RISK MANAGEMENT AND CAPITAL ADEQUACY (PILLAR 3) DISCLOSURE REPORT 2018

LUMINOR LATVIA

Luminor Latvia

INTRODUCTION

Risk Management and Capital Adequacy Disclosure (hereinafter – Pillar 3) report is prepared according to EU Regulation No 575/2013 (hereinafter – CRR) Part Eight, European Commission implementing regulations as well as European Banking Authority's (hereinafter – EBA) guidelines.

Luminor Bank AS in Latvia (hereinafter referred to as the Bank) as significant subsidiary of EU parent financial holding company Luminor Group AB (Sweden) discloses information specified in Articles 437, 438, 442, 450, 451 and 453 on sub-consolidated basis regarding the Luminor Group in Latvia (hereinafter referred to as the Group) as of 31 December 2018. Pillar 3 complements Pillar 1 (minimum capital requirements) and Pillar 2 (internal capital adequacy assessment process and supervisory review evaluation process) with the aim to improve market discipline through disclosure of information regarding risks, risk management and capital.

Pillar 3 report has not been audited, however it includes reconciled information contained in the Group's Annual report for 2018. In addition, all the qualitative and quantitative data used in this report are audited by external or internal audit either as part of Financial accounts or Risk related questions (e.g. Internal Capital Adequacy Assessment Process).

This document includes information based on calculations made according to the law binding at 31 December 2018, provides additional information to the Group Annual Report 2018 and must be read in conjunction with it. Only information considered to be material, not proprietary and not confidential is provided here.

The Risk Management and Capital Adequacy Disclosure report (hereinafter – Pillar 3 Report) is produced in accordance with the Information guidelines in respect of Pillar 3 Report. The Information guidelines and the Pillar 3 Report are approved by the Supervisory Council.

CONSOLIDATION GROUP

Luminor Bank AS, registration number 40003024725. The following subsidiaries of Luminor Bank AS are included in the consolidation group in Latvia:

| Company name | Share capital, TEUR | Bank's share (%) | Country | Consolidation method |
|---|---------------------|------------------|---------|----------------------|
| SIA Luminor Līzings Latvija | 4 838 | 100 | Latvia | Full consolidation |
| SIA Skanstes 12 | 1 181 | 100 | Latvia | Full consolidation |
| SIA SALVUS* | 13 567 | 100 | Latvia | Full consolidation |
| SIA SALVUS 2* | 3 031 | 100 | Latvia | Full consolidation |
| SIA SALVUS 3* | 4 007 | 100 | Latvia | Full consolidation |
| SIA SALVUS 4* | 1 935 | 100 | Latvia | Full consolidation |
| SIA SALVUS 6* | 300 | 100 | Latvia | Full consolidation |
| SIA Luminor Līzings | 4 410 | 100 | Latvia | Full consolidation |
| AS Luminor Latvijas atklātais pensiju fonds | 400 | 100 | Latvia | Full consolidation |
| IPAS Luminor Asset Management | 5 000 | 100 | Latvia | Full consolidation |
| IPAS Luminor Pensions Latvia** | | | | Full consolidation |
| SIA Promano Lat* | 29 999 | 100 | Latvia | Full consolidation |
| SIA Baltik Īpašums* | 3 | 100 | Latvia | Full consolidation |
| SIA Luminor Finance* | 1 088 | 100 | Latvia | Full consolidation |
| SIA Trioleta* | 3 965 | 100 | Latvia | Full consolidation |
| SIA Realm* | 10 002 | 100 | Latvia | Full consolidation |

^{*} Subsidiaries of Luminor Bank AS established with the aim to ensure sales and/or management of real estate foreclosed in the course of compulsory and/or voluntary collection proceedings.

The consolidation scope and method used in the balance sheet in the financial statements is the same as the one used for regulatory purposes.

OWN FUNDS AND CAPITAL REQUIREMENTS

The Group's regulatory capital is equal to Tier 1 capital which consists of the ordinary shares, share premium, reserve capital, accumulated results of the previous financial years, the audited profit of current financial year, transitional part of revaluation reserves and less the intangible assets and goodwill, current year losses, other elements, required by the Regulation (e.g. Prudent Valuation AVAs) or by the Regulator (e.g. requirements, that are stricter than required by the Regulation), if any.

^{**} In 2018 merged with IPAS Luminor Asset Management



BALANCE SHEET RECONCILIATION

| TEUR | 31.12.2018 |
|---|------------|
| FINREP | |
| Capital | 191 178 |
| Paid up capital | 191 178 |
| Share premium | 69 713 |
| Accumulated other comprehensive income | 1 634 |
| Retained earnings | (219 500) |
| Other reserves | 464 690 |
| Other equity | 1 629 |
| Profit or loss attributable to owners of the parent | 45 014 |
| TOTAL EQUITY in FINREP | 554 358 |
| Accounting adjustments | |
| Profit/loss not eligible | (45 014) |
| Common Equity Tier 1 (CET1) capital before regulatory adjustments | 509 344 |
| Regulatory adjustments | |
| Additional Valuation Adjustment (AVA) | (694) |
| Goodwill and intangibles | (1 558) |
| Additional deductions of CET1 due to article 3 CRR | (2 304) |
| TOTAL CET1 | 504 788 |

MINIMUM CAPITAL REQUIREMENTS

Minimum capital requirements are calculated according to requirements set out in the Regulation. Minimum capital requirements are calculated for credit risk (including counterparty credit risk and credit valuation adjustment), market risk and operational risk. This Regulation determines not only approaches to be used in calculations but also defines elements of own funds and limitations regarding their inclusion in total own funds.

Pursuant to the CRR, the Group calculates own funds requirement for the following types of risk:

- 1) Credit risk using the standardized approach pursuant to part III, title II, chapter 2 of the CRR;
- 2) Counterparty credit risk using mark to market method pursuant to part III, title II, chapter 6 of the CRR;
- 3) Operational risk using basic indicator approach pursuant to part III, title III, chapter 3;
- 4) Credit valuation adjustment risk using standardized approach pursuant to part III, title VI of the CRR

The Group has no trading book. The Group has no securitisation exposures.

| TEUR | 31.12.2018 |
|---|------------|
| Capital requirements for credit risk, standardised approach | 205 500 |
| Central governments or central banks | 0 |
| Regional governments or local authorities | 154 |
| Institutions | 3 785 |
| Corporates | 103 914 |
| Retail | 35 982 |
| Secured by mortgages on immovable property | 37 737 |
| Exposures in default | 17 864 |
| Equity | 534 |
| Other items | 5 530 |
| Capital requirements for market risk, standardised approach | 0 |
| Capital requirements for operational risk, basic indicator | 17 752 |
| Capital requirements for credit valuation adjustment risk | 791 |
| Total capital requirements | 224 043 |

CAPITAL ADEQUACY

| TEUR | 31.12.2018 |
|---------------------------------------|------------|
| Total own funds for solvency purposes | 504 788 |
| Capital requirements | 224 043 |
| Surplus of own funds | 280 745 |
| Risk weighted assets | 2 800 532 |
| Solvency ratio of Tier 1 capital (%) | 18.02% |



CAPITAL INSTRUMENTS' MAIN FEATURES TEMPLATE ACCORDING TO COMMISSION IMPLEMENTING REGULATION (EU) NO 1423/2013

| 1 | Issuer | Luminor Bank AS |
|----------|--|---|
| 2 | Unique identifier (e.g. CUSIP, ISIN or Bloomberg identifier for private placement) | N/A |
| 3 | Governing law(s) of the instrument | Commercial law |
| | Regulatory treatment | |
| 4 | Transitional CRR rules | Common Equity Tier1 |
| 5 | Post-transitional CRR rules | Common Equity Tier1 |
| 6 | Eligible at solo/(sub-)consolidated/ solo & (sub-)consolidated | Solo and consolidated |
| 7 | Instrument type | Ordinary shares |
| 8 | Amount recognised in regulatory capital | EUR 261 million |
| 9 | Nominal amount of instrument | EUR 191 million |
| 9.a | Issue price | share nominal value EUR 1, a premium was applied for some emissions |
| 9.b | Redemption price | N/A |
| 10 | Accounting classification | Shareholders' equity |
| 11 | Original date of issuance | 06.09.1991. (date of foundation) |
| 12 | Perpetual or dated | Perpetual |
| 13 | Original maturity date | Perpetual |
| 14 | Issuer call subject to prior supervisory approval | NO |
| 15 | Optional call date, contingent call dates and redemption amount | N/A |
| 16 | Subsequent call dates, if applicable | N/A |
| | Coupons / dividends | |
| 17 | Fixed or floating dividend/coupon | Floating |
| 18 | Coupon rate and any related index | N/A |
| 19 | Existence of a dividend stopper | NO |
| 20.a | Fully discretionary, partially discretionary or mandatory (in terms of timing) | Fully discretionary |
| 20.b | Fully discretionary, partially discretionary or mandatory (in terms of amount) | Fully discretionary |
| 21 | Existence of step up or other incentive to redeem | NO |
| 22 | Noncumulative or cumulative | N/A |
| 23 | Convertible or non-convertible | Non-convertible |
| 24 | If convertible, conversion trigger(s) | N/A |
| 25 | If convertible, fully or partially | N/A |
| 26 | If convertible, conversion rate | N/A |
| 27 | If convertible, mandatory or optional conversion | N/A |
| 28 | If convertible, specify instrument type convertible into | N/A |
| 29 | If convertible, specify issuer of instrument it converts into | N/A |
| 30 | Write-down features | NO |
| 31 | If write-down, write-down trigger(s) | N/A |
| 32 | If write-down, full or partial | N/A |
| 33 | If write-down, permanent or temporary | N/A |
| 34 | If temporary write-down, description of write-up mechanism | N/A |
| | Position in subordination hierarchy in liquidation (specify instrument type | |
| 35 | | N/A |
| 35 36 | immediately senior to instrument) Non-compliant transitioned features | N/A NO |

Full terms and conditions of the Group's ordinary shares available in the Articles of Association published in the Group's website near by the Pillar 3 Report.



OWN FUNDS DISCLOSURE ACCORDING TO COMMISSION IMPLEMENTATION REGULATION (EU) NO 1423/2013

| (A) A | nount at Dicalogue Data thousand EUD | (A) | (B) |
|--------|--|-----------|---|
| • • | nount at Disclosure Date, thousand EUR egulation (EU) No 575/2013 Article Reference | | |
| Comm | non Equity Tier 1 capital: instruments and reserves | | |
| 1 | Capital instruments and the related share premium accounts | 260 891 | 26 (1), 27, 28, 29, EBA list 26 (3) |
| | Of which: ordinary shares | 260 891 | EBA list 26 (3) |
| 2 | Retained earnings | (219 500) | 26 (1) (c) |
| 3 | Accumulated other comprehensive income (and other reserves) | 467 954 | 26 (1) |
| 3.a | Funds for general banking risk | | 26 (1) (f) |
| 4 | Amount of qualifying items referred to in Article 484 (3) and the related share premium accounts subject to phase out from CET1 | | 486 (2) |
| 5 | Minority interests (amount allowed in consolidated CET1) | | 84, 479, 480 |
| 5.a | Independently reviewed interim profits net of any foreseeable charge or dividend | | 26 (2) |
| 6 | Common Equity Tier 1 (CET1) capital before regulatory adjustments | 509 345 | Sum of rows 1 to 5a |
| | non Equity Tier 1 (CET1) capital: regulatory adjustments | 000 0 10 | Cum or rows i to ou |
| 7 | Additional value adjustments (negative amount) | (694) | 34, 105 |
| 8 | Intangible assets (net of related tax liability) (negative amount) | (1 558) | 36 (1) (b), 37, 472 (4) |
| 10 | Deferred tax assets that rely on future profitability excluding those arising from temporary differences (net of related tax liability where the conditions in Article 38 (3) are met) (negative amount) | (, | 36 (1) (c), 38, 472 (5) |
| 25.a | Losses for the current financial year (negative amount) | | 36 (1) (a), 472 (3) |
| 25.b | Foreseeable tax charges relating to CET1 items (negative amount) | | 36 (1) (j) |
| 26.b | Amount to be deducted from or added to Common Equity Tier 1 capital with regard to additional filters and deductions required pre CRR | | 481 |
| 27 | Qualifying AT1 deductions that exceed the AT1 capital of the institution (negative amount) | | 36 (1) (j) |
| 27.a | Additional deductions of CET1 Capital due to Article 3 CRR | (2 305) | 481 |
| 28 | Total regulatory adjustments to Common equity Tier 1 (CET1) | (4 557) | Sum of rows 7 to 20a, 21 22 and 25a to 27 |
| 29 | Common Equity Tier 1 (CET1) capital | 504 788 | Row 6 minus 28 |
| \dditi | onal Tier 1 (AT1) capital: instruments | | |
| 36 | Additional Tier 1 (AT1) capital before regulatory adjustments | | Sum of rows 30, 33 and 3 |
| dditi | onal Tier 1 (AT1) capital: regulatory adjustments | | |
| 43 | Total regulatory adjustments to Additional Tier 1 (AT1) capital | | Sum of rows 37 to 42 |
| 44 | Additional Tier 1 (AT1) capital | | Row 36 minus row 43 |
| 45 | Tier 1 capital (T1 = CET1 + AT1) | 504 788 | Sum of row 29 and 44 |
| ier 2 | (T2) capital: instruments and provisions | | |
| 51 | Tier 2 (T2) capital before regulatory adjustments | | |
| ier 2 | (T2) capital: regulatory adjustments | | |
| 57 | Total regulatory adjustments to Tier 2 (T2) capital | | Sum of rows 52 to 56 |
| 58 | Tier 2 (T2) capital | | Row 51 minus row 57 |
| 59 | Total capital (TC = T1 + T2) | 504 788 | Sum of row 45 and row 5 |
| 60 | Total risk weighted assets | 2 800 532 | |
| | al ratios and buffers | | |
| 61 | Common Equity Tier 1 (as a percentage of risk exposure amount) | 18.02% | 92 (2) (a), 465 |
| 62 | Tier 1 (as a percentage of risk exposure amount) | 18.02% | 92 (2) (b), 465 |
| 63 | Total capital (as a percentage of risk exposure amount) | 18.02% | 92 (2) (c) |
| 64 | Institution specific buffer requirement (CET1 requirement in accordance with article 92 (1) (a) plus capital conservation and countercyclical buffer requirements, plus systemic risk buffer, plus the systemically important institution buffer (G-SII or O-SII buffer), expressed as a percentage of risk exposure amount) | 4.54% | CRD 128, 129, 130, 131, 133 |
| 65 | of which: capital conservation buffer requirement | 2.5% | |
| 66 | of which: countercyclical buffer requirement | 0% | |
| 67 | of which: systemic risk buffer requirement | 0.04% | |

Risk Management and Capital Adequacy Disclosure 2018 Luminor Latvia



| | nount at Disclosure Date, thousand EUR egulation (EU) No 575/2013 Article Reference | (A) | (B) |
|------|--|--------|---------|
| 67.a | of which: Global Systemically Important Institution (G-SII) or Other Systemically Important Institution (O-SII) buffer | 2% | CRD 131 |
| 68 | Common Equity Tier 1 available to meet buffers (as a percentage of risk exposure amount) | 10.02% | CRD 128 |

INTERNAL CAPITAL ADEQUACY ASSESSMENT PROCESS

Due to the Luminor Group's cross-border merger completed in January 2, 2019 ICAAP, ILAAP and Recovery planning processes are done for all Luminor Group. Details are provided in the Luminor Group's Risk Management and Capital Adequacy Disclosure 2018 (Luminor Group consolidated Pillar 3 Report).

OVERVIEW OF RISK WEIGHTED ASSETS (RWA)

EU OV1 - OVERVIEW OF RISK WEIGHTED ASSETS (RWA)

| TEU | JR | RW | RWAs | | |
|-----|--|------------|------------|----------------------------|--|
| | | 31.12.2018 | 30.06.2018 | requirements 31.12.2018 | |
| 1 | Credit risk (excluding CCR) | 2 541 804 | 2 569 638 | 203 344 | |
| 2 | of which the standardised approach | 2 541 804 | 2 569 638 | 203 344 | |
| 6 | CCR | 36 833 | 36 263 | 2 946 | |
| 7 | of which mark to market | 26 950 | 22 037 | 2 156 | |
| 12 | of which CVA | 9 883 | 14 226 | 791 | |
| 13 | Settlement risk | | | | |
| 14 | Securitisation exposures in the banking book (after the cap) | | | | |
| 19 | Market risk | | | | |
| 22 | Large exposures | | | | |
| 23 | Operational risk | 221 895 | 221 895 | 17 752 | |
| 24 | of which basic indicator approach | 221 895 | 221 895 | 17 752 | |
| 27 | Amounts below the thresholds for deduction (subject to 250% risk weight) | 0 | 0 | 0 | |
| 28 | Floor adjustment | | | | |
| 29 | Total | 2 800 532 | 2 827 796 | 224 043 | |



COUNTERCYCLICAL CAPITAL BUFFER – DISCLOSURE ACCORDING TO COMMISSION DELEGATED REGULATION (EU) NO 2015/1555

Geographical distribution of credit exposures relevant for the calculation of the countercyclical capital buffer. Disclosure follows Commission Delegated Regulation (EU) No 2015/1555.

| | General credit exposures | Sum of long and short position of trading book | Own funds requirement : General credit exposures | Own funds requirement : Trading book exposures | Total | Own funds require ment weights | Counter cyclical capital buffer rate |
|-----------------------------|--------------------------------|---|--|--|---------|--|--|
| TEUR | 010 | 030 | 070 | 080 | 100 | 110 | 120 |
| Breakdown by country (010): | | | | | | | |
| CC buffer 0% | | | | | | | |
| Latvia | 3 374 807 | - | 181 035 | - | 181 035 | 89.82% | 0.00% |
| Estonia | 86 860 | - | 6 884 | - | 6 884 | 3.42% | 0.00% |
| Other EU countries | 150 208 | - | 11 470 | - | 11 470 | 5.67% | 0.00% |
| Other countries: | 15 447 | - | 759 | - | 759 | 0.00% | 0.00% |
| CC buffer >0% | | | | | | | |
| Lithuania | 14 463 | - | 1 130 | - | 1 130 | 0.56% | 0.50% |
| Other EU countries: | 6 479 | - | 234 | - | 234 | 0.11% | 0.001% |
| Other countries: | 1 504 | - | 51 | - | 51 | 0.03% | 0.0005% |
| Total (020) | 3 649 770 | - | 201 561 | - | 201 561 | 100% | |

CC buffer - countercyclical buffer rate

The Group recognizes general credit exposure in 58 countries. The countercyclical capital buffer is calculated for each of the countries since the Subsidiaries do not use derogation for countercyclical capital buffer calculation neither on country nor Group level.

Countercyclical capital buffer template presents Lithuania, Latvia and Estonia as countries relevant from business perspective. The rest of the countries were grouped into EU and non-EU states (many small exposures) and into non-zero or zero countercyclical buffer. For groups with non-zero countercyclical buffer rates, the column 120 in the table shows weighted average of the buffer rates in the cohort.

Amount of institution-specific countercyclical capital buffer.

| TEUR | | |
|------|---|-----------|
| 010 | Total risk exposure amount | 2 800 532 |
| 020 | Institution specific countercyclical buffer rate | 0.00% |
| 030 | Institution specific countercyclical buffer requirement | - |



CREDIT RISK

Credit risk measurement and management, including information about risk limit control, mitigation and impairment policies, is covered in the Annual report of the Group.

EU CRB-B — TOTAL AND AVERAGE NET AMOUNT OF EXPOSURES

Table covers exposures subject to credit risk. Reported values do not account for credit risk mitigation techniques or credit conversion factors but adjust for provisions and allowances. Such definition corresponds to the COREP (common reporting framework) original exposure value less credit risk adjustments in accordance to Annex II of Commission Implementing Regulation (EU) No 680/2014 (referred to as "net COREP original exposure").

In accordance to Guideline EBA/GL/2016/11, the template CRB-B shall disclose net values of exposures as of December 31, 2018 as well as average of net exposures during 2018.

| TEU | IR. | Net value of exposures end of period (2018.12.31) | Average net exposures over the period |
|-----|---|---|---------------------------------------|
| 16 | Central governments or central banks | 1 065 536 | 930 226 |
| 17 | Regional governments or local authorities | 15 073 | 18 512 |
| 18 | Public sector entities | 0 | 0 |
| 19 | Multilateral development banks | 0 | 0 |
| 20 | International organisations | 0 | 0 |
| 21 | Institutions | 85 891 | 122 231 |
| 22 | Corporates | 1 718 049 | 1 558 192 |
| 23 | of which: SMEs | 880 417 | 881 964 |
| 24 | Retail | 773 738 | 889 172 |
| 25 | of which: SMEs | 401 172 | 463 154 |
| 26 | Secured by mortgages on immovable property | 1 349 994 | 1 368 235 |
| 27 | of which: SMEs | 0 | 0 |
| 28 | Exposures in default | 184 954 | 194 585 |
| 29 | Items associated with particularly high risk | 0 | 0 |
| 30 | Covered bonds | 0 | 0 |
| 31 | Claims on institutions and corporates with a short-term credit assessment | 0 | 0 |
| 32 | Collective investments undertakings | 0 | 0 |
| 33 | Equity exposures | 6 674 | 5 219 584 |
| 33 | Other exposures | 6 674 | 132 543 |
| 35 | Total (standardised approach) | 5 325 911 | 5 219 584 |

Risk Management and Capital Adequacy Disclosure 2018 Luminor Latvia



EU CRB-C — GEOGRAPHICAL BREAKDOWN OF EXPOSURES

The exposure measure in template CRB-C is net COREP original exposure.

The Group recognizes exposures subject to credit risk or counterparty credit risk in 61 countries. Hence, for the sake of report clarity, the Group assumed that it is relevant to disclose separately exposure in all three Baltic countries; Lithuania, Estonia and Latvia. The remaining countries were summed up and disclosed as aggregate values in categories "Other EU countries" and "Other countries outside EU" due to their immateriality.

| TEU | IR. | Baltic countries total | Latvia | Lithuan ia | Estonia | Other EU countries | Other countries outside EU | Total |
|-----|---|------------------------------|-----------|---------------|---------|--------------------|-------------------------------------|-----------|
| 7 | Central governments or central banks | 1 077 899 | 1 077 899 | 0 | 0 | 0 | 0 | 1 077 899 |
| 8 | Regional governments or local authorities | 15 073 | 15 073 | 0 | 0 | 0 | 0 | 15 074 |
| 9 | Public sector entities | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 10 | Multilateral development banks | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 11 | International organisations | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 12 | Institutions | 11 456 | 0 | 58 | 11 398 | 58 271 | 61 499 | 131 226 |
| 13 | Corporates | 1 548 499 | 1 454 227 | 11180 | 83092 | 174 167 | 1 771 | 1 724 438 |
| 14 | Retail | 769 755 | 769 293 | 124 | 338 | 2 748 | 1 581 | 774 083 |
| 15 | Secured by mortgages on immovable property | 1 325 053 | 1 323 446 | 483 | 1 123 | 15 005 | 9 936 | 1 349 994 |
| 16 | Exposures in default | 183 925 | 178 899 | 2684 | 2 342 | 623 | 407 | 184 955 |
| 17 | Items associated with particularly high risk | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 18 | Covered bonds | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 19 | Claims on institutions and corporates with a short-term credit assessment | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 20 | Collective investments undertakings | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 21 | Equity exposures | 3 113 | 3012 | 0 | 0 | 79 | 3 581 | 6 673 |
| 22 | Other exposures | 124 923 | 124 897 | 26 | 0 | 1 078 | 0 | 126 001 |
| 23 | Total (standardised approach) | 5 059 596 | 4 946 750 | 14 555 | 98 292 | 251 971 | 78 776 | 5 390 344 |



Luminor Latvia

EU CRB-D — CONCENTRATION OF EXPOSURES BY INDUSTRY AND COUNTERPARTY TYPES

Table covers exposures to credit risk framework. The reported values are net COREP original exposures. The basis for division by industry are the NACE codes.

| | • | | | | | | | | | | Ū | • | | | | • | | • | | | | | |
|----|---|-----------------------------------|----------------------|---------------|--|--|--------------|--|--------------------------|---|-------------------------------|------------------------------------|------------------------|---|---|--|-----------|---|------------------------------------|----------------|---------------------------------------|---------------------|-----------|
| Т | EUR | Agriculture, forestry and fishing | Mining and quarrying | Manufacturing | Electricity, gas, steam and air conditioning supply | Water supply; sewerage; waste managment and remediation activities | Construction | Wholesale and retail trade; repair of motor vehicles and motorcycles | Transporting and storage | Accommodation and food service activities | Information and communication | Financial and insurance activities | Real estate activities | Professional, scientific and technical activities | Administrative and support service activities | Public administration and defence; compulsory social security | Education | Human health and social work activities | Arts, entertainment and recreation | Other services | Activities of households as employers | Private individuals | Total |
| 7 | Central governments or central banks | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 14 | 1 032 360 | 0 | 0 | 0 | 33 134 | 13 | 0 | 15 | 0 | 0 | 0 | 1 065 536 |
| 8 | Regional governments or local authorities | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 15 074 | 0 | 0 | 0 | 0 | 0 | 0 | 15 074 |
| 12 | Institutions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 85 891 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 85 891 |
| 13 | Corporates | 99 903 | 16 601 | 199 680 | 127 539 | 30 232 | 223 652 | 295 459 | 144 281 | 24 271 | 14 656 | 125 030 | 348 454 | 15 704 | 30 813 | 6 913 | 92 | 3 786 | 49 | 567 | 0 | 10 366 | 1 718 049 |
| 14 | Retail | 72 894 | 3 175 | 51 900 | 3 247 | 2 489 | 51 922 | 75 720 | 49 361 | 2 219 | 6 440 | 487 | 25 502 | 26 912 | 12 448 | 221 | 1 209 | 4 061 | 2 449 | 4115 | 29 | 376 938 | 773 738 |
| 15 | Secured by mortgages on immovable property | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 349 994 | 1 349 994 |
| 16 | Exposures in default | 14 845 | 0 | 25 979 | 5 106 | 0 | 225 | 3 480 | 5 662 | 651 | 3 | 1081 | 60 510 | 475 | 206 | 0 | 0 | 63 | 0 | 202 | 0 | 66 464 | 184 954 |
| 21 | Equity exposures | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 90 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 584 | 0 | 0 | 6 674 |
| 22 | Other exposures | 0 | 0 | 0 | 0 | 0 | 0 | 980 | 0 | 0 | 0 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 124 959 | 0 | 37 | 126 001 |
| 23 | Total (standardised approach) | 187 642 | 19 776 | 277 559 | 135 893 | 32 720 | 275 800 | 375 639 | 199 304 | 27 141 | 21 204 | 1 244 875 | 434 466 | 43 091 | 43 467 | 55 342 | 1 315 | 7 910 | 2 513 | 136 427 | 29 | 1 803 798 | 5 325 911 |



Luminor Latvia

EU CRB-E — MATURITY OF EXPOSURES

Template EU CRB-E covers exposures subject to credit risk. Reported values are net COREP original exposure.

| | | | | Net exposi | ure value | | |
|-----|--|-----------|---------|-----------------------|-----------|--------------------|-----------|
| TEU | JR | On demand | ≤1 year | > 1 year ≤ 5 years | > 5 years | No stated maturity | Total |
| 7 | Central governments or central banks | 1 032 360 | 15 932 | 17 224 | | | 1 065 536 |
| 8 | Regional governments or local authorities | 2 | 19 | | 15 053 | | 15 074 |
| 12 | Institutions | 39 076 | 20 277 | 26 537 | | | 85 891 |
| 13 | Corporates | 7 577 | 627 456 | 962 470 | 120 547 | | 1 718 049 |
| 14 | Retail | 15 243 | 138 512 | 445 768 | 174 215 | | 773 738 |
| 15 | Secured by mortgages on immovable property | 322 | 5 517 | 58 454 | 1 286 061 | | 1 349 994 |
| 16 | Exposures in default | 23 718 | 71 399 | 33 184 | 56 653 | | 184 954 |
| 17 | Items associated with particularly high risk | | | | | | |
| 21 | Equity exposures | | | | | 6 674 | 6 674 |
| 22 | Other exposures | | | | | 126 001 | 126 001 |
| 23 | Total (standardised approach) | 1 118 298 | 878 751 | 1 543 657 | 1 652 528 | 132 675 | 5 325 911 |

EU CR1-A — CREDIT QUALITY OF EXPOSURES BY EXPOSURE CLASS AND INSTRUMENT

Table covers exposures subject to credit risk. Reported values are gross exposures as defined in Annex II of Commission Implementing Regulation (EU) No 680/2014 that is an exposure value without taking into account value adjustments and provisions, conversion factors and the effect of credit risk mitigation techniques (hereinafter "gross COREP original exposure"). The template contains also net COREP original exposure calculated as a sum of gross COREP original exposure less specific credit risk adjustment.

| | | Gross carry | ing values of | Specific credit | General | |
|-----|--|------------------------|-------------------------|--------------------|---------------------------|------------|
| TEU | JR. | Defaulted exposures | Non-defaulted exposures | risk adjustment | credit risk adjustment | Net values |
| 16 | Central governments or central banks | | 1 065 536 | 0 | - | 1 065 536 |
| 17 | Regional governments or local authorities | | 15 074 | 0 | - | 15 074 |
| 21 | Institutions | | 85 906 | 15 | - | 85 891 |
| 22 | Corporates | 160 371 | 1 720 348 | 2 300 | - | 1 878 420 |
| 23 | Of which: SMEs | 139 116 | 881 907 | 38 257 | - | 1 059 280 |
| 24 | Retail | 44 624 | 782 209 | 8 471 | - | 818 363 |
| 25 | Of which: SMEs | 10 098 | 402 328 | 5 240 | - | 417 666 |
| 26 | Secured by mortgages on immovable property | 68 342 | 1 357 093 | 7 099 | - | 1 418 336 |
| 27 | Of which: SMEs | | 0 | 0 | - | 0 |
| 28 | Exposures in default | 273 337 | | 88 383 | - | 184 934 |
| 33 | Equity exposures | | 7 184 | 510 | - | 6 674 |
| 34 | Other exposures | | 12 568 | 567 | - | 126 001 |
| 35 | Total (standardised approach) | 273 337 | 5 159 919 | 107 345 | - | 5 325 911 |
| 37 | Of which: Loans | 273 337 | 3 216 229 | 105 334 | - | 3 594 900 |
| 38 | Of which: Debt securities | 0 | 54 210 | 0 | - | 56 210 |
| 39 | Of which: Off-balance-sheet exposures | 3 237 | 677 811 | 868 | - | 680 180 |



EU CR1-B — CREDIT QUALITY OF EXPOSURES BY INDUSTRY

Table covers exposures to credit risk framework. The reported values are net COREP original exposures. The basis for division by industry are the NACE codes.

| | | Gross carryin | g values of | | | |
|----|--|------------------------|--------------------------------|---------------------------------------|--------------------------------------|------------|
| TE | UR | Defaulted exposures | Non- defaulted exposures | Specific credit risk adjustment | General credit risk adjustment | Net values |
| 1 | Agriculture, forestry and fishing | 21 015 | 173 167 | 6 539 | - | 187 642 |
| 2 | Mining and quarrying | 0 | 19 785 | 9 | - | 19 776 |
| 3 | Manufacturing | 36 564 | 251 826 | 10 832 | - | 277 559 |
| 4 | Electricity, gas, steam and air conditioning supply | 6 133 | 131 109 | 1 348 | - | 135 893 |
| 5 | Water supply; sewerage; waste management and remediation activities | 0 | 32 747 | 26 | - | 32 720 |
| 6 | Construction | 397 | 275 963 | 560 | - | 275 800 |
| 7 | Wholesale and retail trade; repair of motor vehicles and motorcycles | 6 190 | 372 596 | 3 147 | - | 375 639 |
| 8 | Transporting and storage | 10 460 | 193 968 | 5 124 | - | 199 304 |
| 9 | Accommodation and food service activities | 736 | 26 650 | 245 | - | 27 141 |
| 10 | Information and communication | 5.36 | 21 733 | 535 | - | 21 204 |
| 11 | Financial and insurance activities | 2241 | 1 243 828 | 1 194 | - | 1 244 879 |
| 12 | Real estate activities | 79 090 | 374 666 | 19 290 | - | 434 466 |
| 13 | Professional, scientific and technical activities | 673 | 42 719 | 301 | - | 43 092 |
| 14 | Administrative and support service activities | 322 | 43 420 | 274 | - | 43 467 |
| 15 | Public administration and defence; compulsory social security | 0 | 55 347 | 5 | - | 55 342 |
| 16 | Education | 0 | 1 318 | 4 | - | 1 315 |
| 17 | Human health and social work activities | 116 | 7 870 | 76 | - | 7 910 |
| 18 | Arts, entertainment and recreation | 0 | 2 529 | 15 | - | 2 513 |
| 19 | Other services | 329 | 136 804 | 706 | - | 136 426 |
| 20 | Activities of households as employers | 0 | 29 | 0 | - | 26 |
| 21 | Private individuals | 109 067 | 1 751 845 | 57 114 | - | 1 803 797 |
| 22 | Total | 273 337 | 5 159 919 | 107 345 | - | 5 325 911 |

Risk Management and Capital Adequacy Disclosure 2018

Luminor Latvia



EU CR1-C — CREDIT QUALITY OF EXPOSURES BY GEOGRAPHY

In table, the Bank assumed that it is relevant to disclose separately exposure in home country and two other Baltic states. A reporting institution is mandated to set up materiality threshold with respect to geographical breakdown disclosure based on EBA's guidelines EBA/GL/2016/11 and EBA/GL/2014/14. The remaining countries were summed up and disclosed as aggregate values in categories "Other EU countries" and "Other countries outside EU" due to their immateriality.

| | Gross carryir | ng values of | | General | |
|------------------------------|---------------------|-------------------------|---------------------------------|---------------------------|------------|
| TEUR | Defaulted exposures | Non-defaulted exposures | Specific credit risk adjustment | credit risk adjustment | Net values |
| 1 Baltic countries total | 271 409 | 4 894 150 | 107 345 | - | 5 390 344 |
| 2 Latvia | 260 900 | 4 786 279 | 100 429 | - | 4 946 750 |
| 3 Lithuania | 5 611 | 11 877 | 2 933 | = | 14 554 |
| 4 Estonia | 4 897 | 95 994 | 2 599 | - | 98 292 |
| 5 Other EU countries | 1 007 | 251 677 | 712 | - | 251 971 |
| 6 Other countries outside EU | 922 | 78 524 | 670 | - | 78 776 |
| 7 Total | 273 338 | 5 224 350 | 107 345 | - | 5 390 344 |

EU CR1-D — AGEING OF PAST-DUE EXPOSURES

Template EU CR1-D presents gross COREP original exposures, which are at least 1 day past-due.

| Gross carrying values | | | | | | | | |
|-----------------------|-----------------|-----------|------------------------|------------------------|-------------------------|------------------------|----------|--|
| TE | UR | ≤ 30 days | > 30 days ≤ 60 days | > 60 days ≤ 90 days | > 90 days ≤ 180 days | > 180 days ≤ 1 year | > 1 year | |
| 1 | Loans | 169 861 | 10 010 | 5 022 | 20 541 | 11 790 | 52 875 | |
| 2 | Debt securities | | | | | | | |
| 3 | Total exposures | 169 861 | 10 010 | 5 022 | 20 541 | 11 790 | 52 875 | |

EU CR1-E — NON-PERFORMING AND FORBORNE EXPOSURES

Template EU CR1-E reports gross COREP original exposures divided in accordance to performing/non-performing status, forbearance status and default status. The definitions of abovementioned statuses are aligned with those used in FINREP, therefore the total of defaulted exposure might differ from total COREP defaulted class exposure (as reported e.g. in the table CR1-A).

| | Gross carry | ying valu | es of peri | forming an | d non-perf | forming ex | posures | provisio | ns and | impairmen negative fa lue to cred | ir value | Collatera finan guaran recei | cial itees |
|---------------------------------------|-------------|--|---------------------------------|------------|------------------------|-----------------------|-----------------------|-------------------------|-----------------------|---|-----------------------|---------------------------------------|--------------------|
| TEUR | | performing but > 30 days and : 90 days | | of which n | | | | on performing exposures | | on non-performing exposures | | rming S | oorne |
| | | | of which performing forborne | | of which: defaulted | of which: impaired | of which: forborne | | of which: forborne | | of which: forborne | on non-performing exposures | of which: forborne |
| 010 Debt securities | 56 210 | | | | | | | | | | | | |
| 020 Loans and advances | 3 490 062 | 22 799 | 26 043 | 270 100 | 270 100 | 270 100 | 90 596 | (17 172) | (1 525) | (88 658) | (33 452) | 3 837 | 73 510 |
| Off-balance 030 sheet exposures | 681 048 | | | 3 237 | 3 237 | | | | | | | | |

Risk Management and Capital Adequacy Disclosure 2018 Luminor Latvia



EU CR2-A — CHANGES IN THE STOCK OF GENERAL AND SPECIFIC CREDIT RISK ADJUSTMENTS

Template EU CR2-A shall disclose appropriate flows within default class of exposures over the year in accordance with EBA/GL/2016/11.

| TEUF | र | Accumulated specific credit risk adjustment |
|------|--|---|
| 1 | Opening balance* | 156 145 |
| 2 | Increases due to amounts set aside for estimated loan losses during the period | 1 435 |
| 3 | Decreases due to amounts reversed for estimated loan losses during the period | (1 952) |
| 4 | Decreases due to amounts taken against accumulated credit risk adjustments | (62 892) |
| 5 | Transfers between credit risk adjustments | (918) |
| 6 | Impact of exchange rate difference | 195 |
| 7 | Business combinations, including acquisitions and disposals of subsidiaries | |
| 8 | Other adjustments | (65) |
| 9 | Closing balance | 91 946 |
| 10 | Recoveries on credit risk adjustments recorded directly to the statement of profit or loss | (2 188) |
| 11 | Specific credit risk adjustments directly recorded to the statement of profit or loss | 172 |

EU CR2-B — CHANGES IN THE STOCK OF DEFAULTED AND IMPAIRED LOANS AND DEBT SECURITIES

Table contains year flows within default class exposures. The closing balance of 31-12-2018 has been reconciled with the COREP value of default class reported e.g. in the table CR1-A. The definition of exposure value in Table is gross COREP original exposure.

| TEU | R | Gross carrying value defaulted exposures |
|-----|---|--|
| 1 | Opening balance | 324 764 |
| 2 | Loans and debt securities that have defaulted or impaired since the last reporting period | 150 443 |
| 3 | Returned to non-defaulted status | (20 773) |
| 4 | Amounts written off | (55 431) |
| 5 | Other changes | (125 666) |
| 6 | Closing balance | 273 337 |

CREDIT RISK MITIGATION

EU CR3 — CRM TECHNIQUES - OVERVIEW

| TEUR | Exposures unsecured – Carrying amount | Exposures secured – Carrying amount | Exposures secured by collateral | Exposures secured by financial guarantees | Exposures secured by credit derivatives |
|-------------------------|--|--|---------------------------------------|--|--|
| 1 Total loans | 1 956 459 | 1 427 773 | 1 402 773 | 25 000 | 0 |
| 2 Total debt securities | 33 134 | 23 076 | 0 | 23 076 | 0 |
| 3 Total exposures | 1 989 593 | 1 450 849 | 1 402 773 | 48 076 | 0 |
| 4 Of which defaulted | 126 254 | 55 760 | 55 760 | 0 | 0 |



EU CR4 — STANDARDISED APPROACH - CREDIT RISK EXPOSURE AND CRM EFFECTS

Template EU CR4 presents exposure subject to credit risk framework at values in accordance to net original COREP exposure definition.

| TEU | JR | • | Exposures before CCF and CRM | | post CCF and RM | RWAs and RWA density | | |
|-----|--|--------------------------------|------------------------------|------------------------------------|------------------------------|----------------------|-------------|--|
| | Exposure classes | On-balance- sheet amount | Off-balance- sheet amount | On- balance- sheet amount | Off-balance- sheet amount | RWAs | RWA density | |
| 1 | Central governments or central banks | 1 065 536 | 0 | 1 088 612 | 0 | 0 | 0% | |
| 2 | Regional government or local authorities | 4 175 | 10 899 | 4 175 | 5 449 | 1 925 | 20% | |
| 6 | Institutions | 74 760 | 11 131 | 76 684 | 9 176 | 26 998 | 31% | |
| 7 | Corporates | 1 206 215 | 511 834 | 1 181 215 | 121 372 | 1 292 538 | 99% | |
| 8 | Retail | 633 342 | 140 396 | 633 342 | 44 579 | 449 527 | 66% | |
| 9 | Secured by mortgages on immovable property | 1 347 013 | 2 981 | 1 347 013 | 735 | 441 712 | 35% | |
| 10 | Exposures in default | 182 014 | 2 939 | 182 014 | 89 | 223 298 | 123% | |
| 15 | Equity | 6 674 | 0 | 6 674 | 0 | 6 674 | 100% | |
| 16 | Other items | 126 001 | 0 | 126 001 | 0 | 69 132 | 55% | |
| 17 | Total | 4 645 731 | 680 180 | 4 645 731 | 181 400 | 2 541 804 | 53% | |

LEVERAGE

The leverage ratio is determined as Tier 1 capital divided by the total exposure measure. This ratio ensures additional level of protection against model risks and assessment errors.

As of 31 December 2018, the leverage ratio of the Group was 10.27%. The capital measure is Tier 1 capital, the total exposure measure is the aggregate amount of assets and off-balance sheet items. The leverage ratio is calculated using end of reporting period data. The Group is not exposed to the risk of excessive leverage.

TABLE LRSUM: SUMMARY RECONCILIATION OF ACCOUNTING ASSETS AND LEVERAGE RATIO EXPOSURES.

Table begins with FINREP total assets and then discloses reconciliation between that amount and leverage ratio total exposure measure. Starting with FINREP total assets makes adjustment for prudential consolidation scope obsolete. Disclosure of the leverage ration follows Commission Delegated Regulation (EU) No 2016/200.

| TEUR | | Applicable amount |
|---------|---|-------------------|
| 1 | Total assets as per published financial statements | 4 681 002 |
| 2 | Adjustment for entities which are consolidated for accounting purposes but are outside the scope of regulatory consolidation | 0 |
| 3 | (Adjustment for fiduciary assets recognised on the balance sheet pursuant to the applicable accounting framework but excluded from the leverage ratio total exposure measure in accordance with Article 429(13) of Regulation (EU) No 575/2013) | 0 |
| 4 | Adjustments for derivative financial instruments | 30 720 |
| 5 | Adjustment for securities financing transactions (SFTs) | 0 |
| 6 | Adjustment for off-balance sheet items (ie conversion to credit equivalent amounts of off-balance sheet exposures) | 204 625 |
| {ES-6a} | (Adjustment for intragroup exposures excluded from the leverage ratio total exposure measure in accordance with Article 429(7) of Regulation (EU) No 575/2013) | 0 |
| {ES-6b} | (Adjustment for exposures excluded from the leverage ratio total exposure measure in accordance with Article 429(14) of Regulation (EU) No 575/2013) | 0 |
| 7 | Other adjustments | (1 558) |
| 8 | Leverage ratio total exposure measure | 4 914 789 |



TABLE LRCOM: LEVERAGE RATIO COMMON DISCLOSURE

| TEUR | | CRR leverage ratio exposures | | |
|--------------|---|---------------------------------------|--|--|
| | On-balance sheet exposures (excluding derivatives and SFTs) | CXPOSUICS | | |
| 1 | On-balance sheet items (excluding derivatives, SFTs and fiduciary assets, but including collateral) | 4 647 289 | | |
| 2 | (Asset amounts deducted in determining Tier 1 capital) | | | |
| 3 | Total on-balance sheet exposures (excluding derivatives, SFTs and fiduciary assets) (sum of lines 1 and 2) | 4 645 731 | | |
| | Derivative exposures | | | |
| 4 | Replacement cost associated with all derivatives transactions (ie net of eligible cash variation margin) | 33 713 | | |
| 5 | Add-on amounts for PFE associated with all derivatives transactions (mark-to-market method) | 30 720 | | |
| {ES-5a} | Exposure determined under Original Exposure Method | - | | |
| 6 | Gross-up for derivatives collateral provided where deducted from the balance sheet assets pursuant to the applicable accounting framework | - | | |
| 7 | (Deductions of receivables assets for cash variation margin provided in derivatives transactions) | - | | |
| 8 | (Exempted CCP leg of client-cleared trade exposures) | - | | |
| 11 | Total derivatives exposures (sum of lines 4 to 10) | 64 432 | | |
| | SFT exposures | | | |
| 12 | Gross SFT assets (with no recognition of netting), after adjusting for sales accounting transactions | - | | |
| 13 | (Netted amounts of cash payables and cash receivables of gross SFT assets) | - | | |
| 14 | Counterparty credit risk exposure for SFT assets | - | | |
| {ES- 14a} | Derogation for SFTs: Counterparty credit risk exposure in accordance with Articles 429b(4) and 222 of Regulation (EU) No 575/2013 | - | | |
| 15 | Agent transaction exposures | - | | |
| {ES- 15a} | (Exempted CCP leg of client-cleared SFT exposure) | - | | |
| 16 | Total securities financing transaction exposures (sum of lines 12 to 15a) | - | | |
| | Other off-balance sheet exposures | | | |
| 17 | Off-balance sheet exposures at gross notional amount | 680 180 | | |
| 18 | (Adjustments for conversion to credit equivalent amounts) | (475 555) | | |
| 19 | Other off-balance sheet exposures (sum of lines 17 and 18) | 204 625 | | |
| Exem | pted exposures in accordance with Article 429(7) and (14) of Regulation (EU) No 575/2013 (o | on and off | | |
| {ES- 19a} | (Intragroup exposures (solo basis) exempted in accordance with Article 429(7) of Regulation (EU) No 575/2013 (on and off balance sheet)) | - | | |
| {ES- 19b} | (Exposures exempted in accordance with Article 429 (14) of Regulation (EU) No 575/2013 (on and off balance sheet)) | - | | |
| | Capital and total exposure measure | | | |
| 20 | Tier 1 capital | 504 788 | | |
| 21 | Leverage ratio total exposure measure (sum of lines 3, 11, 16, 19, EU-19a and EU-19b) | 4 914 789 | | |
| | Leverage ratio | | | |
| 22 | Leverage ratio | 10.27% | | |
| | Choice on transitional arrangements and amount of derecognised fiduciary items | | | |
| ES-23 | Choice on transitional arrangements for the definition of the capital measure | Fully phased in | | |
| ES-24 | Amount of derecognised fiduciary items in accordance with Article 429(11) of Regulation (EU) No 575/2013 | - | | |



TABLE LRSPL: SPLIT-UP OF ON BALANCE SHEET EXPOSURES (EXCLUDING DERIVATIVES, SFTS AND EXEMPTED EXPOSURES)

| TEUR | | CRR leverage ratio exposures |
|-------|---|---------------------------------------|
| ES-1 | Total on-balance sheet exposures (excluding derivatives, SFTs, and exempted exposures), of which: | 4 647 289 |
| ES-2 | Trading book exposures | 0 |
| ES-3 | Banking book exposures, of which: | 4 647 289 |
| ES-4 | Covered bonds | 0 |
| ES-5 | Exposures treated as sovereigns | 1 088 612 |
| ES-6 | Exposures to regional governments, MDB, international organisations and PSE not treated as sovereigns | 4 175 |
| ES-7 | Institutions | 76 684 |
| ES-8 | Secured by mortgages of immovable properties | 1 347 013 |
| ES-9 | Retail exposures | 633 342 |
| ES-10 | Corporate | 1 181 215 |
| ES-11 | Exposures in default | 182 014 |
| ES-12 | Other exposures (eg equity, securitisations, and other non-credit obligation assets) | 134 233 |

TABLE LRQUA: QUALITATIVE ITEMS

| Rov | N | |
|-----|---|--|
| 1. | Description of the processes used to manage the risk of excessive leverage | The Bank and the Group regularly evaluates the leverage risk. Every quarter the information on leverage ratio is included in the Risk report and presented to the Bank's Management Board and Supervisory Council Risk Committee that in case of necessity make decisions on appropriate actions in order to decrease the risk of excessive leverage. Such actions may include increase of own capital, sales of assets or lending limitation. |
| | | In 2019, the Supervisory Council approved the reviewed Risk Appetite Framework where also the minimum level of leverage ratio is set. |
| | | Neither the Bank, nor the Group are exposed to the risk of excessive leverage. As at December 31, 2018 the leverage ratio for the Group is 10,27%. |
| 2. | Description of the factors that had an impact on the leverage Ratio during the period to which the disclosed leverage Ratio refers | As of December 31, 2018 the leverage ratio of the Group has almost not changed (1 bp) compared to December 31, 2017. |



REMUNERATION POLICY

Principles of variable remuneration are disclosed in the Luminor Group consolidated Pillar 3 Report.

REM1: AGGREGATE QUANTITATIVE INFORMATION ON REMUNERATION, BROKEN DOWN BY BUSINESS AREA

| TEUR | LEM (Luminor Executive Management) members | Local Management Boards (excl. LEM members) | Front office | Back office | Internal control and legal functions | Total |
|--------------------|---|--|--------------|-------------|--|-------|
| Total remuneration | 1 234 | 646 | 1 819 | 1 096 | 409 | 5 203 |

^{*} some of the local management board members are also LEM members, to avoid duplication their remuneration is reported under LEM members

Total Remuneration = 2018 fixed pay + awarded 2018 variable remuneration + awarded severance 2018 + paid out sign-on bonus

REM2: THE AMOUNTS OF REMUNERATION FOR DURING THE REPORTING PERIOD, SPLIT INTO FIXED AND VARIABLE REMUNERATION, AND THE NUMBER OF BENEFICIARIES

| TEUR | Remuneration amount | Senior management | Identified staff |
|--------------------------|--|-------------------|------------------|
| Fixed remuneration | Number of employees | 9 | 56 |
| - rixed remuneration | Total fixed remuneration | 1 615 | 2 826 |
| | Number of employees | 8 | 54 |
| | Total variable remuneration (5+7+9) | 265 | 498 |
| | Of which: cash-based | 133 | 249 |
| Variable remuneration | Of which: deferred | - | - |
| variable remuneration | Of which: shares or other share-linked instruments | 133 | 249 |
| | Of which: deferred | 133 | 249 |
| | Of which: other forms | - | - |
| | Of which: deferred | - | - |
| Total remuneration (2+4) | 1 880 | 3 324 | |

Luminor data only; the obligations taken over from ex-organizations prior the merger transaction regarding deferred amounts are not included

REM3: THE AMOUNTS OF OUTSTANDING DEFERRED REMUNERATION, SPLIT INTO VESTED AND UNVESTED PORTIONS

| Outstanding deferred remuneration, TEUR | Vested | Unvested |
|---|--------|----------|
| Senior management | - | 7,5 |
| Identified staff | - | 4,3 |

Luminor data only; the obligations taken over from ex-organizations prior the merger transaction regarding deferred amounts are not included

^{**} includes employees from the following business functions - household, corporate, business, markets, private banking, pensions, leasing

^{***} includes employees from the following support functions - finance, products, people & culture, IT



REM4: THE AMOUNTS OF DEFERRED REMUNERATION AWARDED DURING THE REPORTING PERIOD, PAID OUT AND REDUCED THROUGH PERFORMANCE ADJUSTMENTS

| | Deferred remuneration | | | |
|-------------------|-----------------------|------------------------|--|--|
| TEUR | Awarded during period | Paid-out during period | Reduced through performance adjustment during period | |
| Senior management | 133 | 0 | 0 | |
| Identified staff | 249 | 0 | 0 | |

Luminor data only; the obligations taken over from ex-organizations prior the merger transaction regarding deferred amounts are not included

REM5: NEW SIGN-ON AND SEVERANCE PAYMENTS MADE DURING THE REPORTING PERIOD, THE NUMBER OF BENEFICIARIES OF SUCH PAYMENTS

| | Senior ma | nagement | Identified staff | |
|------------------------------------|----------------------|--------------------|----------------------|--------------------|
| TEUR | Number of incumbents | Amount of payments | Number of incumbents | Amount of payments |
| New sign-on and severance payments | 4 | 411 | 2 | 43 |

Information on severance payments is disclosed in the Luminor Group consolidated Pillar 3 Report taking into account that on country level the number of incumbents is so low that persons could be identifiable.

In 2018 there were no individuals being remunerated 1 million euro or more.

