injuries, accidents, fatalities and work-related ill health, paragraphs 88d and 88e.
ESRS S1	S1-15	Work-life balance

STRATEGY

RESURS' BUSINESS MODEL AND VALUE CHAIN

SBM-1 Strategy, business model and value chain

Key elements of the company's general strategy

Resurs Holding Group (Resurs), operating through its subsidiary Resurs Bank AB, is a leading provider of retail finance in the Nordic region (Sweden, Norway, Denmark and Finland). The company offers its services through two business segments: Payment Solutions and Consumer Loans, complemented by deposit accounts offered in both Nordic and selected European markets.

The **Payment Solutions** business segment comprises the business areas Retail Finance, Cards and SME Finance:

- Within Retail Finance, Resurs is a leading omnichannel partner for financing, payment and loyalty solutions in the Nordic region, serving both private customers and corporate partners.
- Cards include both Resurs branded credit and payment cards as well as cobranded cards developed in collaboration with partners.
- SME Finance targets small and mid-sized companies with corporate loans, inventory financing, invoice factoring and invoice discounting.

The **Consumer Loans** business segment offers unsecured personal loans that are typically used to finance larger purchases or investments. The segment also includes loan consolidation services aimed at reducing customers' monthly payments and/or interest expenses.

Deposits are offered to private individuals in Sweden and Norway and to companies in Sweden, and Resurs also provides deposit services through crossborder operations in Germany, the Netherlands, Spain and Ireland.

Insurance products covering loan and credit are available in all four Nordic countries, while insurance covering personal expenses is available in Sweden.

Resurs serves two main customer groups:

- Private individuals (Consumer Loans and Cards)
- Corporate partners and merchants (Retail Finance and SME Finance)

Resurs has identified the Nordic countries (Sweden, Norway, Denmark and Finland) as its material operating markets based on their share of revenues, customer volume and the geographic scope of its licensed banking operations. The two customer groups, private individuals and corporate partners/merchants, are considered material due to their contribution to Resurs' revenue model, risk profile and their relevance in the double materiality assessment (DMA). No significant changes to material markets or customer groups occurred during the reporting period.

Resurs' significant products and services, Payment Solutions and Consumer Loans, have been assessed in relation to the company's material impacts, risks and opportunities as identified in the DMA. The assessment, conducted as part of the DMA, confirms that Resurs' two significant customer groups (private individuals and corporate partners/merchants) and its four Nordic markets are central to the company's material sustainability impacts, risks and opportunities.

For private individuals, the key sustainability considerations relate to responsible lending, data privacy, financial vulnerability and digital accessibility. For corporate partners and merchants, relevant considerations include responsible business conduct and data protection.

Resurs' material impacts, risks and opportunities are therefore most linked to its credit-based products, where impacts and risks primarily arise downstream through product use and information-related processes. Opportunities mainly relate to responsible lending, financial literacy, secure digital solutions and inclusive financial services. The assessment forms part of the DMA and guides integration of sustainability considerations into product development and risk management.

Across the Nordic region, Resurs has more than six million private individuals in its customer database. As a credit

provider, the company recognises its responsibility to contribute to a sustainable and responsible credit market. This includes ensuring that lending does not contribute to over-indebtedness, by conducting thorough credit assessments and helping customers make financially responsible decisions. Resurs also invests in financial education initiatives to strengthen financial literacy and empower consumers to manage their personal finances.

Ethical and responsible business conduct forms the foundation of Resurs' strategic direction, which is further supported by proactive work in sustainable credit lending, environmental management, social responsibility and long-term employee development. Through these efforts, Resurs aims to support a more sustainable society and strengthen trust in the financial system.

Resurs' ambition is to:

- Inspire others to make sustainable choices.
- Encourage a sustainable lifestyle and enable people to make decisions that lead to a higher level of sustainability. This means that Resurs is actively looking at solutions for the development of future financing solutions and working to promote greater financial health and inclusion.
- Be a responsible company that supports customers, partners and society. Resurs' commitment to sustainability is a priority, with the objective of having a positive impact on its partners, customers and society.

Business model and value chain

The core of Resurs' business model is the provision of retail finance services to retail partners within the Retail Finance business line. The company offers payment and financing solutions for both online and physical retail environments. These services support customer purchasing decisions and contribute to long-term customer relationships with retail partners.

Value is created by enabling end customers to spread payments over time, which supports the management of income and expenses across different stages of the customer life cycle.

Resurs generates its income primarily through net interest income from lending activities. Lending is funded by deposits from private individuals and companies, as well as by funding raised in the capital markets. Net interest income is defined as the difference between interest income from lending and interest expenses related to deposits and external funding.

Lending margins are determined based on credit risk and are designed to cover expected credit losses, operating costs, and the cost of capital. Credit assessment and pricing therefore form an integral part of Resurs' lending operations. Lending activities are carried out in accordance with Resurs' credit policies and are based on assessments of customers' ability to meet their repayment obligations.

Net commission is Resurs' second largest source of income. It comprises fees for various products and services such as lending, cards and factoring as well as brokerage of various insurance products.

Resurs' largest expenses consist of salaries and IT expenses. A large part of the company's operations is digital, and the company has no physical branch offices for customers. Resurs provides credit lending, so credit losses and provisions are normal in its operations. Credit losses are recognised according to the IFRS 9 accounting standard, which is based on an assessment of expected credit losses. This means that provisions for future credit losses may increase or decrease depending on economic forecasts when the assessment is made.

Value chain mapping for all relevant value chains based on the company's business model

Resurs' value chain consists of several key activities that ensure sustainable and responsible operations across the Nordic region. These activities span both upstream and downstream processes, supported by group functions.

VALUE CHAIN

UPSTREAMS

The upstream value chain refers to the products, services, and capital that Resurs receives and utilises in the development and delivery of its own products and services. These inputs are sourced from external parties and are critical to the company's operations and sustainability performance.

Upstream activities include:

- Procurement of goods and services, such as IT systems and consultancy expertise, which contribute to social sustainability.
- Energy use in facilities, which is a key environmental consideration.
- Financial inputs including customer deposits and capital market financing, which support liquidity and financial stability.

Key stakeholders in the upstream value chain include:

- Suppliers, who provide goods and services.
- Investors and capital providers, who provide financial resources.

To ensure responsible sourcing and alignment with sustainability goals, Resurs applies its Code of Conduct for Suppliers and guidelines for purchasing, which set expectations for environmental and social performance among suppliers and partners.

These upstream activities are essential for maintaining long-term competitiveness and are managed with a focus on efficiency, sustainability, and risk mitigation, in line with ESRS requirements for value chain transparency and due diligence. (For more information see: *Financial crime*.)

OWN OPERATIONS

Resurs own operations include internal functions that support the delivery of its products and services and the management of sustainability-related matters. These functions comprise, among others, compliance, know-your-customer processes, risk management, IT infrastructure, and internal governance and control functions.

Matters related to working conditions, equal treatment and opportunities, information security, corporate culture, business conduct, and financial crime prevention are managed through established internal policies and procedures and are addressed in the relevant ESRS disclosures, including ESRS S1 (Own Workforce) and ESRS G1 (Business Conduct).

Further information is provided in the sections on *Working conditions, Equal treatment and opportunities for all, Information security, Corporate culture, Corruption and bribery, Financial crime, and Protection of whistleblowers*.

DOWNSTREAM

Downstream activities refer to the financial products and services that Resurs provides directly to its customers, including financing solutions, savings products, credit cards, and insurance offerings. These services are delivered through a combination of digital platforms and selected physical touchpoints, ensuring accessibility and convenience for both private and corporate customers.

Downstream operations are closely linked to Resurs' responsibility to conduct business in a sustainable and ethical manner. This includes managing risks such as financial crime, corruption, and credit losses, while also identifying opportunities to promote financial inclusion, customer empowerment, and long-term economic resilience.

Key stakeholders in the downstream value chain include:

- Private and corporate customers, who rely on Resurs' services to manage their finances.
- Society at large, which benefits from responsible financial practices and increased economic stability.

Resurs' approach to downstream activities is guided by a commitment to customer-centricity, transparency, and sustainability, in line with ESRS S4 (Consumer and End-Users) and ESRS G1 (Business Conduct). By continuously improving its offerings and distribution channels, Resurs aims to meet evolving customer needs while contributing positively to the broader societal and environmental context. (For more information see: *Climate change mitigation, Information-related impacts for consumers and/or end users, Sustainability credit lending, Corporate culture and Financial crime*.)

STAKEHOLDER ENGAGEMENT

SBM-2 Interests and views of stakeholders

Resurs continuously engages in dialogue with various stakeholder groups with the aim of gaining insight into the expectations of stakeholders and the external environment for the operations. This dialogue provides important guidance for Resurs' priorities and activities relating to various sustainability topics.

Key stakeholder groups

The stakeholders identified as most directly affected by Resurs' operations, and users of the sustainability statements, are those who are either significantly impacted by, or have a strong interest in, the bank's activities and decisions, products, services and sustainability performance. Key stakeholder groups include:

- **Customers** may be directly affected by practices related to responsible lending, digital access, data protection, and financial inclusion.
- **Employees** who are impacted by Resurs' employment practices, occupational health and safety, workplace culture, job security, remuneration, diversity and inclusion policies, and opportunities for training and development.
- **Partners** particularly retail merchants (instore and online), who engage with the bank through payment processing, financing solutions or co-branded services.
- **Owners** including **shareholders and investors**, who take an active interest in Resurs' financial performance, risk management practices, compliance, ESG strategy, brand and long-term value creation.

Customers

The organisation of customer engagement relies primarily on Resurs' digital channels. Resurs reaches out to customers via Resurs website and app, digital and physical communication channels, as well as through social media, which are central to customer engagement, facilitating essential services, continuous 24/7 availability, and supporting strategic communication. Customer interaction is delivered via an omni-channel approach, to match evolving

customer preference for swift access and personalised advice. Customer and market research are also continuously conducted to gain insights and measure key goals like customer satisfaction and brand trust.

Resurs organises its customer engagement to strategically align its operations and sustainability efforts with customer needs and expectations. By incorporating customer views directly into its strategy and risk management processes, customers are recognised as a key stakeholder group. The customer dialogue is designed to gain insight into customer expectations and guide the Group's sustainability priorities.

The company addresses key priorities (such as Data protection and Sustainable credit lending) by implementing measures including the development of new services that give customers greater ability to manage their banking themselves and ensuring open and clear communication. This focus drives core operational changes, such as the transition from paper mailings to digital information and efforts toward the consolidation of systems for better and faster customer service. Furthermore, customer interaction and security are managed through methods like identification via electronic identification system in stores and online and the expansion of digital services, such as e-invoices, bank app, omni-solution and online bank.

Employees

Resurs organises employee engagement to ensure that employee perspectives directly inform corporate culture, workforce development, and risk management. This framework utilises both formal governance processes and continuous operational dialogue.

Engagement is centred on continuous dialogue and measurement through employee surveys and meetings. Resurs uses a digital employee survey to track commitment and work environment perception supporting the identification of work environment risks and the planning of targeted actions. Development and feedback engagement occurs through performance reviews and department meetings. Employee dialogue also includes regular meetings with

trade union representatives. Collective agreements support collaboration and ensure that employee perspective is considered in the corporate risk management. The intranet serves as a central communication channel, providing access to the Code of Conduct, related policies and instructions, and mandatory training.

Employee engagement is used to identify risks and opportunities related to occupational health and safety, equality and diversity. Employee feedback is systematically integrated to prioritise and guide actions in these areas. Training and compliance measures include onboarding, internal and external training, and Code of Conduct education to support consistent application of policies and ethical standards.

Partners

Resurs organises its engagement with partners, identified as a key stakeholder group, through a combination of formal consultation and continuous operational dialogue. Partners are formally included in the Materiality Assessment process, providing important guidance for Resurs' sustainability priorities and ensuring ethical alignment in areas such as anti-corruption and sustainable credit lending. Continuous business dialogue occurs frequently via channels such as partner support, customer meetings with account managers, and the merchant portal. This continuous engagement is crucial for business development and results in strategic decisions, such as expanding the financing offering in the SME segment and strengthening loyalty solutions.

Engagement with partners focuses on obtaining input relevant to business development, service delivery, and compliance. Partner dialogue is used to inform the development and improvement of payment and financing solutions, with particular emphasis on digital services, efficiency, and service levels. Ethical expectations are addressed through the governance framework, which covers areas such as anti-corruption, customer privacy, data protection, and sustainable credit lending. Partner engagement also supports awareness of relevant standards related to occupational health and safety, as well as

diversity, equality and equal treatment in the value chain.

Outcomes from partner engagement are incorporated into strategic priorities, product development, and compliance work. Partner feedback is used to guide enhancements to existing products and services, including digitalisation and automation, as well as the development of secure and user-friendly systems. Input from partners is also considered in the assessment of regulatory developments and the prioritisation of compliance-related actions across the value chain.

Owners

Engagement with Resurs' owners (shareholders and investors) is maintained through continuous dialogue and formal governance processes that capture expectations and guide strategic priorities. This interaction is supported by transparent communication channels and established corporate governance structures, which provide oversight and guide management in addressing matters of importance to shareholders and the longterm development of the company. Strategic input is gathered through the materiality assessment, which validates management's focus on key areas such as risk management, financial stability, and anti-corruption. Owners also monitor broader sustainability efforts, including working conditions and equal opportunities, which underpin long-term strategic development.

Communication is delivered through formal channels such as annual and interim reports, investor meetings, and board sessions with owner representatives. These exchanges aim to build trust and transparency by providing clear information on material topics aligned with owner expectations, including sustainable growth, risk management, financial stability, and ethical operations.

Materiality assessment

Resurs' double materiality assessment (DMA) conducted in 2024 used base data from the materiality assessment in which customers, employees, partners and owners participated in the form of surveys and interviews. The materiality assessment was performed to update the analysis of the most important sustainability topics for Resurs. The assess-

ment began by defining the most important sustainability topics in the banking and finance industry. The topics were selected based on GRI's list of sustainability topics, as well as from a business strategy perspective. Guided by the results of this process, fourteen sustainability topics were selected for consideration by nearly six hundred stakeholders divided into customers, employees, partners and owners.

Analysis and results

The results were analysed together with a validation based on Resurs' overall business strategy perspective. The analysis also considered the importance of sustainability topics in a global context, as well as the ability of Resurs' operations to directly or indirectly influence these topics. The results of the materiality assessment demonstrated a clear consensus between what Resurs and its key stakeholders consider to be the most important topics. Customer privacy, Anti-corruption and Occupational health and safety were assigned the greatest importance, closely followed by the areas of Responsible credit lending, Customer satisfaction and Equality and diversity. These prioritised areas became the basis for the continued development of strategic and operational work in sustainability, in the short- and long-terms and for the future work with the DMA.

Identification of internal experts for the DMA process

As part of the DMA process, internal experts were identified and involved to contribute relevant subject matter insights and operational perspectives. The selection was based on their knowledge, operational responsibilities, engagement with external stakeholders, and understanding of the bank's value chain and sustainability-related topics. Functions represented included Risk, Governance, Credit, Finance, Procurement, People & Culture, Compliance, Legal, Strategy and Product Development, and Sustainability. This approach supported the inclusion of a broad range of viewpoints in the assessment. To complement internal perspectives, stakeholder views are considered through established governance processes. The CEO informs the Board of Directors as part of regular reporting when affected stakeholders express views or when external developments arise that may relate to the Group's sustainability

impacts or business operations. This enables relevant stakeholder perspectives to be reflected in governance considerations and helps align the company's sustainability work with regulatory requirements, customer expectations, and changing circumstances.

S1 SBM2 *Interests and views of stakeholders*

– *Own Workforce*

Resurs' workforce is a key stakeholder group. The interests and expectations of employees are captured through regular employee surveys, work environment committees, dialogue with employee representatives, and ongoing one-to-one discussions.

Insights related to workload, competence needs, inclusion and the work environment are used to inform decisions on working methods, leadership practices and resource planning, ensuring that employee perspectives are considered in relevant decision-making processes.

S4 SBM2 *Interests and views of stakeholders – Information-related impacts for consumers and/or end users*

Resurs' business model depends on the secure and lawful handling of personal data, as large volumes of sensitive consumer information are processed daily. Feedback from Customer Care, data subject requests and complaints offers important insights into expectations regarding privacy, transparency and accessibility.

These perspectives help improve data protection practices, strengthen GDPR compliance and reduce risks such as privacy violations and financial harm. Embedding data protection into product development and operational processes ensures that strategic decisions remain aligned with consumer expectations and legal requirements.

S4 SBM2 *Interests and views of stakeholders – Information Security*

Consumers and endusers expect secure, reliable and uninterrupted digital services. As cyber threats grow more sophisticated and the digital ecosystem becomes more

interconnected, expectations for strong cybersecurity, integrity and resilience increasingly shape Resurs' strategic priorities.

Insights from security-related customer interactions, incident patterns and emerging threats support the development of security measures, customer communication and the integration of cybersecurity and privacybydesign principles throughout the organisation.

S4 SBM2 *Interests and views of stakeholders*
– *Sustainable Credit Lending*

Consumers place importance on fair, transparent and responsible credit lending that supports longterm financial wellbeing. Feedback from customers experiencing payment difficulties, insights from risk profiling and patterns of financial vulnerability influence the development of data-driven credit assessment models, creditlimit adjustments and earlyintervention routines.

Integrating these perspectives into strategic and operational decisions helps prevent overindebtedness, strengthens financial resilience and supports inclusive, sustainable credit markets.

STAKEHOLDER DIALOGUE

STAKEHOLDERS	EXAMPLES OF DIALOGUES AND SOURCES OF INFORMATION	KEY TOPICS FOR STAKEHOLDERS	RESURS' MANAGEMENT OF KEY TOPICS
CUSTOMERS	<ul style="list-style-type: none"> · Materiality assessment · Website, social media · Customer and market research · In-person and digital customer meetings · Customer care 	<ul style="list-style-type: none"> · Customer satisfaction · Invoicing and fee issues · Website and app usability · Customer privacy and data security · Sustainable credit lending · Anti-corruption · Operation's environmental impact · Occupational health and safety 	<ul style="list-style-type: none"> · Development of new services that give customers greater ability to manage their banking themselves · Open and clear communication · Transition from paper mailings to digital information, for example · Consolidation of systems for better and faster customer service · Identification via mobile BankID in stores and via telephone · Digital services, such as e-invoices, bank app, omni-solution and online bank
EMPLOYEES	<ul style="list-style-type: none"> · Materiality assessment · Performance reviews · Department meetings · Intranet · Employee surveys · Meetings with trade union representatives 	<ul style="list-style-type: none"> · Working conditions · Career and development opportunities · Customer satisfaction · Diversity, equality and equal treatment and opportunities · Anti-corruption · Operation's environmental impact 	<ul style="list-style-type: none"> · Internal and external training · Training on the Code of Conduct · Induction training for new employees · Management training · ESG Forum · Instructions/policy for diversity and equal treatment and plan for active measures to combat discrimination · Health-promoting measures · Opportunity to change jobs and grow/develop internally
PARTNERS (e.g. retail stores and online retailer)	<ul style="list-style-type: none"> · Materiality assessment · Resurs partner support · Customer meetings with account managers · Merchant Portal 	<ul style="list-style-type: none"> · Anti-corruption · Payment and financing solutions · Service level · Customer satisfaction · Digital services · Customer privacy and data security · Occupational health and safety · Diversity, equality and equal treatment and opportunities 	<ul style="list-style-type: none"> · Further development of existing products and services, with a particular focus on digitisation and automation · Authentication and signing using electronic ID · Adjustments to and evaluation of effects and opportunities linked to new regulations · Development of new services that give customers greater ability to manage their banking themselves · User-friendly systems with secure login
OWNERS (Shareholders and investors)	<ul style="list-style-type: none"> · Annual Report · Materiality assessment · Interim reports · Composition of the Board 	<ul style="list-style-type: none"> · Sustainable growth and return · Risk management and financial stability · Anti-corruption · Sustainability work · Occupational health and safety · Diversity, equality and equal treatment 	<ul style="list-style-type: none"> · Work on clear and open communication to enhance understanding among investors

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

SBM-3 Material impact, risks and opportunities and their interaction with strategy and business model

Scope and methodology updates (DMA 2023–2025)

During 2023–2024, Resurs identified the material impacts, risks, and opportunities (IROs), that is, the sustainability-related impacts on people and the environment as well as the risks and opportunities that may affect the company financially, through the DMA. In 2025, the DMA was slightly adjusted, but the materiality assessment still aligns with the sustainability areas identified as material in the previous year. While the methodology and structure were refined in 2025, no substantive changes to the material impacts, risks or opportunities were identified compared to the previous reporting period.

Previously, topics were defined at a broad, general level across all material areas. In this revision, sub-topics were introduced throughout to narrow and specify each area, ensuring greater granularity and full alignment with the ESRS sub-topic structure. This means that the designation of the sustainability topics identified differ in scope and are more narrowly defined. Additional information about the materiality assessment is provided in *IRO-1 Managing impacts, risks and opportunities*. Information about each sustainability topic and its sub-topics is summarised on the following pages and include:

- The reason why the topic has been assessed as material.
- Related disclosure requirements applied in the report.
- Where in the value chain, both upstream, own operations and downstream, material impacts, risks or opportunities are concentrated.
- The time horizon within which the identified impacts, risks and opportunities are expected to have an effect (short-, medium- or long-term).

The material impacts, risks and opportunities identified through Resurs' double materiality analysis for 2025 are presented in the table *Summary of material impacts, risks and opportunities identified through the double materiality assessment* on page 46-51. The table summarises each sustainability topic, its relevant sub-topics, the rationale for

materiality, the value chain location of each impact, risk or opportunity, and the expected time horizon.

ESRS topics vs. entity specific topics

Beyond sustainability matters covered by ESRS disclosure requirements (E1: Climate Change Mitigation, S1: Working Conditions and Equal Treatment and Opportunities, S4: Information-related impacts related for consumers and/or end users and G1: Corporate Culture, Protection from whistle-blowers and Corruptions and bribery), Resurs has included entity-specific sustainability matters:

- Within S4: Information Security and Sustainable credit lending
- Within G1: Financial Crime.

To provide transparency in line with ESRS SBM3, the material impacts, risks and opportunities identified through the DMA are therefore classified as either ESRSbased topics (E1, S1, S4 and G1) or entityspecific topics (Information Security, Sustainable Credit Lending and Financial Crime). This distinction is reflected in the topic descriptions. The inclusion of entity-specific topics is based on the outcome of the double materiality assessment and reflects areas where material impacts and/or material financial risks have been identified within Resurs' business model and value chain.

Financial effects and resilience assessment

Resurs has assessed the potential financial effects of its identified material impacts, risks and opportunities across short-, medium- and long-term time horizons. The assessment is primarily qualitative and based on existing risk management processes, internal risk evaluations and scenario considerations. No material risks or opportunities have been identified that could lead to a significant adjustment within the next reporting period.

While several sustainability-related risks have been identified as material through the double materiality assessment, materiality may arise from the severity of impacts and/or potential financial risks, even where significant financial effects are not currently assessed as reasonably likely. No material financial effects are currently assessed as reasonably likely to result in a significant impact on the

Group's financial position, financial performance or cash flows within the defined reporting horizons. The absence of identified material financial effects does not imply that the risks lack financial relevance but reflects that no significant financial consequences are expected under current assumptions. Resurs continuously monitors and will update this assessment should material financial effects become reasonably expected.

Resurs has evaluated the resilience of its strategy and business model against its material sustainability-related impacts, risks and opportunities across short-, medium- and long-term time horizons. The business model, focused on consumer credit and digital financial services, is assessed as resilient to the most relevant sustainability-related risks, including responsible lending, information security, data privacy and climate-related transition risks affecting household repayment capacity.

These risks are integrated into existing risk management, credit policies, information security processes and governance structures. Mitigation measures include continuous development of credit models, strengthened cybersecurity controls, systematic data protection routines and ongoing climate-related risk assessments.

The resilience analysis is primarily qualitative and based on internal risk assessments, climate-related scenario analysis and existing governance frameworks. Based on current assessments and available information, no material financial effects from sustainability-related risks have been identified within the defined time horizons. Resurs continuously monitors external developments and updates the assessment as methodologies and data availability evolve.

Strategic implications

The identified material impacts, risks and opportunities form part of Resurs' strategic and operational decision-making. The inclusion of entity-specific topics such as Sustainable Credit Lending, Information Security and Financial Crime reflects areas assessed as material through the double materiality assessment and integrated into Resurs' governance and risk management framework.

Financial Crime – Strategic relevance and risk context

Resurs plays a central role in the financial system through its provision of services related to payments, financing, investments, and financial advice. Financial crime is a widespread societal issue, and the banking sector is inherently exposed to such risks through its commercial operations.

As a financial institution, Resurs faces the potential to negatively impact its operations, employees, stakeholders, and shareholders if adequate processes and controls to prevent money laundering, terrorist financing, and fraud are not implemented. Failure to manage these risks could result in severe consequences for society, including facilitating illicit financial flows and undermining trust in the financial system. Weaknesses in governance or management of financial crime prevention could erode customer confidence and damage the bank's reputation. Such deficiencies may also lead to significant financial risks, including loss of trust, reduced corporate and societal benefits, and exposure to regulatory fines and sanctions. Managing these risks is therefore critical to maintaining operational integrity, safeguarding stakeholder interests, and supporting broader societal objectives to combat financial crime. This strategic focus is embedded in Resurs' governance framework and operational processes, ensuring compliance and resilience across the value chain.

Summary of material impacts, risks and opportunities identified through the double materiality assessment

ENVIRONMENTAL INFORMATION

E1 Climate change – Material impact, risk and opportunity

Disclosure requirements E1-1 - E-4, E1-6			
CLIMATE CHANGE MITIGATION	Material impact, risk or opportunity	Value Chain Direction	Time horizon
Climate impact through customers consumption	Potential negative impact	Downstream	Medium-term, Long-term
Resurs recognises that its indirect climate impact extends beyond its own operations through the products and services it provides to customers. The consumption enabled by financing solutions, such as consumers loans and retail finance, can contribute to greenhouse gas emissions, depending on the nature of goods and services purchased. While Resurs does not control these choices, it acknowledges a shared responsibility to raise awareness and promote more sustainable consumption. This includes exploring ways to integrate sustainability criteria into product offerings and encouraging customers to make climate-conscious decisions.			
Climate impact within own operations	Potential negative impact	Own operations	Medium-term, Long-term
Resurs' operational greenhouse gas emissions include Scope 1 emissions from company vehicles, Scope 2 emissions from purchased electricity and heating used in office operations, and relevant Scope 3 emissions from activities such as business travel and the purchase of goods and services. These emissions represent environmental impacts arising from activities under the company's operational control. Climate change is assessed as a high-severity sustainability matter. Greenhouse gas emissions contribute cumulatively to global climate change, which has wide-ranging and long-term environmental and societal consequences. The impact is considered material due to its scale and scope, as emissions contribute to global climate change beyond the company's immediate geographic area, and due to the limited reversibility of climate-related damage once emissions have occurred. Failure to reduce operational emissions in line with established targets may adversely affect the company's credibility, regulatory position and long-term resilience.			
Risks related to mitigating customers climate footprint	Risk	Downstream	Short-term, Medium-term, Long-term
Resurs faces climate-related transition risks linked to the indirect emissions from customer consumption financed through its products. As consumer spending may support high-carbon activities, the company risks being associated with unsustainable consumption. Increasing regulatory pressure, shifting consumer preferences, and heightened scrutiny on financed emissions could lead to reputational damage and compliance challenges. Without actions to promote sustainable consumption and assess the climate impact of its portfolio, Resurs may face long-term risks to its business model, brand value, and regulatory standing.			

SOCIAL INFORMATION

S1 Own workforce – Material impact, risk and opportunity

Disclosure requirements: S1-1 – S1-6, S1-8 – S1-10, S1-14 – S1-17			
WORKING CONDITIONS	Material impact, risk or opportunity	Value Chain Direction	Time horizon
Overall working conditions	Potential negative impact	Own operations	Short-term, Medium-term, Long-term
As an employer, Resurs acknowledges that its operations may have a negative potential impact on employees. Factors such as stress, inconvenient working hours or inadequate wages can contribute to unfavourable working conditions and negatively affect employee well-being. Recognising these, Resurs is committed to providing a healthy, inclusive, and equitable workplace that supports the well-being and development of all employees. By taking a long-term, preventive approach to working conditions and promoting equal opportunities, the company aims to mitigate these impacts and foster an environment that encourages innovation, creativity, and continuous professional growth, thereby reducing negative effects and enabling positive outcomes for both individuals and the organisation.			
EQUAL TREATMENT AND OPPORTUNITIES FOR ALL	Material impact, risk or opportunity	Value Chain Direction	Time horizon
Ensuring equal treatment and opportunities in own workforce	Potential negative impact	Own operations	Medium-term
Resurs recognises that its operations may have a negative potential impact on employees. Impacts such as unequal treatment, limited access to opportunities, or lack of inclusion can lead to reduced well-being, lower engagement, and hinder professional development. These impacts may also affect organisational performance and the ability to attract and retain talent. To mitigate these impacts, Resurs aims to create a supportive and fair workplace by actively promoting equal treatment and providing equal opportunities for all employees. By mitigating these impacts, Resurs seeks to foster a workplace where all employees can thrive, contributing to sustainable organisational performance over time.			

S4 Consumers and end-users – Material impact, risk and opportunity

Disclosure requirements: S4-1 – S4-5			
INFORMATION-RELATED IMPACTS FOR CUSTOMERS AND/OR END USERS	Material impact, risk or opportunity	Value Chain Direction	Time horizon
Negative impact related to customer data privacy	Actual negative impact	Downstream	–
If personal data is not adequately protected, Resurs may negatively impact consumers by exposing them to privacy violations, identity theft, or financial harm. Such breaches can erode trust, infringe on individuals' rights, and lead to distress or disadvantages for affected customers. These outcomes highlight the importance of maintaining high standards in data protection to prevent harm to end-users.			
Risks related to customer privacy/data breaches	Risk	Downstream	Short-term, Medium-term, Long-term
Resurs processes large volumes of personal data daily in connection with banking products, customer transactions, and other services. This places high demands on the company's ability to protect customer data from both a security and privacy perspective. Failure to adequately safeguard personal data may result in breaches that compromise consumer trust and expose Resurs to legal claims, regulatory sanctions, and reputational harm.			

Entity-specific disclosures			
INFORMATION SECURITY	Material impact, risk or opportunity	Value Chain Direction	Time horizon
Risks related to information security breaches	Risk	Own operations	Short-term, Medium-term, Long-term
Information security breaches, including hacking, malware attacks, phishing, and other cyber threats, pose significant risks to consumers and end-users by potentially exposing or compromising sensitive data. Such breaches can lead to unauthorized access, loss, or misuse of personal information, resulting in privacy violations, financial harm, and psychological distress. For Resurs, these breaches represent a material operational risk with serious implications for legal compliance, regulatory sanctions, and reputational damage.			

SUSTAINABLE CREDIT LENDING	Material impact, risk or opportunity	Value Chain Direction	Time horizon
Over-indebtedness among consumers and end-users	Potential negative impact	Downstream	Short-term, Medium-term, Long-term
Resurs promotes financial inclusion through responsible credit lending that supports customers in making sustainable financial decisions and help prevent over-indebtedness. Resurs invests in financial education, particularly targeting young people, to strengthen financial literacy across society. By offering tools like its digital economics school "My Economy" and engaging with young people through local initiatives, Resurs helps consumers build financial skills and confidence. This empowers individuals, strengthens financial resilience, and supports positive long-term outcomes.			
Risk of over indebtedness and repayment abilities	Risk	Downstream	Short-term, Medium-term, Long-term
Responsible credit lending supports long-term financial wellbeing for individuals, the financial sector, and society. Lending beyond a consumer's ability to repay can cause over-indebtedness and hardship. Ignoring responsible lending standards risks harming consumers, increasing defaults, damaging trust, and conflicting with sustainable finance principles.			

GOVERNANCE INFORMATION

G1 Business conduct – material impact, risk and opportunities

Disclosure requirements: G1-1 – G1-4			
CORPORATE CULTURE	Material impact, risk or opportunity	Value Chain Direction	Time horizon
<i>Trust related to maintaining positive corporate culture</i>	Actual positive impact	Downstream, Own operations	–
Our collective commitment to integrity, respect, and ethical leadership serves as the foundation of every aspect of our business. By cultivating a proactive and secure organisational culture, where regulatory compliance, accountability, and customer security are paramount, we create a positive and lasting impact on both our employees and society at large.			
<i>Operational and reputational risks related to corporate culture</i>	Risk	Upstream, Downstream, Own operations	Medium-term, Long-term
A strong ethical culture is essential to ensuring responsible business conduct and maintaining operational integrity. Weak internal controls and an insufficiently embedded ethical culture present risks, potentially leading to non-compliance with regulatory requirements, reputational damage, stakeholder mistrust, and financial penalties.			
PROTECTION OF WHISTLE-BLOWERS	Material impact, risk or opportunity	Value Chain Direction	Time horizon
<i>Managing whistleblowing incidents</i>	Potential negative impact	Own operations	Short-term, Medium-term
If Resurs mishandles whistleblowing incidents or discloses confidential information, it could negatively impact the reputation of both the bank and the whistleblower. This could undermine trust in the bank and compromise the rights and well-being of both the whistleblower and the individual being accused.			
CORRUPTION AND BRIBERY	Material impact, risk or opportunity	Value Chain Direction	Time horizon
<i>Exposure to corruption and bribery</i>	Potential negative impact	Own operations	Short-term
Resurs, like others in the industry, faces the risk of exposure to corruption and bribery. These unethical practices not only undermine the rule of law and democratic principles but also distort competition, making it more difficult to maintain a fair and transparent business environment. As illegal activities, they have significant negative impacts on society, eroding public trust and obstructing sustainable progress.			
<i>Risk of corruption and bribery incidents</i>	Risk	Own operations	Short-term
If Resurs does not implement sufficient controls, there is a risk of non-compliance with both internal and external regulations governing Resurs' licensable and licensed activities. A lack of a strong corporate culture could expose the company to risks that may harm its brand, lead to sanctions, and result in significant financial consequences.			

Entity-specific disclosures			
FINANCIAL CRIME	Material impact, risk or opportunity	Value Chain Direction	Time horizon
<i>Money laundering and financial crime exposure</i>	Potential negative impact	Upstream, Downstream, Own operations	Short-term, Medium-term
As a financial institution, Resurs has the potential to negatively affect its operations, employees, stakeholders, and shareholders. If Resurs fails to implement sufficient processes and controls to prevent money laundering, terrorist financing, and fraud, it could result in harmful consequences for society.			
<i>Risk related to money laundering and financial crime</i>	Risk	Downstream, Own operations	Short-term, Medium-term
If Resurs, as a financial institution, were to experience weaknesses in its management and governance in addressing financial crime, it could undermine customer trust and adversely affect the bank's reputation. Such deficiencies could also lead to financial risks, including diminished trust, loss of corporate and societal benefits, and potential fines and sanctions.			

SUSTAINABILITY GOVERNANCE

THE BOARD'S AND MANAGEMENT'S ROLE AND RESPONSIBILITIES

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

The governance structure of Resurs is designed to ensure transparency, accountability, and effective oversight of all material impacts, risks, and opportunities. In accordance with the Swedish Companies Act (Aktiebolagslagen), employees in Sweden have the right to appoint representatives to the Board, and no employee representatives are currently appointed to the Board. The Board of Resurs Holding AB is the governing body, classified as a supervisory body, and consists of eight executive members and no non-executive members.

The Board holds ultimate responsibility for the organisation and administration of the Group, including strategic direction, financial performance, and sustainability integration. Its mandate covers:

- Establishing strategies, business plans, budgets, and risk frameworks.
- Approving principal policies governing risk management, internal control, and compliance.
- Monitoring sustainability-related matters alongside financial and operational performance.

To meet ESRS 2 GOV-1, Resurs demonstrates that the Board and Group Management possess the necessary expertise in business conduct matters, including ethics, regulatory compliance, responsible business practices, anti-money laundering and countering the financing of terrorism (AML/CFT), and sustainability-related conduct risks. This expertise is maintained through experience, ongoing training programmes, and regular updates on behavioural risk, conduct requirements, and governance expectations.

The Board of Resurs Holding AB collectively possesses broad and relevant experience aligned with the Group's operations in consumer loans, payment solutions, banking and insurance services in the Nordic region. Several Board members have extensive banking and financial services

backgrounds, including leadership positions in Nordic banks and financial institutions. Others bring experience from insurance, investment and private equity, which contributes to strategic oversight of the Group's credit and financial services businesses. Members of the Board also have operational expertise in digitalisation, technology and retail, supporting Resurs' ongoing development of digital financial solutions and customer offerings. In addition, Board members contribute substantial governance and risk management competence, gained from prior directorships and executive roles in regulated industries.

The Board is 100 per cent independent of the company. Female representation is 12.5 per cent, corresponding to a gender diversity ratio of 14.3 per cent. In addition to gender, the Board includes members with different nationalities and a broad range of professional backgrounds, including experience from Nordic and international financial services, investments, legal affairs and governance. This mix of expertise contributes to informed oversight of Resurs' business model, risks and strategic development.

The Board of Resurs has overall responsibility for the organisation, administration and strategic oversight of the Group, including the management of impacts, risks and opportunities. It monitors strategic, financial and sustainability-related matters and ensures that risk management and control functions are effective.

Board Committees

To strengthen governance and ensure focused oversight, the Board has established four committees:

- **Audit Committee:** Oversees auditing, accounting and financial reporting, reviews related processes, ensures the auditor's independence and coordinates internal and external audit.
- **Remuneration Committee:** Evaluates remuneration principles and incentive programmes, considering sustainability impacts and risk adjustments.
- **Corporate Governance Committee:** Evaluates internal control, compliance, risk control and internal audit (excluding financial reporting), reviews reports from the control functions, monitors regulatory and capital/liquidity requirements, and provides recommendations

to the Board.

- **Credit Committee:** Reviews and governs credit management strategy and credit risk, promoting responsible lending aligned with business strategy and risk appetite.

Together, these committees contribute to structured oversight of financial reporting, risk management, remuneration, governance and credit risk.

The responsibilities of the Board, its committees, the CEO and the control functions for the oversight and management of Resurs' material impacts, risks and opportunities are formalised within the Group's governance framework. These responsibilities are established in the ESG Policy (G10P), the ESG Instructions (G10P.II) and the ESG Routines (G10P.II.R1), which together define the mandates, reporting lines and procedures for identifying, assessing and managing material impacts, risks and opportunities.

Management and control functions

The President and CEO, appointed by the Board, is responsible for day-to-day management, execution of strategies, and implementation of Board policies. The CEO leads Group Management, which includes the CFO and heads of key business areas and functions. Group Management ensures that risks and opportunities, including sustainability aspects, are integrated into daily operations.

Control functions:

- **Internal Audit:** Reports directly to the Board; independent reviews internal control and governance processes.
- **Compliance and Risk Control:** Report to the CEO; monitor regulatory compliance, risk frameworks, and management of impacts and opportunities.

These functions provide assurance that governance processes are effective and that impacts, risks, and opportunities are systematically considered in strategic planning and operations.

Integration of targets and sustainability oversight

The Board establishes strategic direction, including targets for material impacts, risks, and opportunities. It approves

business plans, budgets, policies, and risk frameworks, including sustainability objectives. Regular reporting from the CEO, Group Management, control functions, and external auditors enables monitoring and evaluation of progress.

Group Management implements Board-set targets and integrates them into operations, continuously following up on financial, credit, operational, compliance, and sustainability metrics. The Head of Communications/Sustainability and the CFO receive sustainability-related information from the Sustainability Controller and Sustainability Specialist and provide updates to Group Management as part of regular management reporting.

Control functions provide independent assurance:

- Risk and Compliance: Assess risk exposures and regulatory compliance.
- Internal Audit: Evaluates governance, risk management, and internal control effectiveness.

The Board's competence profile includes expertise in banking, finance, governance, and regulated industries, complemented by ESG training. Early in the CSRD process, the Board received sustainability training from PwC and internal experts and continues to participate in ESG sessions to stay aligned with evolving requirements.

AML/CFT governance

In addition to the broader governance structure, Resurs has defined specific responsibilities and processes for AML/CFT. The Board has ultimate responsibility for risk management within AML/CFT and ensures adoption of policies for effective risk management.

- CEO: Responsible for efficient AML/CFT measures and regular assessment of risk controls.
- Specially Appointed Executive (SAE): Chief Legal and Governance Officer; establishes guidelines, maintains updated risk assessments, instructions, and routines; reports quarterly to CEO, Group Management, and Board; presents annual AML/CFT plan to the Corporate Governance Committee and Board.

- Money Laundering Reporting Officer (MLRO): Supervises compliance with AML/CFT obligations; advises employees; ensures reporting of suspicious activity; reports quarterly and annually to the Board and Corporate Governance Committee.
- Internal Audit: Independent review function; evaluates AML/CFT policies, controls, and procedures to ensure compliance with regulations.

This structure ensures that AML/CFT responsibilities are embedded into governance and operational processes, supported by clear reporting lines and independent oversight.

Continuous development and competence

To keep governance effective and aligned with Resurs' material impacts, risks, and opportunities, the Board continuously evaluates its competence profile and identifies areas for development. Sustainability and AML/CFT are priority areas for ongoing training. Managers participate in regular sessions, which among others handling ESG topics, regulatory developments, and market practices, ensuring informed oversight of sustainability strategy and compliance obligations.

Summary

Through this governance framework, Board oversight, specialised committees, CEO and Group Management responsibilities, control functions, and AML/CFT roles provide a structured approach for managing impacts, risks, and opportunities, including sustainability and financial crime, are systematically managed and embedded into strategic and operational processes. This integrated approach aims to support long-term value creation, regulatory compliance, and resilience in a dynamic market environment.

GOVERNANCE OF SUSTAINABILITY MATTERS

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

How and by whom the bodies are informed about sustainability-related topics

The Board has the overall responsibility for the company's

strategic direction, including sustainability. The CEO holds ultimate responsibility for sustainability within the Group and ensures that sustainability matters are integrated into business operations. The Head of Communications is responsible for the social and environmental aspects of sustainability. The Group Finance Director is responsible for the financial aspects of sustainability, including sustainability-related financial information. The Chief Financial Officer is responsible for ensuring that the CSRD Report is prepared in accordance with applicable legislation and reporting standards. Both the Head of Communication and the Group Finance Director report to Group Management. An ESG Forum, consisting of representatives from key business areas, acts as a link between operational measures and strategic direction. The Sustainability Controller and Sustainability Specialist, within the Finance department, are responsible for collecting, analysing and compiling sustainability-related data and reporting information for governance and reporting purposes, and for presenting this information to the ESG Forum, the Head of Communications and the Group Finance Director.

Sustainability-related topics are reported to Group Management on a regular basis and on demand. The CEO reports annually to the Board on the status and development of ESG work, including climate and environmental performance. In addition, the Board receives updates on sustainability development as part of the annual strategy review and risk management process.

At Resurs, sustainability-related topics are systematically integrated into the governance framework. The administrative, management, and supervisory bodies, including relevant committees such as the Audit Committee and the Risk Committee, are regularly informed about sustainability matters.

To ensure that overarching sustainability targets are systematically monitored, Resurs has established an annual governance and reporting cycle for ESG activities. The Board and management receive regular updates on progress and target fulfilment, while the ESG Forum acts as a bridge between strategic direction and operational

implementation. This structure ensures that appropriate mechanisms for performance monitoring are in place at both strategic and operational levels.

How the bodies consider impacts, risks and opportunities (IROs)

Sustainability considerations are embedded in Resurs' strategic decision-making, major transaction assessments, and risk management processes. The administrative and supervisory bodies systematically evaluate how sustainability impacts, risks, and opportunities influence the Group's long-term value creation.

When overseeing Resurs' strategy, the Board integrates sustainability criteria to align growth objectives with environmental stewardship, social responsibility, and sound governance practices. For major transactions, sustainability due diligence is conducted to identify potential ESG risks and opportunities, ensuring informed decision-making that supports resilient and sustainable business outcomes.

Risk management processes incorporate sustainability-related risks, such as climate change impacts, regulatory changes, and reputational risks. The Risk Committee reviews these factors regularly, ensuring that mitigation plans are in place and aligned with overall enterprise risk management.

Material impacts, risks and opportunities addressed during the reporting period

During the reporting period, the Board and its committees addressed the following material sustainability topics:

Climate change mitigation (E1) – including assessment of financed emissions and energy efficiency measures.

Working conditions and equal treatment (S1) – focusing on employee health, inclusion, and diversity initiatives.

Consumer protection (S4) – addressing data privacy.

Corporate governance and anti-corruption (G1) – including corporate culture, financial crime and whistleblower protection.

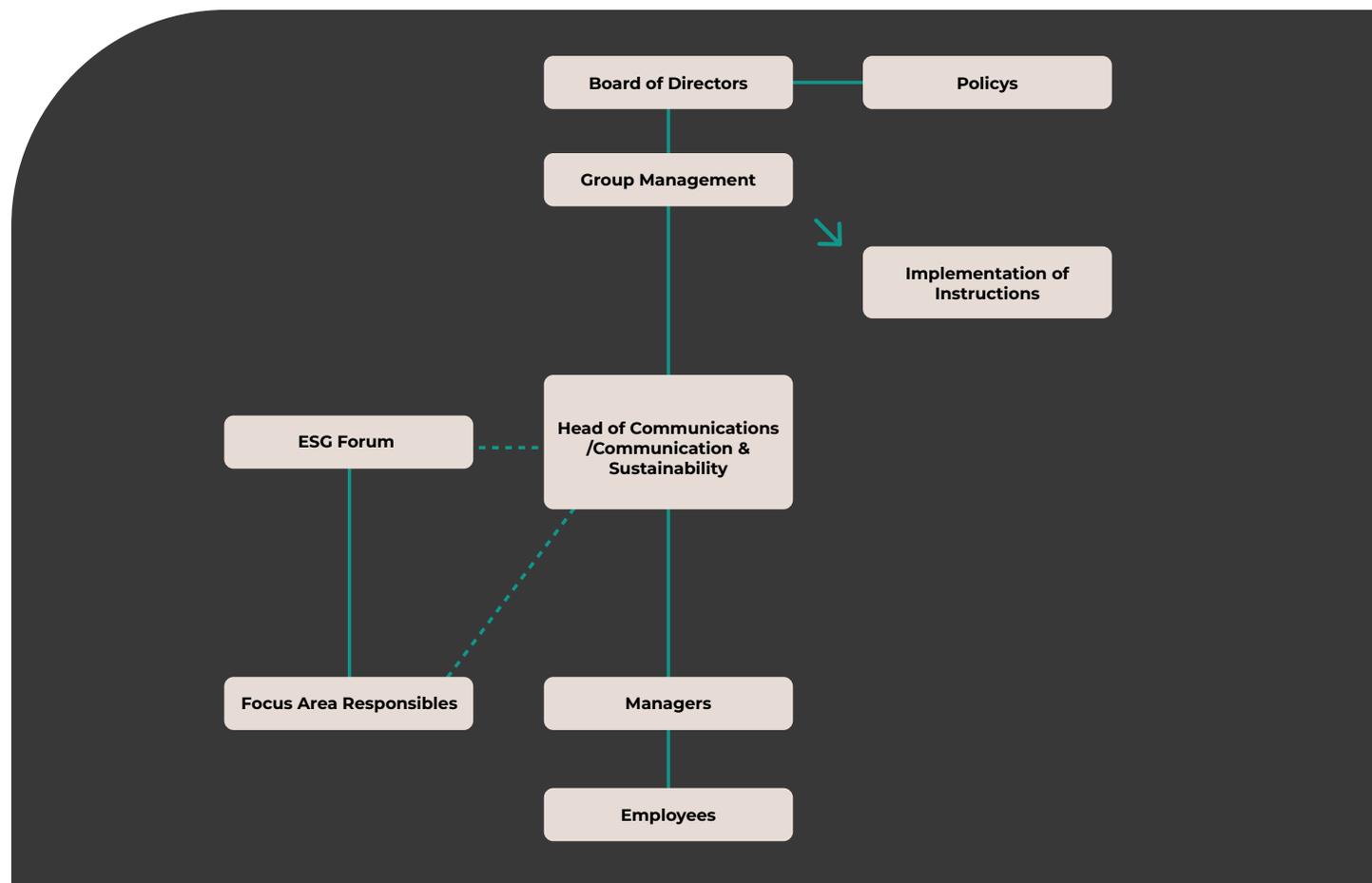
Entity-specific topics – Sustainable credit lending and responsible financing practices and information security risks.

These topics were discussed in the context of strategic planning, risk management, and compliance oversight. A description of how the Board and CEO manage and incorporate risk processes is provided in chapter IRO-1, Description of the processes to identify and assess material impacts, risks and opportunities.

The Board and the CEO also receive regular information whether there have been any issues regarding conflicts of interest. The table below shows a list of the material impacts, risks and opportunities that the Board and the CEO or their relevant committees discussed during 2025.

Material sub-topic

- Climate change adaptation
- Climate change mitigation
- Working conditions
- Equal treatment and opportunities for all
- Information-related impacts for consumers and/or end-users
- Information security
- Sustainable credit lending
- Corporate culture
- Protection for whistleblowers
- Corruption and bribery
- Financial crime



SUSTAINABILITY IN INCENTIVE SCHEMES

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

Resurs does not have any variable remuneration or incentive schemes linked to sustainability-related targets for members of the administrative, management or supervisory bodies, or for senior management. Consequently, no sustainability-related performance criteria are included in remuneration decisions. Fixed remuneration applies, and governance and sustainability objectives are managed through policies, internal controls, and Board oversight rather than through financial incentives.

RESURS' DUE DILIGENCE PROCESSES

GOV-4 *Statement on due diligence*

In accordance with ESRS GOV4, the table to the right provides a mapping of where the undertaking's due diligence steps are described in this sustainability statement. The mapping covers all required due diligence elements as defined in ESRS 1, chapter 4.

Core elements of Due Diligence	Disclosure requirement	Page	Disclosure related to people and/or the environment
a) Embedding due diligence in governance, strategy and business model	ESRS 2 GOV-2	53-54	People and environment
	ESRS 2 SBM-3	44	People and environment
	ESRS 2 SBM-3-E1	61	Environment
	ESRS 2 SBM-3-S1	73	People
	ESRS 2 SBM-3-S4	83,88, 91	People
b) Engaging with affected stakeholders in all key steps of the due diligence	ESRS 2 SBM-2	40-43	People and environment
	ESRS 2 IRO-1	56-59	People and environment
	E1-2; MDR-P	62-63	Environment
	S1-1, MDR-P	73-75	People
	S1-2	75-76	People
	S4-1, MDR-P	83, 89, 91	People
	S4-2	83-84	People
	S4, MDR-A	85-86, 89-90, 91-93	People
	G1-1, MDR-P	95-96, 99	People and environment
c) Identifying and assessing adverse impacts	ESRS 2 IRO-1	56-59	
	ESRS 2 SBM-3	44-51	
d) Taking actions to address those adverse impacts	E1-3, MDR-A	63	Environment
	S1-4 MDR-A	77-78	People
	S4-4 MDR-A	85-86, 91-93	People
	G1-1, MDR-P	95-96, 99	People and environment
	G1-3, MDR-A	96-97, 99-100	People and environment

Core elements of Due Diligence	Disclosure requirement	Page	Disclosure related to people and/or the environment
e) Tracking effectiveness of these efforts and communicating	E1-4 MDR-T	64-65	Environment
	S1-5, MDR-T	78	People
	S1-6, MDR-M	79-80	People
	S1-8, MDR-M	80	People
	S1-9, MDR-M	81	People
	S1-10, MDR-M	81	People
	S1-14, MDR-M	81-82	People
	S1-16, MDR-M	82	People
	S1-17, MDR-M	82	People
	S4-5 MDR-T, MDR-M	86-87, 90, 93	People
	G1-4 MDR-T	97-98, 100	People and environment

RISK MANAGEMENT AND INTERNAL CONTROLS

GOV-5 Risk management and internal controls over sustainability reporting

Sustainability risk refers to the risk of loss or reduced future revenue due to events related to sustainability. These risks span across the three ESG categories:

- (E) Environment and climate
- (S) Employees, social conditions, and human rights
- (G) Financial crime and corruption

They may also influence other risk categories within the organisation. At Resurs sustainability risks are not treated as separate risks but are managed within the existing risk management framework, which includes identification, measurement and assessment, management, follow-up and reporting. The ambition is to apply a risk-based approach and integrate sustainability risks into daily operations, guided by national and EU regulations.

Scope and components of risk management and internal control

The company has established processes and systems to ensure accurate and transparent sustainability reporting. These include:

A checklist-based process for collecting relevant data from different departments.

- Data consolidation and KPI calculations performed by Group Finance, with duality checks by an independent reviewer.
- Use of Position Green as a centralised reporting platform, ensuring documentation and evidence are attached to each data point.
- Annual evaluation of internal control processes to improve routines and reduce reporting errors.

Risk assessment methodology

Resurs applies a structured risk assessment methodology that prioritises risks based on materiality and likelihood of impact. This includes the double materiality assessment, developed with input from internal subject matter experts

and external consultants to ensure compliance with CSRD requirements.

Key risks and mitigation strategies

The main risks identified in sustainability reporting include:

- Insufficient data quality
- Manual handling that can lead to errors
- Incorrect data consolidation

To mitigate these risks, Resurs conducts targeted analyses of high-risk areas and implements control activities such as duality checks, plausibility reviews against prior-year data, and sample testing where relevant. All steps are documented with sign-off for traceability.

Integration into internal functions

Risk assessment results and internal control measures are embedded into core processes, including financial reporting and compliance functions. Group Finance coordinates sustainability reporting and ensures that the double materiality assessment aligns with CSRD requirements. Collaboration with relevant group functions provides subject matter expertise throughout the process.

Reporting to governance bodies

Findings from risk assessments and internal control reviews are reported on a regular basis to executive management and the Board. Key controls for sustainability reporting follow the same reporting structure as financial reporting, ensuring consistent governance through established processes. This includes monthly reporting of selected controls to the owners as part of the CEO report, as well as quarterly review and documentation at Audit Committee meetings.

Future development

During 2026, Resurs will continue to formalise control activities and integrate them into the bank's overall control framework. Efforts to improve data availability through supplier requirements and engagement with external data providers are ongoing.

IMPACT, RISKS AND OPPORTUNITY MANAGEMENT

RESURS' DOUBLE MATERIALITY ASSESSMENT PROCESS

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

The ESRS requires that companies subject to CSRD, disclose information on material sustainability topics. The topics must be identified through a Double Materiality Assessment (DMA) which is a comprehensive analysis in which the company assesses their most significant impacts, risks and opportunities (IROs).

The DMA consists of two distinct perspectives, how a company's activities, including its value chain, affect its stakeholders, including society and the environment (impact materiality), and how sustainability-related risks and opportunities impact the company's financial position (financial materiality). These perspectives are assessed in the DMA to determine the material sustainability topics to be included in the company's sustainability statement.

In Resurs first DMA, conducted in 2023-2024, we identified the company's most significant impacts, affected stakeholders, and priority areas for the business going forward. The DMA was implemented through a structured, multi phase process to ensure regulatory compliance as well as internal alignment and expertise. The analysis covered Resurs Group, including subsidiaries and geographical regions. The IROs were identified through a comprehensive process based on the existing materiality analysis, stakeholder input channels, sustainability risk framework and value chain analysis. With these four pillars being the foundation, a short version of the continued process for identification has consisted of training, workshops, IRO data gathering, workshops with appointed internal CSRD working group, assessment of IROs and materiality, verification of outcomes, and management and board approvals. Resurs will revisit the DMA process annually to ensure we continuously monitor material impacts, risks and opportunities (IROs).

Internal working groups were established for each identified focus area to ensure structured analysis and alignment with the CSRD requirements. During spring 2025, the DMA was further refined to ensure consistency with the topical structure of ESRS and to facilitate an efficient continuation of the reporting process. In this phase, specific sub-topics were also defined to provide greater granularity and clarity in the subsequent materiality assessment.

As noted under GOV 5, sustainability risks are not defined as separate risk categories within Resurs but are managed within the company's ongoing risk management process. The sustainability-related risks identified through the DMA process therefore guide the internal routines for identifying, managing and monitoring these risk categories. At the same time, sustainability-related risk drivers from existing risk processes feed back into the DMA, enabling an integrated and comprehensive risk management framework. This integration is ongoing and continues to be further developed.

Resurs' DMA process

The assessment of material impacts, risks, and opportunities (IROs) was based on a combination of internal and external data sources, including previous sustainability reports (GRI), risk frameworks (ICAAP), the Position Green reporting system, customer surveys, and market analyses. The process covered the entire value chain, own operations and upstream/downstream activities, as well as relevant business processes, products, and services. Assumptions were documented and evaluated using a qualitative scale (1–5) for both impact and financial materiality, complemented by scenario analyses for climate-related risks. Stakeholder engagement was carried out through workshops and the methodology was reviewed by an external party to ensure traceability and robustness. Classifications required by ESRS (e.g., actual/potential and positive/negative impacts) were integrated into the analysis.

Resurs' DMA process comprises four steps to arrive at the determined material sustainability topics:

1. Understanding the sustainability context of Resurs as a company and its stakeholders.

2. Identification of sustainability matters and IROs, that may be material for Resurs.
3. Assessment of impact materiality and/or financial materiality.
4. Determination of material topics, sub-topics and thereby the disclosures in Resurs' Sustainability Statement.

Step 1: Understanding the sustainability context of Resurs' business and value chains

Initial internal phase – understanding the framework

To establish a strong understanding of CSRD and ESRS requirements, internal teams conducted a review of the framework. This was done through analysis to identify which business activities, services, products and value chains were relevant for inclusion from a sustainability perspective. Throughout the CSRD implementation process, a series of targeted working meetings were conducted with key functions across the organisation, including Credit, Finance, People & Culture, Operations, Compliance, Legal, Risk, DPO, Governance, Customer Care and Sustainability.

Stakeholder consultation

The DMA process explicitly included engagement with internal stakeholders. Inputs were gathered across the entire value chain, and workshops were conducted with key functions such as Credit, Finance, People & Culture, Compliance, Legal, Risk, and Sustainability. External stakeholder perspectives were integrated through customer research, market studies, and dialogue channels like social media and customer meetings.

External experts

While most of the process relied on internal subject matter experts, PwC provided audit trail guidance and recommendations for documenting stakeholder engagement and methodology. This included instructions on mapping stakeholders, defining engagement plans, and specifying the nature and timing of consultations (e.g., interviews, surveys) to validate DMA outcomes.

Defining scope and value chains

The next step involved gathering inputs across the

entire value chain, including upstream and downstream impacts to define the scope of Resurs' own operations, as well as its upstream and downstream value chains. The process began with an examination of the core aspects of our business, including our strategy and business model, products and services, customer segments, organisational structure, and significant processes. Both internal and external stakeholders were considered to identify business activities and value chains where sustainability-related material impacts, risks, and opportunities were most likely to arise.

Step 2: Identification of impact and financial materiality

To identify sustainability topics for materiality assessment, Resurs used the topics defined in the ESRS to start from. Workshops and trainings sessions were held with an internal CSRD group, Group Management and the Board. A list of sustainability topics was developed, and all topics were thus subject to assessment using the same methodology.

The assessments considered existing policies, published reports, such as previous sustainability reports aligned with the Global Reporting Initiative (GRI) and regulatory obligations, internal frameworks for risk management, due diligence, and insights into Resurs' strategic priorities, business model and business activities.

Due to the nature of Resurs business as a financial services provider, most IROs identified in own operations concerned social and governance matters, while environmental concerns primarily appeared indirectly through downstream value chains. Entity-specific topics were also assessed.

Step 3: Assessment of impact and financial materiality

In 2024, internal stakeholders, including subject matter experts and representatives from various business areas, participated in workshops to assess impacts, risks, and opportunities across different sustainability topics. Representatives from different levels of the organisation participated to assess and describe which sustainability areas were material. Where relevant, the assessment was conducted across various time horizons:

- Short-term: Financial year (January 1 – December 31)
- Medium-term: 1–5 years
- Long-term: More than 5 years

Material impact assessment

Actual and potential impacts were assessed using four criteria: scale, scope, irremediability, and likelihood. Each criterion was rated on a qualitative scale, as defined below:

Scale: How grave is the impact?

- 1 - Very low – Unnoticeable
- 2 - Low – Limited
- 3 - Medium – Noticeable
- 4 - High – Significant
- 5 - Very high – Substantial

Scope: How widespread is the impact?

- 1 - Few individuals/Individual customers/Isolated locations
- 2 - Groups/Minority of customers/Multiple locations
- 3 - Departments/Roughly half of customers/Several large areas
- 4 - Business divisions/Most customers/segments/Entire region
- 5 - Global workforce /All customers/end-users/Global environment

Irremediability: How challenging is it to reverse the effect of the impact?

- 1 - Easily reversible
- 2 - Low
- 3 - Reversible with material effort/costs
- 4 - High
- 5 - Permanent

Likelihood: How likely is it that this impact will occur?

For actual impact the likelihood is 100 per cent. The likelihood of the event is assessed for potential impact on the following scale (on average):

- 1 - Rare - <10%
- 2 - Low - 10-25%
- 3 - Moderate/Possible - 25-50%
- 4 - Likely - 50-75%
- 5 - Almost certain - >75%.

Since actual impacts have already occurred and therefore have a likelihood of 100 per cent, they are not assigned a time horizon under ESRS. Time horizons are only used for potential future IROs.

Financial materiality assessment

Risks and opportunities linked to the sustainability topics in the gross list were evaluated by applying a set of criteria for financial impact and likelihood, also on a 1-5 scale:

What is the expected magnitude of financial effect?

- 1 - Minor
- 2 - Moderate
- 3 - High
- 4 - Very High
- 5 - Major

This evaluation aligns with Resurs' existing risk management framework, which includes identification, measurement, evaluation, management, follow-up, and reporting. The approach is integrated into ICAAP (Internal Capital Adequacy Assessment Process) and supported by stress tests under various scenarios (e.g., capital market disruptions, repayment behavior).

The assessment of material impact served as the starting point for the assessment of financial materiality. For example, the analysis is based on the indirect climate impact through the products and services Resurs offers, such as consumption enabled by financing. This impact has then served as the foundation for identifying climate-related transition risks, including regulatory changes, shifting consumer preferences, and potential reputational risks.

Current state and process

Current approaches to assessing financial materiality are at different stages of development across sustainability topics. Some areas have progressed in integrating risk management practices, while others, including identifying related business opportunities, remain largely qualitative at this stage. Risk identification is informed by both bottom-up (operational personnel) and top-down (Group Management/Board) perspectives and considers long-term

and short-term views based on periodic materiality assessments. This framework supports proactive risk management to minimise operational risks and align performance with strategic objectives.

During the development of the assessment criteria, consultations were held with the risk team, and the evaluations were aligned with the existing risk framework, which already includes confirmed assessments of financial impact and likelihood. The assessment criteria for both material impact and financial materiality were qualitative on a scale from 1 (minor) to 5 (major). Internal stakeholders and subject matter experts participated in determining whether the IROs were positive or negative, actual or potential, and the extent to which connections existed between identified IROs.

To ensure the most accurate assessment possible, factors such as geographic distribution, business areas, and the nature of sustainability matters, as well as existing and upcoming regulations and shifting consumer preferences were considered. Resurs' strategy and business model were also included in the analysis. For example, considering the global nature of climate change and the characteristics of the credit portfolio, climate change mitigation was assessed high related to the value chain.

For similar reasons, impacts, risks and opportunities related to pollution, water, biodiversity, circularity, and workers in the value chain received lower scores than climate change mitigation. Given the strict environmental and labour regulations in Europe, the severity of impacts related to our customers and suppliers is lower than in many other parts of the world.

The process also included reconciliation meetings with the CEO. The purpose of these engagements was to validate assumptions, deepen the understanding of sustainability-related impacts, risks, and opportunities, and ensure the inclusion of insights from those closest to the operational realities of each area. These conversations played a critical role in refining the double materiality assessment and strengthening the relevance and accuracy of the final outputs.

Validation and decision

Reconciliation sessions and checkpoints were held within the working group to ensure consistency and a shared understanding of the reporting approach. A gap analysis was conducted, followed by a full ESRS review, including a comprehensive assessment of all thematic and topical standards to confirm that no material issues were omitted. Findings and priorities were reviewed and discussed with the Group Management to ensure alignment with strategic objectives. Reconciliation with the Board was also carried out, including a formal presentation of the materiality outcomes. This served to highlight key questions and concerns, encourage critical reflection on priorities, ensure shared understanding and support across the bank's leadership.

Internal controls for data accuracy

To ensure the accuracy and reliability of sustainability data used in the DMA and subsequent reporting, Resurs has implemented specific internal control mechanisms. Each material topic is assigned to responsible data owners within relevant functions, ensuring clear roles and responsibilities. Data is reviewed within the responsible functions and consolidated through Resurs' established ESG governance and reporting routines. By using the reporting system Position Green, data traceability and consistency are maintained throughout the process. Finally, all sustainability disclosures are reviewed and approved by the Group Management and the Board. These controls are designed to align with ESRS requirements and support a robust governance framework for sustainability reporting.

Step 4: Determination of material topics

The final step in the DMA process involved setting impact and financial materiality thresholds to determine which IROs are material for Resurs. The DMA identified material sustainability matters closely linked to Resurs' operations as a bank, including matters related to own workforce, corporate culture, information security, financial crime, corruption and bribery and customer data privacy. Regarding environmental sustainability matters (climate change adaptation and mitigation), Resurs' IROs are primarily associated with the credit portfolio and assets under man-

agement. The identified sustainability matters align with previous assessments and are integrated into the business model and strategy. The material sustainability matters for 2025 and their associated IROs are presented in table *Summary of material impacts, risks and opportunities identified through the double materiality assessment*, on page 46-51, together with explanations of how these matters are connected to its strategy, business model and value chains across different time horizons.

When the material IROs had been identified and formulated, a materiality assessment was conducted at disclosure requirement and data point level to determine which disclosure requirements would be included in the report. Once the material disclosure requirements and data points had been identified, responsibility for each area was assigned to those within the organisation with the most relevant expertise. Work was also initiated during the year to establish internal controls for sustainability reporting, including the double materiality assessment. This is described in section *GOV-5 Risk management and internal controls*.

Latest Revision and future updates

The latest revision of the DMA process in early spring 2025 focused on improving alignment with ESRS and the reporting system (Position Green). Initially, topics were broad and some ESRS sub-topics had been renamed to custom titles. During the revision, most topics were reverted to their original ESRS titles to ensure consistency and facilitate linking metrics to topics. Sub-topics were introduced for greater granularity, and assessments of scale and likelihood were refined. Additional classifications were added to indicate whether impacts were actual or potential and positive or negative, as required by ESRS and the reporting system.

Resurs will review the DMA process annually, with the next review scheduled for spring 2026 as part of the yearly cycle.

ESRS REQUIRED DISCLOSURES IN THE SUSTAINABILITY STATEMENT

IRO-2 – Disclosure Requirements in ESRS covered by the company's sustainability statement

The material information to be disclosed about material IROs has been determined by looking at the result of the DMA with Resurs' identified material IROs. A list of the disclosure requirements can be found in the introduction to each topic area. The material IROs have been used to filter out the requirements relevant to Resurs and are based on the data point list issued by EFRAG. The data points have been evaluated from a material perspective to the Group. As the ESRS data points are not designed to accommodate industry-specific differences, certain data points deemed not relevant have been excluded. Where applicable, Resurs has added entity-specific disclosures to meet the objective of the disclosure requirement. The entity-specific disclosures have been based on either existing regulations in the respective area (e.g., AML) or inspired by published sustainability statements from companies in similar industry. A table outlining material disclosure requirements can be found on page 103.

A table of datapoints provided from other EU legislation can be found on pages 106.

Environmental information

- **E1** Climate change
Climate change mitigation
Reporting under the EU Taxonomy Regulation (Article 8)



E1 Climate change

Climate change mitigation

STRATEGY

SBM-3 *Material impacts, risks and opportunities and their interaction with strategy and business model*

Resurs has identified material impacts and risks in regard to climate change through its double materiality assessment. These include:

- **Climate impact through customer consumption.** Resurs recognises that its indirect climate impact extends beyond its own operations through the products and services it provides to customers. The consumption enabled by financing solutions, such as consumers loans and retail finance, can contribute to greenhouse gas emissions, depending on the nature of goods and services purchased. While Resurs does not control these choices, it acknowledges a shared responsibility to raise awareness and promote more sustainable consumption. This includes exploring ways to integrate sustainability criteria into product offerings and encouraging customers to make climate-conscious decisions.
- **Climate impact within own operations.** Resurs' operational greenhouse gas emissions include Scope 1 emissions from company vehicles, Scope 2 emissions from purchased electricity and heating used in office operations, and relevant Scope 3 emissions from activities such as business travel and the purchase of goods and services. These emissions represent environmental impacts arising from activities under the company's operational control. Climate change is assessed as a high-severity sustainability matter. Greenhouse gas emissions contribute cumulatively to global climate change, which has wide-ranging and long-term environmental and societal consequences. The impact is considered material due to its scale and scope, as emissions contribute to global climate change beyond

the company's immediate geographic area, and due to the limited reversibility of climate-related damage once emissions have occurred. Failure to reduce operational emissions in line with established targets may adversely affect the company's credibility, regulatory position and long-term resilience.

- **Risks related to mitigating customers climate footprint.** Resurs faces climate-related transition risks linked to the indirect emissions from customer consumption financed through its products. As consumer spending may support high-carbon activities, the company risks being associated with unsustainable consumption. Increasing regulatory pressure, shifting consumer preferences, and heightened scrutiny on financed emissions could lead to reputational damage and compliance challenges. Without actions to promote sustainable consumption and assess the climate impact of its portfolio, Resurs may face long-term risks to its business model, brand value, and regulatory standing.

Risk classification:

- All identified risks are transition risks, as they relate to regulatory changes, market expectations, and decarbonisation requirements.
- Physical risks are assessed as immaterial due to Resurs' Nordic office-based operations and absence of collateral exposed to climate-sensitive assets.

Resilience approach:

Resurs integrates climate-related risks into its risk management framework and strategic planning. Actions include:

- Developing a climate transition plan aligned with the Science Based Targets initiative (see E1-1).
- Implementing measures to reduce operational emissions and meet the 2030 reduction target.

Actions and strategic considerations following the scenario analysis

Based on the climate-related scenario analysis, Resurs has identified transition risk as the most relevant climate-related risk in relation to its business model. The analysis is used as an input to strategic discussions and internal risk

assessments, including assessments of credit risk exposure and portfolio characteristics under different transition scenarios. The results support management's understanding of potential impacts on household repayment capacity and inform considerations related to risk appetite, monitoring priorities and longer-term strategic direction.

Consequently, Resurs has prioritised continued monitoring of macroeconomic and regulatory developments associated with the climate transition, with emphasis on potential impacts on household repayment capacity. The outcomes of the analysis are considered in the ongoing development of the risk management processes and are incorporated into forward-looking assessments. Based on the current analysis, no immediate adjustments to the company's core business model have been identified as necessary.

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

IRO-1 *Description of the processes to identify and assess material climate-related impacts, risks and opportunities*

Climate-related scenario analysis

Resurs applies a qualitative climate-related scenario analysis based on external scenarios from the Network for Greening the Financial System (NGFS). The analysis is proportionate to the company's circumstances, as approximately 97 per cent of the portfolio consists of consumer lending. This limits direct exposure to climate-related physical risks and makes quantitative modelling less precise. The primary objective is to identify potential transition risks and opportunities that could affect household repayment capacity, regulatory requirements, and business strategy.

Scenarios used and sources

Two NGFS scenarios have been considered, both consistent with the latest scientific guidance and widely recognised by regulators:

- Net Zero 2050 (Orderly Transition): Assumes rapid and coordinated climate policy implementation, with a gradual increase in carbon prices (up to approx. USD 300/ton by 2050).
- Delayed Transition (Disorderly Transition): Characterised

by late and abrupt policy action after 2030, resulting in sharp carbon price increases, inflation volatility, and economic uncertainty.

These scenarios were selected because they represent plausible pathways for climate policy and macroeconomic developments relevant to Resurs' business model.

Time horizons and key metrics

The analysis considers short-term (up to 2030), medium-term (2030–2040), and long-term (2040–2050) impacts. Carbon price trajectories serve as proxies for climate policy ambition, while inflation and interest rate trends are used to assess potential effects on household disposable income and credit risk.

Key drivers considered

- Carbon pricing: Drives energy and mobility costs, influencing household budgets.
- Inflation: Higher living costs reduce disposable income and increase risk of payment difficulties.
- Interest rates: Monetary policy responses to inflation affect borrowing costs and credit demand.
- Regulatory changes: Evolving sustainability requirements and stakeholder expectations may impact compliance and risk management.

Scenario outcomes

- Net Zero 2050: Gradual cost increases for energy and mobility, moderate inflation, and limited interest rate hikes. Households adapt over time, but short-term credit risk may rise.
- Delayed Transition: Abrupt carbon price hikes post-2030, severe inflation shocks, and sharp interest rate increases. This scenario entails higher transition risk, greater volatility, and potential credit losses.

Physical climate risks are assessed as immaterial for Resurs, given its Nordic office-based operations and absence of collateral exposed to climate-sensitive assets.

Conclusions and material risks

- Material climate-related risk: Transition risk, primarily

transmitted through macro channels (inflation and interest rates) that may affect household repayment capacity and thus credit risk.

- Not material at present: Physical risk to own operations, including under a highemissions scenario; indirect effects are monitored but are not currently assessed as material.
- Strategic response: Continued monitoring of policy and macro developments; integration into credit risk processes, pricing frameworks, and longterm planning. Based on the current analysis, no immediate adjustments to the core business model have been identified as necessary.

Limitations and next steps

This analysis is qualitative and based on regional macroeconomic assumptions rather than sitespecific geospatial data, reflecting the nature of Resurs' business model. As supervisory expectations (e.g., EBA ESG risk guidance) evolve and data availability improves, Resurs intends to enhance the methodology, expand relevant indicators, and refine links to credit risk models, pricing strategies and longterm planning.

Comparison of NGFS Scenarios – Key Parameters

Parameter	Net Zero 2050 (Orderly)	Delayed Transition (Disorderly)
Carbon Price	≈ USD 300/ton (gradual)	> USD 300/ton (abrupt post-2030)
Inflation	Moderate, stabilising	Severe shocks, high volatility
Interest Rates	Moderate increases	Sharp hikes, economic instability
Household Impact	Gradual cost increase	Sudden cost surge, payment risk
Credit Risk	Short-term increase, stabilisation	Significant increase due to volatility

TRANSITION PLAN

EI-1 Transition plan for climate change mitigation

Building on Resurs' existing climate commitments and emission-reduction objectives, a process has been initiated to prepare for a potential future commitment to

the Science Based Targets initiative (SBTi). As part of this preparatory work, Resurs is strengthening its climate management framework, and the development of a climate transition plan will support the target setting process.

The plan is intended to formalise Resurs' decarbonisation pathway through defined actions, milestones, and governance arrangements. It is expected to be adopted following the completion of the target-setting process within the next reporting periods and will support alignment with the objectives of the Paris Agreement.

POLICIES RELATED TO CLIMATE CHANGE MITIGATION

EI-2, MDR-P Policies related to climate change mitigation

Resurs' approach to managing material climate-related impacts, risks, and opportunities is supported by three core policies. These policies are the ESG Policy, the Code of Conduct, and the Code of Conduct for Suppliers. Resurs does not maintain a separate climate policy. Commitments related to climate change, renewable energy, and energy efficiency are integrated into the existing governance framework. The policies are guided by internationally recognised frameworks, including the UN Principles for Responsible Banking and the UN Global Compact, which inform Resurs' approach to climate mitigation and management of environmental impacts across the value chain.

Scope and key contents of the policies

The ESG Policy is approved and overseen by the Board. It defines how environmental, and climate-related impacts are to be managed and describes the processes for identifying, assessing, managing, and monitoring climate-related risks. The policy sets out how Resurs aims to contribute to the transition to a low carbon economy, including support for renewable energy solutions and measures to improve energy efficiency. The ESG Policy is complemented by internal instructions that guide how sustainability considerations are incorporated into relevant operational processes.

Together, the governance documents guide the management of Resurs' material climate-related impacts, risks, and opportunities. They address transition risks associated

with emissions reduction and energy efficiency, physical climate-related risks that may affect operational continuity, and opportunities linked to renewable energy and climate-related improvements in operations. The content of the policies is linked to the impacts, risks, and opportunities identified through Resurs' double materiality assessment and forms the basis for how climate-related considerations are integrated into decision making. These policies are supported by Resurs' risk management framework and are operationalised through internal processes and assessments, including the annual climate statement.

The Code of Conduct describes expectations for responsible conduct by employees. It includes principles related to environmental responsibility and the careful use of resources, which support the integration of climate consideration in everyday operations. The Code of Conduct for Suppliers extends environmental and climate-related expectations to suppliers. It requires suppliers to manage their environmental impacts responsibly, to comply with relevant environmental and climate legislation, and to work to reduce emissions where possible.

Compliance, implementation and review

Compliance with the policies is monitored through Resurs' established risk management processes. Implementation is carried out by responsible managers and designated roles within relevant functions, and performance is followed up through regular internal processes and reported annually to the Board. The policies are subject to periodic review to ensure continued alignment with regulatory requirements and Resurs' sustainability ambitions.

Stakeholder dialogue, communication and external reporting

The direction and priorities set out in the policies reflect the outcome of Resurs' materiality assessment as well as ongoing dialogue with key stakeholders. Stakeholder perspectives, including those of customers, employees, investors, partners, and owners, have informed the identification of relevant climate-related topics and the approach taken to manage associated impacts, risks, and opportunities.

The policies are available to all employees through Resurs' intranet and are communicated through internal governance structures. Relevant parts of the policy framework are shared with suppliers and business partners where appropriate. While the policies are not publicly disclosed in full, Resurs' climate-related commitments and progress are communicated externally through the annual sustainability reporting.

CLIMATE CHANGE ACTIONS

EI-3, MDR-A Actions and resources in relation to climate change policies

Climate governance and ongoing actions

Resurs has not yet adopted a standalone climate transition plan. This reflects the current structure of our sustainability governance, where climate work is integrated into broader ESG policy and related governance document rather than consolidated into a single plan. Climate considerations form part of our ESG policy, which guides decision-making across the organisation and ensures that environmental commitments are embedded in core processes. The operational climate targets referenced in this section are disclosed in full under Disclosure Requirement EI-4. They are included here only to provide context for the ongoing actions and resource allocation associated with climate mitigation.

Resurs has carried out annual greenhouse gas calculations since 2020 in accordance with the GHG Protocol. These assessments provide a basis for identifying emission reduction opportunities within the scopes and categories included in the calculations and help direct internal priorities related to operational emissions and selected value chain activities. Our approach is grounded in responsible business conduct and is aligned with national and EU frameworks, the UN Global Compact, and the UN Principles for Responsible Banking.

Although Resurs has not yet adopted a standalone climate transition plan, several ongoing actions are already in place to reduce emissions and manage climate-related impacts. These include measures to improve energy performance

in operations, continued digitalisation to reduce paper use and resource intensity, procurement practices that incorporate environmental criteria, and the shift to a fully electric vehicle fleet. These actions are implemented through existing operational processes and funded through departmental budgets rather than a dedicated climate action budget.

Climate actions and future development

Resurs has defined operational ambitions that include a 50 per cent reduction in emissions by 2030. The target covers Scope 1 and Scope 2 (market-based) emissions and selected Scope 3 categories included in the company's operational emissions inventory. Scope 3 category 15 (Investments) is not included in the target scope. The ambition is supported by the measures described above and focuses on energy efficiency, renewable electricity, reduced resource consumption and responsible procurement. These commitments guide ongoing work, although they are not yet structured into a formal action plan.

These ongoing measures constitute the core activities through which Resurs currently supports climate mitigation. They represent the practical implementation of the ESG Policy while the formal action plan is under development.

A process to prepare a potential commitment to the Science Based Targets initiative (SBTi) has been initiated. As part of this work, Resurs is strengthening its climate management framework, and the targetsetting preparations will be supported by the development of a climate transition plan that outlines key actions, timelines, and resource needs.

The transition plan will also address ESRS EI-3 by establishing a structured overview of planned actions, their timelines, the required resources, and the internal responsibilities for implementation.

METRICS, TARGETS & PROGRESS

CLIMATE CHANGE METRICS AND TARGETS

EI-4, MDR-M, MDR-T Targets related to climate change mitigation and adaptation

Existence of climate-related targets

Resurs has set climate-related targets aimed at reducing its greenhouse gas (GHG) emissions and mitigating climate change impacts. The targets apply to Scope 1 and Scope 2 (market-based) emissions and to selected Scope 3 categories included in Resurs' operational emissions inventory, where data quality and methodological robustness currently allow for quantitative target setting. Scope 3 category 15 (Investments) is identified as material in the double materiality assessment but is not included in the current target boundary due to methodological complexity and limitations in data availability. The selection of Scope 3 categories reflects Resurs' current data availability and relevance to its operations. While the targets are not science-based or fully aligned with the 1.5°C pathway, they represent an important step toward reducing climate impact.

Stakeholders have not been directly involved in the setting of the climate-related targets. The targets have been defined internally by management and approved by the Board, based on the company's strategic priorities, risk assessments and internal analysis. Stakeholder perspectives are considered indirectly through the double materiality assessment and ongoing dialogue with key stakeholder groups, which inform the identification of relevant climate-related topics and risks. Accordingly, the formulation and approval of the targets remain an internal management and Board responsibility.

No formal interim milestones or sub-targets have been established for the climate targets. Progress is monitored on an annual basis against the defined baseline.

Consistency with GHG inventory boundaries

Resurs ensures consistency between its GHG emission reduction targets and the boundaries applied in its GHG

inventory by using the same organisational scope. The reduction target covers the entire Nordic organisation, which is also the boundary applied in the annual GHG calculations. This alignment creates a clear connection between the baseline year, the annual inventory and the emission reductions that Resurs aims to achieve.

The organisational boundary is based on the operational control approach, meaning that all entities where the company has operational authority are included. This covers offices and operations in all Nordic markets. The boundary also includes selected value chain emissions where reliable data are available. These emissions are included because they represent material indirect impacts.

Emissions are calculated in accordance with the GHG Protocol. The same scope definitions and categorisation of emission sources are applied when monitoring progress towards the target, meaning that direct emissions from operations, purchased energy and relevant indirect emissions are included on a consistent basis.

The value chain categories included in the target follow the same scope definitions as the inventory as applied at the time the target was established. From 2025 onwards, the inventory has been expanded to include selected parts of Scope 3 Category 15 (Investments). These emissions are reported in the inventory but are explicitly excluded from the current target boundary, as methodological development and data availability do not yet support consistent target tracking.

The baseline year corresponds to the first year with comparable data, providing a stable foundation for tracking developments over time. Methodological choices, including the use of market-based accounting for electricity, are applied consistently in both the inventory and the target follow-up. When calculation methods or emission factors are updated, they are reviewed to ensure that comparability is maintained. Historical data are adjusted where feasible, so that reported progress reflects actual changes rather than methodological shifts.

Data collection and validation follow the same internal processes for both the GHG inventory and the climate targets. Responsibilities are coordinated within the functions that oversee sustainability reporting, reducing the risk of discrepancies between what is reported and what is tracked against the target. Organisational changes are reviewed regularly to ensure that boundaries remain aligned over time. This approach supports a coherent climate management framework and reinforces the credibility of Resurs' reported progress. The measurement of the climate-related targets and underlying metrics has not been validated by an external body.

Baseline Year and Values

- Baseline year: 2020
- Scope 1: 113 tonnes CO₂e
- Scope 2 (market-based): 94 tonnes CO₂e
- Scope 3: 1,034 tonnes CO₂e

Note: Scope 3 Category 15 (financed emissions) was not included in the baseline year and will be disclosed prospectively from 2025 onwards, in line with ESRS EI-6 and EI-4 AR 25.

Target characteristics

- Target name: Reduce the operation's climate impact by 50 per cent by 2030 (compared to 2020 baseline)
- Coverage: Scope 1, Scope 2 and selected Scope 3 categories (excluding Scope 3 category 15 – Investments)
- GHGs covered: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃
- Method: Percentage of base year emissions
- Scope 2 method: Market-based

Baseline and boundary management

Resurs has ensured that 2020 serves as a representative baseline year for its greenhouse gas (GHG) emissions, reflecting the scope of activities covered by the inventory. As emissions mainly arise from office operations, energy use, digital infrastructure, and the lending portfolio (Scope 3), 2020 is considered a stable and reliable reference point for tracking emission-reduction performance over time. Although the 2020 financial year was affected by the COVID-19 pandemic, internal analysis confirmed that the bank's operational activity, energy consumption and portfolio composition were broadly consistent with a typical busi-

ness year. The baseline is therefore regarded as a credible measure of Resurs' average climate impact under normal operating conditions.

Scope 3 Category 15 was not included in the baseline year, since financed emissions were not measured or reported at that time. The baseline therefore reflects only the Scope 1, Scope 2 (market-based) and the Scope 3 categories that were part of the company's greenhouse gas inventory in 2020. This is consistent with ESRS requirements, which allow additional categories to be incorporated in later reporting years without requiring recalculation of the baseline unless this is necessary to maintain comparability.

As part of the current reporting process, all lending segments have been assessed for their relevance to financed emissions (Scope 3 Category 15 – Investments). For segments where calculation is currently not possible (such as consumer loans), the rationale and limitations have been documented.

The inclusion of Category 15 in the 2025 reporting year represents an expansion of the inventory boundary rather than a change to previously reported emissions. In accordance with ESRS E1-6 and E1-4 AR 25, such expansions do not require a retrospective adjustment of the baseline unless they fundamentally affect the company's ability to track progress against its targets. Accordingly, Resurs will retain 2020 as the baseline year and begin reporting Category 15 emissions prospectively starting in 2025. The baseline year will be reviewed and, if necessary, adjusted during future reassessments or in the event of significant business changes, in accordance with ESRS E1-4 AR 25. If future boundary expansions materially affect the comparability of the climate targets, the baseline will be reassessed. However, the addition of Category 15 in 2025 does not trigger such a reassessment because Resurs did not previously measure or manage financed emissions, and the methodological expansion is transparently disclosed.

From the 2025 reporting year, Resurs will also expand the Scope 3 boundary to include emissions from purchased IT services within Scope 3 Category 1, Purchased goods and

services. Previously, emissions related to IT infrastructure were limited to purchased electricity for data centres and the acquisition of laptops and other IT equipment reported under Capital goods. The inclusion of purchased IT services represents a further refinement of the inventory boundary to improve completeness and accuracy over time. As these emissions were not previously measured, they will be reported prospectively from 2025 and do not require a recalculation of the 2020 baseline.

2030 Reduction Target Overview, Summary

Metric	Value
Reduction compared with base year 2020 (within target boundary)	50%
Share of base year emissions – Scope 1	9.10%
Share of base year emissions – Scope 2 (market-based)	7.57%
Share of base year emissions – Scope 3	83.32%

Reduction by Scope

Scope	% Reduction vs Baseline	Absolute Target (tCO ₂ e)
Scope 1	50%	56.6
Scope 2 (market-based)	50%	47
Scope 3	50%	517

Decarbonisation levers

Resurs has not yet established quantified decarbonisation levers linked to its emission reduction target. Ongoing work focuses on identifying relevant emission sources and potential future measures and is based on the historical emissions analysis, which shows that most of the company's climate impact is attributable to Scope 3 categories.

At this stage, the areas assessed as having the greatest potential for future reductions are business travel (Scope 3 Category 6), employee commuting (Scope 3 Category 7), and the procurement of goods and services, including IT-related services (Scope 3 Category 1). Financed emissions within the lending portfolio (Scope 3 Category 15) also constitute a priority area in the continued work. Scope 1 and Scope 2 (market-based) represent a limited share of Resurs' total emissions. Emission reductions within these scopes

remain part of the target structure, while the largest absolute reduction potential is currently assessed to be within relevant Scope 3 categories.

Methodology and adjustments

Historical emission figures have been updated in recent reporting periods to reflect improved data quality, updated emission factors and more precise calculations. These revisions, disclosed transparently in the sustainability statement, ensure greater accuracy and comparability over time as more reliable input data becomes available.

The methodology has been developed progressively, including ongoing refinements to assumptions, data sources and emission factors, as well as an expanded scope where additional emission categories have been included or calculated with greater precision. In the current reporting period, this has included incorporating financed emissions (Scope 3 Category 15) for the first time using a more comprehensive approach. Remaining data limitations mainly relate to categories where external information is not available in full. These limitations have been documented and are not considered to affect the reasonableness or comparability of the reporting. At the same time, data-collection processes have been strengthened through clearer responsibilities and improved quality-assurance routines, providing a stable methodological foundation for future reporting.

The company does not use biomass fuels and therefore no material biogenic CO₂ emissions arise from Scope 1 activities. Biogenic emissions are not calculated separately within Scope 3. Based on the nature of the company's own operations, such emissions are assessed as marginal within Scope 1 and Scope 2 (market-based). For Scope 3 category 15 (Investments), currently available data does not allow for a separate identification of biogenic emissions. No significant events or changes in circumstances relevant to the company's greenhouse gas emissions occurred between the reporting date of the entities in the value chain and the date of the undertaking's general purpose financial statements.

RESURS OWN DIRECT AND INDIRECT GHG EMISSIONS

E1-6 - *Gross GHG emissions (Scope 1, Scope 2 and Scope 3)*

The tables on the following pages present Resurs' gross GHG emissions expressed in tonnes CO₂e for Scope 1, Scope 2 and Scope 3, as well as total emissions, in accordance with ESRS E1-6. Emissions are calculated in line with the GHG Protocol using an operational control approach. Scope 2 emissions are reported using the market-based method, with the location-based outcome disclosed for comparison. Information on contractual instruments and energy attribute certificates related to Scope 2 electricity procurement is disclosed separately in accordance with the market-based method requirements of the GHG Protocol. Scope 3 emissions are reported by category, with methodological limitations and exclusions described where applicable. This section provides detailed elaboration on estimated data, assumptions, methodological choices and measurement uncertainty referred to under BP-2, page 35.

Scope 3 greenhouse gas emissions are primarily calculated using secondary data sources, including spend-based emission factors and recognised external databases. Primary data is applied where directly available, such as for employee commuting, which is based on internally conducted survey data. For the reporting year, 13.5 per cent of reported Scope 3 emissions were calculated using primary data.

Climate target and boundary

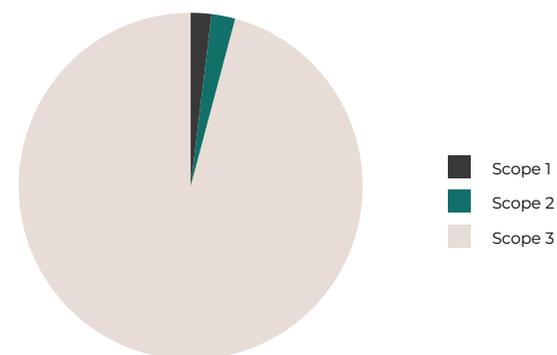
Resurs has set a target to reduce total greenhouse gas emissions by 50 per cent by 2030 compared with the 2020 baseline. The target applies to Scope 1, Scope 2 (market-based) and selected Scope 3 categories included in the operational emissions inventory. Scope 3 category 15 (Investments) is excluded from the current target boundary. The table below presents the detailed emissions breakdown by scope in accordance with ESRS E1-6. Progress towards the 2030 reduction target is presented separately below the table.

DETAILED EMISSIONS BREAKDOWN PER SCOPE (TONNES OF CO ₂ E)	2020	2025	CHANGE FROM BASE YEAR TO 2025	STATUS AND BOUNDARY (SCOPE 3)
Scope 1	113	26	-77%	Included
Scope 2 (market-based)	94	32	-66%	Included
Scope 2 (location-based)	126	28	-77%	-
Scope 3	1,034	17,558	1,598%	-
3.1 Purchased goods and services	452	318	-30%	Included
3.2 Capital goods	-	74	-	Included
3.3 Fuel- and energy-related activities	15	27	77%	Included
3.4 Upstream transportation and distribution	-	-	-	Not material
3.5 Waste generated in operations	6	0,3	-95%	Included
3.6 Business travel	176	351	99%	Included
3.7 Employee commuting	385	488	27%	Included
3.8 Leased assets	-	-	-	Not applicable
3.9 Downstream transportation and distribution	-	-	-	Not applicable
3.10 Processing of sold products	-	-	-	Not applicable
3.11 Use of sold products	-	-	-	Not applicable
3.12 End-of-life treatment of sold products	-	-	-	Not applicable
3.13 Downstream leased assets	-	-	-	Not applicable
3.14 Franchises	-	-	-	Not applicable
3.15 Investments	-	16,300	-	Included
Total GHG emissions including investments (market-based)	1,241	17,616	1,319%	-
Total GHG emissions excluding investments (market-based)	1,241	1,316	6.0%	-
Total GHG emissions including investments (location-based)	1,273	17,612	1,284%	-
Total GHG emissions excluding investments (location-based)	1,273	1,312	3.1%	-

Footnote: The emissions data presented in this table are calculated in accordance with the Greenhouse Gas Protocol using an operational control approach. All Scope 3 categories defined under the Greenhouse Gas Protocol have been assessed against Resurs' value chain and business model in accordance with ESR5 E1 requirements and the double materiality assessment. In the current reporting period, Scope 3 emissions include those categories that have been assessed as relevant and applicable and for which sufficiently reliable data and established methodologies are available. Categories assessed as not applicable or not material are reported as such.

Certain applicable and material categories have not yet been fully quantified due to data and methodological limitations, including limited application of the comprehensive Scope 3 approach and the "known use of proceeds" principle. Accordingly, the reported Scope 3 emissions do not yet represent a fully comprehensive Scope 3 inventory. The applied boundary and any exclusions are considered appropriate given current data availability and methodological maturity. The Scope 3 inventory will be further developed and expanded in future reporting periods as data quality and methodological maturity improve, in line with ESR5 E1-4 AR 46(i), AR 48 and BP-2.

Distribution of GHG emissions by scope, excluding investments



Scope 1 2%
Scope 2 2%
Scope 3 96%

Progress towards 2030 reduction target

The progress presentation below is based on market-based emissions excluding Scope 3 category 15 (Investments), consistent with the defined target boundary. It illustrates the 2020 baseline level, the 2025 outcome, the year-on-year change from 2024 to 2025, and the remaining reduction required to achieve the 2030 target.

As of 2025, total emissions within the target boundary are 6.0 per cent above the 2020 baseline. The reduction achieved between 2024 and 2025 amounts to 7.4 per cent. Continued reductions are required to meet the 2030 target.

Market-based, excluding Scope 3 category 15 (Investments)	Value
2020 baseline	1,241 tCO ₂ e
2025 outcome	1,316 tCO ₂ e
Change vs 2020 baseline	+6.0%
Change 2024–2025	-7.4%
2030 target level (50% reduction vs 2020)	621 tCO ₂ e
Remaining reduction required from 2025 level	-53%

Methodology and base year

To map the climate impacts arising from its operations, Resurs carried out its sixth greenhouse gas inventory in 2025 in accordance with the GHG Protocol, base year 2020. The calculations apply an operational control approach, and Scope 2 has been calculated using the market-based method.

Year-on-year development and comparability

The 2025 climate disclosure shows a significant increase in total emissions compared with 2024, primarily explained by the inclusion of the investments category, 3.15. When investments are included, total emissions amount to 17,616 tonnes of CO₂e, compared with 1,421 tonnes the previous year. This methodological update improves the completeness of reporting but limits comparability with previous years. Comparative figures for 2024 have not been restated and the change does not constitute a base year recalculation under ESRS.

Scope 3 category 15 – Investments

Emissions within Scope 3, category 15, Investments, have been calculated for those parts of the investment portfolio where established methodology under PCAF is applicable. Consumer loans, which constitute the majority of the lending portfolio, remain excluded due to the absence of an established calculation methodology and reliable emissions data for this category. Comparative figures for 2024 have not been restated.

Other methodological changes affecting 2025

In other categories, the results for the year are affected by several methodological changes, primarily relating to the selection of emission factors. Scope 1 emissions are influenced by the introduction of more international emission factors for fuels and energy, which generally result in higher emission intensity than previously applied factors. At the same time, the use of electric company vehicles has increased considerably during the year, leading to a clear reduction in reported emissions from business travel by car.

For Scope 2, country specific district heating factors are now applied. Previously, Scope 2 calculations were based on a combination of specific Swedish district heating networks and European average values for other markets.

Within Scope 3, the change in emission factors, mainly in the categories Purchased goods and services, 3.1, and Capital goods, 3.2, has also resulted in revised emission levels. In addition, a new survey has been conducted and the Commuting category, 3.7, now also includes working from home, and the calculations are based on a well-to-wheel approach rather than tank to wheel. Emissions from waste, 3.5, have decreased because of lower volumes and updated emission factors.

Biogenic emissions

Biogenic emissions have not been calculated separately. Based on the nature of the operations, these are considered marginal within Scope 1 and 2. Any biogenic emissions related to investments, Scope 3 category 15, are

excluded due to limited data availability and methodological constraints.

Methodology for GHG emissions

Greenhouse gas emissions are calculated in accordance with the GHG Protocol. Scope 1 and Scope 2 emissions are calculated using the operational control approach. Scope 3 emissions include those relevant categories in the value chain that have been assessed as applicable and for which reliable data and established methodologies are currently available. Financed emissions within Scope 3 Category 15 (Investments) are reported and calculated in accordance with the PCAF standard for those parts of the portfolio where established methodology is applicable and sufficiently reliable data are available. The reported Scope 3 inventory therefore represents a partial Scope 3 inventory in line with the defined reporting boundary.

Emission factors are obtained from recognised and publicly available sources and are updated on an ongoing basis to reflect the most recent data. Where activity-specific data is available, this is prioritised. Where such data is not available, estimates and secondary data are used. The methodologies, assumptions and emission factors applied are reviewed regularly to improve data quality and ensure comparability over time. The reporting boundaries for Scope 3 emissions are defined in line with the GHG Protocol and reflect the company's value chain. All Scope 3 categories have been assessed for relevance. Categories that are not quantified are disclosed separately together with an explanation of the methodological limitations. GHG emissions intensity is calculated as total greenhouse gas emissions relative to net revenue. The net revenue used for the calculation is derived from the company's financial statements and reconciled to the reported financial figures. Net revenue used for the calculation of GHG emissions intensity corresponds to the line item "Total operating income" as presented in the consolidated income statement (page 15). No adjustments have been made for the purpose of the GHG intensity calculation.

Greenhouse gas intensity per net income¹	2025
Share of Scope 2 GHG emissions covered by contractual instruments (E1-6_18)	0.0047
Share of market-based Scope 2 GHG emissions linked to purchased electricity bundled with instruments (E1-6_20)	0.0047

¹Refers to net revenue SEK 3,748,142 thousand.

Biogenic CO₂ emissions are reported separately from fossil emissions in accordance with the GHG Protocol where relevant and where data is available. For Scope 3 category 15 (Investments), currently available data does not allow for a separate identification of biogenic emissions. Such emissions are therefore not separately disclosed.

Emission factors are primarily sourced from recognised and widely used databases and standards, including national energy authorities, electricity suppliers and internationally accepted datasets aligned with the GHG Protocol. Where multiple emission factors are available, Resurs applies factors that are most relevant to the geographical location and reporting year, prioritising the most recent and authoritative data available.

Greenhouse gas calculations are performed using activity data combined with these emission factors in accordance with defined internal calculation methodologies. Position Green is used as a reporting and consolidation platform for sustainability data and does not independently calculate emissions. The selection of methodologies, assumptions and emission factors is reviewed annually to ensure consistency, relevance and comparability over time.

Scope 2 – Contractual instruments (Guarantees of origin)

Disclosure	2025
Share of purchased energy covered by contractual instruments	72.14%
Of which bundled	72.14%
Of which unbundled	0%
Type of contractual instruments	Energy Attribute Guarantees of origin for electricity (bundled)

Information on contractual instruments is based on documentation obtained from electricity suppliers and landlords. For locations where contractual instruments are not available, electricity consumption is reported without certificates and included in the market-based calculation using the relevant residual mix factor.

Emissions Trading Schemes (ETS)

Resurs' Scope 1 greenhouse gas emissions are not subject to any regulated emissions trading schemes, including the EU Emissions Trading System (EU ETS). The company does not operate installations or activities covered by ETS, such as industrial production, energy generation, aviation, shipping, or fuel supply. Accordingly, 0 per cent of Scope 1 emissions are covered by emissions trading schemes.

Scope 3 GHG emissions – Category 15: Investments

2025 is the first year in which the company reports emissions under Scope 3 Category 15 (Investments). In this reporting period, we have chosen to begin by including the parts of our investment portfolio for which reliable data is available. We have therefore calculated financed emissions for our bond holdings using the PCAF methodology, which provides an established and industry standard approach for assessing and attributing emissions from financial assets.

Approximately 97 per cent of the company's lending portfolio consists of consumer loans. At present, emissions data at the individual borrower level is not available, which makes the calculation of financed emissions for this segment unfeasible. This portion of the portfolio is therefore excluded from the current calculation and disclosed as a methodological limitation in accordance with ESRS E1-6.

Corporate lending represents around 3 per cent of the total lending portfolio. As part of the company's phased implementation of the PCAF methodology, the initial Scope 3 Category 15 reporting focuses on the bond portfolio. Reporting for corporate lending is planned to be included in the next reporting period, enabling a structured and methodical expansion of financed emissions coverage over time.

The company will continue to evaluate methodological developments, data quality and industry practices, and aims to progressively expand the scope of Category 15 reporting in line with improvements in data availability, methodological guidance and industry practice.

GHG REMOVALS AND MITIGATION PROJECTS

E1-7 GHG removals and GHG mitigation projects financed through carbon credits

Resurs does not generate any gross GHG removals and does not operate carbon capture, storage, utilisation or land-based sequestration activities. No GHG removals are therefore reported under this disclosure requirement. The company does not finance or use carbon credits or other offsetting mechanisms either.

As voluntary supplementary information, and not as part of the disclosures required under ESRS E1-7, Resurs reports estimated avoided emissions related to the recycling of IT equipment such as monitors, mobile phones, laptops and desktop computers. The recycling contributes to avoided emissions that would otherwise arise from the production of equivalent amounts of virgin materials and alternative end-of-life treatment. The calculations are based on comparisons between recycled and virgin material production using relevant emission factors. These avoided emissions are not included in our Scope 1–3 GHG inventory.

Year	Recycled units	Avoided CO₂ emissions (tonnes)
2025	607	65.7

Reporting under the EU Taxonomy Regulation (Article 8)

INTRODUCTION TO THE EU TAXONOMY REPORTING

The EU Taxonomy Regulation (“the Taxonomy”) is an EU framework intended to create a common definition of environmentally sustainable economic activities within the Union¹. For companies subject to sustainability reporting requirements under the EU Corporate Sustainability Reporting Directive (CSRD), the Taxonomy Regulation entails an obligation to disclose how and to what extent the business is aligned with the Taxonomy criteria².

An economic activity can be classified as environmentally sustainable (“green”) if it:

- contributes substantially to at least one of the Taxonomy’s six environmental objectives,
- does not cause significant harm to any of the other environmental objectives (DNSH),
- meets the applicable technical screening criteria^{3,4}, and
- complies with minimum safeguards in the area of social responsibility.

For credit institutions, the Taxonomy requires disclosure of the share of green assets in relation to loan portfolios, debt instruments and equity holdings, as well as the flow of new lending.

REPORTING FOR RESURS HOLDING AB

Resurs Holding is subject to reporting requirements under CSRD and must therefore provide information in accordance with the EU Taxonomy Regulation¹. In line with the European Commission’s guidance, credit institutions shall report based on the consolidated situation under CRR, and since the Group’s activities consist exclusively of credit

business, the reporting is therefore provided at consolidated level. The reporting format follows the European Commission’s binding guidelines and templates according to the Disclosures Delegated Act². Below follows the regulatory basis applied for the year 2025 reporting.

Regulatory basis for the 2025 Taxonomy reporting

The reporting for the 2025 financial year is based exclusively on the regulatory framework that applied until 31 December 2025. This means that all disclosures have been prepared in accordance with:

- Taxonomy Regulation (EU) 2020/852¹
- Disclosures Delegated Act (EU) 2021/2178²
- Climate Delegated Act (EU) 2021/2139³
- Environmental Delegated Act (EU) 2023/2486⁴

The application of the framework has also been guided by the questions and answers (FAQ) and guidance published by the European Commission ahead of the 2025 reporting under Article 8⁵.

The European Commission’s FAQ published on 17 December 2025 clarifies how the Omnibus amendments shall be applied for reporting for the 2025 financial year. This guidance states that credit institutions are not required to report the Fees & Commission KPI or the Trading Book KPI for 2025, even when reporting is carried out according to the previously applicable templates. As the FAQ was published so late in the reporting process, Resurs has only been able to consider those elements that were possible to implement.

The reporting is further based on CRR consolidation according to Directive 2013/36/EU (CRD IV), as well as the updated population of companies subject to sustainability reporting under CSRD (Directive (EU) 2022/2464), which replaces the previous NFRDbased scope.

In summary, Resurs’ Taxonomy reporting for 2025 has been prepared fully in accordance with the regulatory framework that applied prior to the simplification measures that start to apply from 2026. This means that the reporting covers all technical screening criteria, templates and data points required under the original delegated acts.

REPORTING METHOD AND BASIS

The Taxonomy reporting is based on the balance sheet assets under the CRR consolidated situation. For data points that cannot be retrieved directly from financial systems, the company’s data warehouse is used, which includes aggregated information from the banking systems.

The assessment of whether an exposure is directed towards a company covered by CSRD (or previously NFRD) is based on information from counterparties and public corporate information. If an economic activity is not found among the technical screening criteria in the relevant delegated acts^{3,4}, it cannot be assessed against the Taxonomy and is therefore classified as noncovered.

Environmental objectives and reporting scope

For the 2025 reporting, Resurs has analysed the Group’s exposures in accordance with the EU Taxonomy Regulation. The Taxonomy relevant economic activities identified fall exclusively under Environmental Objective 1: Climate Change Mitigation. This is therefore the only environmental objective for which quantitative disclosures based on counterparty data are available.

For Environmental Objectives 2–6, Resurs has no economic activities covered by the technical screening criteria, which means that these environmental objectives are included in the reporting, but all values amount to 0 in the mandatory tables.

¹ Regulation (EU) 2020/852 of the European Parliament and of the Council.

² Directive 2014/95/EU of the European Parliament and of the Council.

³ Draft Commission Notice on the interpretation and implementation of certain legal provisions of the Disclosures Delegated Act under Article 8 of the EU Taxonomy Regulation, as amended by the Omnibus Delegated Act (fourth notice), approved in principle by the European Commission on 17 December 2025. https://ec.europa.eu/finance/docs/law/251217-draft-commission-notice-faqs-omnibus-delegated-act_en.pdf

⁴ Directive 2013/36/EU of the European Parliament and of the Council.

⁵ European Commission, “FAQs – Disclosures Delegated Act under Article 8 of the EU Taxonomy Regulation”.

Assumptions, interpretations and comments

According to the European Commission's guidance (FAQ for Article 8), the Taxonomy reporting must be based on actual data reported by underlying counterparties, and the use of estimates is not permitted¹. Resurs' exposure to companies covered by CSRD remains limited, which means that the Taxonomy alignment for 2025 is close to zero for both revenue based and capex based KPIs.

The assets covered consist mainly of:

- Covered bonds
Assessed under the Climate Delegated Act² using the so-called look-through method.
- Energy investment loans to private individuals
Assessed as Taxonomy-eligible under Environmental Objective 1³ but do not yet meet the criteria for being classified as aligned.
- Vehicle loans
Vehicle loans are assessed as Taxonomy-eligible because they can be identified as credits linked to vehicle purchases. However, they cannot be assessed as Taxonomy-aligned, as the EU Taxonomy's technical screening criteria require vehicle-specific data, such as CO₂ emissions, energy class and powertrain, which is not available for lending to private individuals⁴.

QUALITATIVE INFORMATION ACCORDING TO ARTICLE 8 DISCLOSURES DELEGATED ACT

Analysis of KPIs and changes

Resurs' Taxonomy KPIs for 2025 show very low outcomes for both GAR stock and GAR flow. This is mainly due to the Group's business model being strongly focused on household exposures (e.g., consumer loans), which currently lack access to the technical criteria data required to be assessed

as Taxonomy-relevant. The part of the balance sheet that can be assessed under the Taxonomy is primarily covered bonds, where it is possible to apply the look-through methodology. GAR flow amounts to 0 as Resurs did not identify any new lending that meets the Taxonomy's technical screening criteria during 2025.

The role of the Taxonomy in business model and governance

The Taxonomy is currently not used as a steering, risk or business model tool within Resurs. Lending, product development and strategic decisions continue to be governed by other factors such as credit risk, business strategy and consumer legislation. The Taxonomy presently functions mainly as a reporting and transparency framework rather than an active parameter in the business.

Data collection, processes and limitations

The Taxonomy reporting is based on the CRR consolidated balance sheet and is complemented with data from public sources for corporate counterparties reporting under CSRD. For covered bonds, the look-through method is used, where underlying mortgage loans can be assessed against relevant criteria. For household exposures, the detailed technical criteria data required (e.g., vehicle specifications, energy classifications) are currently not available, which limits the ability to assess retail portfolios against the Taxonomy. Resurs does not use estimates in the Taxonomy assessment.

Material uncertainties and data gaps

The availability of counterparty data for companies is increasing as CSRD is implemented, and market data quality is gradually improving. For the retail portfolio, product specific data required to apply several parts of the technical criteria is still lacking. These limitations affect the extent of Taxonomy-relevant exposures in the KPI outcomes.

EXPECTED DEVELOPMENT OF THE TAXONOMY REPORTING

Resurs continues to develop its Taxonomy reporting through improved data collection, quality assurance and process integration. The ambition is to gradually increase Taxonomy-alignment as market data quality improves and more counterparties report under CSRD.

1 Regulation (EU) 2020/852 of the European Parliament and of the Council.

2 Directive 2014/95/EU of the European Parliament and of the Council.

3 Draft Commission Notice on the interpretation and implementation of certain legal provisions of the Disclosures Delegated Act under Article 8 of the EU Taxonomy Regulation, as amended by the Omnibus Delegated Act (fourth notice), approved in principle by the European Commission on 17 December 2025. https://ec.europa.eu/finance/docs/law/251217-draft-commission-notice-faqs-omnibus-delegated-act_en.pdf

4 Directive 2013/36/EU of the European Parliament and of the Council.

5 European Commission, "FAQs – Disclosures Delegated Act under Article 8 of the EU Taxonomy Regulation".

Social information

- **S1** Own workforce
 - Working condition
 - Equal treatment and opportunities for all
- **S4** Consumers and end-users
 - Information-related impacts for consumers and /or end users
 - Entity specific topic – Information security
 - Entity specific topic – Sustainable credit lending



S1 Own workforce

Working conditions Equal treatment and opportunities for all

INTRODUCTION

This section has been prepared in accordance with ESRS S1 and covers reporting related to Resurs' own workforce. The definitions and terminology used follow ESRS S1 and applicable Swedish labour law practice. The term "own workforce" refers to all employees, including permanent employees, fixed term employees, and contractors insofar as they fall within the reporting scope under ESRS S1.

STRATEGY

SBM-3 *Material impacts, risks and opportunities and their interaction with strategy and business model*

Resurs has identified two material impacts on its own workforce: working conditions and equal treatment and opportunities. These impacts were identified through established processes for materiality assessment in line with ESRS 2 IRO-1, including risk assessments, pulse surveys, and performance dialogues. Through these processes, factors such as stress, irregular working hours, inadequate wages, and risks of unequal treatment or limited access to opportunities are considered and monitored.

Connection to strategy and business model

Resurs corporate strategy depends on an engaged, skilled, and healthy workforce. Working conditions and equal treatment are critical to enabling strategic priorities in technology, product development, and customer focus. Foundational enablers such as Data Excellence, Tech Modernisation, Organisation & Talent, and Compliance, guide the development of working practices and capability building. Insights from workforce-related assessments inform strategic decisions, such as resource allocation, talent development, and improvements in the work environment, ensuring resilience and high performance.

Scope and workforce groups

The materiality assessment covers all employees across business units and locations, both permanent and fixed-term staff. Consultants and third-party contracted personnel may also be affected and are considered where relevant. Certain impacts are more pronounced for specific groups, particularly engineering and product development teams, where workload and complexity can increase stress exposure. These groups were identified through HR analytics, workload assessments, and feedback from employee surveys and representatives.

While no risks or opportunities related to these groups were assessed as material in the DMA, this understanding informs the management of working conditions and equal treatment and supports strategic workforce planning.

Context and incidents

No widespread or systemic negative impacts have been identified. Potential impacts may arise from individual incidents (e.g., offensive treatment or discrimination), which are managed through established routines and corrective processes, in accordance with applicable internal policies, routines and instructions, including the Code of Conduct.

Specific roles and exposure

Roles with high pace or complex deliverables, such as engineering and product development, may face higher stress-related impacts. These groups were identified through HR data, risk assessments, and ongoing dialogues.

Transition plans and environmental initiatives

No material impacts on our own workforce have been identified in connection with transition plans for reducing environmental impacts. Any potential impacts are expected to be limited and primarily relate to evolving competency needs, which are addressed through continuous learning and development.

Forced and child labour risks

Resurs operates in the regulated financial services sector, with primarily office-based activities in the Nordic region. The sector requires educated and qualified employees, and

employment is governed by applicable labour legislation and collective bargaining agreements. As a result, the risk of forced labour and child labour within Resurs' own operations is considered very limited. In addition, the Nordic region is generally regarded as a low-risk area for such practices based on international risk indices. This assessment is reviewed and updated on a regular basis as part of Resurs' ongoing process for managing material risks and opportunities.

Potential risks and opportunities for specific groups

While the DMA concluded that only impacts are material, we have considered potential implications for transparency:

Potential risks

- Loss of critical talent and engineering capacity if working conditions are not adequately managed.
- Lower engagement and productivity due to stress or perceived lack of inclusion.
- Skill gaps that could hinder strategic execution if development opportunities are limited.

Potential opportunities

- Strengthened innovation capacity through inclusive practices and supportive working conditions.
- Higher engagement, driving productivity and retention when workload and well-being are actively managed.

These risks and opportunities are linked to the two identified impacts, working conditions and equal treatment, but were not assessed as material in the DMA. They are presented to illustrate potential strategic implications.

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

POLICIES

S1-1 *Policies related to own workforce*

Introduction

Resurs has established a comprehensive framework of policies and instructions to ensure a healthy, inclusive, and fair working environment. These policies are embedded in the company's governance structure and are designed

to prevent, mitigate, and address negative impacts while promoting positive outcomes for both employees and the organisation. The policies apply to all employees across all entities and countries of operation, including permanent and temporary employees and consultants, ensuring consistency and fairness throughout the Group.

Human rights commitments

Resurs is committed to respecting and promoting human rights, fair labour practices, and equal opportunities within its own workforce. These commitments are integrated into the company's Code of Conduct, ESG Policy, and supporting governance documents on diversity and inclusion, health and safety, offensive treatment, and discrimination and whistleblowing. The policies aim to ensure fair, safe and inclusive working conditions and manage material impacts, risks, and opportunities related to employee well-being.

The company's policies cover fundamental rights such as freedom of association and collective bargaining, non-discrimination and equal treatment, fair pay and reasonable working hours, safe and healthy working conditions, and zero tolerance for harassment and discrimination. They also include explicit commitments to prevent human trafficking and all forms of forced and child labour.

Resurs prioritises Sustainable Development Goals 5 (Gender Equality), 8 (Decent Work and Economic Growth), 10 (Reduced Inequalities), and 13 (Climate Action) as particularly relevant to its workforce. These commitments guide policies on non-discrimination, diversity, employee well-being, and decent working conditions.

The company ensures respect for human and labour rights by preventing and addressing risks related to forced labour, child labour, discrimination, and harassment. It promotes fair pay, reasonable working hours, and a safe and healthy work environment. Engagement with the workforce is ensured through regular employee surveys, ongoing dialogue with trade union representatives, and access to an anonymous whistleblowing channel for raising concerns or grievances related to working conditions or human rights.

When adverse impacts are identified, Resurs follows defined investigation and corrective action processes to ensure effective remediation and prevent recurrence. These processes include the investigation of reported cases, implementation of corrective measures, and follow-up actions to provide remedy to affected employees and to address identified shortcomings. Compliance with these commitments is monitored through regular risk assessments and internal controls conducted by People & Culture, Risk & Compliance, and Internal Audit functions, following the three lines of defence model. Results and findings are reported to senior management and the Board as part of the annual sustainability and risk review.

Alignment with international standards

Resurs' approach is aligned with internationally recognized instruments, including the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. In addition, Resurs is a signatory of the UN Principles for Responsible Banking, reinforcing alignment with the UN Sustainable Development Goals and the Paris Agreement's 1.5°C target.

Working conditions

Resurs acknowledges that factors such as stress, inconvenient working hours, and inadequate wages can negatively affect employee well-being. To address these impacts the company has adopted a long-term, preventive approach that includes systematic work environment management, quarterly surveys, safety rounds, and risk assessments. Our Code of Conduct together with Remuneration Policy aim to support reasonable working hours, fair and transparent compensation, and a safe and healthy working environment that is free from harassment and discrimination. By fostering an environment that supports innovation, creativity, and continuous professional development, Resurs creates conditions for sustainable growth and reduces the likelihood of adverse impacts. Form

Equal Treatment and opportunities

Resurs actively promotes equal treatment and access to

opportunities for all employees. Code of Conduct, including routine on offensive treatment and discrimination, enforce zero tolerance for offensive behaviour, harassment, sexual harassment, reprisals, or discrimination. These documents explicitly cover discrimination based on gender, gender identity or expression, ethnic origin, religion or belief, disability, sexual orientation, age, pregnancy, parental leave, and trade union membership, as well as political opinion, national origin, and social origin, in line with EU regulations and national law. Recruitment, promotion, and remuneration processes are standardized and supported by objective assessment tools to minimize bias, and reasonable accommodation is provided for individuals with disabilities. Resurs aims to provide equal access to training, development, and career advancement for all employees.

To promote inclusion and support employees in vulnerable situations, Resurs implements positive action measures, including accessible locations and regular training for recruiters and managers on unconscious bias and inclusive hiring practices. Systematic work environment management includes quarterly surveys, safety rounds, and risk assessments. Reports of discrimination or harassment are handled through defined investigation and corrective action procedures, supported by a whistleblowing channel.

The company also monitors gender and age distribution, pay equity, and internal mobility, and conducts quarterly reviews of active measures against discrimination. Form

Implementation and procedures

Policies are implemented through defined procedures to prevent, mitigate, and act upon incidents of discrimination or harassment. Reports are investigated promptly, with clear reporting channels via managers, People & Culture, or safety representatives. Corrective actions are defined and implemented to address identified adverse impacts and provide remedy, and all cases are documented and followed up to prevent recurrence. Systematic work environment management includes annual follow-ups, employee surveys, and risk assessments. Internal audits and risk reviews are conducted under the three lines of defence model to ensure compliance.

Governance and accountability

The structure of the policies was updated during the reporting year; however, no significant changes were made to their contents. The CEO reviews the policies annually or as needed to ensure alignment with the regulatory landscape. The Board of Directors of Resurs Bank AB and Resurs Holding AB holds ultimate responsibility for establishing and reviewing these policies. The CEO is responsible for implementing these policies, monitoring compliance, and reporting to the Board. The CEO also reviews and updates policies annually or as needed and submits proposed changes for Board approval. Policies apply to the Board, Group Management, all employees, consultants and relevant third parties, including outsourced activities, ensuring consistent governance and accountability across the organisation.

ENGAGING WITH OUR WORKFORCES

SI-2 Processes for engaging with own workforce and workers' representatives about impacts

Code of conduct and ethical standards

Resurs has clear expectations regarding the conduct of employees, managers and Board members. The Code of Conduct, which provides guidance on how to navigate and handle complex situations that may arise, is adopted by the Board of Directors. A mandatory annual Code of Conduct e-learning programme applies to all employees and must be completed. This ensures that ethical principles are consistently understood and applied across the organisation.

Employee communication and transparency

Transparent communication is a priority. Group Management meets all employees at quarterly Town Hall meetings. In addition to the All-Hands meetings Resurs also provides a wide range of information and all formal policies via the company intranet. These channels ensure that employees have access to relevant information and opportunities for dialogue.

Employee engagement and feedback

Regular Resurs Pulse surveys and employee dialogues give

employees the opportunity to raise questions and give their views not only on the business but also on the work environment and their personal well-being. The survey is conducted four times a year.

The People & Culture department has regular meetings with employee representatives across all markets. Quarterly meetings are also held with Work Environment Committees. These structured forums ensure continuous dialogue and allow employees to influence decisions that affect their work environment.

Responsibility and oversight

The CEO has the ultimate responsibility for ensuring that the Code of Conduct is implemented and respected. Resurs regularly evaluates the effectiveness of its engagement with employees through multiple mechanisms. Resurs Pulse Pulse employee engagement surveys are conducted quarterly to assess satisfaction, trust in management, and perceptions of inclusion and dialogue. The results are reviewed by Group Management and discussed with employee representatives to identify areas for improvement.

Structured dialogues take place through cooperation bodies such as Work Environment Committees and regular meetings with employee representatives, where representatives provide direct feedback on working conditions, safety, and equality. The effectiveness of these mechanisms is assessed by monitoring participation rates, the number of issues raised and resolved, and the extent to which employee feedback leads to concrete actions or policy updates. Outcomes of this engagement have included for example joint workplace safety initiatives.

Social dialogue and collective agreements

The company does not have a Global Framework Agreement with international trade union organisations. As a bank operating in Sweden, Norway, Denmark and Finland, all employees are covered by national collective bargaining agreements and/or national labour legislation negotiated through employer associations such as Svensk Handel, the Finnish Commerce Federation (Kaupan liitto) and Finans

Norge, together with trade unions including Unionen, Akademikerförbunden, PAM and Finansförbundet. These agreements define binding standards on working conditions, pay, equality and occupational safety, and provide structured mechanisms for employee representation and social dialogue through union cooperation, safety delegates and work environment committees.

Commitment to human rights

The company is also a signatory to the UN Global Compact, reinforcing its commitment to the Ten Principles on human and labour rights. Commitments to human rights and working conditions are embedded in the company's Code of Conduct and ESG Policy, which apply across all operations. While no Global Framework Agreement exists, national collective agreements and established engagement channels support ongoing dialogue with workers' representatives and contribute to the protection of fundamental human and labour rights across the organisation.

Diversity and inclusion

To gain insights into the perspectives of different groups within our workforce, Resurs uses the quarterly employee survey Resurs Pulse. The survey includes demographic breakdowns that allow responses to be analysed by gender, age, employment type, and other relevant factors. This supports the identification of differences in experiences or perceptions between groups and informs targeted actions where needed.

Insights from Resurs Pulse play a key role in shaping decisions and actions that affect the workforce. Survey results are reviewed by Group Management and People & Culture to identify strengths and improvement areas, such as workload, leadership, communication, and inclusion. Based on employee feedback, targeted actions are developed within each business area, for example, we have provided feedback related leadership training. Results and planned actions are shared openly with employees to ensure transparency and follow-up in company intranet.

As this is Resurs' first reporting year under CSRD, no comparative assessment of workforce engagement processes

from previous reporting periods is available. The effectiveness of these processes will be evaluated in future reporting cycles.

Outcomes and continuous improvement

The effectiveness of the company's engagement with its workforce is also assessed based on concrete outcomes and follow-up actions resulting from employee feedback and dialogue.

During the reporting period, no significant conflict of interest was identified among the workforce. Minor differences in perspectives raised through engagement processes were addressed through dialogue in work environment committees and targeted actions, ensuring alignment and fair treatment across all groups.

Insights from the quarterly Resurs Pulse survey and ongoing discussions led to several concrete measures during the reporting period. For example, feedback indicating limited development opportunities resulted in the establishment of clearer career paths within the Engineering department and the launch of a structured talent and development programme, "Resurs Grow".

Progress and outcomes are followed up by Group Management and communicated internally to ensure transparency and continuous improvement.

Equal treatment

To meet the ESRS S1 requirements regarding vulnerable or marginalised groups, Resurs systematically assesses whether any groups within its workforce face higher or different risks or impacts. This assessment is carried out through demographic breakdowns in the quarterly Resurs Pulse survey, HR analytics (such as absenteeism, turnover and internal mobility), work environment risk assessments, and dialogue with safety representatives and employee representatives. These sources enable the company to identify potential patterns or differences in employee experience across demographic groups.

Based on the analysis conducted during the reporting

period, no specific groups within the workforce have been identified as experiencing systematically higher risks, negative impacts or barriers to participation in engagement processes. Observed differences have been limited and have been managed effectively within the current engagement mechanisms.

For this reason, the company has concluded that separate or targeted engagement processes are not necessary at this stage. Existing processes, including regular employee dialogues, quarterly Resurs Pulse surveys, engagement through employee representatives and work environment committees, are accessible to the entire workforce and have been assessed as reliable channels for raising concerns and providing input.

Resurs will continue to evaluate these indicators on an ongoing basis. Should future assessments reveal that any group faces disproportionately high risks or impacts, the company will implement additional or targeted engagement mechanisms to ensure meaningful participation and adequate protection.

EMPLOYEES' CHANNELS TO RAISE CONCERNS

S1-3 Processes to remediate negative impacts and channels for own workforce to raise concerns

Resurs is committed to providing its workforce with safe, accessible, and trusted mechanisms to raise concerns and ensuring that any identified negative impacts are promptly and effectively remedied.

Channels for raising concerns

Resurs provides several accessible and secure channels through which employees can raise concerns or report issues. These include direct dialogue with the closest manager, representatives, local employee representatives or trade union contacts, as well as Resurs' whistleblowing system.

The whistleblowing channel, available on both Resurs' intranet and public website, enables employees and others in a work-related context to report suspected miscon-

duct, unethical behaviour, or legal violations. Reports can be submitted anonymously either in writing or verbally by phone, and the system, operated by an independent external provider WhistleB, ensures that informants cannot be traced. Employees can also report directly to the Risk function, the impartial function responsible for the whistleblowing service by e-mail. All channels are designed to guarantee confidentiality, accessibility, and protection against retaliation, ensuring that every employee can safely raise concerns without fear of adverse consequences. WhistleB is the only thirdparty (external) channel used for whistleblowing. Other reporting routes (manager, People & Culture, employee representatives/trade unions, and the Risk function email) are internal channels.

Processes for providing or contributing to remedy

All grievances and whistleblower reports are managed through a structured process that ensures impartiality, confidentiality, and timely resolution. The Resurs' external whistleblowing system receives and secures all reports, while the Risk function acts as the impartial internal unit responsible for maintaining communication with the reporting person, following up on the report, and providing feedback.

Depending on the nature of the case, People & Culture and other relevant departments are involved to determine appropriate corrective or preventive measures. All cases are handled in compliance with applicable labour laws, collective agreements, and internal policies. Resurs has a zero-tolerance policy for discrimination and actively promotes equal opportunity, diversity, and a healthy and inclusive work environment. Resurs is committed to taking prompt and appropriate action whenever it identifies or becomes aware of a negative impact on its workforce. In such cases, the People & Culture department is responsible for involving relevant parties and initiates an investigation to determine the cause and extent of the impact and to ensure that appropriate remedial measures are taken. These measures may include corrective actions, policy revisions, training, or other necessary steps. Clear internal routines are available on the intranet to help employees understand where and to whom to turn in case of concerns

or incidents. To ensure that these actions are effective, Resurs conducts follow-up evaluations such as employee feedback surveys, case reviews, and trend analysis. This helps verify that the issue has been resolved and informs continuous improvement.

Awareness and visibility

Resurs ensures that employees are aware of available reporting channels and grievance mechanisms through regular internal communication, annual training and in our onboarding flows, all information is published on the intranet.

WORKFORCE-RELATED RISKS AND OPPORTUNITIES

SI-4 Taking action on material impacts on own workforce, and approaches to managing risks and pursuing opportunities related to own workforce, and effectiveness of those actions

Resurs acknowledges that its operations may have potential negative impacts on employees, particularly in relation to working conditions and equal treatment and opportunities, as identified in the DMA. These impacts include stress, inconvenient working hours, inadequate wages, unequal treatment, and limited access to opportunities. To address these, Resurs is committed to creating a healthy, inclusive, and equitable workplace that supports well-being, development, and long-term employability for all employees. Based on the DMA, no workforce-related risks or opportunities were assessed as material for the reporting period. However, Resurs continues to monitor workforce-related indicators and implement actions that support resilience, engagement, and long-term employability, even though these are not classified as material risks or opportunities.

Adopted actions and identification processes

Resurs has adopted a broad set of actions to manage these impacts and related risks and opportunities. Actions are identified through our systematic work environment management processes, including:

- Annual risk assessments and safe rounds
- Quarterly employee surveys (Resurs Pulse)
- Regular one-to-one dialogues and annual performance reviews

- Engagement with employee representatives
- Confidential reporting through our Whistleblowing policy.

These processes ensure that both actual and potential negative impacts are evaluated and addressed promptly.

Ensuring practices do not cause negative impacts

Resurs integrates workforce risk identification and mitigation into governance and daily operations. Key safeguards include:

- Systematic work environment management and annual reviews
- Clear policies and complemented governance documents, including routines for managing offensive treatment and discrimination, alcohol and drug abuse and work adaptation & rehabilitation
- Mandatory training for all employees
- Occupational health care and early support measures
- Confidential whistleblowing channel with follow-up
- Monitoring of workload, well-being and safety

Resources Allocated

Dedicated resources include:

- Personnel: Responsibility for the work environment follows the company's formal delegation structure, from the CEO to managers, supported by the People & Culture team and elected safety representatives who contribute to assessments and followup.
- Budget: Annual HR and operational budgets include funding for occupational health services, prevention and wellbeing initiatives, leadership and inclusion training, and employee engagement
- System and tools: HR dashboards, the Resurs Pulse survey platform, whistleblowing channels, and risk management tools enable ongoing monitoring, early issue detection, and structured followup of workforce-related impacts.

These resources are integrated into the company's annual HR and operational budgets and support the ongoing implementation and followup of actions related to material workforce impacts.

Managing conflicts between business interests and workforce risks

Potential conflicts are managed through governance processes that prioritise health, safety, and inclusion:

- Leadership accountability for work environment KPIs.
- Integration of well-being metrics into performance management.
- Escalation routines for psychosocial risks (e.g. workload-related stress, bullying, harassment or situations where employees feel pressured or exposed).

Key actions to prevent or mitigate material negative impacts

- Routines and action plans for offensive treatment and discrimination
- Diversity and inclusion initiatives
- Mandatory Code of Conduct, health & safety and compliance training
- Systematic monitoring of workload, well-being, and physical safety
- Occupational health services and early support for sick leave prevention
- Grievance channels and corrective actions, including confidential whistleblowing
- These actions aim to maintain a healthy, safe and inclusive working environment for all employees.

Tracking effectiveness

The effectiveness of all workforce-related actions is monitored through KPIs integrated into our engagement surveys, Health & Safety reporting, training records and workforce analytics. Key tools include:

- Resurs Pulse surveys (quarterly), including engagement and eNPS
- Mandatory training completion tracking
- Health attendance rate
- Turnover levels
- Case statistics from grievance and whistleblowing channels

Insights guide corrective actions, leadership interventions, and targeted development measures, ensuring continuous improvement.

Examples of improvements based on insights:

- Adjusted workload distribution following survey feedback
- Enhanced leadership training after engagement analysis

Addressing material negative impacts

No material negative impacts requiring remedy were identified during the reporting period. Where actual impacts occur, Resurs applies structured case handling under the Code of Conduct and routine for offensive treatment and discrimination, including:

- Immediate cessation of harmful conduct
- Mediation and dialogue facilitation
- Occupational health support
- Disciplinary actions where necessary

Follow-up and evaluation ensure preventive measures are strengthened.

During the reporting period, no material negative impacts linked to entities outside Resurs' direct control were identified. Should such impacts occur, Resurs seeks to use its leverage in business relationships through contractual requirements, collaboration with peers on responsible recruitment initiatives, and capacity-building measures such as training on workers' rights for partners.

Scope and time horizons

Most key workforce actions are ongoing and integrated into continuous work environment management. Annual activities include performance reviews, systematic work environment follow-up and active measures against discrimination. Resurs Pulse surveys take place quarterly with follow-up actions in each team. Leadership and capability development initiatives are multi-year and evaluated annually, while case-based improvements are implemented as needed.

Expected outcomes of our workforce actions include:

- Reduced negative impacts linked to offensive treatment, discrimination, and work environment risks such as excessive workload, psychosocial stress, and

- safety-related risks
- High health attendance
- Reduced voluntary turnover
- Strong engagement and motivation
- Improved psychological and physical safety
- Strengthened competence, innovation and long-term employability
- Inclusive and equitable working conditions for all employees

These outcomes are expected to support productivity, resilience and long-term business performance. Implementation of these actions does not require significant capital or operational expenditure.

METRICS AND TARGETS

TARGETS RELATED TO OWN WORKFORCE

SI-5, MDR-T Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

The workforce-related targets described below are designed to address the material impacts identified in the company's DMA under ESRS S1. These include negative impacts related to employee engagement, wellbeing, retention, competence development and compliance, as well as positive impacts related to a healthy, inclusive and high-performing workforce. Each target contributes to managing one or more of these material topics.

Workforce-related targets were originally set based on internal historical performance, external HR benchmarks from the Nordic financial sector and Resurs' strategic ambition to maintain a healthy, engaged and diverse workforce. The engagement target (≥ 70) reflects industry standards for "good" engagement levels, while the voluntary turnover target (< 12 per cent) was based on typical turnover ranges in the Nordic financial services labour market. The health attendance threshold (≥ 96 per cent) was derived from long-term internal averages and reflects the company's ambition to maintain high wellbeing and attendance. The 40/60 gender balance target follows commonly used

diversity guidelines stating that no gender should exceed 60 per cent. Although the targets were established several years ago, they are regularly assessed through quarterly Pulse survey results, HR data and Group Management reviews to ensure continued relevance.

The targets and performance are presented below and refer to the 2025 reporting period.

Target	Defined target	Unit	Actual performance	Performance vs target	Monitoring period	Methodology
Employee engagement	Maintain an employee engagement score ≥ 70	Score	75	Achieved	Quarterly	Quarterly Resurs Pulse survey, all employees
eNPS	Maintain an eNPS score > 14	Score	21	Achieved	Quarterly	Quarterly Resurs Pulse survey, consistent methodology
Health attendance	Maintain health attendance $\geq 96\%$	%	96%	Achieved	Annual, monitored monthly	HR & payroll data, stable methodology
Voluntary turnover	Maintain voluntary turnover below 12% on a rolling 12-month basis	%	9%	Achieved	Rolling 12 months	HR master data; minor timing differences immaterial
40/60 gender balance	60/40 gender balance, meaning that no gender exceeds 60%	%	56%/44%	Achieved	Quarterly	HR master data

Follow up and analysis

Resurs uses the results of target monitoring and related follow-up discussions to support learning and continuous improvement over time. Trends observed in employee engagement, wellbeing and turnover are analysed by Group Management and People & Culture to identify underlying drivers and emerging negative impacts. Where relevant, these insights inform decisions on organisational measures, leadership development and workforce initiatives. While no target revisions were made during the reporting period, the company considers the outcomes of this monitoring as an important input when assessing the continued relevance and ambition level of its workforce-related targets in future reporting periods.

Methodology

No material changes were made to workforce-related targets or metrics during the reporting period. The company transitioned its employee survey tool from Elete to Catalyst One Engage to improve data quality and system integration. This change did not materially affect the comparability of results but represents an improvement in data collection and analysis.

EMPLOYEE CHARACTERISTICS

SI-6, MDR-M *Characteristics of the undertaking's employees*

Methodology

The total number of employees 2025 is reported in this section (868 headcount), including the breakdowns by gender, country and type of employment, corresponds to the employee-related disclosures in the financial statements. The figure reconciles with the employee information presented in note G13 Personnel in the consolidated financial statements, which represents the most representative number for linking sustainability information with the financial reporting. Employee data is reported using a headcount approach, with all figures captured at the end of the reporting period.

Employee data is derived from Resurs' HR system and includes all permanent and fixed-term employees with an active employment contract during the reporting period. Headcount is reported as number of individuals, with departures captured based on contract end date. Consultants are excluded.

The employee turnover rate is calculated as the number of employees who left the company during the reporting period divided by the total number of employees at the end of the reporting period.

No material assumptions are applied. Data is maintained and verified through standard HR and payroll processes. Limitations are minimal and relate mainly to minor timing differences in contract processing, which do not materially affect reported figures. No external body has validated the data.

	2025
Gender	Number of employees (head count)
Male	490
Female	378
Total	868

Country	Number of employees (head count)
Sweden	770
Norway	33
Finland	60
Denmark	5

2025

			2025
Employee category	Female	Male	Total
Number of permanent employees	350	462	812
Number of temporary employees	28	28	56
Number of non-guaranteed hours employees	0	0	0
Number of full-time employees	352	463	815
Number of part-time employees	26	27	53

2025

	2025
Employee turnover rate (%)	13.48
Employees who left the company during the reporting period	117

COLLECTIVE BARGAINING

SI-8, MDR-M Collective bargaining coverage and social dialogue

Resurs has collective bargaining agreements in place within the European Economic Area (EEA). These agreements form an important part of the company's approach to social dialogue and ensure that employees' rights and working conditions are supported through established negotiation structures. In Sweden, Norway and Finland, 100 per cent of employees are covered by collective bargaining agreements. Resurs applies the same working conditions and terms of employment in all countries, regardless of whether collective agreements are in place or not.

The company does not have agreements related to representation through a European Works Council (EWC), a Societas Europaea (SE) Works Council, or a Societas Cooperativa Europaea (SCE) Works Council.

Methodology and data reliability

Information on collective bargaining coverage is derived from HR system records and verified through confirmation from union representatives. The methodology assumes that all employees covered by a collective agreement are correctly registered in the system. A potential limitation is the risk of inaccuracies if collective agreements have recently changed or if updates have not yet been reflected in the HR system. Such timing gaps may temporarily affect the completeness of the recorded coverage. Data related to collective bargaining coverage and social dialogue is not validated by any external body. All monitoring and verification procedures are conducted internally in accordance with established HR processes and agreements with union representatives.

	Collective bargaining coverage		Social dialogue
Coverage rate	Employees – EEA (for countries with ≥50 empl. representing ≥10% total empl.)	Employees – Non-EEA (estimate for regions with ≥50 empl. representing ≥10% total empl.)	Workplace representation (EEA only) (for countries with ≥50 empl. representing ≥10% total empl.)
0–19%			
20–39%			
40–59%			
60–79%			
80–100%	Sweden, Norway, Finland		Sweden, Norway, Finland

DIVERSITY METRICS

SI-9, MDR-M Diversity metrics

The following tables present Resurs' diversity metrics for 2025, covering gender distribution in top management and age distribution across the workforce.

Distribution of top management by gender	2025
Number of women in top management	2
Number of men in top management	6
Number of other employees in top management	0
Number of employees with gender not disclosed in top management	0
Percentage of women in top management (%)	25
Percentage of men in top management (%)	75
Percentage of other* employees in top management (%)	0
Percentage of employees with gender not disclosed in top management (%)	0

Distribution of employees by age	2025
Number of employees under 30 years old	253
Number of employees 30-50 years old	486
Number of employees over 50 years old	129
Percentage of employees under 30 years old [%]	29
Percentage of employees 30-50 years old [%]	56
Percentage of employees over 50 years old [%]	15

Methodology

The primary diversity indicators reported include gender distribution at top management level and age distribution across employee groups. These indicators are calculated using HR master data based on headcount as of the reporting date. Legal restrictions on the collection and processing of diversity-related data limit the company's ability to report additional diversity metrics. "Top Management" refers to Group Management. The diversity related data is not validated by any external body.

ADEQUATE WAGES

SI-10, MDR-M Adequate wages

Methodology

Resurs' remuneration metrics are based on data from the HR and payroll systems, covering all employees within Resurs. As a Nordic company, many of the employees are covered by collective bargaining agreements, which provide a structured framework for remuneration and ensure compliance with national labour market practices.

Resurs' remuneration policy explicitly states that pay levels shall not discriminate based on sex, transgender identity or expression, ethnicity, religion or belief, disability, sexual orientation, trade union affiliation, or age. To ensure equal pay for equal work, Resurs conduct annual pay gap analyses using the Heartpace tool, which enables a structured and objective comparison of remuneration data across genders and roles.

In addition, annual salary reviews are carried out through structured discussions with each employee, ensuring transparency and alignment with performance, responsibilities, and market benchmarks. All employees at Resurs are paid an adequate wage in line with applicable national benchmarks and collective agreements, ensuring that remuneration levels meet or exceed the standards defined for adequate wages in each country of operation. Adequate wage benchmarks are assessed with reference to applicable collective bargaining agreements, statutory minimum wage requirements where relevant, and established market pay practices in each country of operation.

Data for these assessments are derived from payroll systems and validated by People & Culture. No significant assumptions are applied beyond standard definitions of comparable roles and pay components. Minor variations may occur due to local collective agreements or market conditions, but these do not materially affect the accuracy or comparability of the reported information. The adequate wage-related data is not validated by an external body.

HEALTH AND SAFETY METRICS

SI-14, MDR-M Health and safety metrics

The below table presents Resurs' health and safety performance indicators.

	2025
Percentage of own workforce who are covered by the company's health and safety management system based on legal requirements and/or recognised standards or guidelines (%)	100
Percentage of own workforce who are covered by a health and safety management system which is based on legal requirements and/or recognised standards or guidelines and which has been internally audited and/or audited or certified by an external party (%)	0
Fatalities as a result of work-related injuries	0
Fatalities as a result of work-related ill health	0
Recordable work-related accidents	0
Rate of recordable work-related accidents	0
Cases of recordable work-related ill health	0
Days lost to work-related injuries and fatalities from work-related accidents and work-related ill health and fatalities from ill health	0

Methodology

Resurs measures health and safety indicators through regular workplace examinations, documented risk assessments, and risk and consequence analyses conducted ahead of operational changes. Risks, action plans, and the assessed severity of risks are documented, and mitigation measures are either implemented immediately or included in written action plans. Occupational injuries and incidents are reviewed to identify contributing factors and determine appropriate corrective actions.

Reporting includes the annual followup of systematic health and safety activities, monthly and annual monitoring of sick leave by managers and People & Culture

across several organisational levels, and documentation of preventive and rehabilitation initiatives. Incidents and work-related injuries are recorded in the current reporting system and examined by managers together with People & Culture. Employee surveys, safety rounds, and annual development dialogues complement these measurement processes and help identify health and safety-related issues.

The methodologies applied rely on regular documentation, collaboration with safety representatives, and employee participation to support the identification and followup of work environment risks. Limitations include potential underreporting of incidents, reliance on selfreporting, and variations in the consistency of documentation and followup processes. Health and safety-related data is not validated by any external body.

REMUNERATION METRICS

SI-16, MDR-M Remuneration metrics (pay gap and total remuneration)

The following table summarises the key remuneration metrics required under ESRS S116.

Gender pay gap	2025
Average gross hourly earnings, Female employees (SEK)	255.65
Average gross hourly earnings, Male employees (SEK)	342.83
Aggregated gender pay gap (%)	25.22

Annual total remuneration ratio	2025
Annual total remuneration ratio	12.8

Methodology

At Resurs, it is of key importance to identify and address any unjustified pay gaps, ensuring equal pay for equal work and promoting gender equality across the organisation. The company conducts annual salary surveys to systematically assess and remedy any unexplained differences between men's and women's pay. Resurs conducts pay

equity analyses in all countries where we operate, in accordance with each country's laws and regulations, and remuneration data from all countries is included in the Groupwide assessment using the same overarching methodology.

Resurs uses a digital salary review system to support structured and objective analysis. Salary data are collected from the HR system and all salaries are recalculated as full-time equivalents.

The assessment focuses on three main comparisons:

- Equal work – comparing salaries of women and men performing the same work.
- Equivalent work – comparing roles that, based on overall job requirements and responsibilities, are considered of equal value.
- Female-dominated vs. other roles – identifying differences where work in predominantly female roles is compensated differently from work with lower requirements but higher pay.

Median salaries are used as the primary metric to avoid skewing from extreme values. All employees are included in the analysis, and the results are validated in collaboration between People & Culture and employee representatives. Where pay differences cannot be justified by objective factors, an action plan for salary adjustments is developed, with legal requirements to implement corrections as soon as possible and no later than three years. The gender pay gap-related data is not validated by any external party other than the assurance provider.

The annual total remuneration ratio represents the ratio between the annual total remuneration of the highestpaid individual and the median annual total remuneration of all employees, excluding the highestpaid individual. Total remuneration data is derived from our payroll and HR systems and includes base salary, variable pay, benefits and employer social contributions. Data is measured on a fulltime equivalent basis for employees active during the reporting period. Figures are reported at individual level and aggregated for analysis. No significant assumptions

are applied, and minor timing differences related to contract updates or bonus payout periods do not materially affect the results. Data is compiled consistently across all business units and geographies. The total remuneration-related data is not validated by any external body.

INCIDENTS RELATED TO HUMAN RIGHTS IMPACTS

SI-17 Incidents, complaints and severe human rights impacts

Incidents and complaints received through Resurs' internal grievance and whistleblowing channels are assessed by People & Culture and Compliance against the Code of Conduct and human rights policies to determine whether they qualify as discrimination, harassment or severe human rights impacts.

During the reporting year, no incidents, complaints or severe human rights impacts meeting the S117 criteria were identified.

Limitations mainly relate to potential under-reporting, as the assessment depends on employees using available reporting channels. Human rights data is not validated by any external body.

S4 Consumers and end-users

Information-related impacts for consumers and/or end-users

STRATEGY

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

The protection of personal data is an integral part of Resurs' business model because the Group's operations involve the daily processing of large volumes of sensitive customer information. This creates material risks related to regulatory compliance, privacy and consumer trust. In the double materiality assessment, information-related impacts on consumers and end-users were identified as material, especially concerning the handling of personal data.

Resurs' internal handling of customer data, such as credit assessments, customer care interactions, complaint management and case handling, may lead to privacy risks if data is mishandled, accessed without authorisation or stored incorrectly. These impacts originate directly from Resurs' own activities and internal systems.

Certain information-related risks arise through business partners, in particular external data processors and cloud service providers that process personal data on behalf of Resurs. Impacts may occur if thirdparty providers fail to meet contractual or regulatory data protection requirements. Resurs conducts due diligence on these partners through preassessment, continuous monitoring and offboarding procedures to mitigate risks.

All customers may be affected by information-related impacts; however, certain consumer groups, such as minors, elderly customers and individuals with disabilities, may face a higher risk of harm in cases of privacy incidents or data misuse. Resurs therefore applies inclusive communication and design practices to ensure accessibility and

reduce the risk of disproportionate negative impacts. By embedding data protection into its operations and partner management processes, Resurs addresses material impacts and risks related to privacy and data security and ensures that its business model remains aligned with legal requirements and consumer expectations.

IMPACTS, RISKS AND OPPORTUNITIES

POLICIES

S4-1, MDR-P Policies related to consumers and end-users

Data protection governance and responsibilities

Resurs has a Data Protection Policy that aims to secure alignment with the General Data Protection Regulation (GDPR) and relevant national legislation. The policy applies to all processing of personal data across the Group, covering customers, employees, and partners. It defines roles, responsibilities, and procedures for lawful, transparent, and secure handling of personal data, including complaint management and breach notification.

The Data Protection Policy also supports Resurs' commitment to respecting the human rights of consumers and end-users in line with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. Compliance with these principles is monitored through established governance processes, including regular internal controls, incident management, complaint handling and oversight by the Data Protection Officer and Compliance function.

The policy applies to the Board, Group Management, all employees, consultants, partners, and contractors, including outsourced activities. Local adjustments require written notification and Bank approval. The CEO is responsible for implementing, monitoring, and reporting compliance, as well as reviewing and updating the policy annually or as needed. Resurs has appointed a Data Protection Officer (DPO), available through multiple contact channels to support individuals in exercising their rights under GDPR.

No personal data is processed without a valid legal basis

and careful consideration of both Resurs' legitimate interests and the individual's fundamental right to data protection. Transparency is ensured through clear and accessible information provided to data subjects, outlining the purpose, scope, and legal basis for processing.

Risk management in data protection is based on clearly defined roles, independent oversight, and continuous improvement, fostering trust and a culture of integrity and respect for privacy.

Additionally, Resurs' Complaints Policy aims to handle complaints efficiently and appropriately, provide feedback to both customers and the bank, and use input to improve operations. A well-functioning complaints process is essential for maintaining customer and public trust, and the bank must always show respect in customer interactions. No confirmed cases of non-compliance with the company's data protection obligations or the above-mentioned international standards relating to consumers and end-users were identified during the reporting period, either within Resurs' own operations or in the value chain.

DATA PRIVACY ENGAGEMENT PROCESSES

S4-2 Processes for engaging with consumers and end-users about impacts

Data protection processes and responsibilities

The CEO holds overall responsibility for ensuring that Resurs has well-functioning management of data protection matters. The data protection function provides advice, training and compliance monitoring to support the organisation in handling personal data lawfully, fairly and transparently.

Resurs has a well-established process for GDPR risk assessments, records of processing activities, and managing security incidents, including personal data breaches. Established routines ensure data subjects' rights are handled in compliance with GDPR. Information on data processing is available via Resurs websites and during purchase processes. Customers and other data subjects can contact Customer Care to exercise their rights.

Resurs evaluates that the processes are appropriate through operational controls, analysis and follow-up. In addition to Resurs assessment of personal data risk levels, guidelines, reports and investigations by authorities and established national and international court practice, are applied in matters relating to the right to respect for privacy, family life and correspondence, as well as the right to protection of personal data. This is then used for comparison with Resurs established data protection processes, so possible gaps can be identified and remedied.

Engagement with consumers and end-users occurs on an ongoing basis through day-to-day customer interactions, the handling of data subject requests, and the management of complaints and incidents, as well as in connection with changes to products, services or data processing activities. Insights from these interactions are documented and considered in operational decisions, prioritisation of improvement measures and updates to data protection processes.

Furthermore, customers can submit complaints directly to Resurs, where they are recorded in the bank's internal complaint management system. These complaints serve as a valuable source for identifying and prioritising necessary improvements based on customer feedback. Through the complaint handling process, the customer's perspective is incorporated into the bank's decisions regarding appropriate actions. The process includes follow-up, evaluation, and implementation of improvement measures. When engaging with consumers and end-users, Resurs considers that certain groups, such as minors, elderly people or individuals with disabilities, may be more vulnerable to privacy-related impacts. Information, communication and support channels are therefore designed to be accessible and understandable, and feedback from these interactions is considered when assessing data protection risks and appropriate measures. If any actions are required, they are managed in accordance with the bank's procedures for personal data breaches or customer complaints.

REMEDIATION PROCESSES

S4-3 *Processes to remediate negative impacts and channels for consumers and end-users to raise concerns*

Compliance with GDPR and handling of personal data

Resurs manages personal data incidents in line with GDPR and internal Data Protection Policy procedures. Governing documents define actions in case of personal data breaches or other incidents that may cause significant negative impacts. Effectiveness is regularly evaluated. All security incidents, including personal data breaches, are documented. Resurs has established routines for handling data subjects' rights.

Communication channels and escalation

Resurs values feedback from consumers and end-users, including suggestions for improvement, complaints, and general input. The primary channel for this is Customer Care. This is followed up through contractual terms and regular audits to ensure that consumers and end-users can raise concerns even during interactions with external partners. Through contractual requirements and regular follow-up, Resurs ensures that consumers and end-users interacting with external partners are informed about relevant complaint channels and can raise concerns related to personal data handling or other consumer-related issues.

Customers can submit complaints directly to Resurs, where they are recorded in the bank's internal complaint management system. These complaints serve as a valuable source for identifying and prioritising improvements based on customer feedback. Through the complaint handling process, the customer's perspective is incorporated into decisions regarding appropriate actions. The process includes follow-up, evaluation, and implementation of improvement measures. If any actions are required, they are managed in accordance with the bank's procedures for personal data breaches or customer complaints.

Consumers and endusers may choose how much personal information they provide when submitting a com-

plaint or concern, including through the online form. This means they can submit general feedback or concerns anonymously if they wish. While anonymous submissions cannot be processed as formal complaints or lead to a case-specific resolution, they are still reviewed as input to identify trends, signals of dissatisfaction, and potential areas for improvement.

If a customer is not satisfied with the initial response, they may escalate the matter by contacting the DPO or Complaints Officer by post or email. Should a customer remain dissatisfied following the final decision of the Complaints Officer, they have the right to escalate the matter to an external authority.

Information about complaint mechanisms and escalation options is communicated through Resurs' websites, contractual documentation and customer communication, and is designed to ensure that consumers and end-users are aware of their rights and available channels. The company applies principles of confidentiality and non-retaliation, ensuring that consumers can raise concerns without risk of adverse treatment.

The following outlines the procedures applicable in each country in which Resurs operates:

- **Sweden:**
The National Board for Consumer Disputes (ARN), the Financial Supervisory Authority (Finansinspektionen), the Consumers' Banking and Finance Bureau, the Consumer Agency (KOV), the Equality Ombudsman (DO), and the Swedish Authority for Privacy Protection (IMY).
- **Denmark:**
The Danish Consumer Board of Appeal (Forbrugerklagenævnet), the Banking Services Complaint Board (Pengeinstitutankenævnet), the Danish Financial Complaint Board (Det finansielle ankenævn), the Danish Consumer Ombudsman (Forbrugerombudsmanden), the Danish Financial Supervisory Authority (Finanstilsynet), and the Danish Data Protection Agency (Datatilsynet).

- **Norway:**
The Norwegian Financial Services Complaints Board (Finansklagenemnda), the Norwegian Consumer Authority (Forbrukertilsynet), and the Norwegian Data Protection Authority (Datatilsynet).
- **Finland:**
The Finnish Consumer Disputes Board (Konsumenttvistenämnden), the Finnish Competition and Consumer Authority (Konsumentverket/Konsumentombudsmannen), and the Office of the Data Protection Ombudsman (Tietosuojavaltuutetun toimisto).

Information about these options is available on Resurs' websites.

Evaluation from the user perspective

Resurs regularly evaluates the complaints handling process from the consumer and end-user perspective, with a focus on accessibility, fairness, timeliness and perceived effectiveness of the channels. This evaluation is carried out through analysis of complaints management, assessing how effectively cases are handled and resolved. The results are used to identify areas for improvement and to ensure that channels are effective, accessible, and perceived as fair by consumers and end-users.

Data processors and due diligence

Resurs engages data processors that handle personal data on its behalf. Before onboarding a new processor, Resurs takes several steps to ensure data protection and security, including:

- Assessment of potential data processors before a contract is established, to ensure that appropriate technical, organisational and contractual complementary measures are in place, to ensure compliance with the GDPR requirements and to fulfil contractual obligations.
- Monitoring that established data processors maintain and continue to develop the security aspects of handling personal data.
- Off-boarding phase to ensure that the data processor returns and erases all personal data in accordance with the established data processor agreement

Transparency and accessibility

Resurs provides clear and accessible information about how personal data is collected, the purpose of processing, legal grounds, and how data is handled during and after the customer relationship. This includes forms for requesting data access and contact details for the DPO, Customer Care, and relevant authorities.

CONSUMER PROTECTION AND DATA PRIVACY ACTIONS

S4-4, MDR-A Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

Resurs participates in industry initiatives such as the Swedish Bankers' Association and data protection forums, where joint projects and common positions are discussed. The purpose is to strengthen consumer protection and ensure a high level of data integrity. Through these initiatives, we contribute to developing industry standards and solutions that address material impacts on consumers.

Management of specific negative impacts

In addition to data protection, Resurs focuses on minimising risks related to product design and marketing. The company has implemented procedures for reviewing new products and campaigns before launch to ensure that they do not result in misleading information, excessive credit granting, or other negative effects on consumers. This review includes ethical guidelines, transparency requirements, and assessments of potential consequences for customers' financial and personal integrity.

Actions to capture opportunities

Resurs sees data protection and responsible marketing as an opportunity to strengthen customer trust and create competitive advantages. By providing clear information, simple processes for exercising rights, and secure digital solutions, the customer experience is improved. The company invests in innovations that make access to financial services easier in a safe way, which strengthens relationships with consumers and contributes to longterm sustainability.

Business practices to avoid negative impacts

Resurs has established internal instructions for marketing and the use of personal data that ensure business activities do not cause harm. This includes requirements for clarity in communication, a prohibition on aggressive sales practices, and a strict policy for data collection and profiling. Marketing materials and digital concepts are subject to review as part of Resurs' standard internal processes, which include checks performed by relevant functions such as Legal and Compliance.

As identified in the materiality assessment, inadequate data protection can lead to privacy violations and financial harm and reputational risks. Resurs mitigates these risks through a comprehensive framework of policies, instructions, and routines embedded in its overall risk management system.

Important tasks to secure data protection and mitigate risks include:

- Conducting risk assessments in different situations and performing Data Protection Impact Assessments (DPIAs).
- Handling personal data breaches promptly and effectively.
- Maintaining an accurate Record of Processing Activities (ROPA).
- Informing data subjects about data processing and managing their rights requests.
- Developing and maintaining systems in compliance with GDPR.
- Continuously improving internal procedures to strengthen data protection.

Resources allocated to managing material impacts

Management of material impacts related to data protection and consumer protection is integrated into Resurs' core operations. Resources allocated include personnel, systems and operational funding.

Personnel resources include the Data Protection Officer (DPO), privacy specialists and compliance functions responsible for oversight, risk assessment and follow-up.

System support includes GDPR compliance tools, monitoring systems and secure IT infrastructure supporting data protection processes. Costs related to training, audits and continuous improvement of data protection practices are covered through existing operational budgets. No significant dedicated capital expenditure or additional operational expenditure has been required beyond these operational resources.

Training

Resurs also provides annual mandatory training in personal data processing in accordance with GDPR. The purpose is to ensure that employees possess a high level of awareness and knowledge regarding the handling of personal data and how to report any personal data breaches. Follow-up is carried out ongoing to make sure that employees have completed training in the handling of personal data.

Follow-up

Resurs has established monitoring systems to adapt processes to new EU regulations, practices, and guidelines. Customer complaints trigger evaluation and remedial actions through structured processes. Annual reviews of personal data handling are conducted, and updates are published on the company website. New systems and processes are assessed to maintain compliance with data protection principles.

If Resurs causes harm to an individual due to insufficient data protection procedures, the individual is entitled to compensation in accordance with applicable legislation and internal procedures.

Data Protection Officer

The DPO plays a central role in Resurs' data protection governance. Acting as the Group's primary point of contact with Data Protection Authorities (DPAs), the DPO ensures effective cooperation and compliance with GDPR requirements. The appointment and contact details of the DPO are communicated internally to all employees and published on the Group's websites for transparency.

The DPO's responsibilities include:

- Advising the Group and its employees on GDPR obligations and related legal requirements.
- Monitoring data processing activities across the organisation using a risk-based approach.
- Participating in assessments, handling data protection breaches, and conducting reviews according to an annual plan set by the DPO.
- Ensuring that structured processes such as DPIAs and balancing of interests are applied consistently.

The DPO operates independently and must not hold operational responsibility for data processing or compliance; these responsibilities rest with process owners and operational departments. This independence ensures objectivity in oversight. The DPO also maintains strict confidentiality and provides secure channels for employees to report flaws in data protection procedures anonymously.

To strengthen governance, the DPO reports quarterly to the CEO and annually to the Board, providing updates on compliance status, regulatory changes, and risk appetite. These reports include statistics on data subject requests and personal data breaches, supporting informed decision-making at the highest level.

Additional Governance Measures

To determine whether personal data processing is appropriate, necessary and fair, Resurs has implemented structured processes such as DPIAs, balancing of interests, and product lifecycle assessments. These processes are part of the Group's broader risk management framework and aim to identify and mitigate risks to individuals' rights in accordance with the principle of proportionality.

Resurs ensures that personal data is processed only as long as necessary for the intended purpose and in accordance with regulatory or legal requirements. In some cases, data may be retained beyond the duration of a customer agreement to meet obligations related to anti-money laundering, accounting, capital adequacy or legal compliance.

Complaints Handling

Resurs also has a designated Complaints Officer responsible for the overall complaints handling process as well as the continuous improvement process. In addition, there are three locally appointed complaints specialists. Resurs complies with the regulations of the Swedish Financial Supervisory Authority (Finansinspektionen) concerning the processing time of registered complaints. Complaints must be handled within 14 days, and customers are informed if investigations require more time.

Effectiveness and Governance

Effectiveness is maintained through structured monitoring, stakeholder feedback, and continuous improvement processes. These measures aim to protect consumers and end-users, mitigate risks, and strengthen trust in Resurs' handling of personal data.

During the reporting period, no severe human rights issues or incidents connected to consumers or end-users were identified in Resurs' operations or value chain.

METRICS AND TARGETS

TARGETS RELATED TO DATA PRIVACY

S4-5, MDR-T, MDR-M Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Targets

Resurs strives to minimise the number and impact of personal data incidents. This ambition forms part of the company's accountability strategy as outlined in the Data Protection Policy and aims to ensure compliance with the GDPR. Consumers and end-users have not been directly engaged in the process of setting targets or in tracking performance against targets. Their perspectives are considered indirectly through the double materiality assessment and ongoing dialogue with key stakeholder groups.

The target to minimise the number and impact of personal

data incidents is a process-based target that applies on an ongoing basis. The baseline year for monitoring trends and performance is 2025, which represents the first reporting year under CSRD. Progress against this target is assessed annually through internal controls, incident reviews and management reporting. No fixed numerical reduction target has been set, as the objective is to prevent incidents entirely and to ensure continuous improvement in data protection practices over time.

To ensure this ambition is met, Resurs has implemented the following structures and processes:

- Maintaining updated records of personal data processing activities, including impact assessments.
- Enhancing internal processes and procedures for data protection to strengthen compliance.
- Activities led by the DPO, such as audits, reporting to management, and participation in impact assessments.
- Increasing awareness and compliance in daily operations through training and communication.

Progress is monitored through regular internal controls and reporting to ensure that measures are effective and that risks to consumer data privacy are proactively managed. For transparency, metrics on the number of complaints submitted to Data Protection Authorities are disclosed; however, this figure is not subject to specific numerical targets. There are no plans to set a fixed target for the number of complaints, as the company operates under a principle of continuous improvement. This is because the number of complaints may be influenced by external factors such as regulatory focus or reporting behaviour and is therefore not considered a suitable indicator for setting numerical reduction targets.

Regarding GDPR incidents each incident is reviewed individually, and corrective actions are taken to prevent similar occurrences in the future. This process is handled internally without external oversight. To mitigate this risk of customer/data breaches Resurs has set a target that 100 per cent of employees must complete the annual mandatory GDPR training. This ensures that every employee understands their responsibilities regarding data protection, helping to

maintain compliance and reduce the likelihood of breaches.

Metrics

- Resurs tracks key metrics to monitor compliance and performance, including:
- Number of complaints to Data Protection Agencies (DPAs)
- Percentage of all complaints related to the protection of personal data.
- Completion rate of mandatory training in Data Protection.

Completion rate of mandatory training in Data Protection, Let's get practical with GDPR, was 100 per cent in 2025 and can also be seen in table *Employees that have completed mandatory trainings* on page 98.

Number of complaints to Data Protection Authorities are presented in the table beside. The disclosure aims to increase transparency regarding the volume of GDPR-related interactions. Complaints related to data protection are reported to the DPO by the Complaints Officer. Resurs' uses internal systems to register, manage, and monitor both enquiries and complaints from data subjects. For these metrics, data is collected directly from individuals and supervisory authorities. These metrics concern the entire Group and have not been validated by another external body. The definitions and methodologies applied are intended to remain consistent over time to ensure comparability in future reporting periods. Metrics are compiled based on records from internal incident management systems, complaints registers and training platforms. No material assumptions are applied beyond standard definitions of complaints, incidents and completion status. Data is assessed consistently across reporting periods to support trend analysis over time.

Number of complaints to Data Protection Authorities

Country	2025
Sweden	8
Norway	2
Finland	2
Denmark	1
Total	13

	2025
Received complaints related to the protection of personal data (%)	8

Entity specific topic – Information security

STRATEGY

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Resurs' strategy to deliver digital services and products is inherently linked to the collection, processing, and storage of consumer data. These activities generate actual and potential impacts on consumers and end-users, particularly in relation to data privacy, cybersecurity, and ethical data use. To mitigate these risks, Resurs integrates cybersecurity and privacy-by-design principles into its product development lifecycle and operational processes. This strategic alignment supports the protection of consumer rights and the preservation of digital trust, while fostering resilience in a rapidly evolving digital landscape.

In 2025, the security threat landscape continued to evolve negatively. New techniques are being introduced to enhance security, in parallel with cyberattacks becoming more sophisticated due to the emergence of AI-driven capabilities. Cybercriminals are increasingly incorporating AI into social engineering, deepfake, and identity-theft, making these methods more sophisticated and harder to detect, particularly when targeting financial institutions, their customers, and third-party providers for financial gain.

The digitalization of society in common and the growing interconnectedness of the financial sector has expanded the attack surface. At the same time, nation-states, state-sponsored and other groups have intensified disruptive operations, including DDoS (distributed denial-of-service) and supply-chain attacks, threatening critical financial infrastructure and undermining trust in the system or making their voice heard.

Maintaining confidence and stability in the financial system remains a central challenge for 2025 and coming years. Robust cybersecurity and data protection are essential for safeguarding customer information and

ensuring operational resilience. Resurs' proactive approach to cybersecurity and data governance presents opportunities to differentiate as a trusted provider of secure digital services, enhancing customer loyalty, supporting competitive advantage, and aligning with the company's strategic objective of resilient digital transformation.

Scope and impacted groups

The scope of this disclosure includes all consumers and end-users who interact with Resurs' digital platforms, products, and services globally. Risk assessments and mitigation strategies are inclusive of all materially impacted user groups. Consumers using online services, mobile applications, and connected devices are most exposed to cybersecurity risks. Vulnerable groups include minors, elderly users, and individuals with limited digital literacy, who may be more susceptible to phishing, social engineering, and privacy violations.

Nature of risks

Material risks may be systemic or incident specific. Systemic risks include large-scale data breaches or supply-chain vulnerabilities that affect broad user segments. Individual incidents may involve targeted cyberattacks or unauthorized data access through specific business relationships or third-party vendors. Resurs monitors both types of risks and implements controls to prevent recurrence and escalation.

To mitigate these risks Resurs implements advanced security measures, including encryption, continuous monitoring, and awareness campaigns. These actions aim to reduce the likelihood and severity of cybersecurity incidents and protect all users, contributing to a safer digital environment. Additionally, Resurs' cybersecurity awareness programs are designed to empower users to make informed decisions and engage safely with its services, further minimising potential harm.

Material risks and opportunities

Information security breaches, such as phishing, malware, identity theft, denial-of-service attacks, and other cyber threats, pose significant risks to consumers and end-users

by disrupting services and potentially exposing or compromising sensitive personal data. Such breaches can lead to unauthorized access, data loss, or misuse of personal information, resulting in privacy violations, financial harm, psychological distress and service outages. For Resurs, these breaches represent a material operational risk with serious implications for legal compliance, potential regulatory sanctions, and reputational damage.

A high standard of information security is essential and expected by consumers, partners, regulators and society, to effectively mitigate information security threats and risks. Resurs' information security work is based on a structured Information Security Management System (ISMS), aligned with applicable laws and inspired by international best practices such as ISO 27001. The ISMS ensures that information and IT systems are protected throughout their lifecycle, from implementation to decommissioning.

Key principles include:

- Classification of information based on confidentiality, integrity, and traceability.
- Clear ownership of all IT systems and services.
- Identification and documentation of critical information and ICT assets, including third-party dependencies.
- Proportional and risk-based security measures.
- Encryption of sensitive data, both at rest and in transit.
- Logging of system events to detect and prevent unauthorized access.
- Continuous monitoring, incident reporting, and improvement of security measures.
- Ensuring all personnel have the necessary knowledge to maintain the intended security level.

Fostering a strong culture of security is central to Resurs' strategy. Through continuous awareness programs and training, Resurs strengthens defences against cyber threats, protects confidential data, and minimizes the risk of human error. This approach enhances our ability to maintain stable operations, meet regulatory obligations, and safeguard essential resources, while positioning Resurs as a leader in digital trust and security.

POLICIES RELATED TO INFORMATION SECURITY

MDR-P *Policy related to information security*

To address identified risks and safeguard customers' and end-users financial information, Resurs' information security management system consists of a set of information security policies, instructions and routines aligned with leading standards and best practices. These are communicated through the company's internal intranet (HUB) and are not shared externally.

The policies are developed based on regulatory requirements, risk assessments and recognised international standards. Given the security-sensitive nature of information security governance, external stakeholder involvement in policy design is limited.

Information is a strategic asset. "The right information with the right quality, at the right time, in the right place to the right people" is pivotal to Resurs' ability to deliver to the customers and to achieve its goals. Information that reaches unauthorized persons, is wrongful or manipulated, or not accessible when it needs to be, can cause major damage to Resurs' operation, incur costs, and affect trust negatively. Information therefore needs to be protected in accordance with the Security policy. Physical security of premises, facilities, and data centers contribute to the overall security in Resurs. The purpose of the Security policy is to establish the framework and direction of how Resurs works with risks related to information security, physical security and IT. Rules on how to manage risks related to Information Security, Physical Security and IT are described in the Risk Policy. Resurs' Business Continuity Management (BCM) process is based on the standard ISO 22301. The Banks rules of BCM are described in the BCM Policy. The Bank's work on information security is based on ISO 27000 framework. Security for employees is described in instructions related to the policies within Security.

The policies cover the Board, the Management, all employees, consultants, partners, agents, and contractors and is applicable to all parts of the operations and includes activities and areas outsourced to another party. The CEO

is responsible for implementing, monitoring and reporting compliance with the policies. It is also the CEO's duty to annually or as needed assess and update the content of the Security policy and present it to the Board, with any proposed changes. The Security policy covers the security areas: Information security, Cyber security, Physical security.

It also outlines systems for information security management and awareness and training. The policy also defines Resurs security objectives within security:

- Protect customers, employees, information, reputation and infrastructure from security threats through robust cyber and physical security measures.
- Enable trusted, compliant, and resilient operations by securing critical systems, data and facilities.
- Promote a strong security culture through role-based awareness, annual training and proactive risk management across the organisation.

To mitigate the risk of information security breaches, Resurs implements measures defined in its ICT (Information and Communication Technology) Policy and Security Policy. These include maintaining robust digital operational resilience, strong cybersecurity, and high standards of customer protection across all information and transaction flows, including third-party providers. The ICT Policy establishes continuous ICT risk management and a proactive approach, both short- and long-term, that involves ICT processes to protect the customer data.

Resurs works to protect sensitive data and maintain operational integrity through measures such as encryption, access control and incident response processes. This measures support efforts to reduce the risk of data breaches that could affect data privacy and human rights. For more information see *Information-related impacts for consumers and/or end users* on page 83.

INFORMATION SECURITY MEASURES AND OPERATIONAL PRACTICES

MDR-A *Information Security Measures and Operational Practices*

Protecting customers' data and assets is a fundamental

part of Resurs' responsibility and commitment to long-term trust. At Resurs we continuously monitor the threat landscape, identifies and analyses security vulnerabilities, and implements preventive measures to mitigate potential risks before they affect customers or the bank.

Resurs strives to maintain high awareness of information security among both employees and customers. governance frameworks, and employee awareness. A strong security culture underpins our technical measures. All employees undergo annual and role-based training in information security. Each year, a security month is organised, featuring lectures and sessions designed to inform employees about current security issues. In addition, regular information sessions and continuous simulated phishing tests further maintain and reinforce awareness throughout the organisation. Through ongoing awareness campaigns, training, and simulation exercises, employees are equipped to identify, prevent, and respond to cyber threats. This focus on culture significantly reduces the risk of human error and enhances the organisation's overall resilience.

Resurs approach to cybersecurity is founded on internationally recognised standards and best practices. These frameworks guide the structure of the control framework, which governs all aspects of information protection from policy and control design to monitoring and continuous improvement.

The organisation manages business continuity and third-party security as part of its operational resilience framework. This includes assessing vendor and partner security postures, enforcing contractual and operational controls, and maintaining strict requirements to ensure external parties meet the same high standards as our internal operations. Robustness of contingency and recovery plans is regularly tested to ensure preparedness for potential disruptions.

Resurs engages with customers proactively or upon request when security-related matters arise. All relevant security inquiries are addressed in a timely and transpar-

ent manner. Customer security is a shared responsibility between Resurs and its customers. Resurs' terms and conditions clearly outline customers' risks, responsibilities, dispute resolution procedures, and liabilities, ensuring a common understanding of respective roles in maintaining secure banking relationships.

The Chief Security Officer (CSO) organisation plays a pivotal role in safeguarding, overseeing and managing Resurs security strategy. This encompasses both information security, and cybersecurity. At the core of its responsibilities is the development and maintenance of the security policies, instructions, and procedures. The CSO organisation is responsible for managing the information security in accordance with applicable regulatory requirement and best practices.

Risk management is another critical function, involving the identification and assessment of security risks, the implementation of mitigation strategies, and regular reporting on the organisation's risk posture to executive leadership and the board.

The cybersecurity team handles incident detection and response, threat intelligence coordination, and vulnerability management. The team also oversees Identity and Access Management (IAM), ensuring robust authentication and authorization mechanisms, and managing user access rights and privileged accounts. Security architecture and engineering efforts focus on designing secure systems and infrastructure and reviewing the security aspects of new technologies and projects.

The CSO reports to CTO (Chief Technology Officer) and the team works in strong collaboration across legal, risk, compliance, engineering, and business units is essential to ensure a unified and effective security posture throughout Resurs.

METRICS AND TARGETS

TARGETS RELATED TO INFORMATION SECURITY

MDR-T *Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities*

Resurs has established a measurable target related to information security, focused on strengthening prevention, awareness and compliance across the organisation. The target requires that all employees complete mandatory annual training in information security and data protection.

The target is process based and continuous, aiming to maintain a consistently high level of information security rather than achieving a one off quantitative outcome.

The scope of the target covers all employees and applies to the entire organisation and all operations where information assets and personal data are processed.

Methodologies and significant assumptions

The target is defined based on the company's mandatory information security training requirements. Performance is monitored through internal reporting systems that track training completion rates.

METRICS RELATED TO INFORMATION SECURITY

MDR-M *Metrics for information security*

Metrics for the mandatory e-learning Become a security champion - IT Security education, can be found in table *Employees that have completed mandatory trainings* on page 98. The metric is calculated as the proportion of employees who have completed the mandatory information security training, based on completion data recorded in the company's learning management system.

Entity specific topic – Sustainable credit lending

STRATEGY

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Resurs' business model is built on promoting financial inclusion through responsible and sustainable credit lending. With more than six million private customers in our database across the Nordic region, Resurs plays a central role in providing payment solutions and financing. This position creates both opportunities and responsibilities.

One of the most significant sustainability matters for Resurs is the risk of over-indebtedness among consumers and end-users. This risk is systematic rather than isolated, as it can affect large segments of the customer base if credit is granted beyond repayment capacity. Unmanaged risk can lead to financial hardship, long-term exclusion from the financial system, and reduced trust in financial institutions. These outcomes not only impact individuals but also pose material risks to Resurs' reputation, regulatory compliance, and long-term value creation. To identify which consumers are most exposed to this risk, Resurs applies clear criteria in its credit assessment process, including income level, employment status, age and life stage, existing debt obligations, and indicators of financial vulnerability such as recent life changes. This segmentation enables Resurs to differentiate risk exposure across customer groups and informs credit decisions and targeted support measures.

To embed sustainability into its business model and strategy, Resurs integrates responsible lending principles into its core operations. This includes continuous improvement of data-driven credit assessment models, proactive adjustment of credit limits across markets, early intervention processes to support customers facing payment difficulties, and strategic investments in financial literacy initiatives with a focus on young people and financially vulnerable

groups. These measures reduce the risk of over-indebtedness, strengthen financial resilience, and promote sustainable personal economies.

POLICY FOR SUSTAINABLE CREDIT LENDING

MDR-P Policy for sustainable credit lending

As identified in the DMA, Resurs' policy for sustainable and responsible credit lending – implemented through the internal guideline Sustainable and Responsible Credit Lending – Appendix 1, is the central governance instrument for addressing both the material impact “Overindebtedness among consumers and endusers” and the material risk “Risk of overindebtedness and repayment abilities.”

The policy sets the principles, requirements and processes aimed at mitigating the risk of overindebtedness by ensuring that customers' repayment ability is thoroughly assessed. The credit assessment is based on policy rules, statistical models, credit bureau information, customer-provided data and internal behavioral history. The work is supported through ongoing monitoring of relevant KPIs, and in cases where negative deviations are identified, analyses and corrective actions are taken in accordance with established routines. In this way, the policy and its implementing guidelines provide a robust framework that promotes responsible lending, while acknowledging that some residual risk can never be fully eliminated.

The policy applies to all creditlending activities across the Nordic markets and covers the full customer journey, from product design and marketing to credit assessment, customer service and payment followup. The implementation guideline specifies clear boundaries for when credit cannot be granted, including cases of payment defaults, excessive debt levels or insufficient repayment capacity. These operational limitations ensure responsible lending and protect customers from financial harm.

The CEO is the most senior level accountable for the policy and its implementing guidelines, supported by the credit and risk functions.

The policy aligns with all relevant laws, regulations and industry standards, including credit assessment requirements and external credit bureau data. It emphasises transparent credit processes, support for customers facing payment difficulties, and educational initiatives that strengthen financial resilience, thereby addressing the impact on consumers while also managing repaymentability risk. Internal stakeholders contribute through reporting channels for deviations and improvement needs.

The guidelines are available to employees through internal governance documents and form part of training and operational routines. External communication takes place through customer information, credit assessment practices and educational initiatives. Internal channels allow for reporting of deviations that may lead to overindebtedness or incorrect credit decisions.

ACTIONS TO PROMOTE AND EMPHASISE SUSTAINABLE CREDIT LENDING

MDR-A Promote sustainable and responsible credit lending

Governance and approach to sustainable credit lending

Access to credit plays an important role in supporting households' and individuals' financial stability. As a lender, Resurs contributes to this by promoting responsible and sustainable credit lending practices that aim to reduce the risk of overindebtedness and support long-term financial resilience among customers. This responsibility forms part of Resurs' material impacts and risks, as identified in the double materiality assessment, and guides the company's efforts to strengthen financial inclusion and responsible credit behavior.

Data-driven credit assessment and risk mitigation

To meet this responsibility, Resurs employs well-documented and thoroughly tested credit assessment models, using credit reports, customer-provided information, and internal data to systematically evaluate repayment capacity. Scoring models are also used to calculate and ensure both current and future repayment ability, helping customers borrow within their financial means. All models and scorecards are monitored and evaluated on a quarterly

basis. Continuous improvements provide deeper insights into customers' financial situation and enable more accurate and responsible credit decisions.

Resurs continuously enhances its data-driven credit assessment models to gain deeper insights into customers' financial situations. These improvements enable more accurate and responsible credit decisions, reducing the risk of over-indebtedness and supporting the development of sustainable personal economies and promoting long-term financial sustainability.

An additional measure to reduce risk, applied, when necessary, is to adjust maximum credit limits. For example, Resurs may lower the maximum credit amounts offered to customers across all four of its markets when needed to help mitigate the risk of over-indebtedness. No reductions of credit limits were made during 2025, however, significant reductions were implemented in previous year when deemed necessary.

Certain measures, such as credit limit adjustments, are not time-bound but are applied when predefined risk thresholds or market conditions indicate increased risk of over-indebtedness.

In parallel, the company actively integrates sustainability considerations into its evaluation of risk appetite, considering relevant ESG-related risks. This integration ensures responsible decision-making, contributes to long-term value creation, and is updated annually in the company's risk policy.

To further support customers, Resurs has dedicated debt collection teams focused on early intervention, aiming to prevent cases from being transferred to external debt collection agencies. This proactive approach helps maintain customer trust and financial stability.

All these efforts are part of Resurs' ongoing operational development and sustainability strategy, aimed at fostering a healthier credit ecosystem, promoting financial literacy, and empowering individuals to make informed financial decisions.

Promoting sustainable credit lending

Responsible credit lending aims to support individuals in managing their finances sustainably, both in the short- and long-term. Through partnerships and social engagement, Resurs works to promote financial awareness and strengthen customers' ability to make informed financial decisions, with particular focus on young people and those entering the labor market. These initiatives are intended to contribute to more resilient personal finances and to support financial inclusion over time.

Resurs' social commitment is expressed primarily through organisations and initiatives that aim to help people take control over their lives and their futures.

Resurs works both digitally and in the community with various types of initiatives to strengthen people's knowledge of everyday economics, thereby contributing to society. The initiatives are part of the long-term strategy and are carried out continuously throughout the year. Special focus is placed on Young People & Economy, within which Resurs works in schools in the Helsingborg area in Sweden, where Resurs has been headquartered for nearly 50 years. This gives us extra responsibility for our local area.

Through MyEconomy, our digital course on how to balance your personal finances, we reach people in Sweden, Norway, Denmark and Finland. Resurs also supports Betalningshjälpen – a collaboration between Mastercard, SPF and banks in Sweden.

Resurs' ambition is to help increase knowledge and understanding of finances in society, especially among young people. As part of this ambition, we meet with sports clubs, for example, to provide young members with the tools, knowledge and inspiration to balance their everyday finances. Resurs Friends sponsors local associations and organisations in Sweden, Denmark, Norway and Finland and, as part of the sponsorship, we offer education in everyday economics.

Among other initiatives, Resurs participates in the nationwide campaign Svårlurad! together with the Swedish

Bankers' Association and Sweden's other banks, in order to raise awareness about being more vigilant against fraud. Resurs wants to give people the right tools to protect themselves, as well as comprehensible information for everyone.

Handling payment difficulties (when over-indebtedness threatens or has occurred)

Resurs emphasizes that the responsibility for credit lending extends throughout the entire customer journey, all the way to final repayment. When a customer experiences payment difficulties, the company has specific routines in place:

- Continuous follow-up: The company continuously tracks and analyses its customers' risk profiles and contacts customers who have a missed payment. A friendly SMS reminder is already sent to the customer after 1 day past due, regardless of the country.
- Dedicated case handlers: Each market has several dedicated case handlers, with specific training in contacting, informing, and assisting customers who are late with their payments.
- Managing life changes: The company supports customers who experience payment difficulties due to life changes, such as illness or divorce by special payment arrangements such as payment plans, interest rate freeze and temporary deferrals.
- Payment arrangements: Resurs measures its ability to assess customers' repayment capacity by analysing the proportion of payment arrangements that customers with payment difficulties have successfully managed.
- Avoiding debt collection: Resurs prioritises early and constructive dialogue with customers who experience payment difficulties. Dedicated early collection teams work proactively to identify emerging challenges and offer suitable support measures at an early stage, with the aim of reducing the need for transfer to external debt collection agencies. This approach is intended to

help prevent escalation and to support customers in regaining control of their financial situation.

In summary, Resurs focuses on early identification and support for customers with payment difficulties through personal contact and tailored payment arrangements, while continuously tightening its credit processes to prevent customers from becoming over-indebted in the first place.

METRICS AND TARGETS

TARGETS AND METRICS RELATED TO SUSTAINABLE CREDIT LENDING

MDR-T, MDR-M Targets and metrics related to sustainable credit lending

Consumers and end-users have not been directly involved in setting the target related to sustainable credit lending. This target has been defined internally by management and approved by the Board, based on the company's strategic priorities, regulatory requirements, and internal risk assessments. Stakeholder perspectives are considered indirectly through the double materiality assessment and ongoing dialogue with key stakeholder groups, which inform the identification of relevant credit-related topics and risks.

Resurs continuously monitors its efforts in responsible and sustainable lending, including the company's ability to assess customers' repayment capacity. Monitoring is conducted through the metric "successfully managed payment arrangements", defined as the proportion of customers who have entered a payment arrangement due to payment difficulties and subsequently fulfilled all required instalments within the agreed timeframe. Data is sourced from internal credit and collection systems and is validated by internal control functions in line with regulatory requirements.

In 2025, the proportion of customers who successfully fulfilled these payment arrangements was 68 per cent, compared with the target of exceeding 60 per cent. The target

level was set using historical performance data and reflects a level that balances effective credit assessment and early intervention practices while allowing for variations in customer circumstances and macroeconomic conditions. The target applies to the full year 2025. No external party validates the targets or metrics in this area. All monitoring and validation activities are conducted internally in accordance with applicable regulations and internal policies.

In addition to the measurable target above, Resurs has established a qualitative ambition aimed at contributing to an inclusive credit market through increased transparency, dialogue and training initiatives for customers and partners. This qualitative target does not currently include measurable outcome-oriented KPIs. The reason for this is that these activities relate primarily to longterm behavioral and educational outcomes among customers and partners, for which consistent and reliable quantitative indicators are not yet available. Resurs will continue to assess the feasibility of developing measurable indicators as data availability and industry practices evolve. This ambition is therefore disclosed as a qualitative target in accordance with MDR-T.

Governance information

- **G1** Business Conducts
 - Corporate culture
 - Protection of whistle-blowers
 - Corruption and bribery
 - Entity specific topic – Financial Crime



G1 Business Conduct

Corporate culture Protection of whistle-blowers Corruption and bribery

POLICIES RELATED TO BUSINESS CONDUCT

G1-1, MDR-P *Corporate culture and business conduct policies*

Purpose

Resurs promotes responsible business conduct through formal policies and governance structures that embed integrity, accountability, and ethical decisionmaking into all operations, while fostering a corporate culture that supports effective governance and ensures the company's sustainability commitments are translated into concrete action. A strong values-based culture underpins ethical decision-making, transparency, accountability and long-term value creation.

Code of Conduct

The Code of Conduct applies to all employees, management, and relevant business partners. It provides guidance for navigating complex situations, ensuring compliance with laws and upholding high ethical standards. Employees who feel uncertain about how to apply the Code are encouraged to consult their immediate supervisor, People & Culture or Compliance.

Matters related to anti corruption and bribery, including Resurs' alignment with the United Nations Convention against Corruption, are presented in section G1 3 Anti corruption and bribery, where the full governance framework is described.

Corporate culture framework

Resurs' cultural framework, Our Beating Heart, defines eight guiding principles, such as accountability, clarity, and teamwork, that shape leadership and collaboration. These principles support ethical decision-making and responsible business practices. They are introduced during onboarding and reinforced through leadership development and internal communication.

Responsible business conduct training

Resurs has a formal policy for responsible business conduct training. The training is mandatory for all employees, delivered at onboarding, and must be repeated annually by all employees. It covers the Code of Conduct, corporate culture (Our Beating Heart), sustainability commitments, customer focus, ethical business practices, information security, and societal responsibilities. The program combines policy awareness with interactive elements to ensure understanding of ethical standards beyond legal compliance. This annual repetition ensures continuous awareness, strengthens compliance, and mitigates risks related to unethical conduct.

Promotion and evaluation

Corporate culture is actively reinforced through structured measures, including onboarding programs, leadership days, and continuous dialogue. Cultural alignment is monitored through employee engagement surveys and formal feedback mechanisms that assess both understanding of and contribution to the company's values. In addition, employees are evaluated on how they demonstrate our guiding principles as part of the performance-management, promotion and overall evaluation processes. Insights from these processes inform leadership development, talent planning and policy adjustments to ensure consistent cultural alignment across the organisation.

Impact and risk management

Resurs recognizes that trust and a strong ethical culture are critical to operational integrity. A proactive and secure organisational culture mitigates risks related to non-compliance, reputational damage, and stakeholder mistrust. Weak internal controls or insufficient cultural integration could lead to regulatory breaches and financial penalties. Policies and governance processes are designed to detect, assess, and address these risks.

Outcome

By integrating business conduct policies with cultural development, mandatory annual training, and structured evaluation, Resurs supports and reinforces that ethical conduct and transparency are operational realities.

This approach strengthens governance, mitigates compliance risks, and supports responsible business practices.

Ethical culture and responsibility

Operating a bank involves great responsibility. Resurs' credibility is built on the fact that every decision made follows the bank's values and ethical standards. All entities within the Group and subsidiaries are committed to protecting whistleblowers and promoting ethical conduct.

Whistleblower protection and reporting channels

For Resurs, it is important that misconduct and behaviour that violate the Bank's ethical standards are discovered and reported. If misconduct is detected early, Resurs has greater opportunities to limit the damage, which is important not only for the company, but also for the employees and other stakeholders. If employees or others, suspect irregularities, or discover behaviour that may be unethical or illegal, it is important that the observations are reported. Cases that can be reported as whistleblowing include bribery, corruption, criminal acts, misconduct and violations, or other acts that violate EU laws or national laws and regulations. This may involve breaches of the Code of Conduct, violations of applicable laws, or deviations from internal policies. Cases identified as whistleblowing are managed in accordance with the established whistleblower procedure. These procedures protect the whistleblowers and are in accordance with the EU Whistleblower Protection Directive and the Swedish Whistleblower Act2.

Information about Resurs' whistleblower process can be found in the Code of Conduct and is also accessible via both the internal and external websites. Employees also attend mandatory annual ethics training, which includes guidance on the Group's whistleblower process. The process is further described in related internal steering documents.

The internal whistleblower reporting channels include a whistleblowing system (WhistleB) which is accessible in writing or verbally by phone, email, or in a physical meeting. Reporting persons can submit information on breaches via the whistleblowing system or directly to the Risk

Function. The whistleblower can submit reports anonymously or openly and remain anonymous in the continued dialogue. Information on how to report is available on the intranet and the homepages of Resurs Bank and Resurs Holding, including a link to the whistleblowing system and an email address. All reports, regardless of submission method, are transferred and stored in the whistleblowing system. Only appointed members of the Risk Function handle received reports, ensuring confidentiality and data protection in accordance with GDPR and internal policies. Misconduct can also be reported externally to the competent authorities and, where relevant, to institutions, bodies, offices, or agencies of the European Union.

Regardless of how the reporting takes place, all reports and messages are handled with strict confidentiality and with the utmost care. Reporting of potential or actual irregularities should not lead to victimisation or retaliation, and Resurs takes active measures to minimise this risk.

Governance and Key Actions

The Board has appointed Risk Function as the independent function that handles whistleblowing cases. The function ensures confidentiality and prohibits attempts to identify the reporting person. The company does not tolerate any form of retaliation, discrimination, or hindrance against whistleblowers, those assisting them, or related parties. The identity of the reporting person is disclosed only when required by law and with appropriate safeguards, and whistleblowers are informed before disclosure unless it would jeopardise investigations. The company aligns its measures with applicable law transposing Directive (EU) 2019/1937.

To enhance whistleblower protection and strengthen oversight of compliance with both internal and external regulations, Resurs has established a dedicated mandate for authorised employees responsible for managing internal reporting channels and procedures. These employees must operate independently and autonomously. The whistleblower process enables effective detection, investigation, and remediation of violations, contributing to greater accountability and transparency across the Group. Govern-

ance documents related to the whistleblower process are reviewed and updated annually.

Anti-corruption and bribery

According to the Financial Crime Policy, any circumstance that may indicate corruption, regardless of how the suspicion arises, must be promptly investigated, assessed, and escalated in line with the company's incident reporting and whistleblowing procedures. These procedures ensure independence and objectivity in handling such cases.

Additionally, the company conducts risk assessments related to corruption, bribery, and extortion, and implements measures to mitigate identified risks. The Code of Conduct reinforces a zero-tolerance approach to corruption, requiring employees to report and investigate issues that may relate to bribery or corruption. Continuous anti-corruption training and governance oversight further support the integrity and independence of investigations. The most important channel is the Whistle blowing channel in which employees and others can report anonymously via the digital service, WhistleB (for more information see *Whistleblower protection and reporting channels* on previous page). Functions within the company most exposed to corruption and bribery risks are those involving decision-making authority and frequent interactions with external parties. While the company rarely engages with government officials, risks can also arise in private-sector dealings.

Key areas include:

- Procurement and supply chain, as well as the commercial organisation, due to negotiations with customers, suppliers, and third-party vendors. Employees in these functions may be exposed to offers of benefits that conflict with anti-corruption and anti-bribery regulations.
- Sales and business development, where there is potential exposure to undue influence or advantages in securing business.
- Management and decision-making roles, which hold authority over financial or strategic decisions.

- Roles handling third-party relationships or critical services, as highlighted in the Outsourcing Policy.

Where the company is dependent upon local partners, distributors, or agents for a particular transaction, such circumstances typically present an elevated exposure to liability, especially if the third party operates in high-risk countries and/or high-risk industries. From this perspective, the most critical type of third parties is those who will perform services on behalf of the company or be authorized to represent the company vis-à-vis other actors. Such third parties shall always be evaluated pursuant to the company's guidelines for third-party due diligence, if they have been identified as representing a particular high risk.

To mitigate these risks, the company enforces a zero-tolerance policy toward corruption, supported by mandatory training, internal rules, continuous monitoring, and reporting mechanisms. The Code of Conduct applies across all functions to promote ethical business conduct and compliance with anti-corruption legislation.

The Company has in the Financial Crime Policy, as adopted by the Board, included policies regarding corruption and bribery. In addition to the Financial Crime Policy, which set forth principles relating to anti-bribery on a general level, the company has or will before the year end 2025 update governing documents (instructions and routines) regarding anti-corruption.

ANTI-CORRUPTION AND BRIBERY

G1-3, MDR-A Prevention and detection of corruption and bribery

The company has established procedures to prevent, detect, and address any allegations or incidents of corruption and bribery.

These procedures include:

- Preventive measures such as internal controls, mandatory Code of Conduct compliance, and continuous anti-corruption training for all employees.

- Detection mechanisms through risk assessments of corruption, bribery, and extortion threats, as well as monitoring of counterparties under the Outsourcing Policy.
- Reporting channels, with the most important being the Whistleblowing channel (WhistleB), which allows employees and external parties to report anonymously via a secure digital platform.
- Investigation and escalation procedures, ensuring that any suspected or actual incident of corruption or bribery is promptly investigated, assessed, and escalated in accordance with the company's incident reporting and whistleblowing framework.

The Bank shall ensure, when needed, internal reporting on anti-corruption compliance to the CEO and the Board, enabling informed oversight and timely corrective action. Such reporting is generally based on information received through the whistleblowing channels and is made by the Risk function.

The company applies a broad definition of corruption based on Transparency International and maintains a zero-tolerance policy, strictly adhering to applicable anti-corruption legislation. The company's control functions, i.e. the Risk and the Compliance functions as well as the Internal Audit function inform and report to the Risk committee, the Corporate Governance Committee and the Board. The company has a defined process for reporting compliance matters, including issues related to corruption and bribery, if any.

Resurs has established policies addressing anti-corruption and anti-bribery as part of its governance framework. These include a Board-approved Financial Crime Policy outlining principles for preventing corruption and bribery, complemented by a dedicated Anti-Bribery Instruction. The Company is currently enhancing its governance framework in this area to ensure full alignment with the United Nations Convention against Corruption. Updated governing documents will be implemented during the first quarter of 2026.

The policy is a governance document to be complied with by all coworkers and is published on the intranet. All employees, including members of the management team, receive mandatory anti-corruption and anti-bribery training annually, delivered in a consistent format across all countries and regions. There are no material differences in training activities by region or employee category, and completion rates are monitored centrally to ensure full coverage and compliance group wide. All functions-at-risk are included in the training programme, as it is provided to all employees regardless of function or risk exposure. In addition, the Board receives dedicated training in anti-money laundering (AML) to ensure awareness of their specific responsibilities.

METRICS AND TARGETS

INCIDENTS OF CORRUPTION AND BRIBERY

G1-4, MDR-T Incidents of corruption or bribery

Resurs actively works to prevent and mitigate bribery and corruption. The bank's efforts are based on a riskbased methodology for combating corruption, supported by governing documents that guide the organisation. All employees also complete mandatory anticorruption training.

In 2025, there were no confirmed cases of corruption or bribery. No legal proceedings were initiated, and no disciplinary actions or dismissals were taken against employees, consultants, suppliers or other business partners in relation to corruption or bribery.

In line with ESRS G14, the following indicators are reported:

- Number of convictions for violations of anticorruption and antibribery laws: 0
- Number of fines for violations of anticorruption and antibribery laws: 0
- Number of confirmed incidents of corruption or bribery: 0
- Number of employees or consultants dismissed or disciplined due to corruption or bribery-related incidents: 0
- Number of supplier or partner contracts terminated or not renewed due to corruption or bribery-related

violations: 0

- Number of public legal cases regarding corruption or bribery brought against the Bank or its employees: 0

TARGETS RELATED TO CORPORATE CULTURE

MDR-T Targets Related to Corporate Culture

To strengthen corporate culture and ensure compliance with regulatory and ethical standards, Resurs has set a target requiring that all individuals working within the Group, including internal consultants but excluding employees on extended leave, complete the annual mandatory trainings. These training modules include the Code of Conduct, AntiMoney Laundering and Countering the Financing of Terrorism, AntiBribery, IT Security, GDPR, Corporate Governance Compliance, Risk and AI. Mandatory trainings must be completed annually. Newly hired employees must complete all trainings within their first month of employment. A onemonth grace period applies for annual recertification, meaning repetition must occur within 13 months of the previous completion. The target supports Resurs' governance, ethics and compliance policies and forms part of the Group's efforts to uphold a sound corporate culture, mitigate misconduct risks and comply with regulatory requirements for the financial sector. The target is organisational and behavioral in nature and applies to all employees in scope. The measurable target is a 100 per cent annual completion rate for mandatory trainings for all individuals included in scope. Progress is monitored centrally through training completion statistics.

The baseline year for the target is 2025, with a baseline value of 100 per cent, reflecting the Group's longstanding expectation that all individuals maintain required competence levels. The target applies on an annual recurring basis. Given the recurring nature of the target, no interim milestones are defined. Training completion is monitored continuously throughout the year and aggregated annually.

Methodologies and assumptions

The 100 per cent target level is based on the assumption that full completion is necessary to ensure that all employees maintain the professional, ethical and regulatory knowledge required in the banking sector. Lower target

levels would not be compatible with regulatory expectations, internal governance frameworks or the organisation's risk appetite. The methodology relies on digital completion tracking through the central learning management system.

Stakeholder involvement

Internal stakeholders jointly contributed to defining the training scope and relevance. External stakeholders, including financial regulators and auditors, influence expectations regarding mandatory competence and continuous training. Together, these inputs form the basis for maintaining the 100 per cent target.

No changes have been made to the target, methodology or underlying assumptions during the reporting year. This target is considered a standing compliance requirement rather than a time-bound improvement target.

METRICS RELATED TO CORPORATE CULTURE

MDR-M *Metrics Related to Corporate Culture*

The mandatory trainings completed show a 100 per cent participation rate in 2025, representing a clear improvement compared with recent years. Through these metrics, Resurs monitors performance that is essential for maintaining ethical standards, fostering a healthy corporate culture aligned with our guiding principles, and ensuring that all personnel meet compliance requirements for working in a bank.

Resurs regularly follows up on cases of whistleblowing as part of the process and risk management framework. During the year, reports were received through the whistleblowing channels; however, none met the criteria to be classified as whistleblowing cases under the applicable definition. These metrics are not validated by any external body.

Target – completion of mandatory trainings (%)

Area	Description	Outcome 2025	Goal 2025
Code of conduct	Employees that have completed mandatory trainings, average	100	100

Employees that have completed mandatory trainings ¹ (%)	2025
Anti-bribery	100
AML & CFT	100
Become a security champion – IT Security education	100
Code of Conduct	100
Corporate Governance – Compliance	100
Corporate Governance – Risk	100
Let's get practical with GDPR	100

¹Included all consultants

Whistleblowing cases	2025
Number of whistleblowing cases	0

Entity specific topic – Financial Crime

POLICIES FOR FINANCIAL CRIME

MDR-P Financial crime policies

The purpose of the Financial Crime Policy is to set out the Bank's governing principles and commitments for preventing, detecting, and responding to financial crime in accordance with applicable laws, regulations, and supervisory expectations. Financial crime in this policy covers money laundering, terrorist financing, fraud, corruption, bribery, sanctions evasion or circumvention, and extortion. The common denominator for all areas is that the financial system is used for illegal purposes.

Resurs is committed to adhering to applicable third-party standards and initiatives through the implementation of its policy framework. The company maintains processes to support compliance with relevant laws and regulations at national, EU, and international levels, and adheres to established industry practices.

The policy covers all core banking activities related to financial crime prevention, including anti-money laundering and counter-terrorism financing (AML/CFT), fraud, corruption, and sanctions compliance. It applies across all jurisdictions where the Bank operates and involves employees, contractors, and relevant internal governance roles. The policy also interacts with external authorities for compliance and reporting. The policy does not provide for any exceptions regarding activities, parts of the value chain or affected stakeholders. The policy is available to all employees, consultants working at Resurs, the Board, and internal and external auditors when required. It is not otherwise shared externally. The policy is not publicly disclosed due to its security-sensitive content, while relevant expectations and requirements are communicated externally through regulatory reporting, customer due diligence processes and contractual arrangements where applicable.

Operational implementation and governance responsibilities

The Board is ultimately responsible for ensuring that Resurs has a suitable and efficient operation and a

well-developed system for risk management and compliance. The Board shall ensure that policies are adhered to and regularly assessed in the operations. The CEO is responsible for implementing, monitoring and reporting compliance with this policy. It is also the CEO's duty, with support from Chief Legal and Governance Officer, to annually or as needed assess and update the content of this policy and present it to the Board, with any proposed changes.

The bank's Financial Crime Policy has been formulated considering the views of customers, employees, investors, supervisory authorities, the local community, the company's Group Management and Board. Stakeholders have emphasized the importance of clear procedures for combating money laundering and terrorist financing, enhanced customer due diligence, and training in compliance and ethics, which has influenced the design of the policy.

The banks' governing principles and commitments for preventing, detecting and responding to instances of fraud are outlined in the Financial Crime policy and the Credit Policy. These are further adapted into routines and procedures for teams that handle instances of detected and reported fraud daily. The teams also work closely with the Risk function to establish a risk-based framework and approach for all its products.

PREVENTION AND DETECTION OF FINANCIAL CRIME

MDR-A Prevention and detection of financial crime

Resurs is committed to maintaining a robust and proportionate framework for preventing, detecting and responding to financial crime across its Nordic operations. The Bank applies a risk-based approach aligned with EU and national AML/CFT regulations in Sweden, Denmark, Finland and Norway. Strong governance, clear accountability and continuous improvement are the key principles of this work. Resurs seeks to safeguard the integrity of its operations and contribute to a secure and transparent Nordic financial system by ensuring comprehensive risk assessments, customer due diligence, transaction monitoring and regular staff training.

Financial crime prevention measures and ongoing improvements

Resurs is exposed to risks related to money laundering, terrorist financing and other forms of financial crime. The action plan seeks to prevent the misuse of the Bank's services for criminal purposes, protect the integrity of the financial system, and ensure full compliance with applicable EU and national AML/CFT regulations.

During the reporting year, Resurs continued to strengthen its framework for combating money laundering and terrorist financing. Key measures included maintaining an updated general risk assessment, improving risk-based customer due diligence, enhancing transaction monitoring models, reporting, and providing regular training for all employees in financial crime prevention. Quarterly reports were presented to the Board by the Money Laundering Reporting Officer (MLRO) and by the Specially Appointed Executive (SAE) to the CEO. Planned initiatives for the coming period include further improvements to transaction monitoring, better data quality in monitoring systems, and updates to internal AML/CFT instructions. These measures aim to ensure a proportionate, effective, and sustainable control framework that supports compliance and risk mitigation across all operations within Resurs and its subsidiaries, including employees, contractors, and outsourced functions.

In practice, AML/CFT-related remediation focus on preventive and regulatory actions such as reporting suspicious activity, blocking transactions, and strengthening controls. No cases involving direct customer harm were identified during the reporting year.

In the short-term (within 12 months), the focus will be on updating instructions, providing ongoing training and implementing technical improvements. Over the medium term (1–3 years), efforts will be directed towards developing enhanced risk models and monitoring tools. In the long-term, the work will involve continuous adaptation to regulatory changes and evolving risk trends.

Fraud

Fraud-related crimes remain at high levels in the Nordic countries and are a significant source of income for organized crime. With the fast-paced development of AI, Resurs has already identified, and further envision that sophistication, personalization, and scalability of these crimes will not stagnate over the coming years.

Resurs takes external fraud threats towards the bank, its customers, and the undermining of the financial sector seriously and is committed to ensure that our products and services remain healthy and well balanced to outsmart actors with criminal intent.

Customers exposed to fraud are handled through detection and investigation processes, ensuring that there is a daily review and feedback loop internally in the bank to detect and prevent new and arising trends. This is a continuous work that evolves over time with change in legislations, modus operandi and technical capabilities.

During 2025 significant investment has therefore been made into strengthening the banks' fraud prevention capabilities. A new organisation has been put in place to improve fraud prevention strategies by updating governing processes, supporting new product releases, and identifying potential gaps in current product composition and detection capabilities. Through strengthened technical capabilities, process improvements, and fraud awareness training, the team will ensure that prevention, detection, investigation and reporting capabilities are constantly improved upon.

Fraud attempts via phone, SMS, email, and even door-to-door visits are increasing, with scammers frequently changing tactics and impersonating government authorities. Resurs aims to equip individuals with the right tools to protect themselves and provide clear, accessible information for everyone. In addition to continuously improving internal processes, Resurs partners with both public and private actors in the fight against financial crime. This include actively participating in the nationwide campaign Svårlurad! in collaboration with the Swedish Bankers' Asso-

ciation and other banks in Sweden. The campaign seeks to raise awareness and encourage vigilance against fraud.

During the reporting year, Resurs handled cases where customers were negatively affected by suspected fraud or financial crime. In such cases, remedy actions included reversing unauthorised transactions, providing reimbursement when applicable, supporting police investigations, and ensured to limit damage of further financial harm. All cases were investigated according to internal procedures and relevant regulatory requirements.

These remedy outcomes are systematically reviewed to identify process improvements and strengthen preventive measures.

METRICS AND TARGETS

TARGETS RELATED TO FINANCIAL CRIME

MDR-T Targets related to financial crime

Target descriptions

The company aims to ensure a high level of education in financial crime prevention and ethics. This objective supports the EU's and Sweden's efforts to combat money laundering and unethical conduct and aligns with Agenda 2030, particularly targets 16.4 (reduce illicit financial flows) and 16.5 (reduce corruption and bribery). It is also linked to target 4 (lifelong learning) and target 8 (decent working conditions).

Scope and measurement

The scope of this target covers all employees of the bank. Progress is measured by the proportion of staff completing mandatory annual training, which is based on applicable regulations, guidelines from the Swedish Financial Supervisory Authority (FI), and FATF standards. The target is grounded in established practice and research on risk culture and organisational learning. Stakeholder involvement includes contributions from the board, supervisory authorities, and internal functions, as well as employee feedback incorporated into the development of training programs.

Performance against the target

Training completion is monitored on a rolling basis for each individual and measured at four reporting dates during the year. The current completion rate is 100 per cent, and this level is expected to be maintained going forward.

Nature of the target

This is an absolute target requiring 100 per cent of employees to complete the training annually.

Milestones

An interim milestone is set at a minimum of 90 per cent completion during the year.

METRICS RELATED TO FINANCIAL CRIME

MDR-M Metrics related to financial crime

Resurs measures for example the number of FIU reports (Financial Intelligence Unit) but this is for internal use only. Data collection for completed mandatory trainings is conducted on a quarterly basis through reports extracted from our Learning Management System (LMS). These reports cover all employees and internal consultants. Individuals on long-term leave are excluded from the reporting. Additionally, those whose first day at work falls within the past month are also excluded if they have not yet completed the required trainings. Results are presented per training and by country.

In 2025, 100 per cent of the employees and consultants completed the mandatory training in anti-money laundering and combating the financing of terrorism (AML & CFT). The completion rate is presented in table *Employees that have completed mandatory trainings*, on page 98).

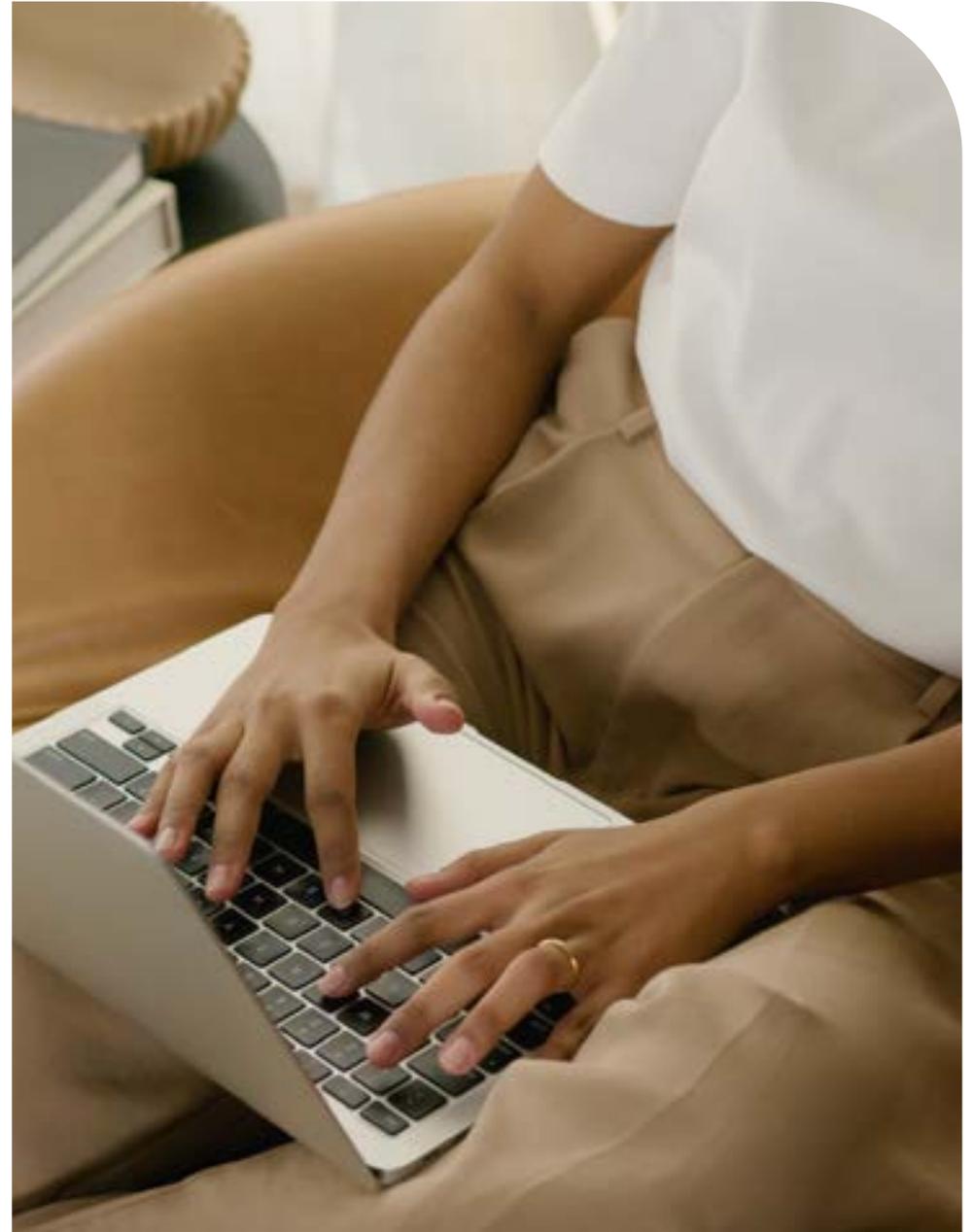
Changes in targets, metrics, and measurement methodologies

There have been no significant changes to the targets or the methods used for measurement within the defined time horizon. Progress continues to be assessed based on the proportion of employees completing mandatory annual training, using data sourced from the bank's internal training system. Limitations primarily relate to onboarding

of new employees and occasional technical delays. Data quality is ensured through annual follow-up conducted by People & Culture and Compliance functions. No external body has been engaged to validate the targets or metrics related to financial crime prevention. All monitoring and validation activities are conducted internally by the People & Culture and Compliance functions, in accordance with applicable regulations and internal policies.

Supplementary information

- Index of disclosure requirements
- Datapoints related to other Datapoints that derive from other EU legislation
- Tables according to the EU Taxonomy



INDEX OF DISCLOSURE REQUIREMENTS

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

The table below is part of disclosure requirement ESRS2 BP-1 page 35 and IRO-2 page 59.

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GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	53
GOV-3 - Integration of sustainability-related performance in incentive schemes	55
GOV-4 Statement on due diligence	55
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SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	44
IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities	56
IRO-2 Disclosure Requirements in ESRS covered by the undertaking's sustainability statement	59

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E1-3, MDR-A Actions and resources in relation to climate change policies	63
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E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions	66
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S1-5, MDR-T Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	78
S1-6, MDR-M Characteristics of the undertaking's employees	79
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S1-9, MDR-M Diversity metrics	81
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S1-14, MDR-M Health and safety metrics	81
S1-16, MDR-M Remuneration metrics (pay gap and total remuneration)	82
S1-17, MDR-M Incidents, complaints and severe human rights impacts	82

S4 – Consumers and End-users	Page number
ESRS 2 SBM-3-S4 - Material impacts, risks and opportunities and their interaction with strategy and business model	83
S4-1, MDR-P Policies related to consumers and end-users	83
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S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	84
S4-4, MDR-A Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	85
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G1-3, MDR-A Prevention and detection of corruption and bribery	96
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G1 Company-specific topics	Page number
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DATAPPOINTS RELATED TO OTHER DATAPPOINTS THAT DERIVE FROM OTHER EU LEGISLATION

As part of the IRO-2 disclosure, certain data points stem from other EU legislation.

The table below lists all data points originating from other EU legislation, as referenced in ESRS 2 Appendix B. It also indicates where each data point can be found in our report and identifies which of them have been assessed as “Not material”.

Disclosure Requirement and Related datapoint	Reference in the Sustainable Finance Disclosure Regulation	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material	Page number
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		Material	52
ESRS GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		Material	52
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				Material	55
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicators number 4 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	Material	62
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		Not material	
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		Material	65
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1				Not material	
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				Not material	
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				Not material	

Disclosure Requirement and Related datapoint	Reference in the Sustainable Finance Disclosure Regulation	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material	Page number
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		Material	67
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicators number 3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		Material	68
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	Material	69
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book – Climate change physical risk: Exposures subject to physical risk.			Not material	
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book – Climate change transition risk: Loans collateralised by immovable property – Energy efficiency of the collateral			Not material	
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Not material	
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				Not material	
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex 1				Not material	
ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table 2 of Annex 1				Not material	
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex 1				Not material	
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex 1				Not material	
ESRS E3-4 Total water consumption in m ³ per net revenue on own operations paragraph 29	Indicator number 6.1 Table #2 of Annex 1				Not material	
ESRS 2- SBM-3 - E4 paragraph 16 (a) i	Indicator number 7 Table #1 of Annex 1				Not material	
ESRS 2- SBM-3 - E4 paragraph 16 (b)	Indicator number 10 Table #2 of Annex 1				Not material	
ESRS 2- SBM-3 - E4 paragraph 16 (c)	Indicator number 14 Table #2 of Annex 1				Not material	
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	Indicator number 11 Table #2 of Annex 1				Not material	
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	Indicator number 12 Table #2 of Annex 1				Not material	

Disclosure Requirement and Related datapoint	Reference in the Sustainable Finance Disclosure Regulation	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material	Page number
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator number 15 Table #2 of Annex 1				Not material	
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #2 of Annex 1				Not material	
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex 1				Not material	
ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f)	Indicator number 13 Table #3 of Annex 1				Material	73
ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14 (g)	Indicator number 12 Table #3 of Annex 1				Material	73
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				Material	74
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		Material	74
ESRS S1-1 processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex 1				Material	74
ESRS S1-1 workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #3 of Annex 1				Material	74
ESRS S1-3 grievance /complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table #3 of Annex 1				Material	76
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator number 2 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Material	81
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table #3 of Annex 1				Not material	
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Material	82
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 Table #3 of Annex 1				Material	82
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator number 7 Table #3 of Annex 1				Material	82
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD Guidelines paragraph 104 (a)	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		Material	82
ESRS 2- SBM-3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicators number 12 and n. 13 Table #3 of Annex 1				Not material	
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1				Not material	
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator number 11 and n. 4 Table #3 of Annex 1				Not material	
ESRS S2-1 Nonrespect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Not material	
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		Not material	

Disclosure Requirement and Related datapoint	Reference in the Sustainable Finance Disclosure Regulation	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material	Page number
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator number 14 Table #3 of Annex 1				Not material	
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				Not material	
ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	Indicator number 10 Table #1 Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Not material	
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex 1				Not material	
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				Material	83
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Material	83
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex 1				Material	86
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex 1				Not material	
ESRS G1-1 Protection of whistle-blowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex 1				Not material	
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II)		Material	97
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	Indicator number 16 Table #3 of Annex 1				Material	97

0. Summary of KPIs 2025

		Total environmentally sustainable assets	KPI****	KPI*****	% coverage (over total assets)***	% of assets excluded from the numerator of the GAR (Article 7(2) and (3) and Section 1.1.2. of Annex V)	% of assets excluded from the denominator of the GAR (Article 7(1) and Section 1.2.4 of Annex V)
Main KPI	Green asset ratio (GAR) stock	23,658,696	0.047%	0.0520%	4.07%	12.29%	8.57%

		Total environmentally sustainable activities	KPI	KPI	% coverage (over total assets)	% of assets excluded from the numerator of the GAR (Article 7(2) and (3) and Section 1.1.2. of Annex V)	% of assets excluded from the denominator of the GAR (Article 7(1) and Section 1.2.4 of Annex V)
Additional KPIs	<i>GAR (flow)</i>	728,114	0.001%	0.0015%	1.08%	99.10%	16.90%
	<i>Trading book*</i>		0	0			
	<i>Financial guarantees</i>		0	0			
	<i>Assets under management</i>		0	0			
	<i>Fees and commissions income**</i>		0	0			

* For credit institutions that do not meet the conditions of Article 94(l) of the CRR or the conditions set out in Article 325a(l) of the CRR

**Fees and commissions income from services other than lending and AuM

Institutions shall disclose forwardlooking information for this KPIs, including information in terms of targets, together with relevant explanations on the methodology applied.

*** % of assets covered by the KPI over banks' total assets

****based on the Turnover KPI of the counterparty

*****based on the CapEx KPI of the counterparty, except for lending activities where for general lending Turnover KPI is used

Note 1: Across the reporting templates: cells shaded in black should not be reported.

Note 2: Fees and Commissions (sheet 6) and Trading Book (sheet 7) KPIs shall only apply starting 2026. SMEs' inclusion in these KPI will only apply subject to a positive result of an impact assessment.

Banking business (prudential consolidation), turnover-based

1.a. Assets for the calculation of GAR
turnover-based, 1/3

SEK	Total [gross] carrying amount	2025									
		Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)				Water and marine resources (WTR)		
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)		
		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)		
		Of which Use of Proceeds	Of which transitional	Of which enabling		Of which Use of Proceeds	Of which enabling		Of which Use of Proceeds	Of which enabling	
GAR - Covered assets in both numerator and denominator											
1	Loans and advances, debt securities and equity instruments not HT eligible for GAR calculation										
2	Financial undertakings	1,565,411,000	552,879,096	20,682,472							
3	Credit institutions	914,883,000	552,879,096	20,682,472							
4	Loans and advances										
5	Debt securities, including UoP	914,883,000	552,879,096	20,682,472							
6	Equity instruments										
7	Other financial corporations	650,528,000									
8	of which investment firms										
9	Loans and advances										
10	Debt securities, including UoP										
11	Equity instruments										
12	of which management companies										
13	Loans and advances										
14	Debt securities, including UoP										
15	Equity instruments										
16	of which insurance undertakings										
17	Loans and advances										
18	Debt securities, including UoP										
19	Equity instruments										
20	Non-financial undertakings	175,500,648	24,763,660	2,976,224							
21	Loans and advances	175,127,648	24,763,660	2,976,224							
22	Debt securities, including UoP										
23	Equity instruments	373,000									
24	Households	42,458,171,000	3,830,000								
25	of which loans collateralised by residential immovable property										
26	of which building renovation loans										
27	of which motor vehicle loans	3,395,552,000									
28	Local governments financing										
29	Housing financing										
30	Other local government financing										
31	Collateral obtained by taking possession: residential and commercial immovable properties										
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)										
33	Financial and Non-financial undertakings	1,089,586,352									
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	765,844,352									
35	Loans and advances	765,844,352									
36	of which loans collateralised by commercial immovable property										
37	of which building renovation loans										
38	Debt securities										
39	Equity instruments										
40	Non-EU country counterparties not subject to NFRD disclosure obligations	323,742,000									
41	Loans and advances	323,742,000									
42	Debt securities										
43	Equity instruments										
44	Derivatives	38,384,000									
45	On demand interbank loans	2,531,954,000									
46	Cash and cash-related assets										
47	Other categories of assets (e.g. Goodwill, commodities etc.)	2,336,370,000									
48	Total GAR assets	50,195,377,000	581,472,756	23,658,696							
49	Assets not covered for GAR calculation	4,301,755,000									
50	Central governments and Supranational issuers	1,786,436,000									
51	Central banks exposure	2,515,319,000									
52	Trading book										
53	Total assets	54,497,132,000									
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations											
54	Financial guarantees										
55	Assets under management										
56											
57											

1.a. Assets for the calculation of GAR
turnover-based, 2/3

		2025											
		Circular economy (CE)			Pollution (PPC)			Biodiversity and Ecosystems (BIO)			TOTAL (CCM + CCA + WTR + CE + PPC + BIO)		
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		
		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)			
		Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling	
SEK													
	GAR - Covered assets in both numerator and denominator												
1	Loans and advances, debt securities and equity instruments not HT eligible for GAR calculation												
2	Financial undertakings									552,879,096	20,682,472		
3	Credit institutions									552,879,096	20,682,472		
4	Loans and advances												
5	Debt securities, including UoP									552,879,096	20,682,472		
6	Equity instruments												
7	Other financial corporations												
8	of which investment firms												
9	Loans and advances												
10	Debt securities, including UoP												
11	Equity instruments												
12	of which management companies												
13	Loans and advances												
14	Debt securities, including UoP												
15	Equity instruments												
16	of which insurance undertakings												
17	Loans and advances												
18	Debt securities, including UoP												
19	Equity instruments												
20	Non-financial undertakings									24,763,660	2,976,224		
21	Loans and advances									24,763,660	2,976,224		
22	Debt securities, including UoP												
23	Equity instruments												
24	Households									3,830,000			
25	of which loans collateralised by residential immovable property												
26	of which building renovation loans												
27	of which motor vehicle loans												
28	Local governments financing												
29	Housing financing												
30	Other local government financing												
31	Collateral obtained by taking possession: residential and commercial immovable properties												
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)												
33	Financial and Non-financial undertakings												
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations												
35	Loans and advances												
36	of which loans collateralised by commercial immovable property												
37	of which building renovation loans												
38	Debt securities												
39	Equity instruments												
40	Non-EU country counterparties not subject to NFRD disclosure obligations												
41	Loans and advances												
42	Debt securities												
43	Equity instruments												
44	Derivatives												
45	On demand interbank loans												
46	Cash and cash-related assets												
47	Other categories of assets (e.g. Goodwill, commodities etc.)												
48	Total GAR assets									581,472,756	23,658,696		
49	Assets not covered for GAR calculation												
50	Central governments and Supranational issuers												
51	Central banks exposure												
52	Trading book												
53	Total assets												
54	Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations												
54	Financial guarantees												
55	Assets under management												
56	Of which debt securities												
57	Of which equity instruments												

1.a. Assets for the calculation of GAR
turnover-based, 3/3

SEK	Total [gross] carrying amount	2024								
		Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			TOTAL (CCM + CCA)		
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)		
		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)		
	Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling		
GAR - Covered assets in both numerator and denominator										
1	Loans and advances, debt securities and equity instruments not HT eligible for GAR calculation									
2	Financial undertakings	1,876,159,000	343,394,954	13,025,960					343,394,954	13,025,960
3	Credit institutions	1,052,171,000	343,394,954	13,025,960					343,394,954	13,025,960
4	Loans and advances									
5	Debt securities, including UoP	1,052,171,000	343,394,954	13,025,960					343,394,954	13,025,960
6	Equity instruments									
7	Other financial corporations	823,988,000	-	-					-	-
8	of which investment firms									
9	Loans and advances									
10	Debt securities, including UoP									
11	Equity instruments									
12	of which management companies									
13	Loans and advances									
14	Debt securities, including UoP									
15	Equity instruments									
16	of which insurance undertakings									
17	Loans and advances									
18	Debt securities, including UoP									
19	Equity instruments									
20	Non-financial undertakings	45,481,469	4,062,604	1,720,365					4,062,604	1,720,365
21	Loans and advances	45,107,469	4,062,604	1,720,365					4,062,604	1,720,365
22	Debt securities, including UoP									
23	Equity instruments	374,000	-	-					-	-
24	Households	42,988,518,000	17,066,000	-					17,066,000	-
25	of which loans collateralised by residential immovable property									
26	of which building renovation loans									
27	of which motor vehicle loans	1,987,087,124								
28	Local governments financing									
29	Housing financing									
30	Other local government financing									
31	Collateral obtained by taking possession: residential and commercial immovable properties									
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)									
33	Financial and Non-financial undertakings	791,662,531								
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	791,662,531								
35	Loans and advances									
36	of which loans collateralised by commercial immovable property									
37	of which building renovation loans									
38	Debt securities									
39	Equity instruments									
40	Non-EU country counterparties not subject to NFRD disclosure obligations									
41	Loans and advances									
42	Debt securities									
43	Equity instruments									
44	Derivatives	22,610,000								
45	On demand interbank loans	2,861,551,000								
46	Cash and cash-related assets									
47	Other categories of assets (e.g. Goodwill, commodities etc.)	2,975,454,000								
48	Total GAR assets	51,561,436,000	364,523,558	14,746,325					364,523,558	14,746,325
49	Assets not covered for GAR calculation	6,513,207,000								
50	Central governments and Supranational issuers	1,750,651,000								
51	Central banks exposure	4,762,556,000								
52	Trading book									
53	Total assets	58,074,643,000								
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations										
54	Financial guarantees									
55	Assets under management									
56	Of which debt securities									
57	Of which equity instruments									

2.a GAR sector information
turnover-based, 1/3

Breakdown by sector - NACE 4 digits level (code and label)	2025										
	Climate Change Mitigation (CCM)				Climate Change Adaptation (CCA)				Water and marine resources (WTR)		
	Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD
	[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount
SEK	Of which environmentally sustainable (CCM)	SEK	Of which environmentally sustainable (CCM)	SEK	Of which environmentally sustainable (CCA)						
1 1072 - Manufacture of rusks and biscuits; manufacture of preserved pastry goods and cake	265,584	-			-	-			-	-	
2 2319 - Manufacture of other glass and glass products	249,534	31,797			-	-			-	-	
3 2540 - Manufacture of weapons and ammunition	332,836	-			-	-			-	-	
4 2651 - Manufacture of instruments and appliances for measuring, testing and navigation	218,140	-			-	-			-	-	
5 2899 - Manufacture of other special-purpose machinery	763,773	1,525,326			-	-			-	-	
6 3030 - Manufacture of aircraft and spacecraft	1,509,781	-			-	-			-	-	
7 3320 - Installation of industrial machinery and equipment	106,395	477,288			-	-			-	-	
8 3513 - Electricity distribution	1,835,723	6,039			-	-			-	-	
9 4120 - Construction of residential and non-residential buildings	1,291,135	227,216			-	-			-	-	
10 4220 - Construction of utility projects	710,050	-			-	-			-	-	
11 4321 - Electrical installation	154,286	1,331			-	-			-	-	
12 4322 - Plumbing, heat and air-conditioning installation	149,000	-			-	-			-	-	
13 4639 - Non-specialized wholesale of food, beverages and tobacco	2,150,675	27			-	-			-	-	
14 4650 - Wholesale of information and communication equipment	133,012,952	160,896			-	-			-	-	
15 4719 - Other retail sale in non-specialised stores	381,820	826			-	-			-	-	
16 4773 - Dispensing chemist in specialised stores	316,057	176,654			-	-			-	-	
17 4791 - Retail sale via mail order houses or via Internet	343,934	9,561			-	-			-	-	
18 4910 - Passenger rail transport, interurban	194,125	-			-	-			-	-	
19 5310 - Postal activity	2,293,854	-			-	-			-	-	
20 6110 - Wired telecommunications activities	6,362,993	-			-	-			-	-	
21 6120 - Wireless telecommunications activities	11,694,428	37,846			-	-			-	-	
22 6201 - Computer programming activities	2,707,839	13,228			-	-			-	-	
23 6202 - Computer consultancy activities	206,460	16,043			-	-			-	-	
24 6820 - Renting and operating of own or leased real estate	2,340,287	247,660			-	-			-	-	
25 8020 - Security systems service activities	191,088	-			-	-			-	-	
26 8121 - General cleaning of buildings	5,344,899	44,487			-	-			-	-	
27 Total	175,127,648	2,976,224			0	0			0	0	

2.a GAR sector information
turnover-based, 2/3

Breakdown by sector - NACE 4 digits level (code and label)	2025										
	Climate Change Adaptation (CCA)				Circular economy (CE)				Pollution (PPC)		
	Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD
	[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount
SEK	Of which environmentally sustainable (CCA)	SEK	Of which environmentally sustainable (CCA)	SEK	Of which environmentally sustainable (CCA)	SEK	Of which environmentally sustainable (CCA)	SEK	Of which environmentally sustainable (CCA)	SEK	Of which environmentally sustainable (CCA)
1 1072 - Manufacture of rusks and biscuits; manufacture of preserved pastry goods and cake	-	-	-	-	-	-	-	-	-	-	-
2 2319 - Manufacture of other glass and glass products	-	-	-	-	-	-	-	-	-	-	-
3 2540 - Manufacture of weapons and ammunition	-	-	-	-	-	-	-	-	-	-	-
4 2651 - Manufacture of instruments and appliances for measuring, testing and navigation	-	-	-	-	-	-	-	-	-	-	-
5 2899 - Manufacture of other special-purpose machinery	-	-	-	-	-	-	-	-	-	-	-
6 3030 - Manufacture of aircraft and spacecraft	-	-	-	-	-	-	-	-	-	-	-
7 3320 - Installation of industrial machinery and equipment	-	-	-	-	-	-	-	-	-	-	-
8 3513 - Electricity distribution	-	-	-	-	-	-	-	-	-	-	-
9 4120 - Construction of residential and non-residential buildings	-	-	-	-	-	-	-	-	-	-	-
10 4220 - Construction of utility projects	-	-	-	-	-	-	-	-	-	-	-
11 4321 -Electrical installation	-	-	-	-	-	-	-	-	-	-	-
12 4322 - Plumbing, heat and air-conditioning installation	-	-	-	-	-	-	-	-	-	-	-
13 4639 - Non-specialized wholesale of food, beverages and tobacco	-	-	-	-	-	-	-	-	-	-	-
14 4650 - Wholesale of information and communication equipment	-	-	-	-	-	-	-	-	-	-	-
15 4719 - Other retail sale in non-specialised stores	-	-	-	-	-	-	-	-	-	-	-
16 4773 - Dispensing chemist in specialised stores	-	-	-	-	-	-	-	-	-	-	-
17 4791 - Retail sale via mail order houses or via Internet	-	-	-	-	-	-	-	-	-	-	-
18 4910 - Passenger rail transport, interurban	-	-	-	-	-	-	-	-	-	-	-
19 5310 - Postal activity	-	-	-	-	-	-	-	-	-	-	-
20 6110 - Wired telecommunications activities	-	-	-	-	-	-	-	-	-	-	-
21 6120 - Wireless telecommunications activities	-	-	-	-	-	-	-	-	-	-	-
22 6201 - Computer programming activities	-	-	-	-	-	-	-	-	-	-	-
23 6202 - Computer consultancy activities	-	-	-	-	-	-	-	-	-	-	-
24 6820 - Renting and operating of own or leased real estate	-	-	-	-	-	-	-	-	-	-	-
25 8020 - Security systems service activities	-	-	-	-	-	-	-	-	-	-	-
26 8121 -General cleaning of buildings	-	-	-	-	-	-	-	-	-	-	-
27 Total	0	0	-	-	0	0	-	-	0	0	-

2.a GAR sector information

turnover-based, 3/3

Breakdown by sector - NACE 4 digits level (code and label)		2025							
		Biodiversity and Ecosystem (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)			
		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD	
		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
SEK	Of which environmentally sustainable (CCA)	SEK	Of which environmentally sustainable (CCA)	SEK	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)	SEK	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)		
1	1072 - Manufacture of rusks and biscuits; manufacture of preserved pastry goods and cake	-	-	-	-	265,584	-	-	-
2	2319 - Manufacture of other glass and glass products	-	-	-	-	249,534	31,797	-	-
3	2540 - Manufacture of weapons and ammunition	-	-	-	-	332,836	-	-	-
4	2651 - Manufacture of instruments and appliances for measuring, testing and navigation	-	-	-	-	218,140	-	-	-
5	2899 - Manufacture of other special-purpose machinery	-	-	-	-	763,773	1,525,326	-	-
6	3030 - Manufacture of aircraft and spacecraft	-	-	-	-	1,509,781	-	-	-
7	3320 - Installation of industrial machinery and equipment	-	-	-	-	106,395	477,288	-	-
8	3513 - Electricity distribution	-	-	-	-	1,835,723	6,039	-	-
9	4120 - Construction of residential and non-residential buildings	-	-	-	-	1,291,135	227,216	-	-
10	4220 - Construction of utility projects	-	-	-	-	710,050	-	-	-
11	4321 -Electrical installation	-	-	-	-	154,286	1,331	-	-
12	4322 - Plumbing, heat and air-conditioning installation	-	-	-	-	149,000	-	-	-
13	4639 - Non-specialized wholesale of food, beverages and tobacco	-	-	-	-	2,150,675	27	-	-
14	4650 - Wholesale of information and communication equipment	-	-	-	-	133,012,952	160,896	-	-
15	4719 - Other retail sale in non-specialised stores	-	-	-	-	381,820	826	-	-
16	4773 - Dispensing chemist in specialised stores	-	-	-	-	316,057	176,654	-	-
17	4791 - Retail sale via mail order houses or via Internet	-	-	-	-	343,934	9,561	-	-
18	4910 - Passenger rail transport, interurban	-	-	-	-	194,125	-	-	-
19	5310 - Postal activity	-	-	-	-	2,293,854	-	-	-
20	6110 - Wired telecommunications activities	-	-	-	-	6,362,993	-	-	-
21	6120 - Wireless telecommunications activities	-	-	-	-	11,694,428	37,846	-	-
22	6201 - Computer programming activities	-	-	-	-	2,707,839	13,228	-	-
23	6202 - Computer consultancy activities	-	-	-	-	206,460	16,043	-	-
24	6820 - Renting and operating of own or leased real estate	-	-	-	-	2,340,287	247,660	-	-
25	8020 - Security systems service activities	-	-	-	-	191,088	-	-	-
26	8121 -General cleaning of buildings	-	-	-	-	5,344,899	44,487	-	-
27	Total	0	0	0	0	175,127,648	2,976,224	0	0

3.a GAR KPI stock

turnover-based, 1/3

% (compared to total covered assets in the denominator)		2025									
		Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
		Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	
GAR - Covered assets in both numerator and denominator											
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation										
2	Financial undertakings	1.10%	0.04%								
3	Credit institutions	1.10%	0.04%								
4	Loans and advances										
5	Debt securities, including UoP	1.10%	0.04%								
6	Equity instruments										
7	Other financial corporations										
8	of which investment firms										
9	Loans and advances										
10	Debt securities, including UoP										
11	Equity instruments										
12	of which management companies										
13	Loans and advances										
14	Debt securities, including UoP										
15	Equity instruments										
16	of which insurance undertakings										
17	Loans and advances										
18	Debt securities, including UoP										
19	Equity instruments										
20	Non-financial undertakings	0.05%	0.006%								
21	Loans and advances	0.05%	0.006%								
22	Debt securities, including UoP										
23	Equity instruments										
24	Households	0.01%	-								
25	of which loans collateralised by residential immovable property										
26	of which building renovation loans										
27	of which motor vehicle loans										
28	Local governments financing										
29	Housing financing										
30	Other local government financing										
31	Collateral obtained by taking possession: residential and commercial immovable properties										
32	Total GAR assets	1.16%	0.05%								

3.a GAR KPI stock
turnover-based, 2/3

% (compared to total covered assets in the denominator)		2025													Proportion of total assets covered					
		Circular economy (CE)			Pollution (PPC)			Biodiversity and Ecosystems (BIO)			TOTAL (CCM + CCA + WTR + CE + PPC + BIO)									
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)									
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)									
		Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which transitional		Of which enabling						
GAR - Covered assets in both numerator and denominator																				
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation																			
2	Financial undertakings																			
3	Credit institutions														0.67%	0.03%				3.12%
4	Loans and advances														0.67%	0.03%				1.82%
5	Debt securities, including UoP																			
6	Equity instruments																			
7	Other financial corporations																			
8	of which investment firms																			
9	Loans and advances																			
10	Debt securities, including UoP																			
11	Equity instruments																			
12	of which management companies																			
13	Loans and advances																			
14	Debt securities, including UoP																			
15	Equity instruments																			
16	of which insurance undertakings																			
17	Loans and advances																			
18	Debt securities, including UoP																			
19	Equity instruments																			
20	Non-financial undertakings														0.01%	0.003%				0.35%
21	Loans and advances														0.01%	0.003%				0.35%
22	Debt securities, including UoP																			
23	Equity instruments																			
24	Households														0.03%					84.59%
25	of which loans collateralised by residential immovable property																			
26	of which building renovation loans																			
27	of which motor vehicle loans																			
28	Local governments financing																			
29	Housing financing																			
30	Other local government financing																			
31	Collateral obtained by taking possession: residential and commercial immovable properties																			
32	Total GAR assets														0.71%	0.03%				88.05%

3.a GAR KPI stock
turnover-based, 3/3

% (compared to total covered assets in the denominator)		2024												Proportion of total assets covered
		Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			TOTAL (CCM + CCA + WTR + CE + PPC + BIO)						
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)						
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)						
		Of which Use of Proceeds	Of which transitional	Of which enabling			Of which specialised lending	Of which enabling						
GAR - Covered assets in both numerator and denominator														
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation													
2	Financial undertakings		0.67%	0.03%					0.67%	0.03%				3.64%
3	Credit institutions		0.67%	0.03%					0.67%	0.03%				2.04%
4	Loans and advances													
5	Debt securities, including UoP		0.67%	0.03%					0.67%	0.03%				2.04%
6	Equity instruments													
7	Other financial corporations													
8	of which investment firms													
9	Loans and advances													
10	Debt securities, including UoP													
11	Equity instruments													
12	of which management companies													
13	Loans and advances													
14	Debt securities, including UoP													
15	Equity instruments													
16	of which insurance undertakings													
17	Loans and advances													
18	Debt securities, including UoP													
19	Equity instruments													
20	Non-financial undertakings		0.01%	0.00%					0.01%	0.003%				0.09%
21	Loans and advances		0.01%	0.00%					0.01%	0.003%				0.09%
22	Debt securities, including UoP													
23	Equity instruments													
24	Households		0.03%						0.03%					83.37%
25	of which loans collateralised by residential immovable property													
26	of which building renovation loans													
27	of which motor vehicle loans													
28	Local governments financing													
29	Housing financing													
30	Other local government financing													
31	Collateral obtained by taking possession: residential and commercial immovable properties													
32	Total GAR assets		0.71%	0.03%					0.71%	0.03%				87.10%

4.a GAR KPI flow
turnover-based, 1/2

% (compared to flow of total eligible assets)	2025										
	Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)				Water and marine resources (WTR)			
	Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
	Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
	Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling
GAR - Covered assets in both numerator and denominator											
1 Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation											
2 Financial undertakings	0.13%	0.15%									
3 Credit institutions	0.13%	0.15%									
4 Loans and advances											
5 Debt securities, including UoP	0.13%	0.15%									
6 Equity instruments											
7 Other financial corporations											
8 of which investment firms											
9 Loans and advances											
10 Debt securities, including UoP											
11 Equity instruments											
12 of which management companies											
13 Loans and advances											
14 Debt securities, including UoP											
15 Equity instruments											
16 of which insurance undertakings											
17 Loans and advances											
18 Debt securities, including UoP											
19 Equity instruments											
20 Non-financial undertakings	-	-									
21 Loans and advances											
22 Debt securities, including UoP											
23 Equity instruments											
24 Households	-	-									
25 of which loans collateralised by residential immovable											
26 of which building renovation loans											
27 of which motor vehicle loans											
28 Local governments financing	-	-									
29 Housing financing											
30 Other local government financing											
31 Collateral obtained by taking possession: residential and commercial immovable properties	-	-									
32 Total GAR assets	0.13%	0.15%									

4.a GAR KPI flow
turnover-based, 2/2

% (compared to flow of total eligible assets)		2025														
		Circular economy (CE)			Pollution (PPC)			Biodiversity and Ecosystems (BIO)			TOTAL (CCM + CCA + WTR + CE + PPC + BIO)					Proportion of total new assets covered
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					
Of which Use of Proceeds	Of which enabling		Of which Use of Proceeds	Of which enabling		Of which Use of Proceeds	Of which enabling		Of which Use of Proceeds	Of which transitional	Of which enabling					
GAR - Covered assets in both numerator and denominator																
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation															
2	Financial undertakings											0.13%	0.15%			0.16%
3	Credit institutions											0.13%	0.15%			0.16%
4	Loans and advances															
5	Debt securities, including UoP											0.13%	0.15%			0.16%
6	Equity instruments															
7	Other financial corporations															
8	of which investment firms															
9	Loans and advances															
10	Debt securities, including UoP															
11	Equity instruments															
12	of which management companies															
13	Loans and advances															
14	Debt securities, including UoP															
15	Equity instruments															
16	of which insurance undertakings															
17	Loans and advances															
18	Debt securities, including UoP															
19	Equity instruments															
20	Non-financial undertakings															
21	Loans and advances															
22	Debt securities, including UoP															
23	Equity instruments															
24	Households															
25	of which loans collateralised by residential immovable															
26	of which building renovation loans															
27	of which motor vehicle loans															
28	Local governments financing															
29	Housing financing															
30	Other local government financing															
31	Collateral obtained by taking possession: residential and commercial immovable properties															
32	Total GAR assets											0.13%	0.15%			0.16%

Banking business (prudential consolidation), Capex-based

1.b. Assets for the calculation of GAR

Capex-based, 1/3

SEK

		2025										
		Total [gross] carrying amount	Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)			
			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			
				Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling		
GAR - Covered assets in both numerator and denominator												
1	Loans and advances, debt securities and equity instruments not HT eligible for GAR calculation											
2	Financial undertakings	1,565,411,000	552,879,096	20,682,472								
3	Credit institutions	914,883,000	552,879,096	20,682,472								
4	Loans and advances	-	-	-								
5	Debt securities, including UoP	914,883,000	552,879,096	20,682,472								
6	Equity instruments	-	-	-								
7	Other financial corporations	650,528,000	-	-								
8	of which investment firms	-	-	-								
9	Loans and advances	-	-	-								
10	Debt securities, including UoP	-	-	-								
11	Equity instruments	-	-	-								
12	of which management companies	-	-	-								
13	Loans and advances	-	-	-								
14	Debt securities, including UoP	-	-	-								
15	Equity instruments	-	-	-								
16	of which insurance undertakings	-	-	-								
17	Loans and advances	-	-	-								
18	Debt securities, including UoP	-	-	-								
19	Equity instruments	-	-	-								
20	Non-financial undertakings	175,500,648	107,064,558	5,397,617								
21	Loans and advances	175,127,648	107,064,558	5,397,617								
22	Debt securities, including UoP	-	-	-								
23	Equity instruments	373,000	-	-								
24	Households	42,458,171,000	3,830,000	-								
25	of which loans collateralised by residential immovable property	-	-	-								
26	of which building renovation loans	-	-	-								
27	of which motor vehicle loans	3,395,552,000	-	-								
28	Local governments financing	-	-	-								
29	Housing financing	-	-	-								
30	Other local government financing	-	-	-								
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-	-								
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)	-	-	-								
33	Financial and Non-financial undertakings	1,089,586,352										
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	765,844,352										
35	Loans and advances	765,844,352										
36	of which loans collateralised by commercial immovable property	-										
37	of which building renovation loans	-										
38	Debt securities	-										
39	Equity instruments	-										
40	Non-EU country counterparties not subject to NFRD disclosure obligations	523,742,000										
41	Loans and advances	323,742,000										
42	Debt securities	-										
43	Equity instruments	-										
44	Derivatives	38,384,000										
45	On demand interbank loans	2,531,954,000										
46	Cash and cash-related assets	-										
47	Other categories of assets (e.g. Goodwill, commodities etc.)	2,336,370,000										
48	Total GAR assets	50,195,377,000	663,773,654	26,080,089								
49	Assets not covered for GAR calculation	4,301,755,000										
50	Central governments and Supranational issuers	1,786,436,000										
51	Central banks exposure	2,515,319,000										
52	Trading book	-										
53	Total assets	54,497,132,000										
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations												
54	Financial guarantees	-										
55	Assets under management	-										
56	Of which debt securities	-										
57	Of which equity instruments	-										

1.b. Assets for the calculation of GAR

Capex-based, 2/3

		2025											
		Circular economy (CE)			Pollution (PPC)			Biodiversity and Ecosystems (BIO)			TOTAL (CCM + CCA + WTR + CE + PPC + BIO)		
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which towards taxonomy relevant sectors (Taxonomy-eligible)		Of which environmentally sustainable (Taxonomy-aligned)			
		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)		Of which environmentally sustainable (Taxonomy-aligned)			
		Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling	
SEK	GAR - Covered assets in both numerator and denominator												
1	Loans and advances, debt securities and equity instruments not HTF eligible for GAR calculation												
2	Financial undertakings									552,879,096	20,682,472		
3	Credit institutions									552,879,096	20,682,472		
4	Loans and advances												
5	Debt securities, including UoP									552,879,096	20,682,472		
6	Equity instruments												
7	Other financial corporations												
8	of which investment firms												
9	Loans and advances												
10	Debt securities, including UoP												
11	Equity instruments												
12	of which management companies												
13	Loans and advances												
14	Debt securities, including UoP												
15	Equity instruments												
16	of which insurance undertakings												
17	Loans and advances												
18	Debt securities, including UoP												
19	Equity instruments												
20	Non-financial undertakings									107,064,558	5,397,617		
21	Loans and advances									107,064,558	5,397,617		
22	Debt securities, including UoP												
23	Equity instruments												
24	Households									3,830,000			
25	of which loans collateralised by residential immovable property												
26	of which building renovation loans												
27	of which motor vehicle loans												
28	Local governments financing												
29	Housing financing												
30	Other local government financing												
31	Collateral obtained by taking possession: residential and commercial immovable properties												
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)												
33	Financial and Non-financial undertakings												
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations												
35	Loans and advances												
36	of which loans collateralised by commercial immovable property												
37	of which building renovation loans												
38	Debt securities												
39	Equity instruments												
40	Non-EU country counterparties not subject to NFRD disclosure obligations												
41	Loans and advances												
42	Debt securities												
43	Equity instruments												
44	Derivatives												
45	On demand interbank loans												
46	Cash and cash-related assets												
47	Other categories of assets (e.g. Goodwill, commodities etc.)												
48	Total GAR assets									663,773,654	26,080,089		
49	Assets not covered for GAR calculation												
50	Central governments and Supranational issuers												
51	Central banks exposure												
52	Trading book												
53	Total assets												
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations													
54	Financial guarantees												
55	Assets under management												
56	Of which debt securities												
57	Of which equity instruments												

1.b. Assets for the calculation of GAR

Capex-based, 3/3

SEK

		2024										
		Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			TOTAL (CCM + CCA)				
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)			Of which towards taxonomy relevant sectors (Taxonomy-eligible)				
		Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)				
		Of which Use of Proceeds			Of which Use of Proceeds			Of which Use of Proceeds				
		Of which transitional			Of which transitional			Of which transitional				
		Of which enabling			Of which enabling			Of which enabling				
Total [gross] carrying amount												
GAR - Covered assets in both numerator and denominator												
1	Loans and advances, debt securities and equity instruments not HT eligible for GAR calculation											
2	Financial undertakings	1,876,159,000	343,394,954	13,025,960				343,394,954	13,025,960			
3	Credit institutions	1,052,171,000	343,394,954	13,025,960				343,394,954	13,025,960			
4	Loans and advances											
5	Debt securities, including UoP	1,052,171,000	343,394,954	13,025,960				343,394,954	13,025,960			
6	Equity instruments											
7	Other financial corporations	823,988,000	-	-								
8	of which investment firms											
9	Loans and advances											
10	Debt securities, including UoP											
11	Equity instruments											
12	of which management companies											
13	Loans and advances											
14	Debt securities, including UoP											
15	Equity instruments											
16	of which insurance undertakings											
17	Loans and advances											
18	Debt securities, including UoP											
19	Equity instruments											
20	Non-financial undertakings	45,481,469	7,879,504	3,306,792				7,879,504	3,306,792			
21	Loans and advances	45,107,469	7,879,504	3,306,792				7,879,504	3,306,792			
22	Debt securities, including UoP											
23	Equity instruments	374,000										
24	Households	42,988,518,000	17,066,000	-				17,066,000	-			
25	of which loans collateralised by residential immovable property											
26	of which building renovation loans											
27	of which motor vehicle loans	1,987,087,124										
28	Local governments financing	-	-	-								
29	Housing financing											
30	Other local government financing											
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-	-								
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)	-	-	-								
33	Financial and Non-financial undertakings	-	-	-								
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	791,662,531										
35	Loans and advances											
36	of which loans collateralised by commercial immovable property											
37	of which building renovation loans											
38	Debt securities											
39	Equity instruments											
40	Non-EU country counterparties not subject to NFRD disclosure obligations											
41	Loans and advances											
42	Debt securities											
43	Equity instruments											
44	Derivatives	22,610,000										
45	On demand interbank loans	2,861,551,000										
46	Cash and cash-related assets											
47	Other categories of assets (e.g. Goodwill, commodities etc.)	2,975,454,000										
48	Total GAR assets	50,769,773,469	368,340,458	16,332,752				368,340,458	16,332,752			
49	Assets not covered for GAR calculation	6,513,207,000										
50	Central governments and Supranational issuers	1,750,651,000										
51	Central banks exposure	4,762,556,000										
52	Trading book											
53	Total assets	57,282,980,469										
54	Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations											
54	Financial guarantees											
55	Assets under management											
56	Of which debt securities											
57	Of which equity instruments											

2.b. GAR sector information

Capex-based, 1/3

Breakdown by sector - NACE 4 digits level (code and label)	2025											
	Climate Change Mitigation (CCM)				Climate Change Adaptation (CCA)				Water and marine resources (WTR)			
	Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD	
	[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
	SEK	Of which environmentally sustainable (CCM)	SEK	Of which environmentally sustainable (CCM)	SEK	Of which environmentally sustainable (CCA)	SEK	Of which environmentally sustainable (CCA)	SEK	Of which environmentally sustainable (CCA)	SEK	Of which environmentally sustainable (CCA)
1 1072 - Manufacture of rusks and biscuits, manufacture of preserved pastry goods and cake	265,584	9,588										
2 2319 - Manufacture of other glass and glass products	249,534	176,171										
3 2540 - Manufacture of weapons and ammunition	332,836	7,655										
4 2651 - Manufacture of instruments and appliances for measuring, testing and navigation	218,140	-										
5 2899 - Manufacture of other special-purpose machinery	763,773	3,968										
6 3030 - Manufacture of aircraft and spacecraft	1,509,781	34,725										
7 3320 - Installation of industrial machinery and equipment	106,395	-										
8 3513 - Electricity distribution	1,835,723	1,468,578										
9 4120 - Construction of residential and non-residential buildings	1,291,135	32,073										
10 4220 - Construction of utility projects	710,050	568,040										
11 4321 - Electrical installation	154,286	-										
12 4322 - Plumbing, heat and air-conditioning installation	149,000	48,127										
13 4639 - Non-specialized wholesale of food, beverages and tobacco	2,150,675	-										
14 4650 - Wholesale of information and communication equipment	133,012,952	122,234										
15 4719 - Other retail sale in non-specialised stores	381,820	3,818										
16 4773 - Dispensing chemist in specialised stores	316,057	3,161										
17 4791 - Retail sale via mail order houses or via Internet	343,934	-										
18 4910 - Passenger rail transport, interurban	194,125	194,125										
19 5310 - Postal activities under universal service obligation	2,293,854	1,697,452										
20 6110 - Wired telecommunications activities	6,362,993	231,859										
21 6200 - Wireless telecommunications activities	11,694,428	-										
22 6201 - Computer programming activities	2,707,839	-										
23 6202 - Computer consultancy activities	206,460	4,749										
24 6820 - Renting and operating of own or leased real estate	2,340,287	791,293										
25 8020 - Security systems service activities	191,088	-										
26 8121 - General cleaning of buildings	5,344,899	-										
Total	175,129,673	5,397,617			0	0			0	0		

2.b. GAR sector information
turnover-based, 2/3

Breakdown by sector - NACE 4 digits level (code and label)	2025											
	Climate Change Adaptation (CCA)				Circular economy (CE)				Pollution (PPC)			
	Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD	
	[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
	SEK	Of which environmentally sustainable (CCA)	SEK	Of which environmentally sustainable (CCA)	SEK	Of which environmentally sustainable (CCA)	SEK	Of which environmentally sustainable (CCA)	SEK	Of which environmentally sustainable (CCA)	SEK	Of which environmentally sustainable (CCA)
1	1072 - Manufacture of rusks and biscuits, manufacture of preserved pastry goods and cake	-	-	-	-	-	-	-	-	-	-	
2	2319 - Manufacture of other glass and glass products	-	-	-	-	-	-	-	-	-	-	
3	2540 - Manufacture of weapons and ammunition	-	-	-	-	-	-	-	-	-	-	
4	2651 - Manufacture of instruments and appliances for measuring, testing and navigation	-	-	-	-	-	-	-	-	-	-	
5	2899 - Manufacture of other special-purpose machinery	-	-	-	-	-	-	-	-	-	-	
6	3030 - Manufacture of aircraft and spacecraft	-	-	-	-	-	-	-	-	-	-	
7	3320 - Installation of industrial machinery and equipment	-	-	-	-	-	-	-	-	-	-	
8	3513 - Electricity distribution	-	-	-	-	-	-	-	-	-	-	
9	4120 - Construction of residential and non-residential buildings	-	-	-	-	-	-	-	-	-	-	
10	4220 - Construction of utility projects	-	-	-	-	-	-	-	-	-	-	
11	4321 - Electrical installation	-	-	-	-	-	-	-	-	-	-	
12	4322 - Plumbing, heat and air-conditioning installation	-	-	-	-	-	-	-	-	-	-	
13	4639 - Non-specialized wholesale of food, beverages and tobacco	-	-	-	-	-	-	-	-	-	-	
14	4650 - Wholesale of information and communication equipment	-	-	-	-	-	-	-	-	-	-	
15	4719 - Other retail sale in non-specialised stores	-	-	-	-	-	-	-	-	-	-	
16	4773 - Dispensing chemist in specialised stores	-	-	-	-	-	-	-	-	-	-	
17	4791 - Retail sale via mail order houses or via Internet	-	-	-	-	-	-	-	-	-	-	
18	4910 - Passenger rail transport, interurban	-	-	-	-	-	-	-	-	-	-	
19	5310 - Postal activities under universal service obligation	-	-	-	-	-	-	-	-	-	-	
20	6110 - Wired telecommunications activities	-	-	-	-	-	-	-	-	-	-	
21	6120 - Wireless telecommunications activities	-	-	-	-	-	-	-	-	-	-	
22	6201 - Computer programming activities	-	-	-	-	-	-	-	-	-	-	
23	6202 - Computer consultancy activities	-	-	-	-	-	-	-	-	-	-	
24	6820 - Renting and operating of own or leased real estate	-	-	-	-	-	-	-	-	-	-	
25	8020 - Security systems service activities	-	-	-	-	-	-	-	-	-	-	
26	8121 - General cleaning of buildings	-	-	-	-	-	-	-	-	-	-	
	Total	0	0	0	0	0	0	0	0	0	0	

2.b. GAR sector information

turnover-based, 3/3

Breakdown by sector - NACE 4 digits level (code and label)		2025							
		Biodiversity and Ecosystem (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)			
		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD		Non-Financial corporates (Subject to NFRD)		SMEs and other NFC not subject to NFRD	
		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
SEK	Of which environmentally sustainable (CCA)	SEK	Of which environmentally sustainable (CCA)	SEK	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)	SEK	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)		
1	1072 - Manufacture of rusks and biscuits; manufacture of preserved pastry goods and cake	-	-		265,584	9,588			
2	2319 - Manufacture of other glass and glass products	-	-		249,534	176,171			
3	2540 - Manufacture of weapons and ammunition	-	-		332,836	7,655			
4	2651 - Manufacture of instruments and appliances for measuring, testing and navigation	-	-		218,140	0			
5	2899 - Manufacture of other special-purpose machinery	-	-		763,773	3,968			
6	3030 - Manufacture of aircraft and spacecraft	-	-		1,509,781	34,725			
7	3320 - Installation of industrial machinery and equipment	-	-		106,395	0			
8	3513 - Electricity distribution	-	-		1,835,723	1,468,578			
9	4120 - Construction of residential and non-residential buildings	-	-		1,291,135	32,073			
10	4220 - Construction of utility projects	-	-		710,050	568,040			
11	4321 - Electrical installation	-	-		154,286	0			
12	4322 - Plumbing, heat and air-conditioning installation	-	-		149,000	48,127			
13	4639 - Non-specialized wholesale of food, beverages and tobacco	-	-		2,150,675	0			
14	4650 - Wholesale of information and communication equipment	-	-		133,012,952	122,234			
15	4719 - Other retail sale in non-specialised stores	-	-		381,820	3,818			
16	4773 - Dispensing chemist in specialised stores	-	-		316,057	3,161			
17	4791 - Retail sale via mail order houses or via Internet	-	-		343,934	0			
18	4910 - Passenger rail transport, interurban	-	-		194,125	194,125			
19	5310 - Postal activities under universal service obligation	-	-		2,293,854	1,697,452			
20	6110 - Wired telecommunications activities	-	-		6,362,993	231,859			
21	6120 - Wireless telecommunications activities	-	-		11,694,428	0			
22	6201 - Computer programming activities	-	-		2,707,839	0			
23	6202 - Computer consultancy activities	-	-		206,460	4,749			
24	6820 - Renting and operating of own or leased real estate	-	-		2,340,287	791,293			
25	8020 - Security systems service activities	-	-		191,088	0			
26	8121 - General cleaning of buildings	-	-		5,344,899	0			
Total		0	0		175,127,648	5,397,617			

3.b. GAR KPI stock

Capex-base, 1/3

% (compared to total covered assets in the denominator)		2025									
		Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
		Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	
GAR - Covered assets in both numerator and denominator											
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation										
2	Financial undertakings	1.10%	0.04%								
3	Credit institutions	1.10%	0.04%								
4	Loans and advances										
5	Debt securities, including UoP	1.10%	0.04%								
6	Equity instruments										
7	Other financial corporations										
8	of which investment firms										
9	Loans and advances										
10	Debt securities, including UoP										
11	Equity instruments										
12	of which management companies										
13	Loans and advances										
14	Debt securities, including UoP										
15	Equity instruments										
16	of which insurance undertakings										
17	Loans and advances										
18	Debt securities, including UoP										
19	Equity instruments										
20	Non-financial undertakings	0.21%	0.01%								
21	Loans and advances	0.21%	0.01%								
22	Debt securities, including UoP										
23	Equity instruments										
24	Households	0.01%	-								
25	of which loans collateralised by residential immovable property										
26	of which building renovation loans										
27	of which motor vehicle loans										
28	Local governments financing										
29	Housing financing										
30	Other local government financing										
31	Collateral obtained by taking possession: residential and commercial immovable properties										
32	Total GAR assets	1.32%	0.05%								

3.b. GAR KPI stock
Capex-base, 2/3

% (compared to total covered assets in the denominator)		2025												Proportion of total assets covered	
		Circular economy (CE)			Pollution (PPC)			Biodiversity and Ecosystems (BIO)			TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				
		Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling			
GAR - Covered assets in both numerator and denominator															
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation														
2	Financial undertakings												1.10%	0.04%	3.12%
3	Credit institutions												1.10%	0.04%	1.82%
4	Loans and advances														
5	Debt securities, including UoP												1.10%	0.04%	1.82%
6	Equity instruments														
7	Other financial corporations														
8	of which investment firms														
9	Loans and advances														
10	Debt securities, including UoP														
11	Equity instruments														
12	of which management companies														
13	Loans and advances														
14	Debt securities, including UoP														
15	Equity instruments														
16	of which insurance undertakings														
17	Loans and advances														
18	Debt securities, including UoP														
19	Equity instruments														
20	Non-financial undertakings												0.21%	0.01%	0.35%
21	Loans and advances												0.21%	0.01%	0.35%
22	Debt securities, including UoP														
23	Equity instruments														
24	Households												0.01%		84.59%
25	of which loans collateralised by residential immovable property														
26	of which building renovation loans														
27	of which motor vehicle loans														
28	Local governments financing														
29	Housing financing														
30	Other local government financing														
31	Collateral obtained by taking possession: residential and commercial immovable properties														
32	Total GAR assets												1.32%	0.05%	88.05%

3.b. GAR KPI stock

Capex-base, 3/3

% (compared to total covered assets in the denominator)		2024											Proportion of total assets covered	
		Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			TOTAL (CCM + CCA)						
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)						
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)						
		Of which Use of Proceeds	Of which transitional	Of which enabling	Of which specialised lending	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling		
GAR - Covered assets in both numerator and denominator														
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation													
2	Financial undertakings	0.68%	0.03%							0.68%	0.03%			3.74%
3	Credit institutions	0.68%	0.03%							0.68%	0.03%			2.10%
4	Loans and advances													
5	Debt securities, including UoP	0.68%	0.03%							0.68%	0.03%			2.10%
6	Equity instruments													
7	Other financial corporations													
8	of which investment firms													
9	Loans and advances													
10	Debt securities, including UoP													
11	Equity instruments													
12	of which management companies													
13	Loans and advances													
14	Debt securities, including UoP													
15	Equity instruments													
16	of which insurance undertakings													
17	Loans and advances													
18	Debt securities, including UoP													
19	Equity instruments													
20	Non-financial undertakings	0.02%	0.01%							0.02%	0.007%			0.09%
21	Loans and advances	0.02%	0.01%							0.02%	0.007%			0.09%
22	Debt securities, including UoP													
23	Equity instruments													
24	Households	0.03%								0.03%				85.64%
25	of which loans collateralised by residential immovable property													
26	of which building renovation loans													
27	of which motor vehicle loans													
28	Local governments financing													
29	Housing financing													
30	Other local government financing													
31	Collateral obtained by taking possession: residential and commercial immovable properties													
32	Total GAR assets	0.73%	0.03%							0.73%	0.03%			89.47%

4.b. GAR KPI flow
capex-based, 1/2

% (compared to flow of total eligible assets)		2025									
		Climate Change Mitigation (CCM)			Climate Change Adaptation (CCA)			Water and marine resources (WTR)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
		Of which Use of Proceeds	Of which transitional	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	
GAR - Covered assets in both numerator and denominator											
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation										
2	Financial undertakings	0.13%	0.15%								
3	Credit institutions	0.13%	0.15%								
4	Loans and advances										
5	Debt securities, including UoP	0.13%	0.15%								
6	Equity instruments										
7	Other financial corporations										
8	of which investment firms										
9	Loans and advances										
10	Debt securities, including UoP										
11	Equity instruments										
12	of which management companies										
13	Loans and advances										
14	Debt securities, including UoP										
15	Equity instruments										
16	of which insurance undertakings										
17	Loans and advances										
18	Debt securities, including UoP										
19	Equity instruments										
20	Non-financial undertakings	-	-								
21	Loans and advances										
22	Debt securities, including UoP										
23	Equity instruments										
24	Households	-	-								
25	of which loans collateralised by residential immovable										
26	of which building renovation loans										
27	of which motor vehicle loans										
28	Local governments financing	-	-								
29	Housing financing										
30	Other local government financing										
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-								
32	Total GAR assets	0.13%	0.15%								

4.b. GAR KPI flow
capex-based, 2/2

% (compared to flow of total eligible assets)		2025													Proportion of total new assets covered
		Circular economy (CE)			Pollution (PPC)			Biodiversity and Ecosystems (BIO)			TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				
		Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which enabling	Of which Use of Proceeds	Of which transitional	Of which enabling			
GAR - Covered assets in both numerator and denominator															
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation														
2	Financial undertakings														
3	Credit institutions														
4	Loans and advances														
5	Debt securities, including UoP														
6	Equity instruments														
7	Other financial corporations														
8	of which investment firms														
9	Loans and advances														
10	Debt securities, including UoP														
11	Equity instruments														
12	of which management companies														
13	Loans and advances														
14	Debt securities, including UoP														
15	Equity instruments														
16	of which insurance undertakings														
17	Loans and advances														
18	Debt securities, including UoP														
19	Equity instruments														
20	Non-financial undertakings														
21	Loans and advances														
22	Debt securities, including UoP														
23	Equity instruments														
24	Households														
25	of which loans collateralised by residential immovable														
26	of which building renovation loans														
27	of which motor vehicle loans														
28	Local governments financing														
29	Housing financing														
30	Other local government financing														
31	Collateral obtained by taking possession: residential and commercial immovable properties														
32	Total GAR assets														

Statements and notes, Group

INCOME STATEMENT, GROUP

SEK THOUSAND	NOTE	2025	2024
Interest income	G7	4,388,726	4,675,157
Interest expense	G7	-1,238,072	-1,743,422
Net interest		3,150,654	2,931,735
Fee & commission income	G8	539,687	543,350
Fee & commission expense	G8	-68,945	-78,978
Net provision		470,742	464,372
Net income/expense from financial transactions	G9	-50,752	-46,490
Other operating income	G10	177,498	212,930
TOTAL OPERATING INCOME		3,748,142	3,562,547
General administrative expenses	G12,G13	-1,642,211	-1,574,166
Depreciation, amortisation and impairment of intangible and tangible fixed assets	G14	-427,091	-85,064
Other operating expenses	G15	-114,055	-71,905
TOTAL EXPENSES BEFORE CREDIT LOSSES		-2,183,357	-1,731,135
EARNINGS BEFORE CREDIT LOSSES		1,564,785	1,831,412
Credit losses, net		-1 198 533	-1 570 442
TOTAL CREDIT LOSSES	G16	-1 198 533	-1 570 442
OPERATING PROFIT/LOSS		366,252	260,970
Tax	G17	-38,339	-60,587
NET PROFIT FOR THE PERIOD		327,913	200,383
Portion attributable to Resurs Holding AB shareholders		265,423	127,751
Portion attributable to the holders of Additional Tier 1 instruments		62,490	72,632
NET PROFIT FOR THE PERIOD		327,913	200,383
BASIC AND DILUTED EARNINGS PER SHARE, SEK	G18	1.33	0.64

STATEMENT OF COMPREHENSIVE INCOME, GROUP

SEK THOUSAND	NOTE	2025	2024
Net profit for the year		327,913	200,383
Other comprehensive income that will be classified to profit/loss			
Translation differences for the period, foreign operations	G37	-45,755	-11,285
COMPREHENSIVE INCOME FOR THE YEAR		282,158	189,098
Portion attributable to Resurs Holding AB shareholders		219,668	160,134
Portion attributable to additional tier 1 capital holders		62,490	28,964
COMPREHENSIVE INCOME FOR THE YEAR		282,158	189,098

STATEMENT OF FINANCIAL POSITION, GROUP

SEK THOUSAND	NOTE	31/12/2025	31/12/2024
ASSETS			
Cash and balances at central banks		2,515,319	4,762,556
Treasury and other bills eligible for refinancing	G20	1,786,435	1,750,650
Lending to credit institutions	G21	2,531,873	2,861,551
Lending to the public	G22	39,104,082	39,903,160
Bonds and other interest-bearing securities	G23	1,564,567	1,875,265
Shares and participating interests	G24	4,496	4,547
Derivatives	G25	38,384	22,610
Goodwill	G26	1,594,036	1,650,663
Other intangible assets	G26	79,727	470,086
Property, plant and equipment	G27	73,064	96,098
Other assets	G28	103,759	113,523
Current tax asset		189,477	251,136
Deferred tax asset	G17	170,287	208,165
Prepaid expenses and accrued income	G29	133,422	175,656
TOTAL ASSETS		49,888,928	54,145,666
LIABILITIES, PROVISIONS AND EQUITY			
LIABILITIES AND PROVISIONS			
Liabilities to credit institutions	G30	19,300	9,300
Deposits and borrowing from the public	G31	34,194,999	39,771,446
Other liabilities	G32	528,589	600,383
Derivatives	G25	10,820	18,055
Accrued expenses and deferred income	G33	412,377	504,694
Current tax liability		686	42,120
Deferred tax liability	G17	24,098	149,747
Other provisions	G34	9,556	14,782
Issued securities	G35	6,030,364	4,993,094
Subordinated debt	G36	698,188	299,332
TOTAL LIABILITIES AND PROVISIONS		41,928,977	46,402,953

EQUITY

SEK THOUSAND	NOTE	31/12/2025	31/12/2024
EQUITY	G37		
Share capital		1,000	1,000
Other paid-in capital		2,074,475	2,086,615
Hedge accounting reserve		-35,600	-35,600
Translation reserve		-16,891	28,864
Additional Tier 1 instruments		600,000	600,000
Retained earnings incl. profit for the period		5,336,967	5,061,834
TOTAL EQUITY		7,959,951	7,742,713
TOTAL LIABILITIES, PROVISIONS AND EQUITY		49,888,928	54,145,666

For information on pledged assets, contingent liabilities and commitments, see Note G38.

STATEMENT OF CHANGES IN EQUITY

SEK thousand	Share capital	Other paid-in capital	Hedge accounting reserve	Translation reserve	Additional Tier 1 instruments	Retained earnings incl. profit for the year	Total equity
Initial equity at 1 January 2024	1,000	2,086,615	-35,600	40,149	600,000	4,938,101	7 630 265
Transaction costs, issue of Tier 1 capital						-3,000	-3,000
Interest cost additional Tier 1 instruments						-72,632	-72,632
Net profit for the year						200,383	200,383
Other comprehensive income for the year				-11,285			-11,285
Share-based payments ¹⁾						-1,018	-1,018
Equity at 31 December 2024	1,000	2,086,615	-35,600	28,864	600,000	5,061,834	7,742,713
Initial equity at 1 January 2025	1,000	2,086,615	-35,600	28,864	600,000	5,061,834	7,742,713
Cost additional Tier 1 instruments						-62,490	-62,490
Option premium repurchased/written-down		-1,600					-1,600
Disposal of subsidiary		-10,540				9,710	-830
Net profit for the period						327,913	327,913
Other comprehensive income for the period				-45,755			-45,755
Equity at 31 December 2025	1,000	2,074,475	-35,600	-16,891	600,000	5,336,967	7,959,951

All equity is attributable to Parent Company shareholders except Tier 1 capital instruments.

See note G37 regarding Issued additional Tier 1 instruments and translation reserve.

¹⁾ For further information, see Note G13, Incentive Programmes.

CASH FLOW STATEMENT (INDIRECT METHOD)

SEK THOUSAND	NOTE	2025	2024
Operating activities			
Operating profit		366,252	260,970
- of which, interest received		4,396,051	4,670,305
- of which, interest paid		-1,319,873	-1,748,983
Adjustments for non-cash items in operating profit		1,477,294	1,595,632
Tax paid		-116,900	-124,000
Cash flow from operating activities before changes in operating assets and liabilities		1,726,646	1,732,602
Changes in operating assets and liabilities			
Lending to the public		-1,377,685	-2,294,188
Other assets		929,850	-348,556
Liabilities to credit institutions		10,000	6,200
Deposits and borrowing from the public		-5,520,659	3,629,141
Acquisition of investment assets ¹⁾		-595,809	-4,313,205
Divestment of investment assets ¹⁾		777,347	4,260,394
Other liabilities		-59,534	80,375
Cash flow from operating activities		-4,109,844	2,752,763
Investing activities			
Acquisition of intangible and tangible fixed assets	G26,G27	-11,743	-117,115
Divestment of intangible and tangible fixed assets		2,622	1,184
Disposal of subsidiaries		-830	-
Cash flow from investing activities		-9,951	-115,931

Continued on the next page

¹⁾ Investment assets are comprised of bonds and other interest-bearing securities, treasury and other bills eligible for refinancing, shares and participating interest.

CASH FLOW STATEMENT (INDIRECT METHOD)

SEK THOUSAND	NOTE	2025	2024
Financing activities			
Transaction costs, issue of Tier 1 capital		-	-3,000
Interest cost additional Tier 1 instruments		-62,490	-72,632
Payment relating to amortisation of leasing debts		-19,017	-26,957
Option premium repurchased/written-down		-1,600	-
New issued securities		1,047,480	1,338,973
Matured issued securities		-	-1,982,365
Matured subordinated debt		398,647	-300,000
Cash flow from financing activities, continuing operations		1,363,020	-1,045,981
Cash flow for the year		-2,756,775	1,594,315
Cash & cash equivalents at beginning of the year ²⁾		7,624,107	6,057,539
Exchange rate differences		44,914	-24,283
Cash & cash equivalents at end of the period ²⁾		4,912,246	7,624,107

Adjustment for non-cash items in operating profit		2025	2024
Credit losses	G16	1,198,533	1,570,442
Depreciation, amortisation and impairment of intangible and tangible fixed assets	G14	427,091	85,064
Profit/loss tangible assets		2,831	-343
Impairment of shares		-	12,526
Valuation fair value investment assets ¹⁾		3,015	310
Change in provisions		-4,906	-7,104
Adjustment to interest paid/received		-129,439	-19,245
Share-based payments		-	-1,018
Change in fair value of shares and participating interests		825	-12,526
Currency effects		-21,625	-33,608
Other items that do not affect liquidity		969	1,134
Sum non-cash items in operating profit		1,477,294	1,595,632

¹⁾ Investment assets are comprised of bonds and other interest-bearing securities, treasury and other bills eligible for refinancing, shares and participating interest.

²⁾ Liquid assets are comprised of lending to credit institutions (excluding the Riksbank's deposit requirement) and cash and balances at central banks.

CASH FLOW STATEMENT (INDIRECT METHOD)

SEK THOUSAND	1 JANUARY 2025	CASH FLOW	NON CASH FLOW ITEMS		31 DECEMBER 2025	
			ACCRUED ACQUISITION COSTS	EXCHANGE RATE DIFFERENCES		
Issued securities	4,993,094	681,936		366,305	-10,971	6,030,364
Subordinated debt	299,332	398,647		209	-	698,188
Total	5,292,426	1,080,583		366,514	-10,971	6,728,552

SEK THOUSAND	1 JANUARY 2024	CASH FLOW	NON CASH FLOW ITEMS		31 DECEMBER 2024	
			ACCRUED ACQUISITION COSTS	EXCHANGE RATE DIFFERENCES		
Issued securities	5,643,430	-643,392		882	-7,826	4,993,094
Subordinated debt	599,080	-300,000		252	-	299,332
Total	6,242,510	-943,392		1,134	-7,826	5,292,426

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Notes

G1 GENERAL INFORMATION

Resurs Holding AB (publ), Corporate Identity Number 556898-2291, address Björkavägen 111, Väla Norra, Helsingborg, Sweden, is a public limited liability company headquartered in Helsingborg, Sweden. Resurs Holding AB is owned to 90.05 per cent by Ronneby UK Limited.

Resurs Holding AB hereby submits the annual report and the consolidated financial statements for the financial year 2025.

The Group is comprised of the subsidiaries; Resurs Förvaltning Norden AB, Corporate Identity Number 559067-0690, Resurs Bank AB, together with its subsidiaries, Corporate Identity Number 516401-0208. For the complete Group structure, see Note G40.

The regulatory consolidation (consolidated situation) include Resurs Bank Group and its parent company Resurs Holding AB.

The consolidated financial statements and the annual report are presented in SEK thousand unless otherwise indicated.

Presentation and adoption of the annual report

The annual report was approved for issuance by the Board of Directors on the 19 March 2026. The income statement and the balance sheet are subject to approval by the Annual General Meeting 2026.

G2 ACCOUNTING PRINCIPLES

Group

The consolidated financial statements were prepared in accordance with International Financial Reporting Standards (IFRS), issued by the International Accounting Standards Board (IASB), as adopted by the EU. Applicable sections of the Swedish Annual Accounts Act for Credit Institutions and Securities Companies, the Swedish Financial Supervisory Authority's regulations and general guidelines on Annual Reports in Credit Institutions and Securities Companies, FFFS 2008:25 and all applicable amendments, and the Swedish Financial Reporting Board's recommendation RFR 1, Supplementary Accounting Rules for Groups, were also applied. Unless otherwise specified, the accounting principles described below were applied consistently to all periods presented in the Group's financial statements.

Basic of preparation

Group management has considered the development and information regarding the Group's key accounting principles and has defined its position on the choice and application of these principles. The Group's assets and liabilities are measured at historical cost. Financial assets and liabilities are measured at amortised cost, apart from certain assets and liabilities which are measured at fair value through profit or loss. Financial assets and liabilities measured at fair value through profit or loss comprise:

- Bonds and other interest-bearing securities, including subordinated loans
- Shares and participations
- Derivatives
- Treasury and other bills eligible for refinancing

Judgements and estimates in the financial statements

Preparation of financial statements in compliance with IFRS requires Group management to make judgements, accounting estimates and assumptions that affect the application of the accounting principles and the carrying amounts of assets, liabilities, income and expenses. Estimates and assumptions are based on historical experience and a number of other factors that are considered reasonable in the present circumstances. The results of these estimates and assumptions are used to determine the carrying amounts of assets and liabilities which are not readily apparent from other sources. The actual outcome may differ from those estimates and assumptions. The accounting estimates and assumptions are reviewed regularly. Changes in accounting estimates are recognised in the period of the change if the change only affects that period. Changes are recognised in the period of the change and future periods if the change affects both. Assessments made by Group management and key sources of estimation uncertainty when applying IFRS that have a significant impact on the financial statements are described in more detail in Note G44 Key estimates and assessments.

New standards, amendments and interpretations that have been applied by the Group

None of the new standards, amendments or interpretations that have come into effect for the financial year beginning on 1 January 2025 have had a significant impact on the Group.

New standards, amendments and interpretations that have not yet been applied by the Group.

A number of new or amended IFRSs have been published, but have not yet taken effect, as at the preparation of this annual report on 31 December 2025. There are no plans for these new or amended IFRSs to be applied in advance.

In April 2024 the IASB published the new standard IFRS 18 Presentation and Disclosure in Financial Statements, which will replace IAS 1 Presentation of Financial Statements. On condition that IFRS 18 will be endorsed by the EU, and the effective date proposed by the IASB is not changed, the standard will be applied from fiscal year 2027.

IFRS 18 sets out the requirements for the presentation and disclosure of financial performance in financial statements, focusing on income statement and the performance of management-defined performance measures. The standard it is not expected to have any significant impact on Resurs, since IFRS 18 is focusing on the presentation and performance in the financial reports. Resurs will begin working with analysing the effects of the new standard.

Other new or amended IFRSs approved by IASB as at 31 December 2025 are not expected to have any impact on the consolidated financial statements.

Consolidated financial statements

The consolidated financial statements include the Parent Company and its subsidiaries. Subsidiaries are entities over which the Parent Company exercises control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns through its power over the entity and has the ability to affect those returns through its power over the entity. A subsidiary is consolidated from the acquisition date, which is the date when the Parent Company obtains control. A subsidiary is deconsolidated from the date on which control ceases.

The Group is comprised of the subsidiaries, Resurs Förvaltning Norden AB and Resurs Bank AB. The subsidiaries were consolidated using the acquisition method and, accordingly, the carrying amount of subsidiary shares is eliminated against the subsidiaries' equity at the time of acquisition.

Purchase consideration for the acquisition of a subsidiary comprises the fair value of transferred assets, liabilities incurred by the Group to the former owners of the acquired company, and the shares issued by the Group. Purchase consideration also includes the fair value of all assets and liabilities that are a result of a contingent consideration agreement. Identifiable assets acquired, and liabilities assumed in a business combination are measured initially at their acquisition date fair values. For each acquisition, i.e. on a transaction-by-transaction basis, the Group decides whether to measure the non-controlling interest (NCI) in the acquired company at fair value or at the NCI's proportionate share of the identifiable net assets of the acquired company. Acquisition-related costs are recognised as an expense when incurred. Goodwill is initially measured as the difference between the total purchase consideration plus any fair value of non-controlling interests, and the fair value of identifiable assets acquired, and liabilities assumed. If the purchase consideration is lower than the fair value of the acquired company's net assets, the difference is recognised directly through profit or loss.

Intra-Group transactions, balance-sheet items and income and costs for intra-Group transactions are eliminated. Gains and losses resulting from intra-Group transactions and which are recognised as assets are eliminated in their entirety.

The accounting principles for subsidiaries have been changed where necessary to ensure consistent application of the Group's principles.

Foreign currency

The consolidated financial statements are presented in Swedish kronor (SEK), the Group's presentation currency. The functional currency is considered to be the currency used in the economic environment in which the operations are primarily conducted. The functional currency is considered to be the currency mainly used in the cash flows of an operation. The Group determines the functional currency based on the primary economic environment of the individual operations. The income statement is translated at the average exchange rate of the transactions for each currency during the period. Monetary assets and liabilities in foreign currency and non-monetary assets in foreign currency that are measured at fair value are remeasured at the closing rate on the closing date. All gains and losses resulting from currency translation of monetary items, including the currency components in forward contracts, that are measured at fair value are recognised through profit or loss as exchange-rate changes under the item "Net income/expense from financial transactions."

Goodwill in foreign currency attributable to acquisitions of foreign operations are treated as assets of the foreign operation and are translated at the closing rate. Exchange-rate gains and losses are recognised in other comprehensive income.

Assets and liabilities of subsidiaries and branches with a functional currency other than SEK are translated into the presentation currency at the exchange rate on the closing date. The income statement is translated at the average exchange rate of the transactions for each currency during the period.

Tier 1 capital

Tier 1 capital comprises Common Equity Tier 1 capital and other Tier 1 capital. In December 2019, Resurs Holding AB issued Additional Tier 1 Capital of a nominal SEK 300 million.

This Additional Tier 1 Capital is subordinated debt that meets some of the requirements to be eligible as Tier 1 capital when calculating the amount of the capital base. The accounting principle chosen means that the Additional Tier 1 Capital is to be classified as equity and payment to holders of these instruments, such as interest, is recognised in equity.

Segment reporting

Operating segments are reported in a manner consistent with the Group's internal reporting provided to the chief operating decision maker. The chief operating decision maker is the function responsible for allocating resources and assessing performance of the operating segments.

Interest income and interest expense

Interest income and interest expense attributable to financial assets and liabilities are recognised using the effective interest method. The effective interest rate is the rate that equates the present value of all estimated future receipts or payments during the anticipated fixed interest terms with the carrying amount of the receivable or liability. Interest income and interest expense include any transaction costs and other differences from the original value of the asset or liability.

Interest income and interest expense presented in profit or loss comprise:

- Interest on financial assets and liabilities measured at amortised cost using the effective interest method, including interest on doubtful receivables.
- Interest on financial assets and liabilities at fair value through profit or loss.

Leases

Lessee

The Group's leases mainly premises and vehicles. Leases are normally signed for fixed periods of about five years for premises and three years for vehicles, but there are the options of extensions and advance termination, which are described below. The terms are negotiated separately for each lease and contain a large number of contractual terms.

The leasing agreements are reported in accordance with IFRS 16 as right-of-use together with a corresponding liability to the lessor on the day that the leased assets become available for use by the Group. The right-of-use and lease liability are recognised on the lines Property, plant & equipment and Other liabilities. Each lease payment is distributed between depreciation of liability and interest expense. The interest expense is distributed over the lease term so that each reporting period is charged with an amount equivalent to a fixed interest rate for the liability recognised for each period. The right-of-use asset is depreciated straight-line over the identified right-of-use period. In the cash flow statement payments for the principal portion of the lease liability and payments for the interest portion are presented within operating activities.

Assets and liabilities arising on leases are initially recognised at present value.

Lease liabilities include the present value of the following lease payments:

- fixed payments (including in-substance fixed payments), less incentives
- variable lease payments that depend on an index or rate, initially measured using the index or rates on the commencement date
- amounts expected to be payable under a residual value guarantee
- the exercise price under a purchase option that the lessee is reasonably certain to utilise and
- penalty for terminating the lease, if the length of the term reflects the assumption that the lessee will utilise this option.

Lease payments are discounted at the interest rate implicit if the rate can be determined, otherwise at the incremental borrowing rate.

The right-of-use assets are measured at cost and include the following:

- the amount at which the lease liability was originally measured
- lease payments paid on at before the commencement date, after any rewards received when the lease was signed.
- initial direct costs
- costs for restoring the asset to the condition prescribed in the terms of the lease

The Group has decided to apply the following exemptions in IFRS 16:

- Payments for short-term leases and leases of a low value are expensed straight-line in profit or loss. Short-term leases are leases of 12 months or less. Low value leases include IT and office equipment.

Options to extend or terminate a lease are included in a number of the Group's leases for premises. The terms are used to maximise flexibility in managing leases. These options of providing the opportunity to terminate a lease in advance can only be utilised by the Resurs Bank Group and not the lessors. When such an option is utilised, a fee corresponding to six months' rent is often charged. The assessment of the use of options to extend or terminate a lease is reviewed if a significant event or change in circumstances arises that impacts this assessment and the change is within the lessee's control.

Lessor

All lease contracts in which the Group is the lessor are classified as finance leases and are recognised in the Group's balance sheet under Lending to the public at an amount corresponding to the net investment in the lease. The lease payment, excluding cost of service, is recognised as repayment of the receivable and as unearned financial income. The income is distributed to obtain an even return on the net investment recognised for each period.

Revenue recognition

The standard for Revenue from agreements with customers, IFRS 15, is applied for various types of services which are mainly reported in the income statement as commission income. IFRS 15 also applies to certain services that are found in the item Other income.

Fee & commission income and expense

Fee & commission income and expense that are an integral part of the effective interest rate are not recognised under fee & commission income, but under interest income. This is comprised of opening fees for loans and fees for the provision of credit or other types of loan commitments for which it is likely that the credit facility will be utilized.

Commission and fees received on financial services are recognised in the period during which the service is expected to be provided when the credit product does not have different partial payment options. Opening fees for other credit products (comprising products with which the customer has the option of switching between different repayment plans) are recognised immediately, since the credit maturity is shorter and there is greater uncertainty about credit maturity.

Fee & commission expenses are the costs of services received, to the extent they are not considered to be interest and are comprised of loan commission. Transaction costs, which are taken into account when calculating the effective interest rate, reduce interest income.

Dividend income

Dividend income is recognised when the right to receive payment is established.

Net income/expense from financial transactions

The item net income/expense from financial transactions includes realised and unrealised changes in value arising from financial transactions.

Net income/expense consists of:

- capital gains from financial assets at fair value through profit or loss
- unrealised changes in value from financial assets at fair value through profit or loss
- realised and unrealised changes in the value of derivative instruments that are economic hedging instruments but do not qualify for hedge accounting
- exchange-rate differences
- Ineffective part of the hedge accounting in the fair value hedge.

Other operating income

The item primarily comprises monitoring fees and withdrawal fees and originate from Lending to the public.

General administrative expenses

General administrative expenses include personnel expenses, postage, communication and notification costs, IT costs, consulting fees, premises costs and certain other costs related to the business. The item also includes the cost of loyalty programmes, calculated on points earned by customers and valued on the basis of historical costs.

Employee benefits

Personnel expenses

Personnel expenses, such as salaries, payroll overhead and variable remuneration, are recognised through profit or loss during the period in which the employee rendered service to the Group. A provision for variable remuneration is recognised when the Group has a legal or constructive obligation to make such payments as a result of the services in question having been rendered by the employees, and when the amount can be measured reliably.

Pensions

The Group primarily has defined contribution pension plans, which are recognised through profit or loss in the period during which the employee rendered service to the Group. Defined contribution plans are plans under which the Group pays fixed contributions into a separate legal entity. The Group has no legal or constructive obligation to pay further contributions if the legal entity does not hold sufficient assets to pay all employee benefits relating to employee service in the current and prior periods.

Termination benefits

Termination benefits are only recognised if the Group is demonstrably committed, without realistic possibility of withdrawal, to terminate employment before the normal retirement date and has a detailed formal plan for termination.

Recognition of assets and liabilities

Assets are defined as resources controlled by the company as a result of past events and which are likely to generate future economic benefits. These are recognised in the statement of financial position when it is probable that future economic benefits associated with the asset will flow to the Group and when the value/cost of the resource can be measured reliably.

Liabilities are current obligations arising from past events, the settlement of which is expected to result in an outflow of resources from the Group. A liability is recognised in the statement of financial position when it is probable that an outflow of resources from the Group will result from the settlement of a present obligation and the amount at which the settlement will take place can be measured reliably.

Financial instruments

Financial instruments recognised under assets in the balance sheet include treasury and other bills eligible for refinancing, loan receivables, bonds and other interest-bearing securities, subordinated loans, other assets, and derivatives. The heading "Liabilities, provisions and equity" includes loans, issued securities, subordinated debt, derivatives and trade payables.

Financial instruments - Recognition and derecognition from the balance sheet

A financial asset or financial liability is recognised in the balance sheet when the Group becomes a party under the instrument's contractual terms. Financial assets are derecognised from the balance sheet when the contractual rights to the cash flows deriving from the asset cease or when all significant risks and benefits associated with the assets are transferred to another party.

The same applies to part of a financial asset. A financial liability is derecognised from the balance sheet when the contractual obligation is discharged or extinguished in some other way. The same applies to part of a financial liability. A financial asset and a financial liability may be offset and the net amount recognised in the balance sheet only when there is a legally enforceable right to offset the recognised amounts and the intention is either to settle on a net basis, or to simultaneously realise the asset and settle the liability. Acquisitions and divestments of financial assets are recognised on the trade date, the date on which the Group commits itself to acquire or divest the asset. Loan receivables are recognised in the balance sheet when the loan amount is paid to the borrower.

Financial instruments - Classification and measurement

A financial instrument is classified on the acquisition date based on the measurement rules in IFRS 9. Classification determines how the financial instruments are measured subsequent to initial recognition. Classification of financial instruments is determined based on the bank's business model and the contractual cash flows of the instrument.

Financial instruments — Assets measured at amortised cost

Loan receivables, purchased invoice receivables and accounts receivable are financial assets that are held under a business model with the objective of collecting contractual cash flows, and that the assets give rise to specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding. These receivables are represented by the balance sheet items "Cash and balances at central banks," "Lending to credit institutions," "Lending to the public," "Other assets" and "Accrued income." These assets are measured at amortised cost including transaction costs. Amortised cost is calculated based on the effective interest rate used at initial recognition.

Loan receivables and accounts receivable are recognised at the amounts expected to be received, meaning according to the model calculations in IFRS 9.

Financial instruments — Financial assets at fair value through profit or loss

Financial assets and liabilities are measured at fair value through profit or loss unless they meet the conditions for one of the other categories. These assets and liabilities are measured at fair value excluding transaction costs. All changes in the value of these items are recognised directly in profit and loss under "Net income/expense from financial transactions. In the balance sheet, these are represented by the items: Treasury and other bills eligible for refinancing mm, Bonds and other interest-bearing securities, Subordinated loan, Shares and participating interests and Derivatives.

Financial instruments - Liabilities measured at amortised cost

Financial liabilities (excluding derivatives) are measured at amortised cost, and accrued interest expense is accrued continuously using the effective interest method. In the balance sheet, these are represented by the items Liabilities to credit institutions, Deposits and borrowing from the public, Issued securities, Subordinated debt, Other liabilities and Accrued expenses.

Financial instruments - Liabilities at fair value through profit or loss

Derivatives with negative values are included in the category of financial liabilities measured at fair value through profit or loss. In the balance sheet, the item is represented by derivatives. Both realised and unrealised changes in value are recognised in the income statement item "Net income/expense from financial transactions."

Net investments in foreign operations

For foreign operations carried out in the form of a branch, the Group's treasury function manages the net investment in each currency and reduces currency risk through other positions in the same currency and through currency derivatives. Translation differences are recognised through profit or loss. Accumulated gains and losses in equity are recognised through profit or loss when the foreign operations are fully or partly divested.

Methods of determining fair value

Financial instruments listed on an active market

The fair value of financial instruments listed on an active market is determined on the basis of the asset's listed bid price on the closing date without additions for transaction costs (for example, brokerage) at the time of acquisition. A financial instrument is deemed to be listed on an active market if listed prices are readily available from a stock exchange, dealer, broker, trade association, pricing service or regulatory agency and those prices represent actual and regularly occurring market transactions on commercial terms. Any future transaction costs on disposal are not taken into consideration. The fair value of financial liabilities is based on the quoted selling price.

Instruments that are listed on an active market are recognised under Treasury and other bills eligible for refinancing, Bonds and other interest-bearing securities, Subordinated debt and Shares and participations.

Financial instruments not listed on an active market

If the market for a financial instrument is not active, the fair value is determined by applying various measurement techniques that are based on market data as far as possible. The fair value of currency forwards is calculated by discounting the difference between the contracted forward rate and the forward rate that can be utilised on the closing date for the remaining contract period. Discounting is at a risk-free interest rate based on government bonds. The fair value of interest swaps is based on discounting anticipated future cash flows in accordance with contractual terms and maturities using the market rate. The fair value of non-derivative financial instruments is based on future cash flows and current market rates on the closing date. The discount rate used reflects market-based interest rates for similar instruments on the closing date. Information about fair value recognised in the statement of financial position based on a measurement technique is provided in Note G41 Financial Instruments. The Group measures derivatives at fair value solely based on input data that is directly or indirectly observable on the market. Instruments that are not listed on an active market are recognised under Lending to credit institutions, Deposits and lending from the public, Derivatives and Other assets and liabilities.

Credit losses and impairment of financial assets

Credit losses comprise confirmed credit losses during the year less amounts received for previous years' confirmed credit losses and changes in the provision for expected credit losses. Loans are recognised net of confirmed credit losses and the provision for expected credit losses (ECL).

In accordance with IFRS 9, the Group assesses expected credit losses together with future-oriented factors for all financial instruments, within the category of amortised cost. Expected balance from loan commitments are also considered. The Group reports the possible losses on each reporting occasion.

The assessment of ECL should reflect: An objective and a probability-weighted amount determined through the evaluation of a number of potential outcomes; with consideration given to money's time value and to all reasonable and verifiable information available on the reporting date without unreasonable expense or exertion. The assessment also take into account historical, current and forecasts for future economic conditions.

The calculation of credit losses is based on expected credit losses under IFRS 9 and will be calculated by multiplying the PD with the Exposure at Default (EAD) multiplied by the Loss Given Default (LGD). This means that the calculation of expected credit losses is based on the bank's total lending volumes, including credits without any increased credit risk.

The impairment model includes a three-stage model based on changes in the credit quality of financial assets. Under this three-stage model, assets are divided into three different stages depending on how credit risk has changed since the asset was initially recognised in the balance sheet. Stage 1 encompasses assets for which there has not been a significant increase in credit risk, stage 2 encompasses assets for which there has been a significant increase in credit risk, while stage 3 encompasses defaulted assets. That is assets which have been transferred to debt collection or are past due 90 days or more. The provision of expected credit losses for assets is governed by the category to which the assets belong. Provisions are made under stage 1 for expected credit losses within 12 months, while provisions for stage 2 and 3 are made for expected credit losses under the full lifetime of the assets.

A central factor impacting the amount of expected credit losses is the rule governing the transfer of an asset between stage 1 and 2. The Group makes use of change in the Probability of Default (PD) in relation to PD on the granting date to determine the significant increase in risk, with the change assessed by a combination of absolute and relative changes in PD. Furthermore, all credits for which payments are more than 30 days late are attributed to stage 2, regardless of whether or not there is a significant increase in risk. To determine whether there is a significant increase in risk, and thus a transfer to stage 2, the bank starts by assessing the change in the expected PD of the credit. In order for there to be a significant increase in risk, a change in start PD must amount to the total of a given threshold and a percentage change in the start PD. Alongside the significant PD changes described above, the bank uses a "back stop," meaning that a credit that is between 30 and 90 days past due is attributable to stage 2 even if there is no significant increase in PD. Reversals are made from stage 2 to stage 1 when a receivable that was previously under stage 2 is no longer subject to a significant increase in risk or is no longer past due for payment by more than 30 days. Reversals can only be made from stage 3 for receivables that are between 90 and 120 days past due for payment, and are then reversed to stage 1 or stage 2 when payments are made during a 12-month period.

The calculation of the lifetime for credit cards and other revolving credits is based on predictive models about the future limit use and statistical repayment plans. The models are based on internal historical data where different models are used for homogeneous groups of credits with similar explanatory variables.

In addition to the IFRS 9 reserves described in the preceding paragraph, the Group also makes additions for "management overlays," based on forward-looking macroeconomic profits under IFRS 9. The Group has decided to base the forward-looking calculations on a macroeconomic variable (unemployment level) that from a historical perspective has proven to correlate well with changes in the Group's credit losses. Input used for the forward-looking calculations are forecasts of future unemployment per geographic market in which the Group operates, which are obtained from Bloomberg. The Group also applies a weighted scenario of these forecasts, based on the Group's assessment of the probability of each scenario occurring in which the weight on 31 December 2024 used the median value of 60 per cent, and 10 per cent for a more negative trend (higher unemployment) and 30 per cent for a more positive trend (lower unemployment). The ECL effect of this calculation is distributed proportionally over the instruments in each geographic market.

The lending to credit institutions are deemed to have very low credit risk and are not considered to have been exposed to increased credit risk, which is why lending to credit institutions has not been impaired.

For provisions for credit losses pertaining to leasing in factoring, an individual assessment is made as to whether a provision is to be established or impairment (leased equipment) is to be recognised. Testing for these contractual groups is performed only at individual level since no group is deemed to meet the requirements for being treated as a homogeneous group. A provision or impairment is reversed when there is verifying information that the impairment requirement no longer exists. Confirmed credit losses include losses for which the amounts are determined through bankruptcy, settlements, a statement from the enforcement authority or exemption from payment granted in some other way.

Loan commitments and unutilised credit

The Group has no outstanding loan commitments. All unutilised credit facilities granted are terminable with immediate effect to the extent allowed under the Swedish Consumer Credit Act. Unutilised credit is recognised as a commitment.

Intangible assets

Goodwill

Goodwill arises on the acquisition of subsidiaries and other business combinations and is the amount by which the purchase consideration exceeds the participation in the fair value of the identifiable assets, liabilities and contingent liabilities of the acquired company or business plus the fair value of the non-controlling influence in the acquired company. For the purpose of impairment testing, goodwill acquired in a business combination is allocated to cash-generating units or groups of cash-generating units that are expected to benefit from synergies from the acquisition. Each unit or group of units to which goodwill has been allocated represents the lowest level in the Group at which the goodwill in question is monitored for internal control purposes. Goodwill is tested for impairment annually or more frequently if events or changes in circumstances indicate possible impairment. The carrying amount of goodwill is compared with its recoverable amount, which is the higher of value in use and fair value less selling expenses. Any impairment is recognised as an expense immediately and is not reversed.

Other intangible assets

Other intangible assets have finite useful lives and are recognised at cost less accumulated amortisation. They are amortised on a straight-line basis to distribute the cost over their 4-5 year estimated useful life. In connection to the merger of yA Bank additional other intangible assets referring to customer relations were added. The amortisation period for these are 10-15 year.

Other intangible assets include in-house development of IT software. Maintenance costs for IT software are expensed as incurred.

Development costs directly attributable to the development of software products controlled by the Group are recognised as intangible assets when the following criteria are met:

- It is technically feasible to complete the software so that it can be utilised,
 - It is the company's intention to complete and utilise the software,
 - There are opportunities to utilise the software,
 - The way in which the software will generate probable future economic benefits can be demonstrated,
 - Adequate technical, economic and other resources are available to complete the development and to utilise the intangible asset, and
 - The expenditure associated with the intangible asset during its development can be measured reliably.
- Completed development projects are recognised at the costs incurred, less accumulated amortisation and impairment.

Property, plant & equipment

Items of property, plant & equipment are recognised at cost less accumulated depreciation. Cost includes expenses directly attributable to the acquisition of an asset. Subsequent expenditure is added to the asset's carrying amount or recognised as a separate asset (whichever is more suitable) only when it is probable that future economic benefits associated with the asset will flow to the Group and the cost of the item can be measured reliably. The carrying amount of the replaced component is derecognised from the statement of financial position. All other types of repair and maintenance are recognised as an expense through profit and loss in the period in which they arise.

Depreciation of property, plant & equipment for the Group's own use is applied on a straight-line basis in order to allocate cost or revalued amount down to residual value over the estimated useful life. Assets are depreciated over their estimated useful life of 3-5 years from the date of acquisition.

Residual values and useful lives of property, plant & equipment are reviewed on each closing date and adjusted if necessary. The carrying amount of an asset is also immediately impaired to its recoverable amount if the asset's carrying amount exceeds its estimated recoverable amount. The recoverable amount refers to either the net selling price or the value in use, whichever is higher. The recoverable amount is calculated as soon as there is an indication that the carrying amount is too high. The carrying amount of property, plant and equipment is derecognised from the statement of financial income on disposal, divestment or when no future economic benefits are expected from its use or disposal/divestment. Gains or losses arising from the disposal/divestment of property, plant and equipment comprise the difference between the sales price and the asset's carrying amount less direct selling expenses.

Impairment of non-financial assets

Assets that have an indefinite useful life, such as goodwill or intangible assets not ready for use, are not amortised but are tested annually for impairment. Assets are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is taken for the amount whereby the carrying amount of the asset exceeds recoverable amount. The recoverable amount is the higher of the asset's fair value less selling expenses and its value in use. In impairment testing, assets are grouped at the lowest level for which there are separate identifiable cash flows (cash-generating units). For assets other than goodwill that were previously impaired, a test for reversal is performed every closing date.

Provisions

A provision is recognised in the statement of financial position when there is a present obligation (legal or constructive) due to a past event and it is probable that an outflow of financial resources will be required to settle the obligation, and the amount of the obligation can be reliably estimated. Where the effect of the time value of money is material, provisions are calculated by discounting anticipated future cash flows using a pre-tax discount rate that reflects current market assessments of the time value of money and, if applicable, the risks specific to the liability.

Tax

Income tax consists of current tax and deferred tax. Income taxes are recognised through profit or loss except in cases where the underlying transaction is recognised directly in other comprehensive income or equity.

The Group's foreign branch offices in Norway, Denmark and Finland are taxed on their income in their own countries. In Sweden, the Group is liable to pay tax on all its income, including earnings from its foreign branch offices. To the extent that the company pays tax in Sweden on its foreign income, a deduction is normally allowed for the foreign tax paid, in order to avoid double taxation. Current tax is the amount of income tax payable or recoverable for the current year, calculated using tax rates applicable on the closing date, and includes any adjustments relating to prior periods.

Deferred tax is based on temporary differences between the carrying amounts of assets and liabilities and their corresponding tax bases. Deferred tax assets on deductible temporary differences and tax loss carryforwards are only recognised to the extent it is probable they will be utilised. Deferred tax assets and tax liabilities are offset when there is a legally enforceable right to offset current tax assets against current liabilities and when deferred tax assets and liabilities relate to income taxes levied by the same tax authority, on either the same or different taxable entities, where there is an intention to settle on a net basis.

Contingent liabilities A contingent liability is recognised when a possible obligation may arise based on past events and the existence of the liability will be confirmed by the occurrence or non-occurrence of one or more uncertain future events, or when there is an obligation that is not recognised as a liability or provision because it is not probable that an outflow of resources will be required to settle the obligation.

Cash flow statement

The cash flow statement for the Group and the Parent Company are prepared in accordance with the indirect method. Recognised cash flows only include transactions involving cash inflows and outflows. Cash transactions are classified under operating activities, investing activities and financing activities.

Cash and balances at central banks including Lending to credit institutions.

Reposessed assets

Assets reposessed to safeguard claims are recognised in the statement of financial position together with similar assets already held by the Group. All assets taken over to safeguard claims are initially measured at fair value, and any difference between the loan's carrying amount and the fair value of the reposessed asset is recognised under Credit losses, net. Fair value at the reporting date is the asset's cost or amortised cost, whichever is applicable.

In subsequent periods, assets taken over to safeguard claims are measured in accordance with the measurement principles for the asset class. Income and expenses related to reposessed assets are allocated in the same way as other income and expenses in profit or loss.

As of 31 December 2025, the value of property reposessed to safeguard claims amounted to 0 SEK 0 (0).

Special Purpose Vehicles (SPVs)

Resurs holds shares and some bonds in Special Purpose Vehicles (SPVs). The sole purpose of SPVs is to manage credit-impaired receivables that the bank has transferred to the SPVs. Resurs as well as an external party are investors in these companies. The cash flow to SPV investors is limited to the performance of the receivables. Consequently, the bank is exposed to some variable returns in SPVs. However, the main part of the variability has been transferred to the other party. This party has full rights regarding management and sale of portfolios. The Group's assessment is that control does not exist since the bank can not influence the management of the receivables and can not unanimously request the disposal of the receivables. Accordingly, the SPVs are not consolidated in Resurs.

G3 RISK MANAGEMENT

The Group faces various risks common to companies of similar size, product range, and geographical markets within the industry. The Group adopts a cautious approach to risk, prioritizing their identification and prevention. Risk management is an integral part of the Group's daily operations and intended to ensure that the risks do not exceed the risk tolerances set by the Board of Directors.

The Group's ability to manage risks and effectively maintain capital is crucial to its profitability. The Group encounters various risks in its business activities, with the most significant being credit risk, liquidity and financial risks and operational risk. Additionally, other types of risk, such as business/strategic, market risk, sustainability risk and reputational risk, can manifest in different ways for the Group.

The risk management framework aligns the Groups strategic objectives with risk management. This framework encompasses the Group's functions, strategies, processes, procedures, policies, risk appetite, risk indicators, risk limits, risk mandates, and control and reporting procedures essential for identifying, measuring, monitoring, managing and reporting risks.

In order to balance the Group's risk exposure and to limit and control risks, the Group companies have produced policies. External regulatory frameworks and policies comprise the basis for the Group's control environment and management of risks that arise in the operations. The policies also outline the delegation of authorities within specific areas of risk. The board of each Group company stipulates the risk management policies.

Instructions comprising the level under policies are determined by the CEO or the person responsible for the specific risk area that the instructions regulate in the specific Group company. These instructions contain more detailed information about risk management in a specific risk area.

Risk appetite, risk indicators and risk limits are regularly monitored and reported to the Board. The Board of each Group company has established a risk appetite for specific risks based on qualitative and quantitative valuations. Risk appetite indicates the level of risk that the Group can accept in order to achieve its strategic objectives

The Group has a standardised process for risk identification, risk assessment and risk reporting and has implemented these processes throughout the operations. The Group companies work actively on creating a high level of risk awareness and efficient risk management. Risk management is based on the view of three lines of defence where the combination of these lines will ensure efficient risk management in the day-to-day operations.

The first line of defence is at the operational level. Operational personnel have the best opportunity to identify, monitor and control specific risks arising in the day-to-day operations.

The second line of defence comprises the control function in each Group company, Compliance, and Risk, which independently and autonomously controls the Group's operations and reports regularly, both in writing and verbally, to the respective CEO, board and certain board committees.

The third line of defence is an independent internal audit function. This function regularly examines the Group's operations, including activities in the first and second lines of defence, to evaluate that these lines of defence are adequately managed from a risk perspective. The internal audit function reports regularly to the Board, both in writing and verbally.

CREDIT RISK

Credit risk is the risk of a counterparty or debtor failing to fulfil its contractual obligations and the risk that pledged collateral does not cover claims.

The Group's credit exposure primarily comprises credit risks that arise in connection with credit lending and entail the risk of incurring a loss due to borrowers' failure to meet their payment obligations for various reasons. Credit risk exposure also includes risks related to the concentration of the credit portfolio. Concentration risks are measured based on the level of exposure to individual counterparties/customers, industries and regions.

Credit risks in the credit portfolio

The Group is exposed to credit risks in the credit portfolio. Credit risks in the credit portfolio include the risk of borrowers failing to meet their payment obligations. Responsible credit lending is a prerequisite for well-functioning banking operations.

The Group's credit lending is characterised by ambitious objectives and goals in terms of ethics, quality and control. Credit risks are to identify and assess borrowers' payment capacity before credits are granted. An internally developed risk classification tool is in place to assist with credit lending.

The borrower's anticipated repayment capacity is the crucial credit assessment component in every credit lending decision. The Group follows a policy, adopted by the Board, that specifies the framework for the operations' credit strategy, credit risk management, credit risk reporting and credit rules to be applied in credit assessment. It is in the Group's interest that the Group's credit lending does not entail that the borrower takes unnecessary risk.

Borrowers' short and long-term repayment capacity is determined based on their financial situation and resilience.

The Group endeavours to ensure a highly diversified credit portfolio with pricing based on risk exposure through a broad base of customers with relatively low exposure amounts per customer.

To maintain a highly diversified credit portfolio with a balanced risk profile and to strike a favourable balance between risk and return, the Group works actively on understanding borrowers' prerequisites and macroeconomic changes that could potentially impact the risk profile.

The Group continuously monitors borrowers' repayment capacity. Risks are proactively managed by performing continuous analyses of the credit portfolio to ascertain whether it will be impacted by future macroeconomic changes. These analyses are used, for example, as supporting material for governance and management of the Group's banking operations.

Credit risks in investments

Credit risks in investments arise in the banking operations' liquidity portfolio that partly comprises a liquidity reserve that is to serve as a separate reserve for high quality liquid assets, and partly other liquidity that is not related to the liquidity reserve. The liquidity portfolio comprises bank balances and investments in interest-bearing securities. To reduce credit risks in investments, the Group follows the established policies of each Group company which regulate, among other things, the type of investment and the limits applicable to each individual counterparty.

COUNTERPARTY RISKS

Credit risk exposure in financial instruments is named counterparty risk and refers to the risk that the counterparty will be unable to fulfil its contractual obligations or will choose not to fulfil its obligations in the future pursuant to the same or similar conditions. Since a large share of the banking operations' liabilities are in SEK and significant assets are denominated in NOK, EUR and DKK, counterparty risks arise when the Group hedges its currency exposures.

The Group manage counterparty risk by signing agreements on derivative instruments with several different financial counterparties. Trading in derivative instruments in the banking operations is governed by ISDAs and the collateral by CSA agreements.

CREDIT RISK EXPOSURE, GROSS AND NET

	31/12/2205			Credit risk exposure, net
	Credit risk exposure, gross	Impair- ments	Value of collateral	
Cash and balances at central banks				
AAA/Aaa	2,429,251	-	-	2,429,251
AA+/Aa1	86,068	-	-	86,068
Total cash and balances at central banks	2,515,319	0	0	2,515,319
Treasury and other bills eligible for refinancing				
AAA/Aaa	710,325	-	-	710,325
AA+/Aa1	1,076,111	-	-	1,076,111
Total treasury and other bills eligible for refinancing	1,786,436	0	0	1,786,436
Lending to credit institutions				
- AAA/Aaa	134,946	-	-	134,946
AA-/Aa3	1,623,427	-	-	1,623,427
A+/A1	773,500	-	-	773,500
A/A2	-	-	-	0
Unrated ¹⁾	-	-	-	0
Total lending to credit institutions	2,531,873	0	0	2,531,873
Lending to the public				
Lending to the public - Retail	42,458,171	-4,569,327	-	37,888,844
Lending to the public - Corporate	1,264,713	-49,475	-	1,215,238
Total lending to the public	43,722,884	-4,618,802	0	39,104,082
Bonds				
AAA/Aaa	914,883	-	-	914,883
Unrated	649,684	-	-	649,684
Total bonds	1,564,567	0	0	1,564,567
Derivatives				
AA-/Aa3	27,475	-	-	27,475
A+/A1	10,909	-	-	10,909
Total derivatives	38,384	0	0	38,384
Total credit risk exposure in the balance sheet	52,159,463	-4,618,802	0	47,540,661
Commitments				
Unutilised credit facilities granted ²⁾	21,394,634	-9,228	-	21,385,406
Total credit risk exposure	73,554,097	-4,628,030	0	68,926,067

	31/12/2204			Credit risk exposure, net
	Credit risk exposure, gross	Impair- ments	Value of collateral	
Cash and balances at central banks				
AAA/Aaa	4,590,764	-	-	4,590,764
AA+/Aa1	171,792	-	-	171,792
Total cash and balances at central banks	4,762,556	0	0	4,762,556
Treasury and other bills eligible for refinancing				
AAA/Aaa	463,146	-	-	463,146
AA+/Aa1	1,287,504	-	-	1,287,504
Total treasury and other bills eligible for refinancing	1,750,650	0	0	1,750,650
Lending to credit institutions				
AA-/Aa3	1,715,724	-	-	1,715,724
A+/A1	1,112,294	-	-	1,112,294
A/A2	-	-	-	0
Unrated ¹⁾	33,533	-	-	33,533
Total lending to credit institutions	2,861,551	0	0	2,861,551
Lending to the public				
Lending to the public - Retail	42,988,519	-3,893,808	-	39,094,711
Lending to the public - Corporate	836,770	-28,321	-	808,449
Total lending to the public	43,825,289	-3,922,129	0	39,903,160
Bonds				
AAA/Aaa	1,052,172	-	-	1,052,172
Unrated	823,093	-	-	823,093
Total bonds	1,875,265	0	0	1,875,265
Derivatives				
AA-/Aa3	10,630	-	-	10,630
A+/A1	11,980	-	-	11,980
Total derivatives	22,610	0	0	22,610
Total credit risk exposure in the balance sheet	55,097,921	-3,922,129	0	51,175,792
Commitments				
Unutilised credit facilities granted ²⁾	21,080,448	-27,189	-	21,053,259
Total credit risk exposure	76,178,369	-3,949,318	0	72,229,051

In the event credit ratings differ, the lowest is used.

¹⁾ The item 'lending to credit institutions - unrated' is comprised of lending to other banks. Resurs Bank have a deposit co-operative with Avanza Bank, a bank listed on Nasdaq Stockholm; the SEK 0 million (34) of liquidity is to manage daily flows arising from the deposit co-operative.

²⁾ All granted but unutilised credit are terminable to the extent permitted under the Swedish Consumer Credit Act.

LENDING TO THE PUBLIC BY CREDIT RATING

31/12/2025

	Stage 1		Stage 2		Stage 3		Total
	Carrying amount gross	Provision	Carrying amount gross	Provision	Carrying amount gross	Provision	
Very low risk	10,402,167	-48,129	2,980	-135	-	-	10,356,883
Low risk	13,554,397	-102,079	22,525	-126	-	-	13,474,717
Medium low risk	6,301,374	-104,450	68,169	-908	-	-	6,264,185
Medium risk	3,071,575	-97,986	175,766	-6,592	-	-	3,142,763
Higher risk	631,413	-23,988	2,306,366	-423,262	7,186,152	-3,811,147	5,865,534
Total	33,960,926	-376,632	2,575,806	-431,023	7,186,152	-3,811,147	39,104,082

31/12/2024	Stage 1		Stage 2		Stage 3		Total
	Carrying amount gross	Provision	Carrying amount gross	Provision	Carrying amount gross	Provision	
Very low risk	9,541,620	-20,306	2,768	-173	-	-	9,523,909
Low risk	13,460,830	-84,650	24,041	-169	-	-	13,400,052
Medium low risk	6,903,762	-97,234	116,575	-2,392	-	-	6,920,711
Medium risk	2,852,733	-78,894	935,877	-52,505	-	-	3,657,211
Higher risk	596,373	-22,828	3,254,779	-536,699	6,135,931	-3,026,279	6,401,277
Total	33,355,318	-303,912	4,334,040	-591,938	6,135,931	-3,026,279	39,903,160

OPERATIONAL RISKS

Operational risks refer to the risk of loss due to incorrect or non-appropriate internal processes and procedures, human errors, incorrect systems or external events, including legal and Information and Communication and Technology (ICT) risks.

The Group manages operational risks, for example, by applying a risk management framework that includes measures for risk identification, assessment, training, control and reporting operational risks. Focus is on managing significant risks by analysing and documenting processes and procedures and by applying risk-mitigating measures. The Group's processes have been mapped with controls to ensure that identified risks are managed and monitored effectively.

The Group has a procedure for approving new or significant changes in existing products/services, markets, processes or other major changes in the business. The purpose of the process is for the bank to efficiently and effectively manage the risks that may arise in connection with, for example, new or significantly changed products/services.

MARKET RISKS

Market risks in the financial operations primarily comprise interest rate risk, currency risk and share price risk. The Board adopts policies that control these risks, for example, by setting limits that restrict risk levels. No positions are held in the trading book.

Risks attributable to foreign exchange-rates arise on the differences between assets and liabilities in different currencies. Interest rate risks arise on the difference between interest-rate terms for assets and liabilities.

FIXED INTEREST

INTEREST RATE RISK

Interest rate risk is primarily defined as a risk of incurring expenses, meaning the risk that the net interest income will decrease due to disadvantageous market interest rates. Interest rate risk normally arises as a result of having different maturities or fixed interest terms for their assets and liabilities. Interest rate risk increases if the terms for assets deviate from the terms for liabilities. Interest rate risk mainly affects in the form of gradual changes in net interest income, which can thus affect operating income and both short and long-term capital ratios.

Interest rate risk refers to the sensitivity to changes in interest rates and the structure of the interest rate curve. Most of the interest rate risks are structural and arise in deposit and lending where fixed interest terms for assets and liabilities do not always coincide.

The Group endeavours to ensure sound matching between fixed and variable interest rates in its statement of financial position, and can relatively quickly mitigate interest rate rises by changing the terms of new loans. Overall interest rate risk is deemed to be limited. This given the relatively high credit turnover rate and the fact that interest rates can be adjusted within two months according to credit agreements and applicable consumer credit legislation in several markets. Most lending and deposits take place at variable interest rates. Interest swap agreements may also be signed to limit interest rate risk. The Treasury Department continually measures, checks and manages interest rate risk on interest-bearing assets and liabilities by applying a variety of models and the Board has established limits for maximum interest rate risk.

In a calculation of a one (1) percentage-point change in the market rate, net interest income for the next 12 months would increase/decrease by SEK 47 million (57), based on interest-bearing assets and liabilities on the closing date. A one (1) percentage-point parallel shift in the yield curve and by applying the discounted future cash flow, interest rate risk on equity on the closing date was SEK 81 million (55).

The financing via deposits at variable interest rates has a contractual and theoretical very short fixed interest term of only one day. The customer behaviour, unlike the contractual, has historically been significantly longer than one day.

In legal terms, the interest rate risk associated with lending is limited since the majority of the interest rate terms are variable. In reality, however, it is not as easy for market reasons to fully compensate a change in interest rates, and this may have an impact on net interest income. Higher interest expenses can be countered promptly by amending the terms for new lending. In view of the relatively high credit turnover rate, overall interest rate risk is deemed limited. Most borrowers in the Payment Solutions segment are also able to switch between various partial payment options during the credit period.

FIXED-INTEREST PERIODS FOR ASSETS AND LIABILITIES

31/12/2025	Less than 1 month	1-3 months	3-12 months	More than 1 year	Interest- free	Total
Assets						
Cash and balances at central banks	2,444,198	71,121	-	-	-	2,515,319
Treasury and other bills eligible for refinancing	236,207	898,072	270,450	381,706	-	1,786,435
Lending to credit institutions	2,396,927	-	134,946	-	-	2,531,873
Lending to the public	27,148,234	7,372,898	1,623,493	2,959,457	-	39,104,082
Bonds and other interest-bearing securities	348,272	503,096	146,766	566,433	-	1,564,567
Shares and participations	-	-	-	-	4,496	4,496
Intangible assets	-	-	-	-	1,673,763	1,673,763
Property, plant & equipment	-	-	-	-	73,064	73,064
Other assets	-	-	-	-	635,329	635,329
Total assets	32,573,838	8,845,187	2,175,655	3,907,596	2,386,652	49,888,928
Liabilities						
Liabilities to credit institutions	-	-	-	-	19,300	19,300
Deposits and borrowing from the public	28,826,571	695,466	3,507,035	1,165,927	-	34,194,999
Other liabilities	-	-	-	-	986,126	986,126
Issued securities	4,000,000	2,030,364	-	-	-	6,030,364
Subordinated debt	-	698,188	-	-	-	698,188
Equity	-	-	-	-	7,959,951	7,959,951
Total liabilities	32,826,571	3,424,018	3,507,035	1,165,927	8,946,077	49,888,928
<i>Difference, assets and liabilities</i>	<i>-252,733</i>	<i>5,421,169</i>	<i>-1,331,380</i>	<i>2,741,669</i>	<i>-6,559,425</i>	<i>19,300</i>

31/12/2024	Less than 1 month	1-3 months	3-12 months	More than 1 year	Interest- free	Total
Assets						
Cash and balances at central banks	4,762,556	-	-	-	-	4,762,556
Treasury and other bills eligible for refinancing	178,109	1,044,194	144,585	383,762	-	1,750,650
Lending to credit institutions	2,861,551	-	-	-	-	2,861,551
Lending to the public	34,991,222	413,524	1,074,400	3,424,014	-	39,903,160
Bonds and other interest-bearing securities	303,540	479,016	118,693	974,016	-	1,875,265
Shares and participations	-	-	-	-	4,547	4,547
Intangible assets	-	-	-	-	2,120,749	2,120,749
Property, plant & equipment	-	-	-	-	96,098	96,098
Other assets	-	-	-	-	771,090	771,090
Total assets	43,096,978	1,936,734	1,337,678	4,781,792	2,992,484	54,145,666
Liabilities						
Liabilities to credit institutions	9,300	-	-	-	-	9,300
Deposits and borrowing from the public	30,665,770	1,214,085	6,432,363	1,459,228	-	39,771,446
Other liabilities	-	-	-	-	1,329,781	1,329,781
Issued securities	4,993,094	-	-	-	-	4,993,094
Subordinated debt	-	299,332	-	-	-	299,332
Equity	-	-	-	-	7,742,713	7,742,713
Total liabilities	35,668,164	1,513,417	6,432,363	1,459,228	9,072,494	54,145,666
<i>Difference, assets and liabilities</i>	<i>7,428,814</i>	<i>423,317</i>	<i>-5,094,685</i>	<i>3,322,564</i>	<i>-6,080,010</i>	<i>0</i>

CURRENCY RISK

Currency risk is the risk that the value of assets and liabilities, including derivatives, may vary due to exchange rate fluctuations or other relevant risk factors.

Currency risk arises when the value of assets and liabilities in foreign currency translated to SEK change because exchange rates fluctuate.

The main currencies for the operations are: SEK, NOK, DKK and EUR. To minimise exchange-rate risk, efforts are made to match assets and liabilities in the respective currencies as far as possible, and part of earnings in currencies other than SEK are exchanged on a regular basis.

The Treasury Department manages the currency exposures arising in the operations by using currency hedges to reduce the net value of assets and liabilities (including derivatives) in one single currency. Derivatives in the operations are regulated via ISDA and CSA agreements.

Transactions in foreign branch offices are translated to SEK using the average exchange-rate during the period in which the income and expenses have occurred. Exchange-rate gains and losses arising on settlement of these transactions and from translation of foreign currency assets and liabilities using the closing rate are recognised through profit or loss.

CURRENCY EXPOSURE

31/12/2025	DKK	EUR	NOK	GBP	Other	Total
Foreign currency assets, presented in SEK thousand						
Cash and balances with central banks	-	86,068	64,008	-	-	150,076
Treasury and other bills eligible for refinancing	43,545	591,487	128,158	-	-	763,190
Lending to credit institutions	30,872	1,790,938	208,801	2,530	4,546	2,037,687
Lending to the public	4,714,604	7,318,249	3,791,305	-	-	15,824,158
Bonds and other interest-bearing securities	131,015	720,545	42,211	-	-	893,771
Shares and participations	-	-	845	-	-	845
Intangible assets	-	-	588,946	-	-	588,946
Property, plant & equipment	38	2,026	9,242	-	-	11,306
Other assets	15,252	193,322	52,370	-	-	260,944
Total assets	4,935,326	10,702,636	4,885,885	2,530	4,546	20,530,922
Foreign currency liabilities, presented in SEK thousand						
Deposits and borrowing from the public	3,736	16,360,019	577,480	-	-	16,941,234
Other liabilities	49,688	170,189	110,006	-	2,474	332,357
Other provisions	-461	3,200	1,031	-	-	3,770
Issued securities	-	-	731,205	-	-	731,205
Total liabilities	52,962	16,533,408	1,419,722	0	2,474	18,008,566
Net assets	4,882,364	-5,830,772	3,466,163	2,530	2,072	
Nominal amount, currency hedges	-4,881,108	5,826,855	-2,881,620	-	-	
Difference between assets and liabilities incl. nominal amount of currency hedges	1,256	-3,917	584,543	-	2,072	
Sensitivity analysis						
Total financial assets	4,928,188	10,535,768	4,273,131	101,933	4,546	
Total financial liabilities	-36,988	-16,479,596	-1,403,998	-6	623	
Nominal amount, currency hedges	-4,881,108	5,826,855	-2,881,620	-	-	
Currency exposure	10,092	-116,973	-12,487	101,927	5,169	
Exchange-rate fluctuation, 5%	505	-5,849	-624	5,096	258	

31/12/2024	DKK	EUR	NOK	GBP	Other	Total
Foreign currency assets, presented in SEK thousand						
Cash and balances with central banks	-	171,792	65,358	-	-	237,150
Treasury and other bills eligible for refinancing	30,709	577,743	135,835	-	-	744,286
Lending to credit institutions	90,742	2,001,893	263,160	2,688	2,436	2,360,919
Lending to the public	4,486,996	7,177,804	5,311,719	-	-	16,976,519
Bonds and other interest-bearing securities	170,777	866,839	45,297	-	-	1,082,913
Shares and participations	-	-	895	-	-	895
Intangible assets	-	-	1,031,998	-	-	1,031,998
Property, plant & equipment	2,579	4,001	14,424	-	-	21,004
Other assets	6,014	282,572	59,124	-	-	347,710
Total assets	4,787,817	11,082,644	6,927,810	2,688	2,436	22,803,395
Foreign currency liabilities, presented in SEK thousand						
Deposits and borrowing from the public	2,623	19,316,744	1,424,985	-	-	20,744,353
Other liabilities	77,194	280,030	110,902	-	557	468,683
Other provisions	-1,080	6,836	773	-	-	6,528
Issued securities	-	-	193,770	-	-	193,770
Total liabilities	78,737	19,603,610	1,730,430	0	557	21,413,335
Net assets	4,709,080	-8,520,966	5,197,380	2,688	1,878	
Nominal amount, currency hedges	-5,481,688	8,521,577	-3,374,556	-	-	
Difference between assets and liabilities incl. nominal amount of currency hedges	-772,608	611	1,822,824	2,688	1,878	
Sensitivity analysis						
Total financial assets	5,602,967	10,844,466	5,041,138	101,910	2,436	
Total financial liabilities	-29,547	-19,544,946	-1,706,847	-6	3,401	
Nominal amount, currency hedges	-5,481,688	8,521,577	-3,374,556	-	-	
Currency exposure	91,732	-178,903	-40,265	101,904	5,837	
Exchange-rate fluctuation, 5%	4,587	-8,945	-2,013	5,095	292	

FUNDING - CONSOLIDATED SITUATION

A core component of financing efforts is maintaining a well-diversified financing structure with access to several sources of financing. Access to a number of sources of financing means that it is possible to use the most appropriate source of financing at any particular time.

Resurs works continuously to maintain a diversified funding structure. FX swaps are used to manage the currency risk associated with lending in currencies other than the currencies found in the financing operations. These derivatives are covered and regulated by ISDA and CSA agreements established with numerous counterparties.

The largest type of financing is deposits from the public. This type of financing is offered to customers in several countries. Deposits, which are analysed on a regular basis, totalled SEK 34,195 million (39,772). The lending to the public/deposits from the public ratio for the consolidated situation is 114 percent (100 percent).

Deposit products are covered by the deposit guarantee scheme, the purpose of which is to strengthen the protection of deposits received from the public and contribute to the stability of the financial system. The state deposit insurance scheme in Sweden is SEK 1,050,000 per person and institution, with the option of applying to extend this amount under certain circumstances.

From January 1st 2026 it will be increased to SEK 1,150,000. All deposits offered to customers are within the Swedish deposit guarantee scheme. In Norway, the state deposit insurance totals NOK 2,000,000 per person. The majority of deposits from the public are covered guarantee.

There is a funding programme for issuing bonds, the programme amounts to SEK 10,000 million (10,000). Within the programme, Resurs has been working successfully to issue bonds on a regular basis and sees itself as an established issuer on the market. Resurs has acted both on the Swedish and Norwegian markets.

At 31 December 2025 the program has six outstanding bonds at a nominal amount of SEK 2,000 million (1,100) and NOK 800 million (200). Of the six bonds, four are senior unsecured bonds and two are subordinated loan (T2) of SEK 700 million (300).

Resurs Holding has issued two Additional Tier 1 Capital instruments of nominal SEK 600 million (600).

Resurs Banks has an official credit rating from the credit rating company Nordic Credit Rating (NCR). Access to Nordic Credit Ratings analyses can be found on the website www.nordiccreditrating.com.

Resurs Bank has completed a securitisation of loan receivables, a form of structured financing, referred to as Asset Backed Securities (ABS). This takes place by transferring loan receivables to Resurs Bank's wholly owned subsidiaries Resurs Consumer Loans 1 Limited. This financing has been arranged with JP Morgan Chase Bank. Resurs Bank has, for a rolling period of 18 months (revolving period), the right to continue selling certain additional loan receivables to Resurs Consumer Loans. On 31 December 2025, approximately SEK 4.9 billion in loan receivables had been transferred to Resurs Consumer Loans. Resurs Bank and Resurs Consumer Loans have provided security for the assets that form part of the securitisation. At the closing date, the external financing amounted to SEK 4.0 billion (4.0) of the ABS financing. Resurs Bank has the right to amortise, decrease, the financing monthly. Since Resurs has this possibility, there are currency derivatives that are part of the monthly interest payment.

The minimum requirement for the structural liquidity measure Net Stable Funding Ratio (NSFR) is that the ratio must amount to at least 100%. The requirement states that there should be sufficient stable funding over a one-year horizon under normal and stressed conditions. For the consolidated situation the ratio on balance sheet day is 110% (108%).

LIQUIDITY – Consolidated situation

Liquidity risk includes the risk of not being able to meet liquidity commitments without significantly higher costs. The consolidated situation, must maintain a liquidity reserve and have access to unutilised liquidity in the event of irregular or unexpected liquidity flows. Managing liquidity risk is centralised and the Treasury Department is responsible for continuously monitoring, analysing, forecasting, managing and reporting liquidity risks. The department is led by the Head of Treasury, who in turn organisationally reports to the CFO. The Group's liquidity risk is managed through policies that specify limits, responsibilities and monitoring and include a contingency plan. The purpose of the contingency plan is to prepare for various courses of action if liquidity trend unfavourably. This plan includes risk indicators that could trigger the contingency plan and action plans to strengthen liquidity.

Monthly reports that include information on the financial situation, liquidity forecast and risk measures are submitted to the Finance Committee. Policies adopted by the Board are continuously monitored, while the Finance Committee may also establish requirements that must be followed. Regular reports are also submitted to the Board. The Group's liquidity risk is controlled and audited by independent functions.

There must always be liquid assets that can be used immediately to manage daily cash flows arising in the business. There must also be preparedness for uneven cash flows or to strengthen intraday liquidity. This can be handled, for example, by quickly redistributing liquidity or pledging or selling investments in bonds. There must be preparedness for strengthening of liquidity through various actions. Resurs Bank is a participant in RIX and a monetary policy counterparty to the Swedish Riksbank.

The financing mainly consists of long-term savings (deposit) together with ABS and MTN bonds. The lending operation consists to a significant extent of short-term lending (Credit Cards and Retail Finance). Since the business operation have a positive cash flow the structural liquidity risk is limited. In the liquidity exposure table with maturity times, deposits from the public at variable interest rates are placed in the payable on demand category. However, assessment and historical outcomes show that customer behaviour – as opposed to the contractual – is significantly longer than this. The company believes that deposits from the public are a long-term and stable source of financing. Investments must be of a high credit and liquidity quality and consideration is continuously given to maintaining a sufficient amount of liquid assets.

A funding and liquidity plan is made whenever required, at least once annually. Stress tests are carried out regularly to ensure that liquidity is in place for circumstances that deviate from normal conditions. One recurring stress test evaluates significant outflows of deposits from the public. Stress scenarios combining a variety of events and circumstances are implemented on a regular basis. Examples of combined events are disruptions in the capital market and deterioration in customers' repayment behaviour.

LIQUIDITY EXPOSURE, UNDISCOUNTED CASH FLOWS - GROUP

31/12/2025	Payable on demand	< 3 months	3-12 months	1-5 years	>5 years	No duration	Total
Financial assets							
Cash and balances at central banks	2,444,197	-	-	-	-	71,122	2,515,319
Treasury and other bills eligible for refinancing	-	90,388	796,631	981,668	-	-	1,868,687
Lending to credit institutions	2,126,839	174,692	94,200	-	-	136,142	2,531,873
Lending to the public	-	5,353,833	8,624,507	22,695,273	18,112,270	6,208,551	60,994,434
Bonds and other interest-bearing securities	-	183,480	321,622	1,022,559	167,751	-	1,695,412
Shares and participations	-	-	-	-	-	4,496	4,496
Other financial assets	-	157,365	1,013	-	-	-	158,378
Total	4,571,036	5,959,758	9,837,973	24,699,500	18,280,021	6,420,311	69,768,599
Financial liabilities							
Liabilities to credit institutions	-	-	19,300	-	-	-	19,300
Deposits and borrowing from the public ¹⁾	28,607,075	933,897	3,642,415	1,210,339	-	-	34,393,726
Issued securities	-	56,670	1,396,773	3,206,386	2,090,066	-	6,749,895
Subordinated debt	-	11,695	34,942	826,626	-	-	873,263
Additional Tier 1 instruments ²⁾	-	14,890	45,069	742,170	-	-	802,129
Other financial liabilities	-	627,800	44,575	59,999	-	-	732,374
Total	28,607,075	1,644,952	5,183,074	6,045,520	2,090,066	0	43,570,687
Net assets	-24,036,039	4,314,806	4,654,899	18,653,980	16,189,955	6,420,311	26,197,912
Derivatives, received	-	5,163,501	2,626,815	-	-	-	7,790,316
Derivatives, paid	-	-5,141,124	-2,621,604	-	-	-	-7,762,728
<i>Difference per time interval ³⁾</i>	-24,036,039	4,337,183	4,660,110	18,653,980	16,189,955	6,420,311	26,225,500

31/12/2024	Payable on demand	< 3 months	3-12 months	1-5 years	>5 years	No duration	Total
Financial assets							
Cash and balances at central banks	4,690,187	-	-	-	-	72,369	4,762,556
Treasury and other bills eligible for refinancing	-	261,775	220,055	1,377,872	693	-	1,860,395
Lending to credit institutions	2,586,168	262,968	10,800	-	-	1,615	2,861,551
Lending to the public	-	5,601,558	8,849,249	23,761,590	19,696,724	5,031,579	62,940,700
Bonds and other interest-bearing securities	-	168,438	220,495	1,418,311	376,361	-	2,183,605
Shares and participations	-	-	-	-	-	4,547	4,547
Other financial assets	-	171,458	1,313	-	-	-	172,771
Total	7,276,355	6,466,197	9,301,912	26,557,773	20,073,778	5,110,110	74,786,125
Financial liabilities							
Liabilities to credit institutions	-	-	9,300	-	-	-	9,300
Deposits and borrowing from the public ¹⁾	30,237,657	1,678,890	6,834,630	1,360,476	-	-	40,111,653
Issued securities	-	51,739	57,731	3,016,405	2,627,124	-	5,752,999
Subordinated debt	-	5,917	17,752	353,386	-	-	377,055
Additional Tier 1 instruments ²⁾	-	15,666	48,508	816,452	-	-	880,626
Other financial liabilities	-	804,062	36,058	51,622	-	-	891,742
Total	30,237,657	2,556,274	7,003,979	5,598,341	2,627,124	0	48,023,375
Net assets	-22,961,302	3,909,923	2,297,933	20,959,432	17,446,654	5,110,110	26,762,750
Derivatives, received	-	4,418,966	4,441,863	-	-	-	8,860,829
Derivatives, paid	-	-4,420,130	-4,436,114	-	-	-	-8,856,244
<i>Difference per time interval ³⁾</i>	-22,961,302	3,908,759	2,303,682	20,959,432	17,446,654	5,110,110	26,767,335

The cash flow for securities is calculated applying the coupon-rate for each security at that point of time.

¹⁾ Interest attributable to Deposits from the public with variable interest rates are not reflected in the above tables. Interest attributable to deposits from the public with fixed interest rates largely comprises interest that is capitalised and paid at maturity. The model assumes that deposits with fixed interest terms of less than 12 months are capitalised and paid at maturity. For deposits with fixed interest terms of more than 12 months, interest is capitalised and paid annually and at maturity.

²⁾ Additional Tier 1 Capital refers to AT1 bonds that are recognised as equity in the balance sheet. For more information see note G37, Equity.

³⁾ Amounts payable on demand amounted to SEK -24,036 million (-22,961). Contractual and expected terms are deemed to deviate for deposits from the public of SEK 28,607 million (30,238). The pattern, unlike the contractual terms, has historically been significantly lower than one day.

LIQUIDITY AND LIQUIDITY RESERVE - CONSOLIDATED SITUATION

The liquidity consist of both a liquidity reserve and additional liquidity portfolio, which are monitored daily. The primary liquidity risk is considered to be a scenario in which multiple depositors simultaneously withdraw their deposited funds. An internal model is used to set minimum required liquidity reserve, calculated based on deposit volumes, the proportion covered by deposit guarantee and the maturity profile of issued securities. The Board has stipulated that the liquidity reserve may never fall below SEK 1,500 million. In addition to this reserve, there is an intraday liquidity requirement of at least 4 per cent of deposits from the public, with a minimum of SEK 1,000 million. There are also other liquidity requirements regulating and controlling the business.

The liquidity reserve, totalled SEK 2,458 million (2,632), is in accordance with Swedish Financial Supervisory Authority regulations on liquidity risk management (FFFS 2010:7) and applicable amendments for the consolidated situation. The assets included are segregated, unencumbered, and of high quality, with the majority carrying the highest credit ratings.

In addition to the liquidity reserve, the consolidated situation holds other liquid assets, primarily cash at central banks or balances with other banks. These assets are also of high credit quality and amounted to SEK 5,299 million (7,806) for the consolidated situation. Accordingly, total liquidity amounted to SEK 7,758 million (10,438), corresponding to 23 per cent (26 per cent) of deposits from the public. The Group also has unutilised credit facilities of NOK 50 million (50).

The Liquidity Coverage Ratio (LCR) for the consolidated situation is reported monthly to the authorities. The LCR measures the ratio between high qualitative assets and net outflow during a 30-day stressed period. A ratio of 100 per cent means the assets managed the stress test scenario and is also the authority's limit. As of December 31 the LCR for the consolidated situation is 278 per cent (478 per cent). For the period January to December 2025, the average LCR was 336 per cent for the consolidated situation.

All valuations of interest-bearing securities were made at market values that take into account accrued interest.

LIQUIDITY RESERVE

	31/12/2025	31/12/2024
Liquidity reserve as per FFFS 2010:7 definition		
Securities or guaranteed by sovereigns, central banks, MDBs and international org.	385,071	424,361
Securities issued by municipalities	1,154,725	1,130,565
Lending to credit institutions	-	20,000
Bonds and other interest-bearing securities	918,665	1,056,750
Summary liquidity reserve as per FFFS 2010:7	2,458,461	2,631,676
Other liquidity portfolio		
Cash and balances at central banks	2,650,266	4,762,556
Securities or guaranteed by sovereigns, central banks, MDBs and international org.	50,839	-
Securities issued by municipalities	201,114	202,193
Lending to credit institutions	2,397,009	2,841,551
Total other liquidity portfolio	5,299,228	7,806,300
Total liquidity portfolio	7,757,689	10,437,976
Other liquidity-creating measures		
Unutilised credit facilities	45,740	48,485

In evaluating liquid assets for LCR reporting, the following assessment of liquid asset quality is made before each value judgement in accordance with the EU Commission's delegated regulation (EU) 575/2013.

Valuations of interest-bearing securities in the above table are measured at market value and accrued interest.

LIQUIDITY COVERAGE RATIO (LCR) - LIQUID ASSETS

31/12/2025	Total	SEK	EUR	DKK	NOK
Level 1 assets					
Cash and balances with central banks	2,444,198	2,365,243	14,947	-	64,008
Securities or guaranteed by sovereigns, central banks, MDBs and international org.	435,910	-	392,336	43,574	-
Securities or guaranteed by municipalities	1,309,717	1,026,002	201,073	-	82,642
Extremely high quality covered bonds	864,317	485,227	336,794	-	42,296
Level 2 assets					
Securities or guaranteed by municipalities	46,122	-	-	-	46,122
High quality covered bonds	0	-	-	-	-
Total liquid assets	5,100,264	3,876,472	945,150	43,574	235,068
31/12/2024	Total	SEK	EUR	DKK	NOK
Level 1 assets					
Cash and balances with central banks	4,690,187	4,525,406	99,423	-	65,358
Securities or guaranteed by sovereigns, central banks, MDBs and international org.	424,361	-	393,585	30,776	-
Securities issued by municipalities	1,104,495	830,439	186,510	-	87,546
Covered bonds	982,717	504,398	432,923	-	45,396
Level 2 assets					
Securities or guaranteed by municipalities	48,997	-	-	-	48,997
Covered bonds	74,033	74,033	-	-	-
Total liquid assets	7,324,790	5,934,276	1,112,441	30,776	247,297

Level 1 is comprised of assets with the highest quality and level 2 of very high-quality assets according to the Liquidity Coverage Ratio regulations.

	31/12/2025	31/12/2024
Total liquid assets	5,100,264	7,324,790
Net liquidity outflow	1,807,682	1,514,011
LCR measure	278%	478%

The report on liquidity generally describes the consolidated situation and not the Group. The consolidated situation includes the Parent Company Resurs Holding AB and the Resurs Bank AB Group.

G4 CAPITAL ADEQUACY - CONSOLIDATED SITUATION

Capital adequacy

Capital adequacy regulation is the legislator's requirement for how much capital, known as the capital base, a credit institution must have in relation to the level of risks the institution takes. Capital requirements are calculated in accordance with European Parliament and Council Regulation EU 575/2013 (CRR) and Directive 2013/36 EU (CRD IV). The Directive was incorporated via the Swedish Capital Buffers Act (2014:966), and the Swedish Financial Supervisory Authority's (SFSA) regulations regarding prudential requirements and capital buffers (FFFS 2014:12). The capital requirement calculation below comprises the statutory minimum capital requirement for credit risk, credit valuation adjustment risk, market risk and operational risk.

The regulatory consolidation (known as "consolidated situation") comprises the Resurs Bank AB Group and its Parent Company Resurs Holding AB. See note G1 for further information.

In 2023, the Swedish Financial Supervisory Authority carried out a Supervisory Review and Evaluation Process (SREP) regarding specific own funds requirements and Pillar 2 guidance. They decided that the consolidated situation should meet a specific own funds requirement for credit risk, interest risk and other market risks, of 1.87 per cent of the total risk-weighted exposure amount. The consolidated situation should meet a Pillar 2 guidance on leverage ratio of 0.5 per cent of the total exposure amount regarding leverage ratio.

The combined buffer requirement for the consolidated situation comprises a capital conservation buffer and a countercyclical capital buffer. The capital conservation buffer requirement amounts to 2.5 per cent of the risk weighted assets. The countercyclical capital buffer requirement is weighted according to geographical requirements and amounts to 1.7 per cent. December 2025 Sweden has counter-cyclical buffer requirements of 2 per cent, Norway 2.5 per cent and Denmark 2.5 per cent. Finland's countercyclical buffer requirement remains unchanged at 0 percent.

The Board's instructions specify that the consolidated situation must maintain a capital base that, by a sound margin, covers statutory minimum capital requirements and the capital requirements calculated for other risks identified in the operations according to the internal capital adequacy assessment process (ICAAP). The ongoing review of the internal capital adequacy assessment process is an integral part of the Group's risk management. The internal capital adequacy assessment process is performed annually and the internally assessed capital requirement is updated quarterly based on established models. The Group's capital target is to achieve a Total capital ratio and Common Equity Tier 1 ratio which amount to 1.5 – 3 percentages in addition to the capital requirements. Capital targets can be seen as an overall risk propensity. Information about risk management in the Group can be found in Note G3 Risk management.

Capital base

The capital base is the total of Tier 1 capital and Tier 2 capital less deductions in accordance with the Capital Requirements Regulation 575/2013 EU (CRR). Deductions made by the consolidated situation are presented in the table below and deducted from Common Equity Tier 1 capital.

Common Equity Tier 1 capital

Common Equity Tier 1 capital comprises share capital, paid-in capital, retained earnings and other reserves of the companies included in the consolidated situation. Profit for the year may only be included after approval by the SFSA.

Tier 1 capital

Tier 1 capital comprises Common Equity Tier 1 capital and other Tier 1 capital. In December 2020, December 2023 and September 2024, Resurs Holding AB issued (Additional Tier 1 Capital of a nominal SEK 300 million each. The instruments issued in December 2020 was redeemed in December 2024. The instruments have a perpetual maturity with the first possible redemption after five years and a temporary impairment structure.

Tier 2 capital

Tier 2 capital comprises dated or perpetual subordinated loans. When the remaining maturity of a subordinated loan is less than 5 years, it is no longer included as Tier 2 capital in the capital ratio calculations. Tier 2 capital is subordinate to the bank's deposits from the public and liabilities to non-preferential creditors

In the event of default or bankruptcy, subordinated loans are repaid after other liabilities. See note G37 Subordinated debt, for further information.

Capital requirement

The consolidated situation calculates the capital requirement for credit risk, credit valuation adjustment risk, market risk and operational risk. Credit risk is calculated by applying the standardised method under which the asset items of the consolidated situation are weighted and divided between different exposure classes. The total risk-weighted exposure amount is multiplied by 8 per cent to obtain the capital requirement for credit risk. The credit valuation adjustment risk is calculated according to the simplified standardised method and is applied to calculate the counterparty risk arising when the consolidated situation hedges currency exposures by using derivative instruments.

The capital requirement for operational risk is calculated with the Business Indicator Component (BIC) approach. With this approach, several components are calculated and added to a Business Indicator (BI). The size of the BI stipulates an alpha coefficient, which multiplied with the BI gives the BIC, which is the capital requirement for the operational risk. Three external rating companies are used to calculate the bank's capital base requirement for bonds and other interest-bearing securities.

CAPITAL BASE

	31/12/2025	31/12/2024
Common Equity Tier 1 capital		
Equity		
Equity, Group	7,359,951	7,142,713
Additional Tier 1 instruments classified as equity	600,000	600,000
Equity according to balance sheet	7,959,951	7,742,713
Additional/deducted equity in the consolidated situation	81	15
Equity, consolidated situation	7,960,032	7,742,728
<i>Adjustments according to transition rules IFRS 9:</i>		
Initial revaluation effect		
<i>Less:</i>		
Insufficient coverage regarding non performing loans	-138,635	-13,536
Items related to securitisation positions	-3,625	-4,552
Additional value adjustments	-3,293	-3,645
Intangible fixed assets	-1,673,762	-2,097,011
Additional Tier 1 instruments classified as equity	-600,000	-600,000
Shares in subsidiaries	-3,372	-4,242
Total Common Equity Tier 1 capital	5,537,345	5,019,742
Tier 1 capital		
Common Equity Tier 1 capital	5,537,345	5,019,742
Additional Tier 1 instruments	600,000	600,000
Total Tier 1 capital	6,137,345	5,619,742
Tier 2 capital		
Dated subordinated loans	615,447	252,324
Total Tier 2 capital	615,447	252,324
Total capital base	6,752,792	5,872,066

SPECIFICATION OF RISK-WEIGHTED EXPOSURE AMOUNT AND CAPITAL REQUIREMENTS

	31/12/2025		31/12/2024	
	Risk-weighted exposure amount	Capital requirement	Risk-weighted exposure amount	Capital requirement
Credit risks				
Exposures to regional governments of local authorities	9,149	732	9,713	777
Exposures to institutions	545,727	43,658	647,312	51,785
Exposures to corporates	739,092	59,127	373,382	29,871
Retail exposures	25,568,802	2,045,504	26,944,650	2,155,572
Exposures in default	3,236,370	258,910	3,096,116	247,689
Exposures in the form of covered bonds	91,397	7,312	105,112	8,409
Items related to securitisation positions	645,412	51,633	817,722	65,418
Equity exposures	1,217	97	1,268	101
Other items	925,442	74,036	1,186,446	94,916
Total credit risk (standard methods)	31,762,608	2,541,009	33,181,721	2,654,538
Credit valuation adjustment risk	66,326	5,306	58,157	4,653
Market risk				
Currency risk	-	-	-	-
Operational risk (standard methods)	2,506,099	200,488	2,848,724	227,898
Total risk weighted exposure and total capital requirement	34,335,033	2,746,803	36,088,602	2,887,089
Total Tier 2 capital requirement		642,065		674,857
Capital buffers				
Capital conservation buffer		858,376		902,215
Countercyclical capital buffer		587,334		626,800
Total capital requirement Capital buffers		1,445,710		1,529,015
Total capital requirement		4,834,578		5,090,961

Geographical allocation of the countercyclical buffer requirement

	31/12/2025			31/12/2024		
	Credit risk exposure	Countercyclical buffer requirement	Weighted countercyclical buffer requirement	Credit risk exposure	Countercyclical buffer requirement	Weighted countercyclical buffer requirement
Sweden	18,459,278	2.0%	1.2%	18,734,270	2.0%	1.1%
Norway	2,972,209	2.5%	0.2%	3,518,589	2.5%	0.3%
Finland	6,162,336	0.0%	0.0%	6,181,815	0.0%	0.0%
Denmark	3,613,909	2.5%	0.3%	4,090,022	2.5%	0.3%
Total ¹⁾	31,207,732		1.7%	32,524,696		1.7%

¹⁾ The calculation exclude the exposures towards institute according to the Swedish Financial Supervisory Authority's regulations regarding prudential requirements and capital buffers (FFFS 2014:12).

REGULATORY CAPITAL REQUIREMENTS

	31/12/2025		31/12/2024	
	Amount	Share of risk-weighted exposure amount	Amount	Share of risk-weighted exposure amount
Common Equity Tier 1 capital (Pillar 1)	1,545,076	4.5	1,623,987	4.5
Other Common Equity Tier 1 capital requirements (Pillar 2)	361,162	1.1	379,607	1.1
Combined buffer requirement	1,445,710	4.2	1,529,015	4.2
Total Common Equity Tier 1 capital requirements	3,351,948	9.8	3,532,609	9.8
Common Equity Tier 1 capital	5,537,345	16.1	5,019,742	13.9
Tier 1 capital requirements (Pillar 1)	2,060,102	6.0	2,165,316	6.0
Other Tier 1 capital requirements (Pillar 2)	481,549	1.4	506,143	1.4
Combined buffer requirement	1,445,710	4.2	1,529,015	4.2
Total Tier 1 capital requirements	3,987,361	11.6	4,200,474	11.6
Tier 1 capital	6,137,345	17.9	5,619,742	15.6
Capital requirements (Pillar 1)	2,746,803	8.0	2,887,088	8.0
Other capital requirements (Pillar 2)	642,065	1.9	674,857	1.9
Combined buffer requirement	1,445,710	4.2	1,529,015	4.2
Total capital requirement	4,834,578	14.1	5,090,960	14.1
Total capital base	6,752,792	19.7	5,872,066	16.3

LEVERAGE RATIO

The leverage ratio is a non-risk-sensitive capital requirement defined in Regulation (EU) no 575/2013 of the European Parliament and of the Council. The ratio states the amount of equity in relation to the bank's total assets including items that are not recognised in the balance sheet and is calculated by the Tier 1 capital as a percentage of the total exposure measure.

In addition to legal requirements of 3 per cent according to CRR II, Resurs should also hold an additional 0,5 per cent in leverage ratio according to a decision made by the Financial Supervisory Authority after their conducted review and evaluation.

	31/12/2025	31/12/2024
Tier 1 capital	6,137,345	5,619,741
Leverage ratio exposure	50,489,803	54,475,597
Leverage ratio, %	12.2	10.3
Leverage ratio requirement Pillar 1, %	3.0	3.0
Pillar 2 Guidance, %	0.5	0.5
Total leverage ratio including Pillar 2 Guidance, %	3.5	3.5

G5 SEGMENT REPORTING

The CEO of Resurs Holding AB is the chief operating decision maker for the Group. Management has established segments based on the information that is dealt with by the Board of Directors and used as supporting information for allocating resources and evaluating results. The CEO assesses the performance of Payment Solutions and Consumer Loans.

The CEO evaluates segment development based on net operating income less credit losses, net.

Segment reporting is based on the same principles as those used for the consolidated financial statements. Assets monitored by the CEO refer to lending to the public.

2025	Payment	Consumer	Total
Interest income	1,686,611	2,702,115	4,388,726
Interest expense	-540,942	-697,130	-1,238,072
Provision income	441,551	98,136	539,687
Fee & commission expense	-68,945	-	-68,945
Net income/expense from financial transactions	-22,722	-28,030	-50,752
Other operating income	153,619	23,879	177,498
Total operating income	1,649,172	2,098,970	3,748,142
Credit losses, net	-336,216	-862,317	-1,198,533
Operating income less credit losses	1,312,956	1,236,653	2,549,609
General administrative expenses			-1,642,211
Depreciation, amortisation and impairment of intangible and tangible fixed assets			-427,091
Other operating expenses			-114,055
Total expenses¹⁾			-2,183,357
Operating profit/loss			366,252

CAPITAL RATIO AND CAPITAL BUFFERS

	31/12/2025	31/12/2024
Common Equity Tier 1 ratio, %	16.1	13.9
Tier 1 ratio, %	17.9	15.6
Total capital ratio, %	19.7	16.3
Institution specific buffer requirements, %	4.2	4.2
- of which, capital conservation buffer requirement, %	2.5	2.5
- of which, countercyclical buffer requirement, %*	1.7	1.7
Common Equity Tier 1 capital available for use as buffer after meeting the total own funds requirements, %	9.8	6.4

2024	Payment Solutions	Consumer Loans	Total Group
Interest income	1,636,459	3,038,698	4,675,157
Interest expense	-679,752	-1,063,670	-1,743,422
Provision income	438,790	104,560	543,350
Fee & commission expense	-78,978	-	-78,978
Net income/expense from financial transactions	-18,509	-27,981	-46,490
Other operating income	186,085	26,845	212,930
Total operating income	1,484,095	2,078,452	3,562,547
Credit losses, net	-270,229	-1,300,213	-1,570,442
Operating income less credit losses	1,213,866	778,239	1,992,105
General administrative expenses			-1,574,166
Depreciation, amortisation and impairment of intangible and tangible fixed assets			-85,064
Other operating expenses			-71,905
Total expenses¹⁾			-1,731,135
Operating profit/loss			260,970

¹⁾ Operating costs are not followed up per segment.

Lending to the public	Payment Solutions	Consumer Loans	Total
31/12/2025	17,418,503	21,685,579	39,104,082
31/12/2024	16,932,854	22,970,306	39,903,160

G6 GEOGRAPHIC INCOME DISTRIBUTION AND OTHER DATA BY COUNTRY

2025	Sweden	Denmark	Norway	Finland	Total
Gross income ¹⁾	3,011,629	578,892	533,779	930,859	5,055,159
Profit before tax	11,040	132,088	-32,251	255,375	366,252
Income tax expense	40,873	-36,256	7,820	-50,776	-38,339
Assets	34,340,402	4,625,158	3,458,582	7,464,786	49,888,928
2024	Sweden	Denmark	Norway	Finland	Total
Gross income ¹⁾	3,057,860	656,044	646,546	1,024,497	5,384,947
Profit before tax	114,876	192,321	-31,262	-14,965	260,970
Income tax expense	-23,244	-48,118	7,641	3,134	-60,587
Assets	36,666,079	4,730,082	5,233,889	7,515,616	54,145,666

¹⁾ Gross income includes interest income, fee and commission income, net income/expense from financial transactions, premium revenue net, and other operating income.

Branches: Resurs Bank Denmark reg.no. 36 04 10 21, Resurs Bank Norge reg. no 984150865, Resurs Bank Finland reg. no 2110471-4
The Group has no single customer that generates 10% or more of total revenues.

G7 NET INTEREST INCOME/EXPENSE

	2025	2024
Interest income		
Lending to credit institutions	110,263	174,967
Lending to the public ¹⁾	4,182,727	4,384,280
Interest-bearing securities	95,736	115,910
Total interest income	4,388,726	4,675,157
<i>Of which, interest income calculated using the effective interest method</i>	<i>4,292,990</i>	<i>4,559,247</i>
Interest expense		
Liabilities to credit institutions	-265	-844
Deposits and borrowing from the public	-987,596	-1,453,328
Issued securities	-222,036	-255,268
Subordinated debt	-26,238	-32,226
Other liabilities	-1,937	-1,756
Total interest expense	-1,238,072	-1,743,422
<i>Of which, expense for deposit guarantee scheme and resolution fee</i>	<i>-87,825</i>	<i>-79,101</i>
<i>Of which, interest expense calculated using the effective interest method</i>	<i>-1,238,072</i>	<i>-1,743,422</i>
Net interest income/expense	3,150,654	2,931,735
¹⁾ Amount includes interest income on impaired receivables of	222,147	150,095

G8 FEE AND COMMISSION EXPENSE

	2025	2024
Fee & commission income		
Lending commissions	106,591	109,083
Credit card commissions	65,680	67,428
Commissions mediated insurances	244,355	247,633
Other commissions	123,061	119,206
Total fee & commission income	539,687	543,350
Fee & commission expenses		
Credit card commissions	-68,945	-78,978
Total fee & commission expenses	-68,945	-78,978
Total net provision	470,742	464,372

Net gain and net loss relate to realised and unrealised changes in value.

G9 NET INCOME/EXPENSE FROM FINANCIAL TRANSACTIONS

	2025	2024
Dividend	885	1,499
Change in fair value of shares and participating interests	-	-12,526
Change in fair value of bonds and other interest-bearing securities	3,015	8,291
Derivatives	11,865	170,989
Exchange-rate difference	-66,517	-214,743
Total net income/expense from financial transactions	-50,752	-46,490
Net gains/losses by measurement category¹⁾		
Financial assets at FVTPL	15,755	168,253
Loan receivables and account receivables	-66,507	-214,743
Total	-50,752	-46,490

¹⁾ Net profit and net loss refers to realised and unrealised changes in value.

G10 OTHER OPERATING INCOME

	2025	2024
Other income, lending to the public	152,827	180,451
Other operating income	24,671	32,479
Total operating income	177,498	212,930

G11 LEASES

Resurs Holding Group as lessor

In the banking operations, the Group owns assets that are leased to customers under finance leases. These assets are reported as Lending to the public in the statement of financial position, in accordance with IFRS. The leased assets are primarily comprised of machinery and other equipment. Future minimum lease payments under non-cancellable leases fall due as follows:

	2025	2024
Non-cancellable lease payments:		
Within one year	507	507
Between one and five years	169	676
After five years	-	-
Total non-cancellable lease payments	676	1,183
Reconciliation of gross investment and present value of receivables relating to future minimum lease payments		
Gross investment	5,969	5,969
Less unearned financial income	-676	-1,183
Net investment in finance agreements	5,293	4,786

Provision for doubtful receivables relating to lease payments

At 31 December 2025, the majority of the Group's gross and net investments had a remaining maturity of less than five years.

Resurs Holding Group as lessee

According to IFRS 16 Leases, leases for which the Group is lessee are recognised as right-of-use assets and a corresponding liability to the lessor on the day that the leased asset becomes available for use by the Group.

The Group will be primarily affected by the right-of-use assets attributable to leases for premises and vehicle leases. The right-of-use asset has initially been measured at an amount corresponding to the lease liability, adjusted for any prepaid or accrued lease fees related to the lease agreement. The right-of-use asset is reported in the item property, plant and equipment, see Note G28, and the lease liability is reported in the item other liabilities in the statement of financial position.

As at 31 December 2025, the right-of-use assets amounts to SEK 39,775 thousand (48,256) and liability for unutilised lease obligations amounts SEK 37,981 thousand (47,454). The income statement has been affected by interest expense, SEK 1 440 thousand (1,244) and depreciation amounting SEK 17,869 thousand (24,321).

The tax effect has a positive impact of SEK 60 thousand (-292). The total impact on the financial result 2025 is SEK -232 thousand (1,100). As at 31 December 2025 the average margin loan rate amounted to 3.05 per cent (3.87 per cent).

G12 GENERAL ADMINISTRATIVE EXPENSES

	2025	2024
General administrative expenses		
Personnel expenses (also see Note G13)	-822,193	-681,029
Postage, communication and notification costs	-198,328	-194,503
IT costs	-351,899	-323,554
Premises costs	-31,963	-30,216
Consulting expenses	-98,325	-173,140
Other	-139,503	-171,724
Total general administrative expenses	-1,642,211	-1,574,166

The item Other in the classification of General administrative expenses includes fees and remuneration to auditors as set out below.

	2025	2024
Auditors fee and expenses		
<i>PWC</i>		
Audit services	-6,326	-6,472
Other assistance arising from audit	-1,400	-650
Tax advisory services	-67	-86
Other services	-934	-637
Total Auditors fee and expenses	-8,727	-7,845

The amount for 2025 includes audit fees to Öhrlings PricewaterhouseCoopers AB of SEK 8,660 thousand, allocated to the audit services of SEK 6,326 thousand, other assistance arising from audit of SEK 1,400 thousand, tax advisory services of SEK 0 thousand, and other services of SEK 934 thousand.

Audit services comprise the examination of the annual financial statements and accounting records and the administration of the Board of Directors and CEO. They also include other procedures required to be carried out by the Group's and parent company's auditors, as well as advice or other assistance arising from observations made during the audit or while performing such other procedures.

G13 PERSONNEL

	2025	2024
Salaries	-550,910	-451,610
Social insurance costs	-175,925	-145,058
Pension costs	-79,147	-63,299
Other personnel expenses	-16,211	-21,062
Total personnel expenses	-822,193	-681,029
Salaries and other benefits		
Board, CEO and other senior executives	-48,376	-26,788
Other employees	-502,534	-424,822
Total salaries and other benefits	-550,910	-451,610

Remuneration of Board members paid to companies and included in the above amounts is reported under General administrative expenses in the Group and in Personnel expenses in the Parent Company income statement.

The Group management has changed during the year.

Remuneration and other benefits

2025	Basic salary/ Board fees	Variable remuneration	Other benefits ¹⁾	Pensions	Total
<i>Board and CEO</i>					
Lennart Jacobsen, chairman	-1,648	-	-	-	-1,648
Fredrik Carlsson	-565	-	-	-	-565
Mikael Wintzell (resigned 11/03/2025)	-96	-	-	-	-96
Ola Laurin (resigned 11/03/2025)	-119	-	-	-	-119
Johanna Clason (elected 11/03/2025)	-569	-	-	-	-569
Håkan Berg (elected 11/03/2025)	-702	-	-	-	-702
Gustaf Martin-Löf	-	-	-	-	0
Martin Iacoponi	-	-	-	-	0
Martin Bengtsson	-	-	-	-	0
Steve Krieger	-	-	-	-	0
Magnus Fredin, CEO	-6,153	-	-218	-1,846	-8,217
Other senior executives (7 individuals)	-18,776	-	-585	-5,476	-24,837
Other employees that may effect the Bank's risk level (13 individuals)	-19,748	-	-1,047	-4,704	-25,499
Total salaries and other benefits	-48,376	0	-1,850	-12,026	-62,252

2024	Basic salary/ Board fees	Variable remuneration	Other benefits ¹⁾	Pensions	Total
<i>Board and CEO</i>					
Martin Bengtsson, Chairman (resigned 10/10/2024)	-1,064	-	-	-	-1,064
Lennart Jacobsen, Chairman (elected 10/10/2024)	-384	-	-	-	-384
Lars Nordstrand (resigned 10/10/2024)	-779	-	-	-	-779
Fredrik Carlsson (resigned 30/04/2024 & elected 10/10/2024)	-324	-	-	-	-324
Marita Odélius (resigned 10/10/2024)	-489	-	-	-	-489
Mikael Wintzell	-473	-	-	-	-473
Ola Laurin (elected 15/05/2024)	-390	-	-	-	-390
Harald Walden (elected 01/05/2024 & resigned 10/10/2024)	-195	-	-	-	-195
Kristina Patek (resigned 30/04/2024)	-163	-	-	-	-163
Pia-Lena Olofsson (resigned 10/10/2024)	-514	-	-	-	-514
Magnus Fredin, CEO	-5,623	-	-231	-1,709	-7,563
Nils Carlsson, (CEO resigned 31/07/2023, final salary 27/06/2024)	-1,805	-	-	-542	-2,347
Other senior executives (6 individuals)	-14,585	-	-653	-4,282	-19,520
Other employees that may effect the Bank's risk level (21 individuals)	-23,834	-	-1,136	-6,004	-30,974
Total salaries and other benefits	-50,622	0	-2,020	-12,537	-65,179

¹⁾ Consist of car and food allowance.

Pension costs

	2025	2024
Board, CEO and other senior executives	-7,322	-6,533
Other employees	-71,825	-56,766
Total	-79,147	-63,299

Board members and senior executives at the end of the year

	2025			2024		
	Number	Of which, men	Of which, women	Number	Of which, men	Of which, women
Board members	8	87%	13%	8	100%	0%
CEO and senior executives	8	75%	25%	7	86%	14%

PERSONNEL

The Board has established a remuneration policy in accordance with Swedish Financial Supervisory Authority's regulations FFFS 2011:1, with late amendments regarding remuneration structures in credit institutions.

The Board has instituted a Remuneration Committee, which is responsible for preparing significant remuneration decisions and the Group has a control function which, when appropriate and at least annually, independently reviews how the Group's management of remuneration matters corresponds to the regulatory framework. The Chairman and members of the Board are paid the fees resolved by the Annual General Meeting. Remuneration of executive management and heads of the Group's control functions is determined by the Board. Remuneration comprises a basic salary, other benefits and pension. Senior executives are not paid a bonus or variable remuneration.

Incentive program

As part of incentive programs for management and employees, Resurs Holding had an active warrant program, LTIP 2022.

Each warrant in LTIP 2022 entitled the holder the right to subscribe for shares during the period 18 August 2025 to 15 September 2025 at a price of 28.50 SEK/share adjusted for dividends paid.

In August 2025, participants were offered the right to sell their remaining warrants following an external valuation at a market value of SEK 0.9619 per warrant. All participants accepted the offer.

As the warrants were granted and repurchased/redeemed at market value, no expense has been recognized in accordance with IFRS 2. No warrants were outstanding as of 31 December 2025.

Resolution on instructions for remuneration of senior executives

These guidelines apply to the Chief Executive Officer and other members of the Group Executive Management, as well as to members of the Board of Directors to the extent that they receive remuneration outside their board assignments. The guidelines shall apply to remuneration agreed upon, and to amendments made to previously agreed remuneration, after the guidelines have been adopted by the Annual General Meeting 2025. The guidelines do not apply to remuneration resolved by the Annual General Meeting, such as fees for board assignments, or to long-term incentive programmes that are considered variable remuneration.

How the Guidelines Promote the Company's Business Strategy, Long-Term Interests and Sustainability

Resurs conducts its banking operations through two business segments, based on the products and services offered: Payment Solutions, which includes Retail Finance, Cards, SME Finance and Factoring, and Consumer Loans, including Credit Cards. The company strives to be a responsible business that is run with the aim of creating long-term and sustainable value for partners, customers, employees and shareholders.

For more information about Resurs' business strategy, see: <https://www.resursholding.se/sv/affarsmodell-och-strategi/>.

The successful safeguarding of the company's long-term interests, including its sustainability, requires the ability to recruit and retain qualified employees. This, in turn, requires the company to be able to offer competitive remuneration. These guidelines enable the company to offer senior executives a competitive total remuneration package.

Remuneration to senior executives is intended to promote the company's business strategy, long-term interests and sustainability, and to counteract excessive risk-taking. Against this background, and taking into account the regulatory framework applicable from time to time to remuneration systems in banking and insurance distribution activities, remuneration to senior executives shall not include variable remuneration.

Forms of remuneration, etc.

The remuneration shall be market-based and may consist of the following components: fixed cash remuneration, pension benefits, and other benefits.

The fixed cash remuneration of senior executives shall be reviewed annually and shall be competitive and based on the individual's competence, responsibilities, and performance.

For the Chief Executive Officer, pension benefits, including disability insurance, shall be defined-contribution based. The pension premiums for defined-contribution pension schemes shall amount to a maximum of 35 percent of the fixed annual cash remuneration. For other senior executives, pension benefits, including disability insurance, shall be defined-contribution based unless the executive is covered by a defined-benefit pension under mandatory collective bargaining agreements. The pension premiums for defined-contribution pension schemes shall amount to a maximum of 30 percent of the fixed annual cash salary.

Other benefits may include, inter alia, life insurance, health insurance, and company car benefits. Such benefits may in total amount to a maximum of 10 percent of the fixed annual cash salary.

With regard to employment relationships governed by regulations other than Swedish law, appropriate adjustments may be made, as regards pension benefits and other benefits, in order to comply with mandatory rules or established local practice. In such cases, the overarching purpose of these guidelines shall be fulfilled to the greatest extent possible. The current management is subject to Swedish regulations.

Termination of Employment

In the event of termination by the company or resignation by the CEO, the notice period shall not exceed 12 months. For other members of senior management, the notice period, whether termination is initiated by the company or by the senior executive, shall not exceed 6 months. No severance pay shall be paid.

Salary and Employment Conditions for Employees

When preparing the Board of Directors' proposal for these remuneration guidelines, the salary and employment conditions of the company's employees have been taken into account. This has been done by ensuring that information regarding employees' total remuneration, the components of such remuneration, and changes in remuneration and the rate of increase over time formed part of the remuneration committee's and the Board's decision-making basis when assessing the reasonableness of the guidelines and the limitations arising from them.

Decision-Making Process for Establishing, Reviewing, and Implementing the Guidelines

Resurs has a remuneration committee whose responsibilities include preparing the Board of Directors' decisions on proposals for guidelines on remuneration for senior executives. The Board shall prepare proposals for new guidelines at least every four years and submit such proposals to the general meeting of shareholders for approval. The guidelines shall apply until new guidelines have been adopted by the general meeting.

The remuneration committee shall also monitor and evaluate variable remuneration programs for executive management, the application of the guidelines for remuneration to senior executives, and the company's existing remuneration structures and levels. The members of the remuneration committee are independent in relation to the company and its executive management. When the Board considers and makes decisions on remuneration-related matters, the Chief Executive Officer or other members of executive management shall not be present to the extent that they are affected by the matters concerned.

PERSONNEL

Deviation from the instructions

The board may decide to temporarily deviate, partially or in full, from the instructions if in an individual case there are specific reasons for it and a departure is necessary to satisfy the company's long-term interests, including its sustainability, or to ensure the company's financial viability. As stated above, it is part of the remuneration committee's tasks to prepare the board's decision in remuneration issues, which includes decisions on deviations from the instructions.

Senior executives' use of credit facilities in banking operations

	31/12/2025		31/12/2024	
	Credit limits	Unutilised credit	Credit limits	Unutilised credit
CEO	-	-	20	6
Board members	90	49	90	18
Other senior executives in the Group	1,283	989	631	419
Total	1,373	1,038	741	443

Lending terms correspond to terms normally applied in credit lending to other personnel. The Group has not pledged security or assumed contingent liabilities for above-named executives.

Average numbers of employees

	2025			2024		
	Men	Women	Total	Men	Women	Total
Sweden	366	287	653	293	259	552
Denmark	5	0	5	8	7	15
Norway	13	13	26	16	15	31
Finland	25	30	55	31	34	65
Total	409	330	739	348	315	663

Reconciliation of outstanding warrants in accordance to the incentive program in Resurs Holding AB

	31/12/2025	31/12/2024
Issued warrants, total		
Opening number of warrants issued	2,950,000	2,950,000
End of 2020/2023 warrant programme	-2,950,000	-
Issued warrants, total	0	2,950,000
Issued warrants, outstanding		
Opening number of outstanding warrants	765,553	950,553
Less, repurchased warrants in ended 2020/2025 programme	-765,553	-
Less, warrants repurchased during the year	-	-185,000
Total subscribed warrants outstanding	0	765,553
Whereof subscribed by CEO	-	-
Whereof subscribed by other senior executive members	-	160,000
Whereof subscribed by other personnel	-	605,553

G14 DEPRECIATION, AMORTISATION AND IMPAIRMENT OF TANGIBLE AND INTANGIBLE FIXED ASSETS

	2025	2024
Depreciation		
Tangible assets	-38,271	-47,102
Intangible assets	-62,005	-37,962
Total depreciation of tangible and intangible assets	-100,276	-85,064
Impairment		
Intangible assets	-326,815	-
Total impairment of tangible and intangible assets	-326,815	0
Total depreciation, amortisation and impairment of tangible and intangible assets	-427,091	-85,064

G15 OTHER OPERATING COSTS

	2025	2024
Marketing	-101,493	-62,957
Insurance	-9,868	-8,948
Other	-2,694	-
Total other operating expenses	-111,361	-71,905

G16 CREDIT LOSSES

	2025	2024
Provision of credit losses		
Stage 1	-114,420	-35,163
Stage 2	95,843	-119,519
Stage 3	-807,485	-1,061,259
Total	-826,062	-1,215,941
Provision of credit losses off balance (unutilised limit)		
Stage 1	4,973	8,689
Stage 2	-211	-1,439
Stage 3	-277	-
Total	4,485	7,250
Write-offs of confirmed credit losses	-379,356	-366,886
Recoveries of previously confirmed credit losses	2,400	5,135
Total	-376,956	-361,751
Total credit losses for the year*	-1,198,533	-1,570,442
of which lending to the public	-1,203,018	-1,577,692

G17 TAX

	2025	2024
Current tax expense		
Current tax for the year	-161,166	-168,104
Adjustment of tax attributable to previous year's	-14,160	-25,593
Current tax expense	-175,326	-193,697
Deferred tax on temporary differences	136,987	133,110
Total tax expense reported in income statement	-38,339	-60,587

	2025		2024	
Reconciliation of effective tax				
Profit before tax		366,252		260,970
Tax at prevailing tax rate	-20.6%	-75,448	-20.6%	-53,759
Non-deductible expenses/Non-taxable income	21.4%	78,549	50.5%	131,689
Tax attributable to differing tax rates for foreign branch offices and subsidiaries	-7.4%	-27,280	-43.3%	-112,924
Tax attributable to prior years	-3.9%	-14,160	-9.8%	-25,593
Recognised effective tax	-10.5%	-38,339	-23.2%	-60,587

	2025	2024
Change in deferred tax		
Tax effects attributable to temporary differences, property, plant & equipment	211	-189
Tax effects attributable to temporary differences, intangible assets	124,303	-10,005
Tax effects attributable to temporary differences, lending to the public	11,505	91,286
Tax effects attributable to temporary differences, pensions	-304	0
Tax effects attributable to temporary differences, other	1,272	52,018
Total deferred tax	136,987	133,110

Deferred tax assets 2025

	Opening balance	Income statement	Other balance adjustments	Exchange differences	Offset by country	Closing balance
Deferred tax assets for property, plant & equipment	1,060	211	-	-60	-	1,211
Deferred tax assets for intangible assets	413	59	-	-224	-	248
Deferred tax for lending to the public	166,737	10,251	-	-10,401	-	166,587
Deferred tax assets for pensions, net	971	-304	-39,243	-	-	-38,576
Deferred tax assets, other	43,348	934	-	-25	-	44,257
Offset by country	-4,364	-	-	-	924	-3,440
Total deferred tax assets	208,165	11,151	-39,243	-10,710	924	170,287

2024

	Opening balance	Income statement	Other balance adjustments	Exchange differences	Offset by country	Closing balance
Deferred tax assets for property, plant & equipment	-163	1,229	-	-6	-	1,060
Deferred tax assets for intangible assets	699	-286	-	-	-	413
Deferred tax for lending to the public	76,965	87,146	-	2,626	-	166,737
Deferred tax assets for pensions, net	970	-	-	1	-	971
Deferred tax assets, other	3	43,351	-	-6	-	43,348
Offset by country	-3,918	-	-	-	-446	-4,364
Total deferred tax assets	74,556	131,440	0	2,615	-446	208,165

Deferred tax liabilities

2025	Opening balance	Income statement	Exchange differences	Offset by country	Closing balance
Deferred tax liabilities for property, plant & equipment	-	-	-	-	0
Deferred tax liabilities for intangible liabilities	140,378	-124,243	-462	-	15,673
Deferred tax for lending to the public	12,059	-1,254	-178	-	10,627
Deferred tax liabilities, other	1,674	-338	-98	-	1,238
Offset by country	-4,364	-	-	924	-3,440
Total deferred tax liabilities	149,747	-125,835	-738	924	24,098

2024

	Opening balance	Income statement	Exchange differences	Offset by country	Closing balance
Deferred tax liabilities for property, plant & equipment	-1,438	1,418	20	-	0
Deferred tax liabilities for intangible liabilities	130,708	9,719	-49	-	140,378
Deferred tax for lending to the public	16,264	-4,140	-65	-	12,059
Deferred tax liabilities, other	10,482	-8,667	-141	-	1,674
Offset by country	-3,918	-	-	-446	-4,364
Total deferred tax liabilities	152,098	-1,670	-235	-446	149,747

G18 EARNINGS PER SHARE

Basic earnings per share, before diluting, is calculated by dividing the profit attributable to Parent Company shareholders by the weighted average number of ordinary shares outstanding during the period.

2025

The total number of outstanding shares amounts to 200,000,000 with a quotient value of SEK 0.005. Share capital totalled SEK 1 million. No changes in either the number of outstanding shares or the quotient value took place in 2025. Only one incentive program for warrants (LTIP 2022-2025) is ongoing (see more information in note G13 Personnel). No dilution effect exists as of 31 December 2025.

2024

The total number of outstanding shares amounts to 200,000,000 with a quotient value of SEK 0.005. Share capital totalled SEK 1 million. No changes in either the number of outstanding shares or the quotient value took place in 2024. Only one incentive program for warrants (LTIP 2022-2025) is ongoing (see more information in note G13 Personnel). No dilution effect exists as of 31 December 2024.

Basic and diluted earnings per share, SEK

	31/12/2025	31/12/2024
Profit for the year	327,913,000	-1,570,442,000
Portion attributable to Resurs Holding AB shareholders	265,423,000	127,751,000
Portion attributable to additional Tier 1 capital holders	62,490,000	72,632,000
Profit for the year	327,913,000	200,383,000
Weighted average number of ordinary shares outstanding	200,000,000	200,000,000
Basic and diluted earnings per share, SEK	1.33	0.64

Share capital and number of shares

	2025		2024	
	Numbers of shares	Share capital	Numbers of shares	Share capital
Opening numbers beginning of the year	200,000,000	1,000,000	200,000,000	1,000,000
Closing numbers at the end of the year	200,000,000	1,000,000	200,000,000	1,000,000

G19. ITEMS AFFECTING COMPARABILITY

Items affecting comparability are defined as income and expenses that are not expected to occur regularly.

2025

Impairment of capitalised IT investments of SEK 326 million

Reversal of the IT cost item of SEK 19 million, which related to non-deductible VAT in Norway

2024

During Q4 2024 the item "Net income from financial transactions" includes a cost affecting comparability of SEK 21 million comprising a revaluation of shares of SEK 13 million and change of control costs due to the change in Resurs's ownership structure of SEK 8 million.

The item "IT costs" was impacted by a cost of SEK 19 million for a provision of non-deductible VAT.

Expenses related to consultancy costs due to the public offer from the stock market amounted to SEK 66 million during Q3 2024.

In June, the Administrative Court of appeal approved Finansinspektionen's appeal against the Administrative court's, which increased costs by SEK 50 million during the quarter.

General administration costs were affected by an item affecting comparability of SEK 23 million during Q1 2024, which stems from the efficiency initiative process that began during the first quarter.

SEK thousand	2025	2024
Net income/expense from financial transactions	-	-20,507
General administrative expenses	18,505	-157,535
<i>of which Personnel expenses</i>	-	-22,630
<i>of which Consultant expenses</i>	18,505	-84,905
- related to impairment of intangible fixed assets	-	-66,400
- related to exemption from VAT	18,505	-18,505
<i>of which Other, the Financial Supervisory Authority's administrative fine</i>	-	50,000
Depreciation, amortisation and impairment of intangible and tangible fixed assets	-326,499	-
Earnings before credit losses	-307,994	-178,042
Operating profit/loss	-307,994	-178,042
Income tax expense	105,935	19,948
Net profit for the period	-202,059	-158,094

G20 TREASURY AND OTHER BILLS ELIGIBLE FOR REFINANCING

	31/12/2025			31/12/2024		
	Nominal amount	Fair value	Carrying value	Nominal amount	Fair value	Carrying value
Issued by						
Swedish government and municipalities	1,303,874	1,305,513	1,305,513	1,269,057	1,278,685	1,278,685
Foreign governments and municipalities	492,355	480,922	480,922	481,309	471,965	471,965
Total	1,796,229	1,786,435	1,786,435	1,750,366	1,750,650	1,750,650
<i>Of which, listed</i>	<i>1,796,229</i>	<i>1,786,435</i>	<i>1,786,435</i>	<i>1,750,366</i>	<i>1,750,650</i>	<i>1,750,650</i>
Remaining maturity						
0-1 years	854,522	854,604	854,604	454,067	453,008	453,008
1-3 years	437,178	433,378	433,378	982,299	980,674	980,674
More than 3 years	504,529	498,453	498,453	314,000	316,968	316,968
Total	1,796,229	1,786,435	1,786,435	1,750,366	1,750,650	1,750,650
Issuer's rating						
AAA/Aaa	723,447	710,325	710,325	460,660	463,146	463,146
AA+/Aa1	1,072,782	1,076,110	1,076,110	1,289,706	1,287,504	1,287,504
Total	1,796,229	1,786,435	1,786,435	1,750,366	1,750,650	1,750,650

Investments comprise Swedish government and municipalities, and fulfils the requirement of FFFS 2010:7 on assets that may be included in the liquidity reserve.

G21 LENDING TO CREDIT INSTITUTIONS

	31/12/2025	31/12/2024
Loans in SEK	492,130	499,695
Loans in DKK	30,872	90,742
Loans in NOK	209,325	263,682
Loans in EUR	1,792,365	2,002,181
Loans in other currencies	7,181	5,251
Total lending to credit institutions	2,531,873	2,861,551

G22 LENDING TO THE PUBLIC

	31/12/2025	31/12/2024
Receivables outstanding, gross		
Loans in SEK	25,723,146	24,723,731
Loans in DKK	5,280,677	5,804,749
Loans in NOK	4,074,981	4,795,346
Loans in EUR	8,644,080	8,501,463
Total lending to the public	43,722,884	43,825,289
Retail sector	42,403,864	42,917,650
Net value of acquired non-performing consumer loans	54,307	70,869
Corporate sector ^{1) 2)}	1,264,713	836,770
Total lending to the public	43,722,884	43,825,289
Less provision for expected credit losses ³⁾	-4,618,802	-3,922,129
Total net lending to the public	39,104,082	39,903,160
¹⁾ Acquired non-performing consumer loans as follows:		
Opening net value of acquired non-performing consumer loans	70,869	90,746
Amortisation for the year	-16,041	-19,486
Currency effect	-521	-391
Net value of acquired non-performing consumer loans	54,307	70,869

¹⁾ Amount includes acquired invoice receivables of SEK 560.032 thousand (581.372).

²⁾ Amount includes finance leases of SEK 1,990 thousand (2,127) for which Resurs Bank is lessor.

³⁾ Amount includes lending to retail and corporate sectors.

Geographic distribution of net Lending to the public

	31/12/2025	31/12/2024
Sweden	23,279,924	22,926,641
Denmark	4,714,604	5,311,719
Norway	3,791,305	4,486,996
Finland	7,318,249	7,177,804
Total net lending to the public	39,104,082	39,903,160
Expected credit losses		
Stage 1	-376,632	-303,912
Stage 2	-431,023	-591,938
Stage 3	-3,811,147	-3,026,279
Total expected credit losses	-4,618,802	-3,922,129

Change in provision, Lending to the public

31/12/2025	Doubtful receivables Stage 1	Doubtful receivables Stage 2	Non doubtful receivables Stage 3	Total
Carrying amount gross				
Carrying amount gross 1 January 2025	33,355,318	4,334,040	6,135,931	43,825,289
Carrying amount gross 31 December 2025	33,960,926	2,575,806	7,186,152	43,722,884
Provision for lending to the public				
Provision at 1 January 2025	-303,912	-591,938	-3,026,279	-3,922,129
New financial assets	-125,427	-59,984	-1,105,056	-1,290,467
Derecognised financial assets	59,069	177,237	483,843	720,149
Changes in risk factors (PD/EAD/LGD)	39,658	-9,494	-98,819	-68,655
Changes in macroeconomic scenarios	-40,038	-9,579	4,494	-45,123
Changes due to expert assessments (individual assessments, manual adjustments)	-23,064	-1,500	-99,766	-124,330
Transfers between stages				
from 1 to 2	21,308	-181,993	-	-160,685
from 1 to 3	6,365	-	-120,909	-114,544
from 2 to 1	-26,492	164,974	-	138,482
from 2 to 3	-	60,420	-113,829	-53,409
from 3 to 2	-	-13,269	26,759	13,490
from 3 to 1	-1,375	-	27,445	26,070
Exchange-rate differences	7,585	10,689	115,697	133,971
Other	9,691	23,414	95,273	128,378
Provision at 31 December 2025	-376,632	-431,023	-3,811,147	-4,618,802
Carrying amount				
Opening balance at 1 January 2025	33,051,406	3,742,102	3,109,652	39,903,160
Closing balance at 31 December 2025	33,584,294	2,144,783	3,375,005	39,104,082

31/12/2024	Doubtful receivables Stage 1	Doubtful receivables Stage 2	Non doubtful receivables Stage 3	Total
Carrying amount gross				
Carrying amount gross 1 January 2024	33,125,257	4,240,641	4,142,194	41,508,092
Carrying amount gross 31 December 2024	33,355,318	4,334,040	6,135,931	43,825,289
Provision for lending to the public				
Provision at 1 January 2024	-264,612	-464,376	-1,933,023	-2,662,011
New financial assets	-81,984	-67,580	-1,136,995	-1,286,559
Derecognised financial assets	47,631	160,611	357,124	565,366
Changes in risk factors (PD/EAD/LGD)	-21,726	54,055	-28,732	3,597
Changes in macroeconomic scenarios	-	-85,654	-	-85,654
Changes due to expert assessments (individual assessments, manual adjustments)	-	-	-	0
Transfers between stages				
from 1 to 2	31,096	-318,736	-	-287,640
from 1 to 3	6,800	-	-161,041	-154,241
from 2 to 1	-17,091	97,062	-	79,971
from 2 to 3	-	52,793	-112,853	-60,060
from 3 to 2	-	-11,335	22,558	11,223
from 3 to 1	-469	-	10,057	9,588
Exchange-rate differences	-3,557	-8,778	-43,374	-55,709
Provision at 31 December 2024	-303,912	-591,938	-3,026,279	-3,922,129
Carrying amount				
Opening balance at 1 January 2024	32,860,645	3,776,265	2,209,171	38,846,081
Closing balance at 31 December 2024	33,051,406	3,742,102	3,109,652	39,903,160

LENDING TO THE PUBLIC

Provision of credit losses during the period were impacted by several different factors, as described below:

- Transfers between Stage 1 and Stage 2 or Stage 3 depending on whether the loan has significantly increased (or decreased) in risk or if it has defaulted during the period and thus transferred between 12 month and full lifetime ECL.
- New loans during the period and also loans removed from the portfolio in the same period (increases due to issue and purchase and decline due to derecognition from the statement of financial position).
- Changes in risk factors (PD/EAD/LGD), arising because the model has been updated with new amounts (changes due to changed credit risk, net).
- Changes in macroeconomic scenarios based on macroeconomic factors, that from a historical perspective has proven to correlate well with changes in the Group's credit losses.
- Exchange-rate differences.

Change in gross volume, Lending to the public 31/12/2025

	Doubtful	Doubtful	Non doubtful	Total
	receivables	receivables	receivables	
	Stage 1	Stage 2	Stage 3	
Carrying amount gross 1 January 2025	33,355,318	4,334,040	6,135,931	43,825,289
New financial assets	14,089,211	461,901	2,062,495	16,613,607
Derecognised financial assets	-12,906,637	-1,303,294	-1,397,934	-15,607,865
Transfers between stages				
<i>from 1 to 2</i>	-1,151,481	1,151,481	-	0
<i>from 1 to 3</i>	-349,344	-	349,344	0
<i>from 2 to 1</i>	1,669,763	-1,669,763	-	0
<i>from 2 to 3</i>	-	-392,554	392,554	0
<i>from 3 to 2</i>	-	69,118	-69,118	0
<i>from 3 to 1</i>	68,953	-	-68,953	0
Exchange-rate differences	-814,857	-75,123	-218,167	-1,108,147
Carrying amount gross 31 December 2025	33,960,926	2,575,806	7,186,152	43,722,884

31/12/2024

	Doubtful	Doubtful	Non doubtful	Total
	receivables	receivables	receivables	
	Stage 1	Stage 2	Stage 3	
Carrying amount gross 1 January 2024	33,125,257	4,240,641	4,142,194	41,508,092
New financial assets	11,711,216	672,398	2,347,164	14,730,778
Derecognised financial assets	-10,188,612	-1,414,803	-1,203,221	-12,806,636
Transfers between stages				
<i>from 1 to 2</i>	-2,260,193	2,260,193	-	0
<i>from 1 to 3</i>	-447,425	-	447,425	0
<i>from 2 to 1</i>	1,122,270	-1,122,270	-	0
<i>from 2 to 3</i>	-	-414,237	414,237	0
<i>from 3 to 2</i>	-	66,703	-66,703	0
<i>from 3 to 1</i>	31,129	-	-31,129	0
Exchange-rate differences	261,676	45,415	85,964	393,055
Carrying amount gross 31 December 2024	33,355,318	4,334,040	6,135,931	43,825,289

Loans to the public, split by stage and provision, retail

	31/12/2025	31/12/2024
Stage 1		
Carrying amount, gross	32,725,606	32,547,225
Provisions	-348,454	-295,911
Carrying amount	32,377,152	32,251,314
Stage 2		
Carrying amount, gross	2,568,459	4,328,312
Provisions	-430,039	-591,541
Carrying amount	2,138,420	3,736,771
Total performing at year end	35,294,065	36,875,537
Total provision, performing at year end	-778,493	-887,452
Stage 3		
Carrying amount, gross	7,164,106	6,112,981
Provisions	-3,790,834	-3,006,356
Carrying amount	3,373,272	3,106,625
Total at year end	42,458,171	42,988,518
Total provision at end of the year	-4,569,327	-3,893,808

Loans to the public, split by stage and provision, corporate sector

	31/12/2025	31/12/2024
Stage 1		
Carrying amount, gross	1,235,320	808,093
Provisions	-28,178	-8,001
Carrying amount	1,207,142	800,092
Stage 2		
Carrying amount, gross	7,347	5,728
Provisions	-984	-397
Carrying amount	6,363	5,331
Total performing at year end	1,242,667	813,821
Total provision, performing at year end	-29,162	-8,398
Stage 3		
Carrying amount, gross	22,046	22,950
Provisions	-20,313	-19,923
Carrying amount	1,733	3,027
Total at year end	1,264,713	836,771
Total provision at year end	-49,475	-28,321

LENDING TO THE PUBLIC

Totals	31/12/2025	31/12/2024
Carrying amount gross, stage 1	33,960,926	33,355,318
Carrying amount gross, stage 2	2,575,806	4,334,040
Carrying amount gross, stage 3	7,186,152	6,135,931
Carrying amount, gross	43,722,884	43,825,289
Provision stage 1	-376,632	-303,912
Provision stage 2	-431,023	-591,938
Provision stage 3	-3,811,147	-3,026,279
Total provisions	-4,618,802	-3,922,129
Carrying amount	39,104,082	39,903,160
Share of loans in stage 1, gross%	77.67%	76.11%
Share of loans in stage 2, gross%	5.89%	9.89%
Share of loans in stage 3, gross%	16.44%	14.00%
Share of loans in stage 1, net%	85.88%	82.83%
Share of loans in stage 2, net%	5.48%	9.38%
Share of loans in stage 3, net%	8.63%	7.79%
Reserve ratio loans in stage 1	1.11%	0.91%
Reserve ratio loans in stage 2	16.73%	13.66%
Reserve ratio loans in stage 3	53.03%	49.32%
Reserve ratio performing loan	2.21%	2.38%
Total reserve ratio loans	10.56%	8.95%

Segment reporting, Lending to the public 31/12/2025

	Payment Solutions	Consumer Loans	Total
Carrying amount gross			
Stage 1	15,455,880	18,505,046	33,960,926
Stage 2	969,199	1,606,607	2,575,806
Stage 3	1,921,676	5,264,476	7,186,152
Carrying amount gross	18,346,755	25,376,129	43,722,884
Provision			
Stage 1	-66,992	-309,640	-376,632
Stage 2	-48,082	-382,941	-431,023
Stage 3	-813,178	-2,997,969	-3,811,147
Total provision	-928,252	-3,690,550	-4,618,802
Net lending to the public			
Stage 1	15,388,888	18,195,406	33,584,294
Stage 2	921,117	1,223,666	2,144,783
Stage 3	1,108,498	2,266,507	3,375,005
Total net lending to the public	17,418,503	21,685,579	39,104,082

31/12/2024

	Payment Solutions	Consumer Loans	Total
Carrying amount gross			
Stage 1	14,674,715	18,680,603	33,355,318
Stage 2	1,355,135	2,978,905	4,334,040
Stage 3	1,687,926	4,448,005	6,135,931
Carrying amount gross	17,717,776	26,107,513	43,825,289
Provision			
Stage 1	-49,715	-254,196	-303,911
Stage 2	-60,779	-531,159	-591,938
Stage 3	-674,428	-2,351,852	-3,026,280
Total provision	-784,922	-3,137,207	-3,922,129
Net lending to the public			
Stage 1	14,625,000	18,426,407	33,051,407
Stage 2	1,294,356	2,447,746	3,742,102
Stage 3	1,013,498	2,096,153	3,109,651
Total net lending to the public	16,932,854	22,970,306	39,903,160

G23 BONDS AND OTHER INTEREST-BEARING SECURITIES

Bonds

	31/12/2025			31/12/2024		
	Nominal amount	Fair Value	Carrying value	Nominal amount	Fair Value	Carrying value
Swedish mortgage institutions	767,486	768,422	768,422	799,987	795,806	795,806
Foreign mortgage institutions	146,043	146,461	146,461	257,106	256,366	256,366
Junior bonds	634,425	3,625	3,625	4,537	4,552	4,552
Senior bonds	3,616	664,232	646,059	818,165	802,921	818,541
Total	1,551,570	1,582,740	1,564,567	1,879,795	1,859,645	1,875,265
<i>Of which, listed</i>	<i>913,529</i>	<i>914,883</i>	<i>914,883</i>	<i>1,057,093</i>	<i>1,052,172</i>	<i>1,052,172</i>
Remaining maturity						
0-1 years	437,486	437,072	437,072	196,973	197,020	197,020
1-3 years	326,043	327,499	327,499	710,120	705,918	705,918
More than 3 years	788,041	818,169	799,996	972,702	956,707	972,327
Total	1,551,570	1,582,740	1,564,567	1,879,795	1,859,645	1,875,265
Issuer's rating						
AAA/Aaa	913,529	914,883	914,883	1,057,093	1,052,172	1,052,172
Unrated	638,041	667,857	649,684	822,702	807,473	823,093
Summa	1,551,570	1,582,740	1,564,567	1,879,795	1,859,645	1,875,265

In the event the credit ratings differ, the lowest is used. The credit rating of the lending programme is used for covered bonds.

G24 SHARES AND PARTICIPATIONS

The shareholdings comprising shares in Vipps AS, Norsk Gjeldsinformasjon AS and Kivra Oy. The Group views these shareholdings as strategic and the assets were recognised at a total amount of SEK 1,218 thousand (1,269) on the closing date. The shareholding also includes the three wholly owned subsidiaries Resurs NPL 1 AB (559433-2974), Resurs NPL 2 AB (559434-9077) and Resurs NPL 3 AB (559434-9085). These are related to the securitisation that took place during the year and are not included in the group since there is no controlling influence (see note G2 (accounting principles), under section Special Purpose Vehicles). These shares amount to a value of SEK 3,3278 thousand (3,3278).

	31/12/2025	31/12/2024
Cost	16,142	16,340
Carrying value	4,496	4,547
Fair value	4,496	4,547

See note G40 Financial Instruments for additional information.

G25 DERIVATIVES

31/12/2025	Nominal amount			Total	Positive market-values	Negative market-values
	Remaining < 1 year	maturity 1-5 years	> 5 years			
Derivatives instruments, no hedge accounting						
Currency related contracts						
Swaps	7,762,728	-	-	7,762,728	38,384	10,820
Total derivatives	7,762,728	-	-	7,762,728	38,384	10,820

31/12/2024	Nominal amount			Total	Positive market-	Negative market-
	< 1 year	1-5 years	> 5 years			
Derivatives instruments, no hedge accounting						
Currency related contracts						
Swaps	8,856,244	-	-	8,856,244	22,610	18,055
Total derivatives	8,856,244	0	0	8,856,244	22,610	18,055

G26 INTANGIBLE ASSETS

31/12/2025	Goodwill	Internally developed software	Acquired customer relations	Total
Opening cost	1,650,663	830,505	142,295	2,623,463
Investments during the year	-	-	-	0
Exchange-rate difference	-56,627	-3,210	-6,024	-65,861
Total cost at year-end	1,594,036	827,295	136,271	2,557,602
Opening amortisation	-	-207,248	-94,685	-301,933
Amortisation for the year	-	-54,561	-7,444	-62,005
Exchange-rate difference	-	3,208	4,487	7,695
Total accumulated amortisation at year-end	0	-258,601	-97,642	-356,243
Opening impairment	-	-200,781	-	-200,781
Impairment for the year ¹⁾	-	-326,815	-	-326,815
Total accumulated impairment at year-end	0	-527,596	-	-527,596
Carrying amount	1,594,036	41,098	38,629	1,673,763

¹⁾ Significant impairments are more described in note G14.

31/12/2024	Goodwill	Internally developed software	Acquired customer relations	Total
Opening cost	1,668,612	737,201	144,228	2,550,041
Investments during the year	-	94,230	-	94,230
Exchange-rate difference	-17,949	-926	-1,933	-20,808
Total cost at year-end	1,650,663	830,505	142,295	2,623,463
Opening amortisation	0	-178,449	-87,763	-266,212
Amortisation for the year	-	-29,725	-8,237	-37,962
Exchange-rate difference	-	926	1,315	2,241
Total accumulated amortisation at year-end	0	-207,248	-94,685	-301,933
Opening impairment ¹⁾	-	-200,781	-	-200,781
Total accumulated impairment at year-end	0	-200,781	-	-200,781
Carrying amount	1,650,663	422,476	47,610	2,120,749

¹⁾ Significant impairment is described more in G14.

Impairment testing of goodwill

Goodwill and intangible assets with indefinite useful lives are tested for impairment annually and when indicating a decline in value. The recoverable amount is determined based on estimates of value in use using a discounted cash flow model with a five-year forecast period. The valuation is performed for each cash-generating unit: Resurs Group segments, Consumer Loans and Payment Solutions. Goodwill is allocated to the segments based on expected future benefit.

Anticipated future cash flows

During the first five years, anticipated future cash flows are based on forecasts of risk-weighted volumes, income, expenses, credit losses and anticipated future capital requirements.

The forecasts are based primarily on an internal assessment based on historical performance and market development of future income and cost trends, economic conditions, anticipated interest rate trend and anticipated effects of future regulations.

A forecast is conducted over the first five years based on a long-term growth rate assumption. The assessment is based on long-term assumptions about market growth beyond the forecast period and the business's actual performance in relation to such growth. This year's impairment test is based on the assumption of a 2 per cent (2 per cent) long-term growth rate. Anticipated cash flows have been discounted using an interest rate based on a risk-free rate and risk adjustment corresponding to the market's average return.

The discount rate at this year's impairment test amounted to 12.0 percent (8.5 percent) after tax. The corresponding interest before tax amounted to 15.4 percent (10.8percent) for Consumer Loans and 14.8 percent (10.4 percent) for Payment Solutions. The calculated value in use of goodwill is sensitive to a number of variables that are significant to anticipated cash flows and the discount rate. The variables most significant to the calculation are assumptions about interest rate and economic trends, future margins and cost effectiveness.

Our assessment is that there is no impairment need at present, but the model is sensitive to changes in both the growth assumption and the discount rate.

The following is a summary of goodwill allocated to each operating segment

	31/12/2025			31/12/2024		
	Opening carrying	Exchange-rate	Closing carrying	Opening carrying	Exchange-rate	Closing carrying value
Payment Solutions	346,639	-11,892	334,747	350,409	-3,770	346,639
Consumer Loans	1,304,024	-44,735	1,259,289	1,318,203	-14,179	1,304,024
Total	1,650,663	-56,627	1,594,036	1,668,612	-17,949	1,650,663

G27 PROPERTY, PLANT AND EQUIPMENT

	31/12/2025	31/12/2024
Equipment		
Cost at beginning of the year	381,254	332,011
Additional right-of-use assets in accordance with IFRS 16	7,835	31,235
Purchases during the year	11,743	22,885
Divestments/disposals during the year	-58,619	-4,328
Exchange-rate difference	-2,933	-549
Total cost at year-end	339,280	381,254
Accumulated depreciation at beginning of the year	-285,156	-241,956
Accumulated depreciation of divested/disposed assets	55,398	3,071
Depreciation for the year	-38,270	-47,102
Exchange-rate difference	1,812	831
Total accumulated depreciation at year-end	-266,216	-285,156
Carrying amount ¹⁾	73,064	96,098

¹⁾ The carrying amount includes assets in an amount of SEK 39,775 thousand (41,885) for leases capitalised in accordance with IFRS 16.

G28 OTHER ASSETS

	31/12/2025	31/12/2024
Receivables, insurance brokers and representatives	24,263	30,227
Receivables, Other	24,747	25,178
Client funds	972	972
Other	53,777	57,146
Total other assets	103,759	113,523

G29 PREPAID EXPENSES AND ACCRUED INCOME

	31/12/2025	31/12/2024
Prepaid expenses	78,802	116,408
Accrued interest	22,451	29,776
Accrued income, lending activities	32,169	29,472
Total prepaid expenses and accrued income	133,422	175,656

G30 LIABILITIES TO CREDIT INSTITUTIONS

	31/12/2025	31/12/2024
Loans in SEK	19,300	9,300
Total liabilities to credit institutions	19,300	9,300

G31 DEPOSITS AND BORROWING FROM THE PUBLIC

	31/12/2025	31/12/2024
Deposits and borrowing in SEK	17,253,764	19,027,093
Deposits and borrowing in DKK	3,736	2,623
Deposits and borrowing in NOK	577,480	1,424,985
Deposits and borrowing in EUR	16,360,019	19,316,745
Total deposits and borrowing from the public	34,194,999	39,771,446
Retail sector	31,861,385	37,594,570
Corporate sector	2,333,614	2,176,876
Total deposits and borrowing from the public	34,194,999	39,771,446
Maturity		

The majority of deposits from the public are payable on demand; see also Note G3, Risk management.

G32 OTHER LIABILITIES

	31/12/2025	31/12/2024
Trade payables	84,195	131,129
Liabilities to representatives	177,905	201,257
Preliminary tax, interest on deposits	89,527	109,153
Provision for loyalty programmes	31,071	25,479
IFRS 16 Leases	37,981	47,454
Agents	7,791	4,346
Tax	13,978	11,819
Other	86,141	69,745
Total other liabilities	528,589	600,382

G33 ACCRUED EXPENSES AND DEFERRED INCOME

	31/12/2025	31/12/2024
Accrued interest expenses	126,737	208,538
Accrued personnel-related expenses	102,521	80,038
Accrued administrative expenses	129,940	177,307
Other deferred income	53,179	38,811
Total accrued expenses and deferred income	412,377	504,694

G34 OTHER PROVISIONS

	31/12/2025	31/12/2024
Opening balance	14,782	21,442
Provisions made during the year	-4,580	-7,321
Exchange-rate difference	-646	661
Closing balance	9,556	14,782
Provision of credit reserves, unutilised limit, Stage 1	9,186	26,548
Provision of credit reserves, unutilised limit, Stage 2	42	641
Other provisions	328	-12,407
Closing balance	9,556	14,782

The parent company and Resurs Bank have entered into an endowment insurance agreement for safeguarding pension obligations. The endowment insurance and obligations have been netted. The amount in other provisions, consists of payroll tax that are not covered in the insurance agreement SEK -538 thousand (-632). The market value of the endowment insurance is SEK -3144 thousand (-3,589).

G35 ISSUED SECURITIES

Resurs Bank has completed a securitisation of loan receivables, a form of structured financing, referred to as Asset Backed Securities (ABS). This take place by transferring loan receivables to Resurs Bank's wholly owned subsidiaries Resurs Consumer Loans 1 Limited.

This financing has been arranged with JP Morgan Chase Bank. Resurs Bank has, for a rolling period of 18 months (revolving period), the right to continue selling certain additional loan receivables to Resurs Consumer Loans.

On 31 December 2025, approximately SEK 4.9 billion in loan receivables had been transferred to Resurs Consumer Loans. Resurs Bank and Resurs Consumer Loans have provided security for the assets that form part of the securitisation. At the closing date, the external financing amounted to SEK 4.0 billion (4.0) of the ABS financing. Because significant risks and benefits associated with the loan receivables sold, these were not transferred to the subsidiary and are still reported in the bank's balance sheet and profit and loss in accordance with IFRS 9.

There is a funding programme for issuing bonds, the programme amounts to SEK 10,000 million (10,000). Resurs has acted both on the Swedish and Norwegian market. On the closing date, the programme had six outstanding bonds at a nominal amount of SEK 2,000 (1,100) and NOK 800 million (200). Of the six bonds, four are senior unsecured bonds and two are subordinated loan (T2) of SEK 700 million (300).

Resurs Holding has issued two Additional Tier 1 Capital instruments of nominal SEK 600 million (600). This Additional Tier 1 Capital is recognised under equity.

31/12/2025	Currency	Nominal amount	Interest rate	Carrying amount	Fair value
Resurs Bank MTN 118 01/10/2026	SEK	800,000	Variable	799,708	802,078
Resurs Bank MTN 305 01/10/2026	NOK	200,000	Variable	182,891	183,921
Resurs Bank MTN 119 13/03/2028	SEK	500,000	Variable	499,451	502,595
Resurs Bank MTN 306 13/03/2028	NOK	200,000	Variable	182,759	184,704
Resurs Bank MTN 307 04/12/2028	NOK	400,000	Variable	365,555	365,324
Resurs Consumer Loans 1 Ltd ABS	SEK	4,000,000	Variable	4,000,000	3,960,952
Total issued securities				6,030,364	5,999,574

31/12/2024	Currency	Nominal amount	Interest rate	Carrying amount	Fair value
Resurs Bank MTN 118 01/10/2026	SEK	800,000	Variable	799,324	798,672
Resurs Bank MTN 305 01/10/2026	NOK	200,000	Variable	193,770	193,950
Resurs Consumer Loans 1 Ltd ABS	SEK	3,000,000	Variable	4,000,000	3,875,025
Total issued securities				4,993,094	4,867,647

G36 SUBORDINATED DEBT

31/12/2025	Currency	Nominal amount	Interest rate	Carrying amount	Fair value
Resurs Bank MTN 203 08/06/2033 ¹⁾	SEK	300,000	Variable	299,541	307,068
Resurs Bank MTN 204 12/02/2036 ²⁾	SEK	400,000	Variable	398,647	401,000
Total subordinated debt				698,188	708,068

31/12/2024	Currency	Nominal amount	Interest rate	Carrying amount	Fair value
Resurs Bank MTN 203 08/06/2033 ¹⁾	SEK	300 000	Variable	299,332	294,750
Total subordinated debt				299,332	294,750

¹⁾ The issuer is entitled to early repayment of the bonds from "First Call Date" 08/03/2028, provided that the issuer receives the approval of the Swedish Financial Supervisory Authority.

²⁾ The issuer is entitled to early repayment of the bonds from "First Call Date" 12/11/2030, provided that the issuer receives the approval of the Swedish Financial Supervisory Authority.

G37 EQUITY

Shares

The number of shares in the Parent Company is 200,000,000, with a quotient value of SEK 0.005. Quotient value is defined as share capital divided by number of shares. See Note G18 for details on events during the year.

Profit or loss brought forward

Refers to profit or loss carried forward from previous years less profit distribution.

Translation reserve

Includes translation differences on consolidation of the Group's foreign operations.

Additional Tier 1 Capital

Resurs Holding has issued Additional Tier 1 Capital notes at three occasions. In December 2019, Resurs Holding issued SEK 300 million Additional Tier 1 Capital notes with a floating rate coupon of 3 months STIBOR + 5.50%. The bond was redeemed in December 2024. In December 2023, Resurs Holding issued SEK 300 million Additional Tier 1 Capital notes with a floating rate coupon of 3 months STIBOR + 8.25%. In September 2024, Resurs Holding issued SEK 300 million Additional Tier 1 Capital notes with a floating rate coupon of 3 months STIBOR + 7.75%. The instruments have a perpetual maturity with the first possible redemption after five years and a temporary impairment structure. The additional tier 1 instruments is reported in equity in accordance with IAS32.

Hedge accounting reserve

The hedging accounting reserve is related to the acquisition of yA-Bank in 2018.

Changes in equity

See the statement of changes in equity for details on changes in equity during the year.

Change in translation reserve

	31/12/2025	31/12/2024
Opening translation reserve	-6,736	4,549
Translation difference for the year, foreign operations	-45,755	-11,285
Closing translation reserve	-52,491	-6,736

G38 PLEDGED ASSETS, CONTINGENT LIABILITIES AND COMMITMENTS

	31/12/2025	31/12/2024
Lending to credit institutions ¹⁾	195,159	212,289
Lending to the public	4,943,410	4,941,130
Restricted bank deposits ³⁾	72,318	73,984
Total collateral pledged for own liabilities	5,210,887	5,227,403

Contingent liabilities

0

Other commitments

Unutilised credit facilities granted	21,394,634	21,080,448
Total other commitments	21,394,634	21,080,448

Unutilised credit granted refers to externally granted credit. All unutilised credit facilities granted are terminable with immediate effect to the extent allowed under the Swedish Consumer Credit Act.

¹⁾ Lending to credit institutions refers to funds pledged as collateral for the fulfilment of commitments to payment intermediaries.

²⁾ As at 31 December 2025, SEK 71 122 thousand (72,632) in reserve requirement account at the Bank of Finland, SEK 1, 196 thousand (1,615) refers to a tax account with Norwegian DNB

G39 RELATED PARTIES

Ownership

Resurs Holding AB, corporate identity number 556898-2291, is owned at 31 December 2025 to 90.05 per cent by Ronneby UK Limited.

Related parties - Group companies

The Group is comprised of the operating companies Resurs Holding AB, which are the parent company in the Group, and the subsidiaries Resurs Bank AB. During 2025, the Group disposed of a subsidiary Resurs Förvaltning Norden. In addition to these, there are the three wholly owned subsidiaries Resurs NPL 1 AB, Resurs NPL 2 AB and Resurs NPL 3 AB and which are related to the securitisation that took place during 2023. These have Lowell as an external investor and trustee for the receivables and are considered related parties even though they are not consolidated into the Group, see note G2 Accounting principles section Special Purpose Vehicles (SPV companies). Please see below for complete Group structure. Group companies are reported according to the acquisition method, with internal transactions eliminated at the Group level. Assets and liabilities, and dividends between Resurs Holding AB (parent company) and other Group companies, are specified in the respective notes to the statement of financial position.

Relatives - Executives

In addition to the related transactions below, intragroup and remuneration are also included to executives in related parties. This also includes a warrant program that runs 2022-2025 to group management and other key employees.

Related parties - Key Resurs Holding AB personnel

Magnus Fredin	CEO Resurs Holding
Bo Lennart Jacobsen	The Chairman of the Board of Resurs Holding AB
Martin Bengtsson	Director of Resurs Holding AB
Håkan Berg	Director of Resurs Holding AB
Lars Fredrik Carlsson	Director of Resurs Holding AB
Johanna Clason	Director of Resurs Holding AB
Martin Hatfield Iacoponi	Director of Resurs Holding AB
Steve Krieger	Director of Resurs Holding AB
Gustaf Martin-Löf	Director of Resurs Holding AB

Key personnel

Information about transactions between related party key personnel and remuneration of these individuals can be found in Note G13, Personnel.

Related-party transactions, significant influence

	2025	2024
Interest expenses, deposits and borrowing from the public	-565	-343
	31/12/2025	31/12/2024
Deposits and borrowing from the public	-64,589	-51,257

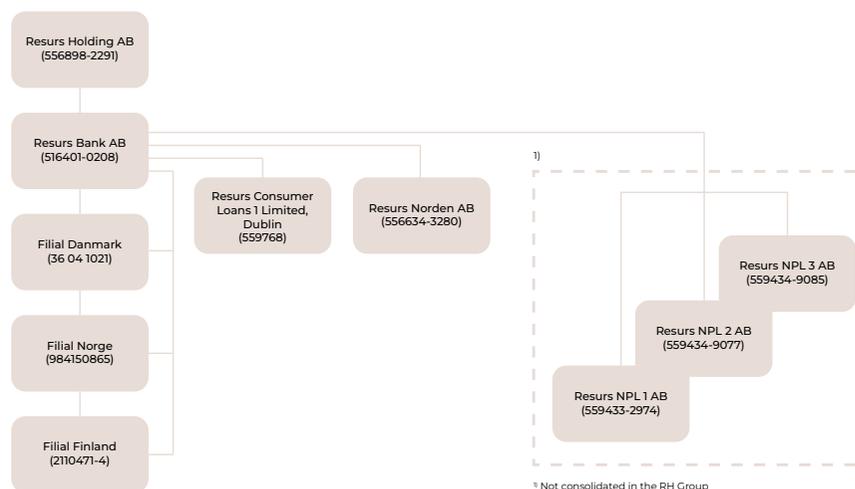
Related-party transactions, other

	2025	2024
Transactions revenue	886	754
Interest incomes, deposits and borrowing from the public	27,935	30,761
	31/12/2025	31/12/2024
Bonds	649,684	823,094

Transactions with key personnel

	2025	2024
Interest expenses, deposits and borrowing from the public	-160	-278
	31/12/2025	31/12/2024
Lending to the public	53	24
Deposits and borrowing from the public	-20,237	-22,033

Group structure



Companies within the dashed line are not consolidated in the group, see further in note G2 Accounting principles, section Special Purpose Vehicles (SPV companies).

G40 FINANCIAL INSTRUMENTS

31/12/2025	Fair value at amortised cost	Fair value through profit or loss	Total carrying amount	Fair value
Assets				
Financial assets				
Cash and balances at central banks	2,515,319	-	2,515,319	2,515,319
Treasury and other bills eligible for refinancing	-	1,786,435	1,786,435	1,786,435
Lending to credit institutions ¹⁾	2,531,873	-	2,531,873	2,531,873
Lending to the public	39,104,082	-	39,104,082	39,104,082
Bonds and other interest-bearing securities	1,564,567	-	1,564,567	1,582,740
Shares and participations	-	1,218	1,218	1,218
Derivatives	-	38,384	38,384	38,384
Other assets	103,758	-	103,758	103,758
Accrued income	54,620	-	54,620	54,620
Total financial assets	45,874,219	1,826,037	47,700,256	47,718,429
Shares in subsidiaries			3,278	
Intangible assets			1,673,763	
Property, plant & equipment			73,064	
Other non-financial assets			438,567	
Total assets	45,874,219	1,826,037	49,888,928	
Liabilities				
Financial liabilities				
Liabilities to credit institutions	19,300	-	19,300	19,300
Deposits and borrowing from the public	34,194,999	-	34,194,999	34,194,960
Derivatives	-	10,820	10,820	10,820
Other liabilities	373,176	-	373,176	373,176
Accrued expenses	359,198	-	359,198	359,198
Issued securities	6,030,364	-	6,030,364	5,999,574
Subordinated debt	698,188	-	698,188	708,068
Total financial liabilities	41,675,225	10,820	41,686,045	41,665,096
Provisions			9,556	
Other non-financial liabilities			233,376	
Equity			7,959,951	
Total equity and liabilities	41,675,225	10,820	49,888,928	

¹⁾ Included here is 135 million deposited with the Riksbank

Deposits with the Riksbank

During the year, the Riksbank decided to introduce a requirement for interest-free deposits of a portion of credit institutions' deposit base. For Resurs, this entails that SEK 135 million has been placed as a deposit with the Riksbank.

31/12/2024	Fair value at amortised cost	Fair value through profit or loss	Total carrying amount	Fair value
Assets				
Financial assets				
Cash and balances at central banks	4,762,556	-	4,762,556	4,762,556
Treasury and other bills eligible for refinancing	-	1,750,650	1,750,650	1,750,650
Lending to credit institutions	2,861,551	-	2,861,551	2,861,551
Lending to the public	-	39,903,160	39,903,160	39,903,160
Bonds and other interest-bearing securities	1,875,265	-	1,875,265	1,859,645
Shares and participations	-	1,269	1,269	1,269
Derivatives	-	22,610	22,610	22,610
Other assets	113,522	-	113,522	113,522
Accrued income	59,249	-	59,249	59,249
Total financial assets	9,672,143	41,677,689	51,349,832	51,334,212
Shares in subsidiaries			3,278	
Intangible assets			2,120,749	
Property, plant & equipment			96,098	
Other non-financial assets			575,709	
Total assets	9,672,143	41,677,689	54,145,666	
Liabilities				
Financial liabilities				
Liabilities to credit institutions	9,300	-	9,300	9,300
Deposits and borrowing from the public	39,771,446	-	39,771,446	39,794,485
Derivatives	-	18,055	18,055	18,055
Other liabilities	425,858	-	425,858	425,858
Accrued expenses	465,884	-	465,884	465,884
Issued securities	4,993,094	-	4,993,094	4,867,647
Subordinated debt	299,332	-	299,332	294,750
Total financial liabilities	45,964,914	18,055	45,982,969	45,875,979
Provisions			14,782	
Other non-financial liabilities			405,202	
Equity			7,742,713	
Total equity and liabilities	45,964,914	18,055	54,145,666	

FINANCIAL INSTRUMENTS

The table below shows financial instruments measured at fair value, based on classification in the fair value hierarchy.

Levels are defined as follows:

- Listed prices (unadjusted) in active markets for identical assets or liabilities (level 1)
- Other observable inputs for assets or liabilities other than listed prices included in level 1 directly (i.e., price quotations) or indirectly (i.e., derived from price quotations) (level 2)
- Inputs for assets or liabilities that are not based on observable market data (i.e., unobservable inputs) (level 3)

Note G2, Accounting policies provides details on the determination of fair value for financial assets and liabilities at fair value through the statement of financial position. Carrying amounts for current receivables, current liabilities and deposits and loans to the public are deemed to reflect fair value.

Financial assets valued through fair value

	31/12/2025			31/12/2024		
	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
Financial assets at fair value through profit or loss:						
Treasury and other bills eligible for refinancing	1,786,435	-	-	1,750,650	-	-
Bonds and other interest-bearing securities	1,564,567	-	-	1,875,265	-	-
Shares and participations	-	-	1,218	-	-	1,269
Derivatives	-	38,384	-	-	22,610	-
Total	3,351,002	38,384	1,218	3,625,915	22,610	1,269
Financial liabilities at fair value through profit or loss:						
Derivatives	-	-10,820	-	-	-18,055	-
Total	0	-10,820	0	0	-18,055	0

Changes within level 3

	2025	2024
Shares and participations		
Opening balance	1,269	11,926
Additions during the year	-	1,736
Change in fair value of shares and participating interests	-	-12,526
Exchange-rate difference	-51	133
Closing balance	1,218	1,269

Financial instruments measured at fair value for disclosure purposes

The carrying amount of variable rate deposits and borrowing from the public is deemed to reflect fair value.

For fixed rate deposits and borrowing from the public, fair value is calculated based on current market rates, with the initial credit spread for deposits kept constant. Fair value has been classified as level 2.

Fair value of subordinated debt is calculated based on valuation at the listing marketplace. Fair value has been classified as level 1.

For issued securities (ABS), fair value is calculated by assuming that duration ends at the close of the revolving period. Fair value has been classified as level 3.

For lending parts that are submitted to collection as well as purchased overdue receivables, the fair value is calculated by discounting calculated cash flow at estimated market interest rates instead of original effective interest rate. Fair value has been classified as level 2.

For current receivables and liabilities as well as variable rate lending, the carrying amount is considered to reflect fair value.

Transfer between levels

There has not been any transfer of financial instruments between the levels.

Financial assets and liabilities that are offset or subject to netting agreements

Derivative agreement has been made under the ISDA agreement. The amounts are not offset in the statement of financial position. The derivatives at 31 December 2025 (also applied 31/12/2024) were covered by the ISDA Credit Support Annex, which means that collateral is obtained and provided in the form of bank deposits between the parties.

	Related agreements 31/12/2025				Related agreements 31/12/2024			
	Gross amount in the balance sheet	Master netting agreement	Collateral received/pledged	Net amount	Gross amount in the balance sheet	Master netting agreement	Collateral received/pledged	Net amount
Derivatives	38,384	-10,820	-15,100	12,464	22,610	-18,055	10,800	15,355
Total assets	38,384	10,820	0	0	22,610	-18,055	10,800	15,355
Derivatives	-10,820	10,820	-	-	-18,055	18,055	-	0
Total liabilities	-10,820	10,820	0	0	-18,055	18,055	0	0

G41 SIGNIFICANT SUBSEQUENT EVENTS

No significant events after end of the period.

G42 KEY ESTIMATES AND ASSESSMENTS

When preparing financial statements in accordance with IFRS and generally accepted accounting principles, management needs to proactively make certain estimates, assumptions and evaluations. These are based on historical experience and current factors, which are considered fair and reasonable. The results of these professional estimates and assessments affect the reported amounts of assets, liabilities, income and expenses in the financial statements. Actual outcomes may differ from these estimates and assumptions. The Group has made the following critical estimates in applying significant accounting policies:

- Classification and measurement of financial instruments
- Impairment testing of goodwill and other assets
- Impairment of credit losses
- Other provisions
- Special Purpose Vehicles (SPVs)

Classification and measurement of financial instruments

The accounting policies in Note G2 define the way in which assets and liabilities are to be classified in the various categories. Fair value measurement of financial instruments may lead to some uncertainty, as prevailing interest rates and market conditions may change quickly and affect the value of the asset.

Impairment testing of goodwill and other assets

Goodwill is tested for impairment annually when the annual accounts are prepared or as soon as changes indicate that impairment is required, for example, a changed business climate or decision to divest or discontinue operations. Impairment is recognised if the estimated value in use exceeds the carrying amount. A description of impairment testing for the year is provided in Note G26.

Impairment of credit losses

The calculation of credit losses is based on calculating the expected credit losses. The impairment model includes a three-stage model based on changes in the credit quality of financial assets. The assets are divided into three different stages depending on how credit risk has changed since the asset was initially recognised in the balance sheet. Stage 1 encompasses assets for which there has not been a significant increase in credit risk, stage 2 encompasses assets for which there has been a significant increase in credit risk, while stage 3 encompasses defaulted assets.

The provision of expected credit losses for assets is governed by the category to which the assets belong. Provisions are made under stage 1 for expected credit losses within 12 months, while provisions for stage 2 and 3 are made for expected credit losses under the full lifetime of the assets. Calculations of expected credit losses include forward-looking information based on the macroeconomic outlook. The Group has decided to base the forward-looking calculations on a macroeconomic variable that from a historical perspective has proven to correlate well with changes in the Group's credit losses, see Note G2.

Other provisions

The amount recognised as a provision is the best, estimate of the expenditure required to settle a present obligation at the reporting date. Earnings may be affected if an estimate has been made that is not consistent with the actual outcome .

Special Purpose Vehicles (SPVs)

The group's assessment is that controlling influence does not exist in the three subsidiaries that are related to the securitisation carried out during 2023, namely Resurs NPL1 AB, Resurs NPL2 AB and Resurs NPL3 AB. This is because the bank has limited ability to influence the management of the receivables and cannot unanimously call for the disposal of the receivables. The SPV companies are consequently not consolidated (see further note G2 Accounting principles, section Special Purpose Vehicles (SPVs)).

Statements and notes - Parent company

KEY RATIOS

SEK thousand	2025	2024	2023	2022	2021
Net sales	27,562	47,701	24,497	22,750	25,031
Profit/loss after financial items	-26,212	-87,684	153,278	373,955	465,747
Balance sheet total	2,898,737	2,624,600	2,568,695	2,529,287	2,634,014
Equity/Assets ratio (%)	85.9	91.8	99.4	99.7	98.9
Average number of employees	2	2	2	2	2

PARENT COMPANY INCOME STATEMENT

SEK thousand	Note	2025	2024
Net sales		27,562	47,701
Operating expenses			
Personnel expenses	P6	-19,924	-20,017
Other external expenses	P4,P5	-24,715	-116,423
Total operating expenses		-44,639	-136,440
Operating profit/loss		-17,077	-88,739
Profit/loss from financial items			
Profit/loss from participations in Group companies	P7	-1,639	-
Other interest income and similar profit/loss items		715	1,569
Interest expenses and similar profit/loss items		-8,211	-514
Total profit/loss from financial items		-9,135	1,055
Profit/loss after financial items		-26,212	-87,684
Appropriations		208,000	
Tax	P8	-37,690	18,076
Tax on profit for the year		144,098	-69,608
Portion attributable to Resurs Holding AB shareholders		81,608	-142,240
Portion attributable to additional Tier 1 capital holders		62,490	72,632
Profit/loss for the year		144,098	-69,608

PARENT COMPANY STATEMENT OF COMPREHENSIVE INCOME

SEK thousand	2025	2024
Profit/loss for the year	144,098	-69,608
Total comprehensive income	144,098	-69,608
Portion attributable to Resurs Holding AB shareholders	81,608	-142,240
Portion attributable to additional Tier 1 capital holders	62,490	72,632
Comprehensive income for the year	144,098	-69,608

PARENT COMPANY BALANCE SHEET

SEK thousand	Note	31/12/2025	31/12/2024
Assets			
Financial non-current assets			
Participations in Group companies	P9	2,721,690	2,422,654
Total non-current assets		2,721,690	2,422,654
Current assets			
Current receivables			
Receivables from Group companies		1,512	8,220
Current tax asset		10,681	9,902
Other current receivables		129	301
Prepaid expenses and accrued income	P10	3,132	1,148
Total current receivables		15,454	19,571
Long-term receivables			
Deferred tax asset		4,476	42,944
Total long-term receivables		4,476	42,944
Cash and bank balances		157,117	139,431
Total current assets		177,047	201,946
Total assets		2,898,737	2,624,600
Equity and liabilities			
Equity	P12		
Restricted equity			
Share capital		1,000	1,000
Non-restricted equity			
Share premium reserve		1,782,352	1,782,352
Additional Tier 1 instruments		600,000	600,000
Profit or loss brought forward		-37,707	94,391
Profit for the year		144,098	-69,608
Total non-restricted equity		2,488,743	2,407,135
Total equity		2,489,743	2,408,135
Long-term receivables			
Deferred tax asset		398,647	-
Total long-term receivables		398,647	0
Current liabilities			
Trade payables		120	29,051
Liabilities to Group companies		397	397
Other current liabilities		501	180,852
Accrued expenses and deferred income	P11	9,329	6,165
Total current liabilities		10,347	216,465
Total equity and liabilities		2,898,737	2,624,600

For information on pledged assets, contingent liabilities and commitments, see Note P13.

PARENT COMPANY STATEMENT OF CHANGES IN EQUITY

SEK thousand	Share capital	Share premium reserve	Additional Tier 1 instruments	Profit/loss brought forward	Profit for the year	Total equity
Initial equity at 1 January 2024	1,000	1,782,352	600,000	10,825	159,198	2,553,375
Transaction costs, issue of Tier 1 capital				-3,000		-3,000
Interest cost additional Tier 1 instruments				-72,632		-72,632
Appropriation of profits according to resolution by Annual General Meeting				159,198	-159,198	0
Net profit for the year					-69,608	-69,608
Equity at 31 December 2024	1,000	1,782,352	600,000	94,391	-69,608	2,408,135
Initial equity at 1 January 2025	1,000	1,782,352	600,000	94,391	-69,608	2,408,135
Transaction costs, issue of Tier 1 capital						0
Interest cost additional Tier 1 instruments				-62,490		-62,490
Appropriation of profits according to resolution by Annual General Meeting				-69,608	69,608	0
Net profit for the year					144,098	144,098
Equity at 31 December 2025	1,000	1,782,352	600,000	-37,707	144,098	2,489,743

See Note P12 for additional information on equity.

PARENT COMPANY CASH FLOW STATEMENT

SEK thousand	2025	2024
Operating activities		
Operating profit/loss	-17,077	-88,739
Adjustment for non-cash items in operating profit/loss	-1,639	-
Interest paid	-8,211	-514
Interest received	715	1,569
Income taxes paid	-	166
Cash flow from operating activities before changes in operating assets and liabilities	-26,212	-87,518
Cash flow from working capital change		
Other assets	212,897	-8,099
Other liabilities	-206,120	201,145
Cash flow from operating activities	-19,435	105,528
Investing activities		
Shares and shares in subsidiaries	-299,036	-
Dividend received	398,647	-
Cash flow from investing activities	99,611	0

Financing activities

Transaction costs, issue of Tier 1 capital	-	-3,000
Interest cost additional Tier 1 instruments	-62,490	-72,632
Cash flow from financing activities	-62,490	-75,632
Cash flow for the period	17,686	29,896
Cash & cash equivalents at beginning of the year ¹⁾	139,431	109,535
Cash and cash equivalents at year-end	157,117	139,431
Adjustment for non-cash items in operating profit		
Other provisions	-1,639	-
Sum non-cash items in operating profit	-1,639	0

¹⁾ Liquid assets are comprised of lending to credit institutions and cash and balances at central banks.

Notes

P1 PARENT COMPANY ACCOUNTING PRINCIPLES

The Parent Company applies the same accounting principles as the Group, any differences between the accounting principles are described below. The differences compared with the consolidated financial statements that apply in the Parent Company's income statement and balance sheet mainly comprise the recognition of financial income, expenses and assets. The Parent Company recognises its leases in accordance with the exemption allowed in RFR 2.

The Parent Company prepares its annual report in accordance with the Swedish Annual Accounts Act (1995:1554) and the Swedish Financial Reporting Board's RFR 2 Accounting for Legal Entities. The regulations in RFR 2 stipulate that the Parent Company, in the annual accounts for the legal entity, is to apply all IFRSs and statements adopted by the EU to the extent that this is possible within the framework of the Annual Accounts Act with consideration to the relationship between accounting and taxation.

The deviations arising between the Parent Company's and the Group's accounting principles are due to the limitations on the possibility of applying IFRS in the Parent Company, as a result of the Annual Accounts Act and the Pension Obligations Vesting Act.

For the Parent Company, the terms balance sheet and cash flow statements are used for reports that are referred to as statement of financial position and statement of cash flows in the Group. The income statement and the balance sheet for the Parent Company are presented according to the format of the Annual Accounts Act, while the statement of changes in equity and cash flow statement are based on IAS 1 Presentation of Financial Statements and IAS 7 Statement of Cash flows.

The consolidated financial statements and the annual report are presented in SEK thousand unless otherwise indicated.

Changed accounting principles in the Parent Company

No changes to accounting principles that are to be applied to financial years beginning on or after 1 January 2025 or later have had, or are deemed to have, a material effect on the Parent Company.

Shares and participations in Group companies

Shares and participations in Group companies are recognised according to the cost method. Dividends received are recognised as income when the right to receive payment is deemed certain. Transaction costs associated with acquisitions are added to the cost in the Parent Company and are eliminated in the Group.

Income

Service assignments are recognised in the Parent Company's income statement in accordance with Chapter 2, Section 4 of the Annual Accounts Act when the service has been completed.

P2 RISK MANAGEMENT

There are no additional risks in the Parent Company other than those found in the Group. The Group's risk management is detailed in Note G3.

P3 INTRA-GROUP PURCHASES AND SALES

One hundred per cent (100) of total revenue for the year is attributable to sales to other Group companies. Costs in this table are provided for market-rate remuneration in line with administration costs.

Transactions with subsidiaries

	2025	2024
General administrative expenses	-3,814	-3,814

P4 OTHER EXTERNAL EXPENSES

	2025	2024
Consultancy expenses	-2,463	-71,059
Other external expenses	-22,252	-45,364
Total other external expenses	-24,715	-116,423

P5 AUDITORS FEE AND EXPENSES

	2025	2024
<i>PWC</i>		
Audit services	-977	-1,124
Other assistance arising from audit	-	-50
Other services	-79	-26
Total Auditors fee and expenses	-1,056	-1,200

The amount for 2025 includes audit fees to Öhrlings PricewaterhouseCoopers AB of SEK 1,056 thousand, allocated to the audit services of SEK 977 thousand, other assistance arising from audit of SEK 0 thousand, and other services of SEK 79 thousand.

Audit services comprise the examination of the annual financial statements and accounting records and the administration of the Board of Directors and CEO. They also include other procedures required to be carried out by the Group's and parent company's auditors, as well as advice or other assistance arising from observations made during the audit or while performing such other procedures.

P6 PERSONNEL

	2025	2024
Salaries	-13,986	-13,155
Social insurance costs	-3,820	-3,800
Pension costs	-2,098	-2,975
Other personnel expenses	-20	-87
Total personnel expenses	-19,924	-20,017
Salaries and other benefits		
Board, CEO and other senior executives	-13,986	-13,155
Total salaries and other benefits	-13,986	-13,155

Amounts invoiced by individuals for their services to the company is in the Group recognised as general administrative expenses and in the Parent Company as personnel expenses.

The Management has changed during the year.

Board members and senior executives at the end of the year

	2025			2024		
	Number	Of which,	Of which,	Number	Of which,	Of which,
Board members	8	87%	13%	8	100%	0%
CEO and other senior executives ¹⁾	8	75%	25%	7	86%	14%

¹⁾ The number refers to all other senior executives and not only the number who received a salary from the Parent Company. Additional details on remuneration policy, pensions and terms are provided in Note G13.

PERSONNEL

Remuneration and other benefits 2025

	Basic salary/ Board fees	Variable remune- ration	Other benefits ¹⁾	Pensions	Total
<i>Board and CEO</i>					
Lennart Jacobsen, Chairman	-1,648	-	-	-	-1,648
Fredrik Carlsson	-565	-	-	-	-565
Mikael Wintzell (resigned 11/03/2025)	-96	-	-	-	-96
Ola Laurin (resigned 11/03/2025)	-119	-	-	-	-119
Johanna Clason (elected 11/03/2025)	-569	-	-	-	-569
Håkan Berg (elected 11/03/2025)	-702	-	-	-	-702
Gustaf Martin-Löf	-	-	-	-	0
Martin Iacoponi	-	-	-	-	0
Martin Bengtsson	-	-	-	-	0
Steve Krieger	-	-	-	-	0
Magnus Fredin, CEO	-6153	-	-218	-1600	-7,971
Other senior executives (1 individual)	-2440	-	-86	-498	-3,024
Total remuneration and other benefits	-12,292	0	-304	-2,098	-14,694

2024	Basic	Variable	Other	Pensions	Total
<i>Board and CEO</i>					
Martin Bengtsson, Chairman (resigned 10/10/2024)	-1,064	-	-	-	-1,064
Lennart Jacobsen, Chairman (elected 10/10/2024)	-384	-	-	-	-384
Lars Nordstrand (resigned 10/10/2024)	-779	-	-	-	-779
Fredrik Carlsson (resigned 30/04/2024 & elected 10/10/2024)	-324	-	-	-	-324
Marita Odélius (resigned 10/10/2024)	-489	-	-	-	-489
Mikael Wintzell	-473	-	-	-	-473
Ola Laurin (elected 15/05/2024)	-390	-	-	-	-390
Harald Walden (elected 01/05/2024 & resigned 10/10/2024)	-195	-	-	-	-195
Kristina Patek (resigned 30/04/2024)	-163	-	-	-	-163
Pia-Lena Olofsson (resigned 10/10/2024)	-514	-	-	-	-514
Magnus Fredin, CEO	-5623	-	-231	-1709	-7,563
Nils Carlsson, (CEO resigned 31/07/2023, final salary 27/06/2024)	-1805	-	-	-542	-2,347
Other senior executives (1 individual)	-2,325	-	-78	-511	-2,914
Total remuneration and other benefits	-14,528	0	-309	-2,762	-17,599

¹⁾ Consist of car and food allowance.

Pension costs

	2024	2023
Board, CEO and other senior executives	-2,098	-1,832
Total	-2,098	-1,832

Average numbers of employees

	2025			2024		
	Men	Women	Total	Men	Women	Total
Sweden	1	1	2	1	1	2
Total	1	1	2	1	1	2

P7 PROFIT/LOSS FROM PARTICIPATIONS IN GROUP COMPANIES

	2025	2024
Dividend from Resurs Bank AB	-1,639	-
Total	-1,639	-

P8 TAX

Current tax expense

	2025	2024
Current tax for the year	-38,468	-24,868
Current tax expense	-38,468	-24,868

Deferred tax on temporary differences

	779	42,944
Total tax expense reported in income statement	-37,689	18,076

Reconciliation of effective tax

	2025	2024
Profit before tax	181,788	-87,685
Tax at prevailing tax rate	-20.6%	-37,448
Non-deductible expenses/non-taxable income	-0.6%	-1,020
Tax attributable to previous years	0.4%	779
Recognised effective tax	-20.8%	-37,689

Change in deferred tax

	2025	2024
Tax effects attributable to temporary differences	779	42,944
Total deferred tax	779	42,944

Deferred tax assets

	31/12/2025	31/12/2024
Deferred tax assets, net	44,776	42,944
Total deferred tax assets	44,776	42,944

P9 PARTICIPATIONS IN GROUP COMPANIES

Subsidiaries and indirect subsidiaries

31/12/2025	Corp. ID		Share of equity	Share of voting power	Number of shares	Book value 31/12/2025
	no.	Domicile				
Resurs Bank AB	516401-0208	Helsingborg	100	100		2,721,690
- Resurs Norden AB	556634-3280	Helsingborg	100	100		-
- Resurs Consumer Loans 1 Ltd	559768	Dublin	100	100		-
- Resurs NPL 1 AB	559433-2974	Helsingborg	100	100		-
- Resurs NPL 2 AB	559434-9077	Helsingborg	100	100		-
- Resurs NPL 3 AB	559434-9085	Helsingborg	100	100		-
Resurs Förvaltning Norden AB	559067-0690	Helsingborg	100	100		-
Total book value, participations in Group companies						2,721,690

31/12/2024

31/12/2024	Corp. ID		Share of equity	Share of voting power	Number of shares	Book value 31/12/2024
	no.	Domicile				
Resurs Bank AB	516401-0208	Helsingborg	100	100		2,421,690
- Resurs Norden AB	556634-3280	Helsingborg	100	100		-
- Resurs Consumer Loans 1 Ltd	559768	Dublin	100	100		-
- Resurs NPL 1 AB	559433-2974	Helsingborg	100	100		-
- Resurs NPL 2 AB	559434-9077	Helsingborg	100	100		-
- Resurs NPL 3 AB	559434-9085	Helsingborg	100	100		-
Resurs Förvaltning Norden AB	559067-0690	Helsingborg	100	100		964
Total book value, participations in Group companies						2,422,654

	31/12/2025	31/12/2024
Opening acquisition cost	2,422,654	2,422,654
Shareholders contributions Solid Försäkringsaktiebolag	299,036	-
Total accumulated amortisation at year-end	2,721,690	2,422,654
Closing residual value according to plan	2,721,690	2,422,654

P10 PREPAID EXPENSES AND ACCRUED INCOME

	31/12/2025	31/12/2024
Prepaid expenses	3,132	1,148
Total prepaid expenses and accrued income	3,132	1,148

P11 ACCRUED EXPENSES AND DEFERRED INCOME

	31/12/2025	31/12/2024
Accrued interest	3,184	2,469
Accrued personnel-related expenses	5,725	2,552
Accrued administrative expenses	420	1,144
Total accrued expenses and deferred income	9,329	6,165

P12 EQUITY

Shares

The number of shares in the Parent Company totals 200,000,000, with a quotient value of SEK 0.005. Quotient value is defined as share capital divided by the number of shares. See Note C19 for additional information.

Profit/loss carried forward

Refers to profit or loss carried forward from previous years less profit distribution.

Changes in equity

For details on changes in equity during period, see the Parent Company's statement of changes in equity.

Proposed distribution of profits

Unappropriated earnings in the Parent Company at the disposal of the Annual General Meeting (SEK):

	31/12/2025	31/12/2024
Share premium reserve	1,782,351,869	1,782,351,869
Profit/loss brought forward	-37,707,250	94,391,444
Net profit for the year	144,098,410	-69,608,327
Total	1,888,743,029	1,807,134,986

The Board of Directors propose that these earnings be appropriated as follows (SEK):

Carried forward	1,888,743,029	1,807,134,986
Total	1,888,743,029	1,807,134,986

P13 PLEDGED ASSETS, CONTINGENT LIABILITIES AND COMMITMENTS

Resurs Holding AB has no pledged assets. According to the Board's assessment, Resurs Holding AB has no contingent liabilities.

SIGNATURES OF THE BOARD OF DIRECTORS AND THE CEO

The Board of Directors and the CEO give their assurance that the annual accounts have been prepared in accordance with Generally Accepted Accounting Principles in Sweden, and the consolidated accounts in accordance with International Financial Reporting Standards (IFRSs) as referenced by the European Parliament and the Council directive (EC) 1606/2002 dated 19 July 2002 on the application of international accounting standards, as well as in accordance with the adopted standards for sustainability reporting (ESRS) and the specifications adopted under the Taxonomy Regulation (EU) 2020/852. The annual accounts and consolidated accounts give a true and fair view of the Parent Company's and the Group's financial position and results of operations. The Administration Reports for the Parent Company and the Group give a true and fair view of the development of the Parent Company's and the Group's operations, position and results and describe the significant risks and uncertainties to which the Parent Company and the Group companies are exposed.

As specified above, the Parent Company's and the Group's annual accounts were approved for publication by the Board of Directors on 19 March 2026. The income statements and balance sheets will be presented to the Annual General Meeting for approval 2026.

The Annual Report was approved on 19 March 2026
Stockholm, on the date as evidenced by our electronic signature.

Magnus Fredin
Chief Executive Officer

The Board of Directors,

Lennart Jacobsen
Chairman of the Board

Martin Bengtsson
Member of the Board

Håkan Berg
Member of the Board

Fredrik Carlsson
Member of the Board

Johanna Clason
Member of the Board

Martin Iacoponi
Member of the Board

Steve Kriger
Member of the Board

Gustaf Martin-Löf
Member of the Board

Our auditor's report on the annual report and the consolidated financial statements, as well as our assurance report on the sustainability report, was submitted on the date stated in our electronic signature.

Öhrlings PricewaterhouseCoopers AB

Peter Nilsson
Authorized Public Accountant
Auditor in charge

Frida Main
Authorized Public Accountant



Auditor's report

To the general meeting of the shareholders of Resurs Holding AB, corporate identity number 556898-2291

REPORT ON THE ANNUAL ACCOUNTS AND CONSOLIDATED ACCOUNTS

Opinions

We have audited the annual accounts and consolidated accounts of Resurs Holding AB (publ) for the year 2025 except for the corporate governance statement on pages 25–31 and 32–132. The annual accounts and consolidated accounts of the company are included on pages 14–178 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the parent company as of 31 December 2025 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act for Credit Institutions and Securities Companies and present fairly, in all material respects, the financial position of the group as of 31 December 2025 and their financial performance and cash flow for the year then ended in accordance with IFRS Accounting Standards as adopted by the EU, and the Annual Accounts Act for Credit Institutions and Securities Companies. Our opinions do not cover the corporate governance statement on pages 25–31 and 32–132. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the income statement and statement of financial position for the group.

Our opinions in this report on the annual accounts and consolidated accounts are consistent with the content of the additional report that has been submitted to the parent company's audit committee in accordance with the Audit Regulation (537/2014) Article 11.

Basis for Opinions

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of

the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. This includes that, based on the best of our knowledge and belief, no prohibited services referred to in the Audit Regulation (537/2014) Article 5.1 have been provided to the audited company or, where applicable, its parent company or its controlled companies within the EU.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Key audit matters

Key audit matters of the audit are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts and consolidated accounts of the current period. These matters were addressed in the context of our audit of, and in forming our opinion thereon, the annual accounts and consolidated accounts as a whole, but we do not provide a separate opinion on these matters.

Key audit matter

Provision for expected credit losses

The balance sheet item Lending to the public amounts to 39.1 billion SEK, less provision for expected credit losses of 4.6 billion SEK, and amounts to 78% of the total balance sheet of the group.

The assessment of the provisions for expected credit losses involved critical judgments and estimates. Estimates include, among other things, the assessment of the probability of default, whether a credit event has occurred, and the loss given default.

The expected credit loss is calculated as a function of the probability of default, the exposure at default and the loss given default. The loans are categorized into three stages depending on the level of credit risk or changes in credit risk for each individual loan. For loans performing without an increase in credit risk, stage 1, a 12 month expected credit loss is calculated. For loans where there is deemed to be a significant

increase credit risk, stage 2, or loans in default, stage 3, a lifetime expected credit loss is calculated.

Management has the possibility to adjust the model driven expected credit losses to address known impairment model limitations.

The valuation of the provision for expected credit losses has been assessed as a key audit matter due to the complexity of the calculation and because it requires the company to make significant assumptions and judgments, which can have a material impact on the financial statements.

Refer to Annual Report note G2 Accounting Principles, "Credit losses and impairment of financial assets" and G22 "Lending to the public" for further information.

How our audit addressed the Key audit matter

Our audit of the provisions for expected credit losses has been performed through a combination of a review of internal control and a substantive examination, which, among other things, included:

We have performed walkthroughs of the group's process of granting credits and the process of provisions for expected credit losses. The work has included a review of policies and guidelines in order to identify significant risks of error and controls in order to prevent and detect those kinds of errors.

Our testing of controls has included manual controls, transfers between systems including the duality and key controls within the loans and provision process.

Through the support from our credit modelling experts, we have reviewed the company's model of calculating provisions by evaluating the key assumptions. Further we have reviewed the result of the managements own model validation. We have performed a recalculation on a sample of loans and reviewed the managements adjustments of the model driven expected credit losses.

We have reconciled the provision for expected credit losses to the accounting and assessed if the disclosures in the annual report are appropriate.

Impairment assessment of Goodwill

The balance sheet item Goodwill amounts to 1.6 billion SEK and is a substantial item of the total balance sheet of the group. The company tests the book value of Goodwill

annually, which is based on discounted future cashflows of the cash generating units that can be attributed to Goodwill. The impairment test included a high level of judgement and estimates on future cashflows. Note G26 and G42 in the annual report specifies how the company has performed its judgements and presents the key assumptions and sensitivity analysis. The assumptions that has the highest impact on the impairment test is future margins, capital requirement, credit losses and the discount factor. The annual impairment test performed by management did not result in an impairment.

Refer to Annual Report note G2 Accounting Principles, "Intangible assets" and G26 "Intangible assets" for further information.

How our audit addressed the Key audit matter

In our audit we have reviewed the company's model for impairment test of Goodwill. The audit has among others included the following:

We have reviewed and reconciled the assumptions and input data through the company's forecasts and strategic plans per segment.

We have analyzed how previous years forecasts has been reached and analyzed eventual adjustments to the model to manage the development within the business and external factors.

We have reviewed the sensitivity of the most important assumption to assess if there is need for impairment.

Further we have reviewed the disclosures regarding the impairment test that is included in the annual report.

Other Information than the annual accounts and consolidated accounts

This document also contains other information than the annual accounts and consolidated accounts and is found on pages 1–13 and the statutory sustainability report on pages 32–132. The Board of Directors and the Managing Director are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our

responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Director's and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS Accounting Standards as adopted by the EU, and the Annual Accounts Act for Credit Institutions and Securities Companies. The of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts, The Board of Directors and the Managing Director are responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Director intend to liquidate the company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Director's responsibilities and tasks in general, among other things oversee the company's financial reporting process.

Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

A further description of our responsibility for the audit of the annual accounts and consolidated accounts is available on Revisorsinspektionen's website: www.revisorsinspektionen.se/revisornsansvar. This description is part of the auditor's report.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

THE AUDITOR'S EXAMINATION OF THE ADMINISTRATION OF THE COMPANY AND THE PROPOSED APPROPRIATIONS OF THE COMPANY'S PROFIT OR LOSS

Opinions

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Director's and the Managing Director of Resurs Holding AB (publ) for the year 2025 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Director's and the Managing Director be discharged from liability for the financial year.

Basis for Opinions

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Director's and the Managing Director

The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company and the group's type of operations, size and risks place on the size of the parent company's and the group's equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment



of the company's and the group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner. The Managing Director shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the company's accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility

Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Director in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act, Annual Accounts Act for Credit Institutions and Securities Companies or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

A further description of our responsibility for the audit of the administration is available on Revisorsinspektionen's website: www.revisorsinspektionen.se/revisornsansvar. This description is part of the auditor's report.

The auditor's examination of the corporate governance statement

The Board of Directors is responsible for ensuring that the corporate governance statement on pages 25-31 has been prepared in accordance with the Annual Accounts Act.

Our examination of the corporate governance statement is conducted in accordance with FAR's auditing standard RevR 16 The auditor's examination of the corporate governance statement. This means that our examination of the corporate governance statement is

different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2-6 of the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the other parts of the annual accounts and consolidated accounts and are in accordance with the Annual Accounts Act for Credit Institutions and Securities Companies.

Öhrlings PricewaterhouseCoopers AB, Torsgatan 21, 113 97 Stockholm, was appointed auditor of Resurs Holding AB (publ) by the general meeting of the shareholders on the 27 May 2025 and has been the company's auditor since the 26 April 2023

Stockholm 19 March 2026
Öhrlings PricewaterhouseCoopers AB

Peter Nilsson
Authorised Public Accountant
Auditor in charge

Frida Main
Authorised Public Accountant

Auditor's limited assurance report of Resurs Holding AB's statutory sustainability statement

To the general meeting of the shareholders of Resurs Holding AB, corporate identity number 556898-2291

This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.

Conclusion

We have conducted a limited assurance engagement of the sustainability statement for Resurs Holding AB for the financial year 2025. The sustainability statement is included on pages 32–132 in this document.

Based on our limited assurance engagement as described in the section Auditor's responsibility, nothing has come to our attention that causes us to believe that the sustainability statement does not, in all material respects, meet the requirements of the Swedish Annual Accounts Act which includes,

- whether the sustainability statement meets the requirements of ESRS,
- whether the process the company has carried out to identify reported sustainability information has been conducted as described in IRO-1 of the sustainability statement,
- compliance with the reporting requirements of the EU's Green Taxonomy Regulation Article 8.

Basis for conclusion

We have conducted the limited assurance engagement in accordance with FAR's recommendation RevR 19 *Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten*. Our responsibility according to this recommendation is further described in the section Auditor's responsibility.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other information than the sustainability statement

This document also contains other information than the sustainability statement and is found on pages 1–31 and 133–178. The Board of Directors and the Managing Director are responsible for this other information.

Our conclusion on the sustainability statement does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our limited assurance engagement on the sustainability statement, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the sustainability statement. In this procedure we also take into account our knowledge otherwise obtained in the limited assurance engagement and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors, and the Managing Director, are responsible for the preparation of sustainability statement in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act, and for such internal control as the Board of Directors and the Managing Director determines necessary to enable the preparation of the sustainability statement that is free from material misstatements, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express a conclusion on whether the sustainability report has been prepared in accordance with Chapter 6, Sections 12–12f of the Swedish Annual Accounts Act based on our review. The limited assurance engagement has been conducted in accordance with FAR's recommendation RevR 19 *Revisorns översiktliga granskning av den lagstadgade hållbarhetsrapporten*. This recommendation requires that we plan and perform our procedures to obtain limited assurance that the sustainability statement is prepared in accordance with these requirements.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. This means that it is not possible for us to obtain such assurance that we



become aware of all significant matters that could have been identified if a reasonable assurance engagement had been performed.

Our firm applies ISQM 1 (International Standard on Quality Management), which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We are independent of Resurs Holding AB in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

A limited assurance engagement involves performing procedures to obtain evidence about the sustainability statement. The auditor selects the procedures to be performed, including assessing the risks of material misstatements in the sustainability statement, whether due to fraud or error. In this risk assessment, the auditor considers the parts of the internal control that are relevant to how the Board of Directors and the Managing Director prepares the sustainability statement, in order to design procedures that are appropriate under the circumstances, but not for the purpose of providing a conclusion on the effectiveness of the company's internal control. The review consists of making inquiries, primarily of persons responsible for the preparation of the sustainability statement, performing analytical review, and conducting other limited review procedures.

The review procedures primarily include:

Our procedures regarding the process that the company has implemented to identify sustainability information to be reported included, but were not limited to, the following:

- Making inquiries to management and other individuals within the company to understand the sources of information used.
- Reviewed selected internal documentation of the company.
- Evaluating whether the information obtained is consistent with the description of the process in the sustainability report.

Our procedures regarding the sustainability report included, but were not limited to, the following:

- Through inquiries to management and other individuals within the company, obtained a general understanding of the internal control environment, reporting processes, and information systems relevant to the preparation of the information in the sustainability statement.
- Evaluate whether the information identified by the Process is included in the sustainability statement;

- Through inquiries, analytical procedures and sample testing concerning selected disclosures in the sustainability report
- Evaluate whether the presentation of the sustainability statement is in accordance with the ESRS

Our procedures regarding the taxonomy disclosures included, but were not limited to, the following:

- Through inquiries to management and other individuals within the company, obtained a general understanding of the processes and sources of information used in the the taxonomy disclosures
- Evaluated whether the presentation of the taxonomy disclosures is consistent with the requirements of the EU Taxonomy Regulation.

Inherent limitations in preparing the sustainability statement

In reporting forward-looking information in accordance with ESRS, the Board of Directors and the Managing Director of Resurs Holding AB are required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by Resurs Holding AB. Actual outcomes are likely to be different since anticipated events frequently do not occur as expected.

Stockholm 19 March 2026
Öhrlings PricewaterhouseCoopers AB

Peter Nilsson
Authorised Public Accountant
Auditor in charge

Frida Main
Authorised Public Accountant