

ANNUAL REPORT 2025



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ANNUAL REPORT CONTENTS

Opening remarks

Dear Readers,

Another exceptionally successful business year is behind us, one that will be remembered both for the results achieved and for the awards Nova banka received during the year. The Bank was the recipient of three Golden BAM awards: for ROE – Return on Equity, ROA – Return on Assets, and the Golden BAM for Bank Efficiency/Efficient Cost Management (CIR). These awards are the result of the long-standing dedication of our entire team in consistently implementing our Strategic Plan and achieving the goals we have set. The improvements we have implemented in our products and services, together with our employees who nurture and promote the Bank's values, have produced results that were also recognized by the renowned Bosnian and Herzegovinian magazine "Banke i biznis."

One of our strategic objectives is the development of digital sales channels. However, our digitalization is guided by the motto "digitalization, not dehumanization." Nova banka ensures that the transition to digital services follows a pace that suits our clients. At the same time, we remain accessible through our traditional channels and have decided that our branches will continue to provide clients with direct, face-to-face service.

Our goal is to be a bank recognized throughout the entire territory of Bosnia and Herzegovina as a partner that takes care of clients' finances, supports development projects, and builds the future together with them. The Bank's network consists of 66 organizational units - branches distributed across 8 regions. The Bank continuously works on modernizing and expanding its network, and in this context, during 2025 six new branches were opened (Tešanj, Srebrenik, Avenija, Jajce, Kotor Varoš and Gračanica), while four branches were renovated (Urije, Sremska, Grbavica and Gacko). Together with its sister Atos Bank, the Bank operates a total of 92 branches.

The Bank also invested in the expansion and modernization of its ATM network. During 2025, 13 ATMs were installed at new locations, while 29 existing ATMs were replaced with new and more advanced devices featuring contactless technology, bringing the total ATM network to 125 devices.

In 2025, the Bank also introduced the Google Pay contactless payment service.

Taking into account the trust our clients place in us by using mobile banking, and with the aim of making the application even more useful, simpler, more modern, and more accessible, the Bank developed a new mobile banking application at the end of 2025 – Smart Nova Mobile, featuring a modern design and new functionalities. The Bank also achieved significant growth in lending to corporate clients, as well as in the development of products offered to this segment. We are pleased to support the development of domestic companies and the economy and to enhance their competitiveness in both domestic and international markets.

All of the above resulted in excellent financial performance. The Bank achieved a net profit of 95.36 million BAM, which is 9.3 million BAM higher than in the previous year. Interest income increased by 4.2%, and despite a significant rise in interest expenses, a net increase of 3 million BAM was achieved. The Bank also recorded growth in net fee income, which in 2025 amounted to 3.1 million BAM. These strong results are the outcome of increased business volume and a growing number of clients who have placed their trust in the Bank. Loan growth of 4% and deposit growth of as much as 17% demonstrate that Nova banka has further strengthened its market position in the banking sector of Bosnia and Herzegovina – the largest bank by total assets in the territory of the Republic of Srpska and the fourth largest in Bosnia and Herzegovina overall.

We would especially like to thank our employees, whose work and dedication have helped position Nova banka among the leading institutions in the banking market of Bosnia and Herzegovina. Education and continuous improvement of knowledge and skills are of great importance to us, and we have further enhanced the work of our Banking Academy.

Nova banka is always pleased to respond to the needs of the community. In 2025, through donations and sponsorships, we made a significant contribution to the work of humanitarian, healthcare, sports and cultural institutions.

Sincerely,

Siniša Adžić

President of the Management Board



**Nova banka's
success is the
result of the
dedication of our
employees and
the trust of our
clients.**

Siniša Adžić, President of the Management Board

A handwritten signature in white ink, reading "Siniša Adžić". The signature is stylized and fluid.

About us

Nova banka a.d. Banja Luka is one of the key financial institutions in Bosnia and Herzegovina and the largest domestically owned bank. Since its establishment in 1999, the Bank has consistently built a stable business model based on responsibility, expertise and long-term partnerships with its clients. Through more than two decades of development, Nova banka has evolved into a strong institution that combines financial security, modern services and a clearly defined growth strategy.

The Bank operates under 100% domestic ownership, with its majority shareholder being the company MG MIND d.o.o. Such an ownership structure ensures stability, long-term planning and a strong connection with the domestic economy. Through responsible management of capital, liquidity and risks, Nova banka continuously confirms its financial reliability and its capacity to serve as a dependable partner to both the economy and citizens throughout Bosnia and Herzegovina. The Bank delivers its services through a developed network of 66 branches, 125 ATMs and more than 2,000 POS terminals, complemented by modern digital channels that provide fast, secure and convenient access to financial services. Mobile and electronic banking have become an integral part of the customer experience, ensuring service availability at any time. Nova banka offers a comprehensive range of banking products and services for both retail and corporate clients, including lending, savings products and payment services, as well as brokerage and custody services, and factoring. Alongside the development of traditional banking services, the Bank continues to invest intensively in digital transformation, process modernization and improvements in operational efficiency, with the aim of creating a simpler and higher-quality customer experience.

At the core of the Bank's operations are clearly defined values: trust, professional integrity, teamwork, employee development and a long-term partnership orientation. These values represent not only a declarative framework but also the foundation of daily operations and strategic decision-making. Nova banka remains committed to its role as a stable financial partner that understands the needs of the modern market and actively contributes to the economic and social development of the community in which it operates.



Management

Siniša Adžić, President of the Management Board

Siniša Adžić was born in 1974 in Prijedor. He completed his secondary education at the Grammar school in Prijedor and obtained a Bachelor's degree in Economics in 1999 from the Faculty of Economics of the University of Banja Luka.

Throughout his professional career, he has continuously enhanced his expertise by participating in numerous seminars and educational workshops. Some of the most significant programs in the field of strategic management include: "Strategic Planning," "Translating Strategy into Results," "Maximizing Market Potential," and "BLT – Leadership 4 Results." In addition, Mr. Adžić has attended training programs focused on the development of interpersonal and leadership skills, including: "Managing Diversity, Biases and Stereotypes," "Presentation and Communication Skills," "Customer Experience Management," "Directive Coaching – Coaching in Practice," "Positive Thinking," "Stress Management," "Situational and Directive Leadership," "Enhancing Internal Communication," "Team Management," and "Change Management."

Mr. Adžić began his professional career in 2000 at the Mira Biscuit Factory in Prijedor, initially working as a sales representative and later as Head of the Sales Department. In 2004, he transitioned from the real sector to the financial sector, taking the position of Head of the Branch Office of Zagrebačka Banka in Prijedor. Subsequently, he served as Director of the Banja Luka Region and later as Director of the Personal and Entrepreneurial Banking Segment for Bosnia and Herzegovina.

From 2009 to 2017, he served as Executive Director and Member of the Management Board for Corporate and Investment Banking at UniCredit Bank a.d. Banja Luka, while from 2017 he also assumed additional responsibilities within the matrix structure as a Member of the Management Board responsible for Retail Banking. In August 2020, he joined UniCredit Bank d.d. Mostar, where he served as a Member of the Management Board responsible for Corporate and Investment Banking. He assumed the position of President of the Management Board of Nova banka a.d. Banja Luka in February 2021, with the primary objectives of improving the Bank's efficiency, positioning the Bank as an attractive employer and an important partner within the community in which it operates, and establishing the Bank as a simple, fast and reliable partner – the partner of first choice for its clients.



Jasna Zrilić, Member of the Management Board

Jasna Zrilić was born on 19 September 1975 in Banja Luka, where she completed both primary and secondary education. She graduated from the Faculty of Economics of the University of Banja Luka, obtaining a Bachelor's degree in Economics. At the Faculty of Economics of the University of Novi Sad, she earned the title of Master of Economics in Finance, Banking and Insurance after defending her thesis titled "Asset and Liability Management Strategy of the Bank." She holds licenses as a broker and investment manager. Ms. Zrilić has been employed at Nova banka a.d. Banja Luka since 1 November 2000, and since 2003 she has served as Director of the Branch Office for Trade in Securities "Broker Nova." In 2009, she was appointed Director of the Treasury Sector, where she was responsible for the following processes: asset and liability management, liquidity management, foreign exchange position management, capital management, strategic planning, securities in the Bank's portfolio, correspondent banking, credit lines, as well as custody and depository services. From January 2019 to September 2020, she served as a Member of the Management Board of the Bank responsible for treasury, finance, risk management, AML/CFT and compliance. She performed the duty of President of the Management Board of the Bank from September 2020 to February 2021, after which she continued serving as Member of the Management Board responsible for treasury, finance and risk management. Ms. Zrilić is also a member of the group responsible for the implementation of Basel directives related to capital and the Liquidity Coverage Ratio (LCR) at Nova banka, and has been a member of the Management Board of the Banja Luka Stock Exchange a.d. since August 2014.



Nenad Nenadić, Member of the Management Board

Nenad Nenadić was born on 18 April 1982 in Bosansko Grahovo. After completing the Grammar school in Banja Luka, he obtained a Bachelor's degree in Economics, majoring in Banking, from the Faculty of Economics of the University of Banja Luka. He began his professional career in 2006 at Hypo Alpe Adria Leasing d.o.o., and in 2009 he continued his career at UniCredit Bank a.d. Banja Luka, primarily working in the small and medium-sized enterprises (SME) segment, as well as in corporate and investment banking. From 2016, he served as Director of the Domestic Corporate Clients Segment within Corporate and Investment Banking, and from June 2020, he also held the position of Acting Director of the Public and Financial Sector and International Clients Segment within Corporate and Investment Banking. In March 2021, he was appointed Member of the Management Board of Nova banka a.d. Banja Luka, assuming responsibility for Retail and Corporate Banking. His most prominent competencies include strong client orientation and the establishment and maintenance of business relationships with clients across various sectors and geographical areas.



Mladen Čulić, Member of the Management Board

Mladen Čulić was born on 24 September 1987 in Mrkonjić Grad. He completed Technical Secondary School in Banja Luka, obtaining the qualification of Traffic Technician. After completing his undergraduate studies, he enrolled in master's studies at the Faculty of Technical Sciences of the University of Novi Sad, where he obtained the title of Master of Engineering in Management. He began his professional career in 2011 at Tržnica d.o.o. Banja Luka, where he worked until 2019 as Deputy General Director. At the beginning of 2019, he joined Nova banka, taking the position of Assistant to the President of the Management Board within the Office of the President of the Management Board. In early 2023, he was appointed Member of the Management Board, with responsibility for the Operations Directorate within his area of competence. His key competencies include unconditional dedication to work, a high level of communication skills, and a strong focus on teamwork and collaboration.



Boris Dragić, Member of the Management Board

Boris Dragić was born on 4 January 1976 in Prijedor, where he completed both primary and secondary education. He obtained a Bachelor's degree in Economics from the Faculty of Economics of the University of Banja Luka. He began his professional career at Termont kompani d.o.o. Laktaši, a company engaged in construction and wood processing, where he worked as an accountant. He subsequently gained additional experience and developed his professional competencies in the field of economics while working in several other companies, before transitioning to the banking sector in 2008. He spent the majority of his banking career at UniCredit Bank a.d. Banja Luka, primarily within the sales segment, holding several managerial positions, including Director of the Medium-Sized Enterprises Segment, Director of the Large Enterprises Segment, and Director of the Public and Financial Sector and International Clients Segment. His most recent position at the aforementioned bank was Director of Compliance and Anti-Money Laundering. In March 2021, he joined Nova banka a.d. Banja Luka as Assistant to the President of the Management Board, within the Office of the President of the Management Board. In mid-2021, he assumed the position of Director of the Risk Management and Control Sector. In early 2023, he was appointed Member of the Management Board, with responsibility for the Risk Management Directorate. Throughout his professional career, he has participated in numerous training programs and educational courses related to his professional field, as well as to personal growth and development.



Bank profile

Vision

Our vision is to be part of the largest domestic banking group that operates in a simple, secure and responsible manner, to be a reliable partner and the Bank of first choice for our clients and employees.

Mission

We are a strong and reliable domestic bank, ready to grow together with our clients and their ideas, while also supporting those who are just beginning their journey. We conduct our business in a simple, accessible and responsible manner, ensuring that care for people and economic progress are embedded in our corporate values, and our activities confirm that we are a socially responsible partner of the community.

Corporate values of the bank

The corporate values of Nova banka encompass more than business success. They are not merely guidelines for behavior, but fundamental beliefs from which Nova banka derives its competitive strength. Once established, corporate values must remain firm and unwavering. For this reason, the Bank has identified five key values on which it bases all its activities, from strategy development to decision-making.



Care for customers

For Nova banka, care for clients is the top priority. The aim of this value is to build long-term relationships through everyday business activities. Therefore, it is important for the Bank to continuously learn about its clients, recognize and understand their needs, and create a unique offering based on this knowledge. For the Bank, every client is an individual it cares for and protects.



Employee development

All employees of Nova banka are the key to its successful operations. Therefore, the Bank invests in both team development and individual employee growth, with the aim of acquiring new knowledge, improving understanding of work responsibilities, and strengthening team spirit, communication skills and motivation. Nova banka places particular emphasis on organizing training programs, with a special focus on internal knowledge sharing.



Integrity

Moral values and legal obligations are of great importance. Business must be conducted ethically and professionally. Relationships are built on mutual trust, with respect for the opinions and views of others. Agreements are honored, and commitments are upheld.



Team work

"A team is not a group of people who work together. A team is a group of people who trust each other," said Simon Sinek, and this statement perfectly reflects one of Nova banka's fundamental values. The aim of this value is to build high-quality teams whose members are characterized by respect, effective communication, information sharing and strong



Long-term partnership

Nova banka strives to establish mutually beneficial and caring relationships based on trust and a desire for mutual success by providing a superior customer experience and service. Trust is the foundation of every strong relationship.

Governing bodies

Management Board

Siniša Adžić
President

Jasna Zrilić
Member

Nenad Nenadić
Member

Mladen Čulić
Member

Boris Dragić
Member

Supervisory Board

Goran Radanović
Chairman

Aleksandar Kesić
Independent Member

Miloš Vujnović
Member

Ljupko Miletić
Member

Avram Milenković
Independent Member

Secretary of the Bank

Nikolina Erak

Internal Auditor

Đorđe Ševa

Macroeconomic environment

At the global level in 2025, the economy demonstrated unexpected resilience despite trade tensions, new tariffs (particularly between the United States and China), and geopolitical risks. It is estimated that 2025 performed better than expected, although growth is projected to gradually slow in 2026. According to the IMF's projections from January 2025, the global economy is expected to grow by 3.3% in 2026 and 3.2% in 2027. In addition, the IMF expects inflation to continue moderating globally, with inflation in the United States gradually returning to the target level. The key global risks in the coming period remain those related to technological expectations and geopolitical disruptions.

During 2025, the European Central Bank (ECB) continued the trend of reducing its key interest rate that began in mid-2024. Over the course of 2025, the ECB reduced its key interest rate four times by 25 basis points, most recently on 11 June 2025, after which the key interest rate has remained unchanged.

Changes in EURIBOR followed the movement of the ECB's key interest rate. Accordingly, EURIBOR declined until mid-2025, after which, despite certain daily fluctuations, it stabilized.

According to the IMF's assessment, Bosnia and Herzegovina ended 2025 with real GDP growth of 2.4%, while the latest projection for 2026 foresees real GDP growth of 2.7%. In terms of inflation, the IMF estimates that inflation in Bosnia and Herzegovina will reach 2.6% in 2026..

The average net salary paid in December 2025 in the Republic of Srpska amounted to 1,580 BAM, representing a nominal increase of 1.1% and a real increase of 0.9% compared to the previous month. Compared to the same month of the previous year, the average net salary increased 9.9% nominally and 5.3% in real terms.

During 2025, the banking system of the Republic of Srpska remained stable and adequately capitalized, with liquidity and profitability at satisfactory levels.

The banking sector of the Republic of Srpska constitutes a significant part of the overall banking system of Bosnia and Herzegovina. Within the ownership structure of bank capital, foreign ownership remains dominant.

The banking sector is based on traditional and highly regulated deposit and lending operations. Since the beginning of 2025, activities previously implemented have continued, which, alongside intensive work on the interpretation of adopted legal regulations, include intensive strengthening of the capacities of supervisory authorities, particularly in relation to the SREP methodology, the development of the supervisory stress testing framework, bank restructuring, and improvements in regulatory requirements for the classification of bank assets (implementation of IFRS 9). All of the above has necessitated additional engagement of banks in providing a significantly larger volume of data and reports at the request of the regulator.

The banking sector performs the function of payment transactions domestically and internationally and plays an important role in the prevention of money laundering and the financing of terrorist activities. Banks and other financial institutions continuously work on aligning their operations with the requirements of the Law on the Prevention of Money Laundering and the Financing of Terrorist Activities, and it can be stated that a systematic approach has been achieved in this segment of operations, while cooperation with other supervisory and control institutions has also improved.

Banks and other financial institutions continuously improve and modernize their operations in order to adapt banking products and services to the needs of clients.

Furthermore, activities are continuously carried out to implement the provisions of the Law on Banks of the Republic of Srpska, which regulate the protection of the rights of financial services users.

In accordance with the above-mentioned developments, and with the aim of improving the quality of operations and maintaining stability, the Bank will focus its activities in the coming period on:

- prudent and high-quality operations and capital strengthening through the retention of part of the profit,
- controlling the level of due receivables, particularly non-performing loans, and undertaking additional activities to improve collection efficiency and enhance early warning systems for the deterioration of credit portfolio quality,
- continuous improvement of the risk management system, particularly credit, interest rate and liquidity risks.

Banking sector in Bosnia and Herzegovina

Banks operate within the territory of the two entities of Bosnia and Herzegovina (BiH), the Republic of Srpska (RS) and the Federation of Bosnia and Herzegovina (FBiH), as well as in the Brčko District.

As of 31 December 2025, the banking sector of Bosnia and Herzegovina consists of 21 banks, of which 8 operate in the Republic of Srpska and 13 in the Federation of Bosnia and Herzegovina, achieving the following results:

- The financial result of the banking sector of Bosnia and Herzegovina amounted to 895.45 million BAM, representing an increase of 55.5 million BAM (+6.6%) compared to 31 December 2024.
- Net balance sheet assets increased by 4.16 billion BAM (+9.7%) compared to the end of 2024, reaching 47.08 billion BAM as of 31 December 2025.
- Cash assets amounted to 13.24 billion BAM, increasing by 1.03 billion BAM or 8.43% compared to the end of 2024. The largest portion of cash assets is held in reserve accounts with the Central Bank of Bosnia and Herzegovina (CBBH).
- Total loans at the level of the banking sector of Bosnia and Herzegovina amounted to 28.69 billion BAM and increased by 2.86 billion BAM or 11.1% during 2025. Retail loans accounted for the largest share of total loans at 50.58%, recording growth of 12.2% compared to the end of 2024.
- Deposits increased by 3.45 billion BAM (+10.2%) compared to the end of 2024 and amounted to 37.32 billion BAM as of 31 December 2025. Retail deposits accounted for 52.9% of total deposits and recorded growth of 11.83% compared to the end of 2024.

As of 31 December 2025, the banking sector of the Republic of Srpska consists of 8 banks, achieving the following results:

- Net balance sheet assets amounted to 12.1 billion BAM, representing an increase of 1.21 billion BAM (+11.1%) compared to the end of 2024.
- The financial result of the banking sector was positive, with net profit increasing by 19.8 million BAM or 8% compared to the end of 2024, reaching 266.9 million BAM as of 31 December 2025.
- Total gross loans increased by 629.7 million BAM or 9.4% compared to the end of 2024. Retail loans accounted for the largest share of total loans at 51.1%.
- Deposits of banks in the Republic of Srpska amounted to 9.3 billion BAM, recording an increase of 994.4 million BAM or 11.9% compared to the end of 2024. Retail deposits (including entrepreneurs) accounted for the largest share at 61.6%. Deposits of private companies and enterprises accounted for 19.6%, deposits of the Government and government institutions for 8.3%, while other sectors accounted for 10.5% of total deposits.
- The CIR ratio at the level of the banking sector amounted to 49.9%.

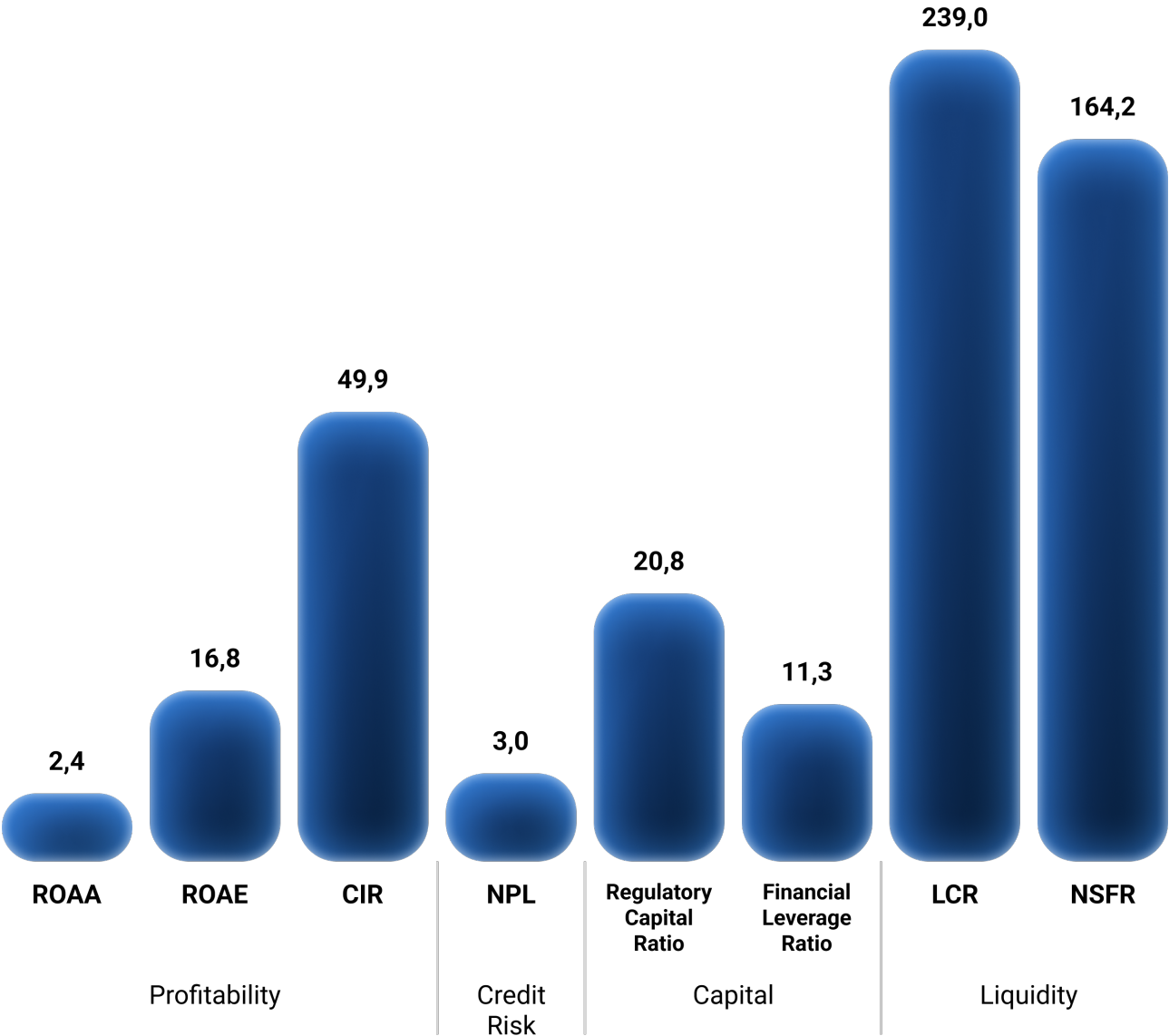
Based on the data as of 31 December 2025, among banks headquartered in the Republic of Srpska, Nova banka ranked first by both total assets and total capital, accounting for 28.3% of total assets and 25.4% of total capital.

When observing the banking sector of Bosnia and Herzegovina as of 31 December 2025, Nova banka accounts for 7.26% of total assets, 6.89% of total loans, and 7.15% of total deposits.

(in millions BAM)

Banking sector	Assets	Loans	Deposits
Banks in RS	12,067	7,325	9,349
Banks in FBiH	35,016	21,366	27,968
Total banking sector of BiH	47,083	28,691	37,317
Nova banka share (%)	7.26%	6.89%	7.15%

Overview of key indicators of the banking sector of the Republic of Srpska for 2025



Key financial and regulatory performance indicators

1. Statement of financial position (Balance Sheet)

(in 000 BAM)

	2025.	2024.	Ind 25/24
Cash and funds held with the Central Bank	828,784	644,559	129
Financial assets	598,128	466,967	128
Placements to other banks	175	233	75
Investments in subsidiaries	11,007	11,007	100
Loans and receivables due from customers	1,874,709	1,809,486	104
Tangible and intangible assets	45,982	46,328	99
Assets acquired in lieu of debt collection	15	95	16
Other assets	60,404	61,512	98
Total assets	3,419,204	3,040,187	112
Deposits	2,669,572	2,280,618	117
Credit lines	251,472	270,157	93
Subordinated debt	30,080	37,600	80
Other liabilities	48,609	86,193	56
Equity	419,471	365,619	115
Total liabilities and equity	3,419,204	3,040,187	112
Off-balance	574,401	587,811	98

The level of net assets as of 31 December 2025 amounted to 3,419,204 thousand BAM, representing an increase of 12% compared to 2024.

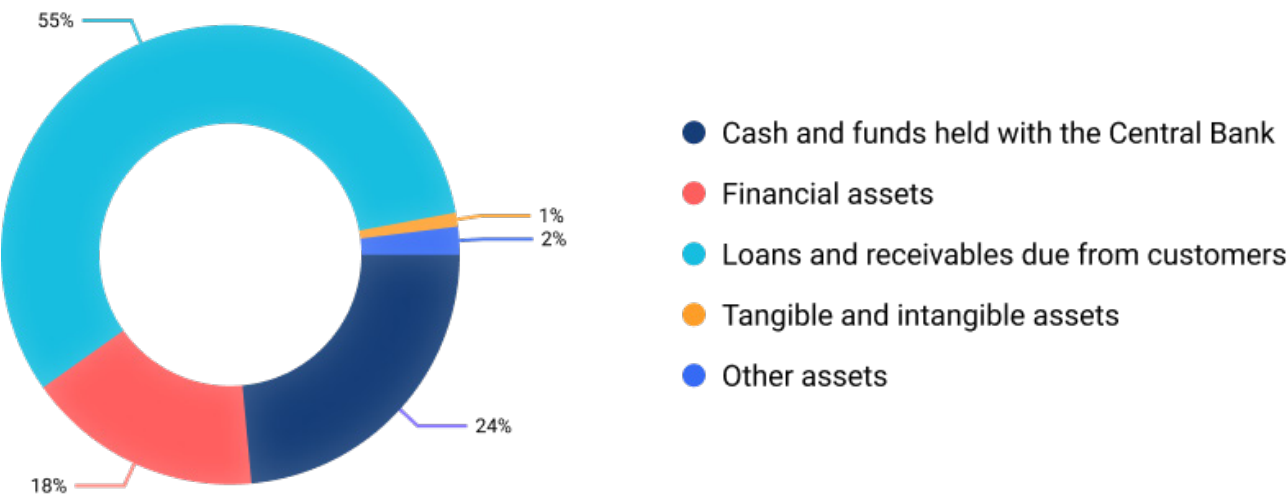
Cash and funds held with the Central Bank amounted to 828,784 thousand BAM, which is 29% higher than in the previous year.

Financial assets include assets measured at amortized cost, fair value through profit or loss, and fair value through other comprehensive income. As of 31 December 2025, this item amounted to 598,128 thousand BAM, representing an increase of 28% compared to the previous year (2024: 466,967 thousand BAM).

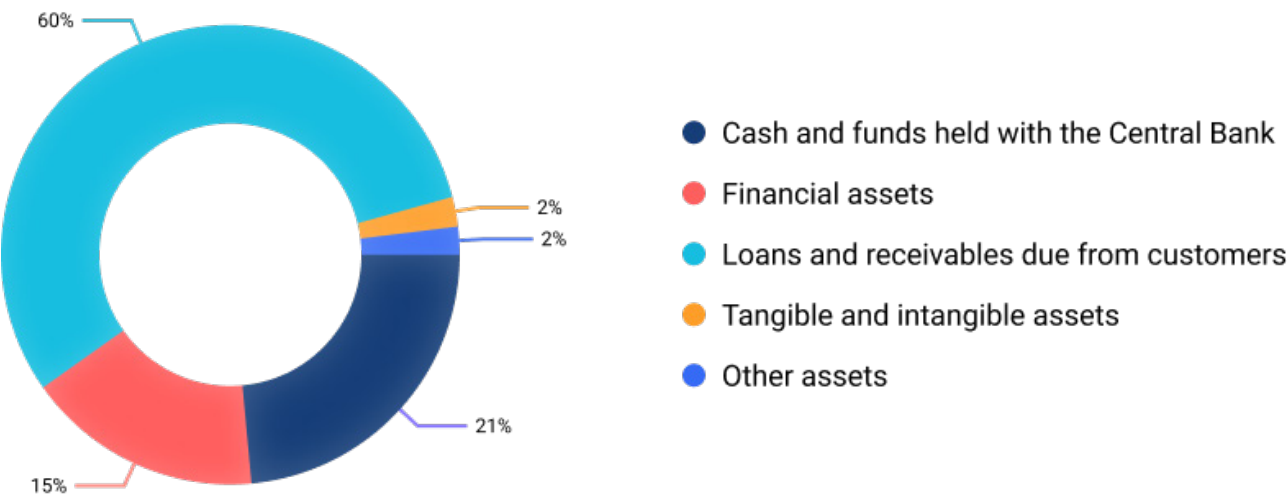
Loans and receivables (net) increased by 4% compared to the previous year, reaching 1,874,709 thousand BAM as of 31 December 2025 (2024: 1,809,486 thousand BAM).

The level of fixed assets amounted to 45,982 thousand BAM (2024: 46,328 thousand BAM), representing a decrease of 1% compared to the previous year.

Structure of asset items for 2025



Structure of asset items for 2024



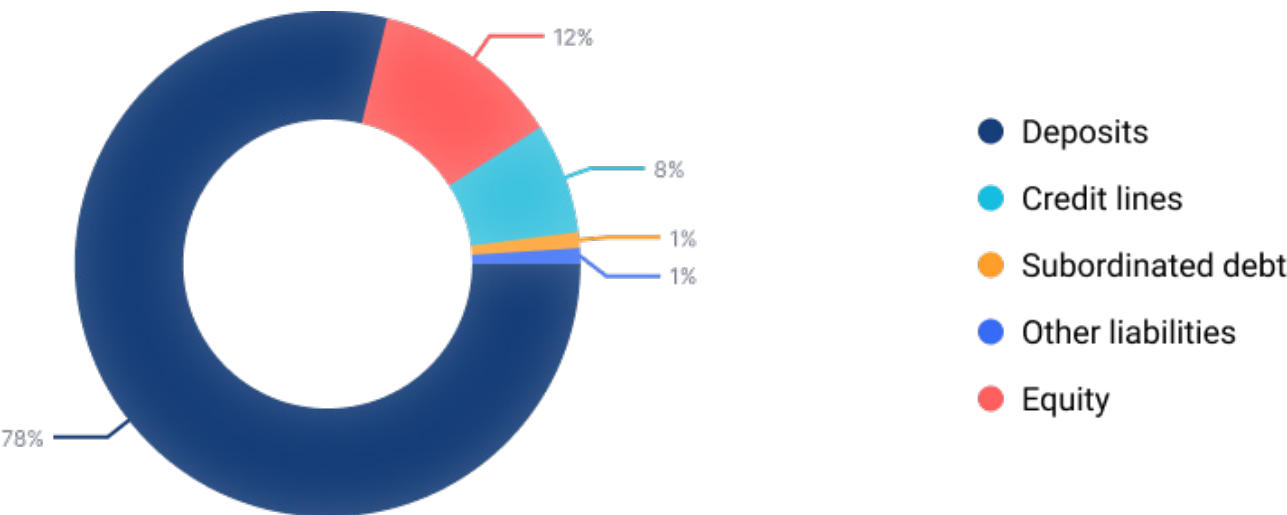
Deposits as of 31 December 2025 amounted to 2,669,572 thousand BAM, representing an increase of 17% compared to the previous year. The structure by segment is as follows:

- Public sector: 739,008 thousand BAM, or 26% higher than in 2024,
- Large clients: 165,890 thousand BAM, or 6% higher than in 2024
- SME clients: 306,219 thousand BAM, or 5% higher than in 2024
- Retail clients: 1,423,800 thousand BAM, or 17% higher than in 2024 (with the note that 53.33% of the Bank's total deposits belong to the retail segment)
- Banks: 34,655 thousand BAM, or 1% lower than in 2024.

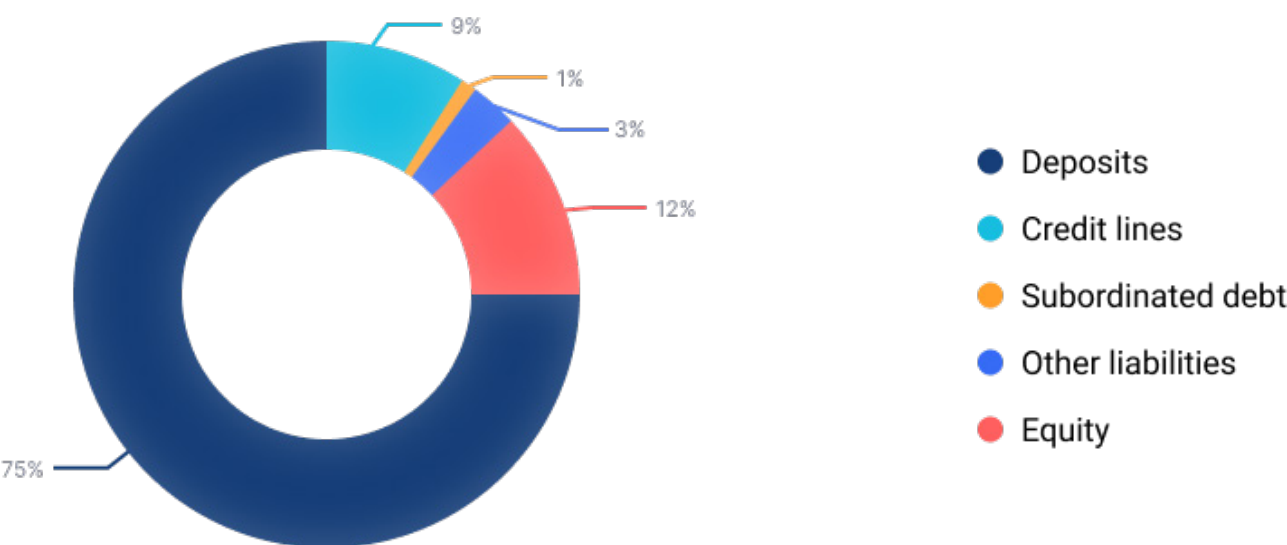
Liabilities from credit lines amounted to 251,472 thousand BAM (2024: 270,157 thousand BAM), representing a 7% decrease compared to 2024. This item depends on client demand for loans financed from external sources (IRB credit lines).

Off-balance sheet items for 2025 amounted to 574,401 thousand BAM (2024: 587,811 thousand BAM), representing a 2% decrease compared to 2024.

Structure of liabilities and equity items for 2025



Structure of liabilities and equity items for 2024



2. Statement of comprehensive income (Income Statement)

(in 000 BAM)

	From 1 Jan to 31 Dec 2025	From 1 Jan to 31 Dec 2024	Ind 25/24
Net interest income	107,998	105,005	103
Net income from fees and exchange rate differences	47,683	44,226	108
Other operating income	26,624	23,262	114
Operating and other expenses	(65,913)	(60,039)	110
Net expense of impairments and provisions for expected credit losses	(14,922)	(19,915)	75
Profit before taxes	101,470	92,539	110
Income tax expenses	(6.107)	(6.497)	94
Profit of the year	95,363	86,042	111
Other gains and losses for the year	(1,511)	55	0
Total comprehensive income for the year	93,852	86,097	109

The growth of balance sheet items also contributed to the growth of income statement items, resulting in higher profit achieved in 2025.

Net interest income amounted to 107,998 thousand BAM, representing an increase of 3% compared to 2024 (105,005 thousand BAM).

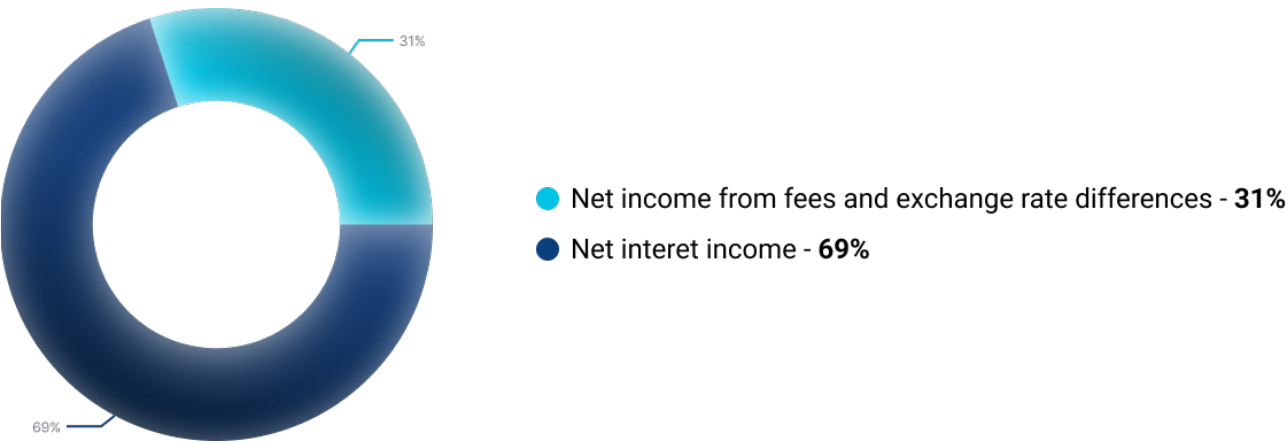
Net income from fees and exchange rate differences increased by 8% compared to the previous year, reaching 47,683 thousand BAM (2024: 44,226 thousand BAM). All business processes recorded improved profitability compared to 2024: income from off-balance sheet operations increased by 5%, income from internal payment transactions (UPP) fees increased by 10%, income from payment cards increased by 17%, and income from foreign exchange differences and foreign exchange operations increased by 8%. Fees increased due to the growth in the number of transactions and transaction volumes. Net income from financial transactions was 4% higher than in 2024, amounting to 155,681 thousand BAM in 2025, compared to 149,231 thousand BAM in 2024. The Bank generated higher net income from financial transactions in the amount of 6,450 thousand BAM, compared to the same period of the previous year.

Other operating income amounted to 26,624 thousand BAM, representing a 14% increase compared to 2024. The increase in the item Other operating income relates to the dividend paid by ATOS Bank in the amount of 20,000 thousand BAM in 2025.

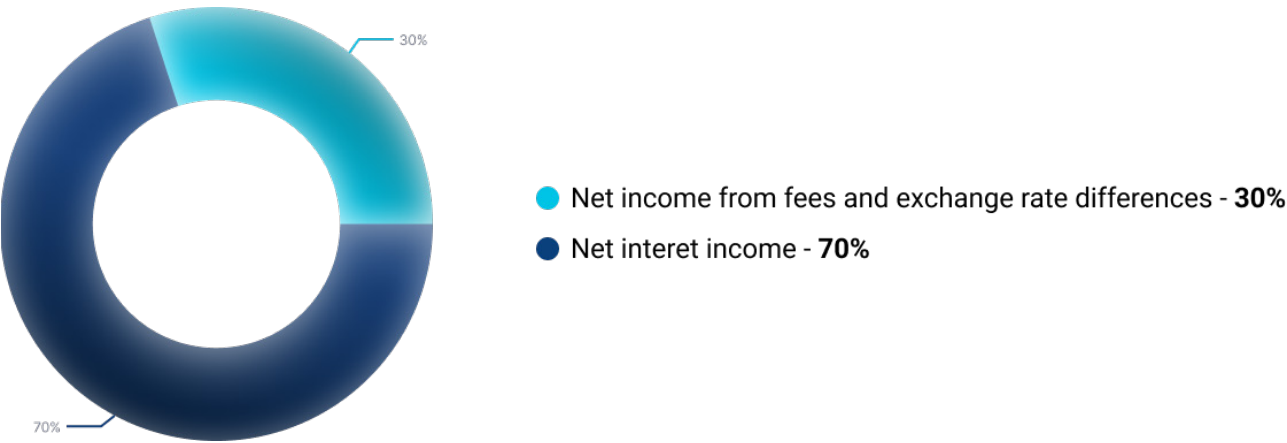
Operating and other expenses amounted to 65,913 thousand BAM, representing a 10% increase compared to 2024 (60,039 thousand BAM).

Net profit for 2025 amounted to 95,363 thousand BAM, which is 11% higher than in the previous year. In 2024, the Bank recorded a net profit of 86,042 thousand BAM.

structure of net income from financial transactions for 2025



structure of net income from financial transactions for 2024



3. Key Performance Indicators (KPI)

	1 Jan - 31 Dec 2025	1 Jan - 31 Dec 2024
Cost Income Ratio CIR (operating expenses)	36.16%	34.81%
Operating and other expenses/Total income	28.26%	27.55%
ROE (Return on Equity)	22.98%	24.20%
ROA (Return on Assets)	2.90%	2.88%
Share of capital in total assets	12.27%	12.03%
Loans (gross) as % of total assets	57.80%	62.41%
Regulatory capital ration (min 12%) + minimum capital conservation buffer (min 14.5%)	23.04%	21.47%
Tier 1 ration (min 9%)	22.36%	20.38%
Common equity tier 1 ration + capital conservation buffer (min 11.5%)	22.36%	20.38%
Financial leverage ration	11.43%	11.08%
Cash-to-deposit ratio	31.08%	28.33%

Retail banking

Branch Network

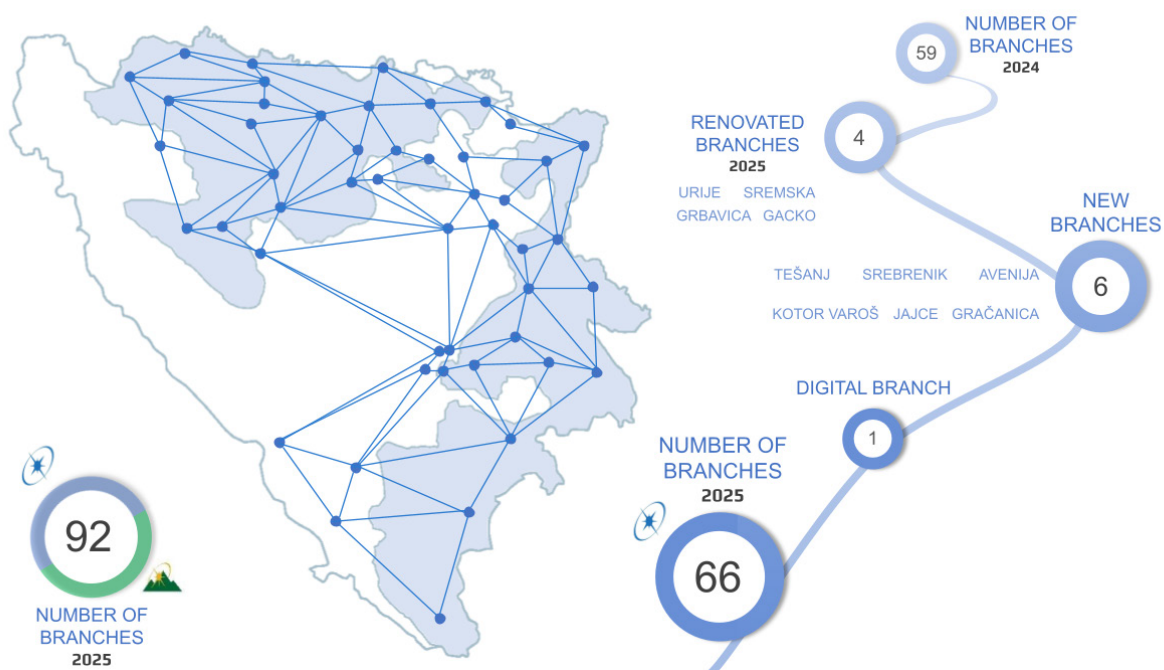
The Bank conducts business with its clients through eight regions, operating a network of 66 branches and 125 ATMs.

During the previous year, significant efforts were undertaken to modernize and expand the branch network. In this context, in 2025 the Bank opened six new branches (Tešanj, Srebrenik, Avenija, Jajce, Kotor Varoš and Gračanica), while four branches were renovated (Urije, Sremska, Grbavica and Gacko).

In addition to traditional branches, clients have daily access to the Digital Branch, where they can obtain all information regarding the Bank's products and services. The Bank's plan is to enable advisory services, information provision, and applications for products and services without the need to visit a physical branch.

Together with its sister Atos Bank, Nova banka operates a total of 92 branches (including the Digital Branch), confirming its presence across all regions of Bosnia and Herzegovina, with the aim of providing high-quality and timely services to its clients.

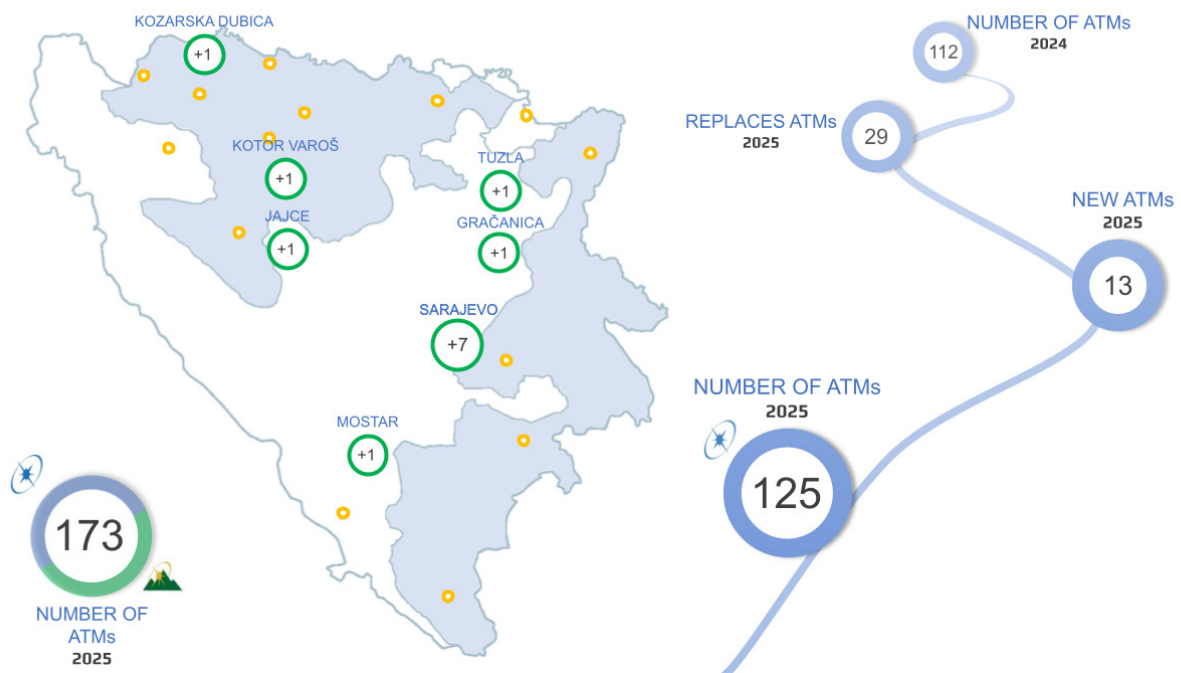
Branch network



Banking service users are increasingly seeking greater independence in managing their banking activities, without the need to visit bank branches. Trends indicate that branches will remain the primary channel for more complex banking products. This is further supported by the growing number of self-service devices, which are becoming increasingly present within the Bank's branches. In light of the above, the Bank has also invested in expanding and modernizing its ATM network. During 2025, 13 ATMs were installed at new locations, while 29 existing ATMs were replaced with new and more advanced devices featuring contactless technology. As a result, the Bank's ATM network now comprises a total of 125 devices.

Also, Nova banka and Atos Bank, through their shared ATM network, have enabled free cash withdrawals using debit cards issued by both banks. The shared ATM network represents a step forward in facilitating easier execution of financial transactions. In addition to allowing clients of both banks to withdraw cash free of charge at a total of 173 ATMs, it also ensures access to a larger number of ATMs across various locations, further strengthening the presence of both banks.

ATM network



During 2025, the Bank continued to modernize its service channels and introduced a new self-service cash deposit service via modern ATS devices (Automated Terminals for Self-Service), intended for corporate clients who hold a transaction account with the Bank. This service enables simple and secure cash deposits in the domestic currency, without the need to wait in queues or visit a branch during working hours. ATS devices are available 24 hours a day, seven days a week, providing clients with additional flexibility in managing their finances. The deposit process is fast and intuitive - clients simply use the deposit card issued by Nova banka, and the funds are automatically credited to the account immediately upon completion of the transaction. In this way, Nova banka further enhances the digitalization of its banking services and responds to the needs of the modern client. ATS devices are available at 16 key locations.

Retail Loans and Deposits

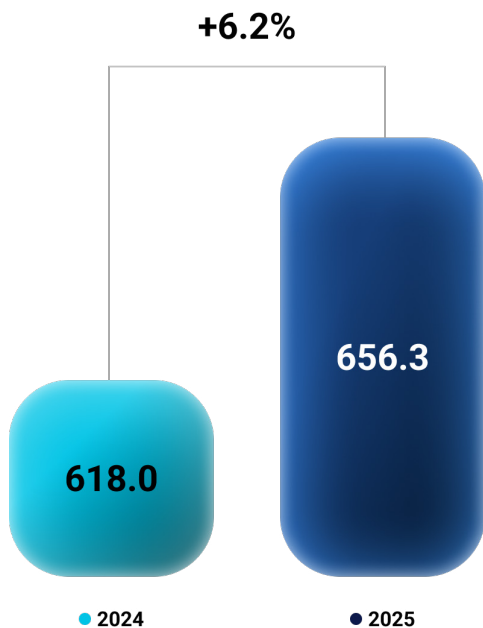
In terms of key commercial indicators, during 2025 both deposits and loans recorded growth, representing one of the key indicators of the support the Bank provides to its clients, natural persons. The positive trend is the result of identifying an optimal pricing level and an appropriate combination of products.

Loans

As of 31 December 2025, the retail loan portfolio amounted to 656.3 million BAM, representing an increase compared to the same period in 2024 (+6.2%), when it amounted to 618.0 million BAM.

Of the total loan portfolio, 98.8% relates to loans granted to clients who are regular in servicing their obligations.

Trend in the level of retail loans 2024 – 2025 (in millions BAM)



New placements 2025

182,8

Volume

6.145

Number of loan accounts

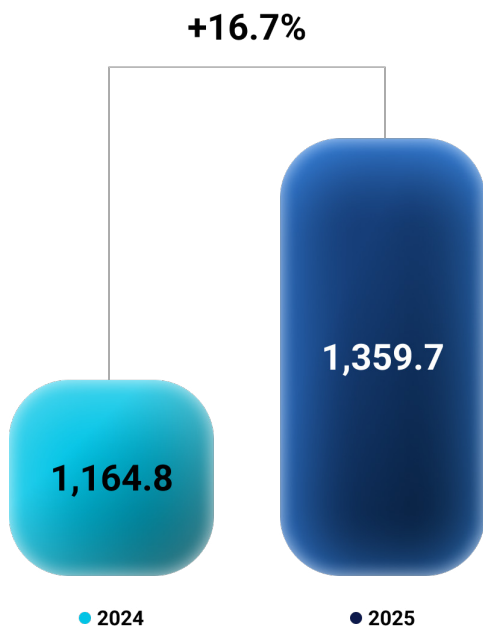
In 2025, a total of 182.8 million BAM in new loans was disbursed (+13.5% compared to 2024), representing 6,145 loan accounts. Growth was recorded in both cash loans (+14.7% compared to 2024) and housing loans (+11.0% compared to 2024).

In terms of market share, the Bank maintained a stable position both in the territory of the Republic of Srpska (18.1%) and at the level of Bosnia and Herzegovina (4.7%).

Deposits

The total amount of deposits in the retail segment amounts to 1,359.7 million BAM (+16.7% compared to 2024). With a market share of 24.8% in the Republic of Srpska and 7.0% at the level of Bosnia and Herzegovina, this reflects the Bank's leading position in the Republic of Srpska market, as well as the high level of trust placed in the Bank by the citizens of Bosnia and Herzegovina.

Trend in the level of deposits 2024 – 2025 (in millions BAM)



New term deposits 2025

404,5

Volume

12.004

Number of deposits accounts

Nova banka offers its clients a wide range of savings products designed primarily to meet the requirements and needs of its clients. The products are flexibly structured both in terms of the deposit term and the method of interest payment. The client chooses the term deposit period, as well as the currency in which the savings deposit will be held. Interest is paid according to the client's preference – either in advance, i.e. immediately for the entire deposit term, or on a monthly, quarterly, semi-annual or annual basis, or upon expiry of the term deposit.

Products and Processes

Products

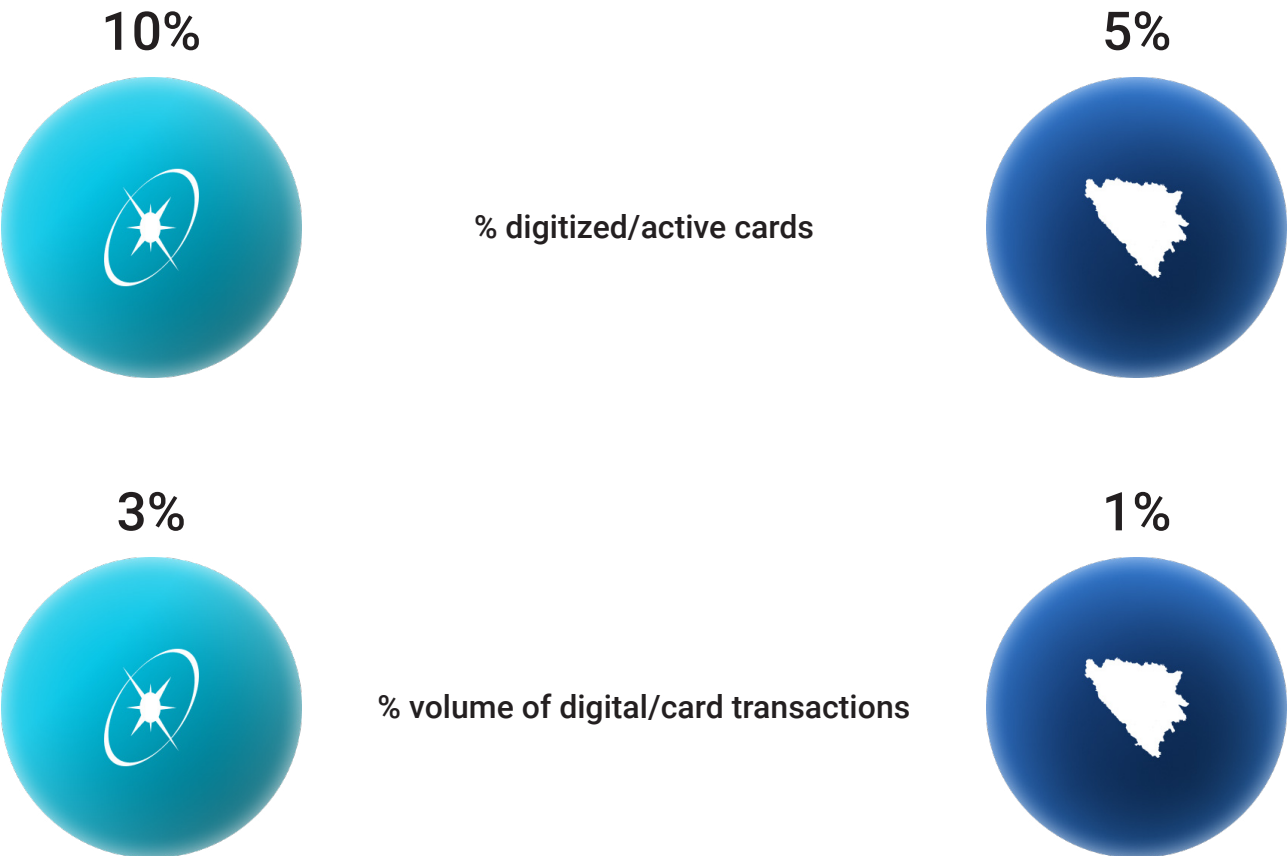
Clients increasingly rely on digital channels in their day-to-day banking activities. Accordingly, the Bank's strategic direction in the development of digital solutions is to follow and respond to client demands, while also proactively offering services that reflect emerging future trends.

The mobile application has been exceptionally well received by clients, as it provides a simple and convenient way to perform everyday transactions. With 46,118 digital users (+25% compared to 2024), the Bank recorded one million transactions (+49% compared to 2024).

Taking into account the trust our clients place in us by using mobile banking, and with the aim of making the application even more useful, simpler, more modern, and more accessible, the Bank developed a new mobile banking application at the end of 2025 – Smart Nova Mobile, featuring a modern design and new functionalities.

At the beginning of 2025, the Bank also introduced a new Google Pay™ contactless payment service. With the completion of the Google Pay™ project, clients were given the possibility to digitize their Mastercard cards - both credit and debit - and store them in their digital wallet, enabling them to perform contactless card transactions. Payments or ATM cash withdrawals can be completed simply by holding the phone near a POS or ATM device. Given that the Bank also offers Visa cards, the plan is to implement Visa cards in the digital wallet during 2026. In this way, the Bank will ensure the same digital experience for its clients regardless of the card brand they use.

Google Pay™ Results: Nova banka compared to the BiH market



In addition to Google Pay, the Bank plans to implement Apple Pay during 2026 (including both Mastercard and Visa cards). Apple Pay is a payment tool offered to users of Apple devices. Apple Pay is integrated into the iPhone, Apple Watch, Mac, iPad and Apple Vision Pro. It is accepted by millions of merchants worldwide, enabling payments to be made online, within applications, and in physical stores. Every Apple Pay transaction requires authentication through security features built into the device, including Face ID, Touch ID and a passcode. When making a purchase, Apple Pay uses a device-specific number and a unique transaction code. In this way, the card number is never stored on Apple devices, and when a payment is made Apple never shares the card number with merchants.

In order to make its card product offering as simple as possible for clients, the Bank will continue issuing one debit and one credit card for the mass segment, the World program, as well as VISA Gold cards for VIP clients and VISA Internet cards. In 2024, the Bank signed a strategic agreement with Mastercard. Through this partnership, the Bank became a strategic partner of Mastercard and intensified its activities during 2024 and 2025 in the area of innovative card solutions and their promotion on the market (Google Pay, TIZI, installment card).

Through the implementation of the strategy aimed at optimizing existing card products, the Bank reviewed the functionalities of its existing products and created a new functionality for the Mastercard credit card. In recent years, the market trend for credit cards has been "interest-free installment purchases" through direct channels. As the merchant market has become largely saturated from the perspective of banks acquiring merchants for installment sales, the idea is to shift the focus of installment sales to the issuing side, i.e., to the card itself. This enables clients to split any transaction made with a Mastercard credit card into 3, 6, 12, 18, 24 or 36 installments, regardless of where the transaction occurs (domestically, abroad or online). This functionality was completed in the last quarter of 2024, and the product was promoted during 2025, contributing both to an increase in the number of credit card users and to higher product usage among existing clients.

Introduction of new card products - with the aim of maintaining its position in the card business, the Bank will continue expanding its card product offering. In this context, the plan for 2026 is to introduce a new premium product for VIP clients of the Bank, offering a set of exclusive benefits tailored to this client segment. These benefits will include airport lounge access, concierge services, travel and health insurance, special programs at prestigious hotels and merchants worldwide, as well as a range of additional privileges.

Process Improvements

During 2025, the Bank placed particular emphasis on enhancing the quality of the customer experience and improving its products, including increasing their availability through digital channels, as well as on the continued digital transformation of its overall operations.

With the aim of increasing clients' digital awareness, the Bank continuously works on developing the possibility of applying for products through the Bank's website. In the first phase, the option to apply for deposit products via the Bank's website was introduced, offering certain benefits compared to applications submitted through traditional business channels.

In the area of loan products, the entire process has been integrated into the Bank's information system, and a scoring-based decision-making model has been implemented. This has significantly improved the time required for loan approval and disbursement of funds, thereby increasing client satisfaction.

The Bank is intensively working on the implementation and application of best CRM practices, as well as on aligning CRM activities with the Bank's overall strategy. In this context, the Bank has implemented an operational CRM system, which significantly supports sales activities by identifying client needs and creating the most suitable offers for clients. The Bank's branch network and the Digital Branch continuously promote products and services based on targets delivered through the CRM system.

Over the next two years, the Bank plans to work on the development of an analytical CRM (aCRM) and its integration with the Bank's IT system, the contact center application, and the Smart Nova application.

Following global trends, Nova banka will continue to devote special attention to the development of digital culture, with the aim of improving service accessibility and promoting financial inclusion.

Corporate banking

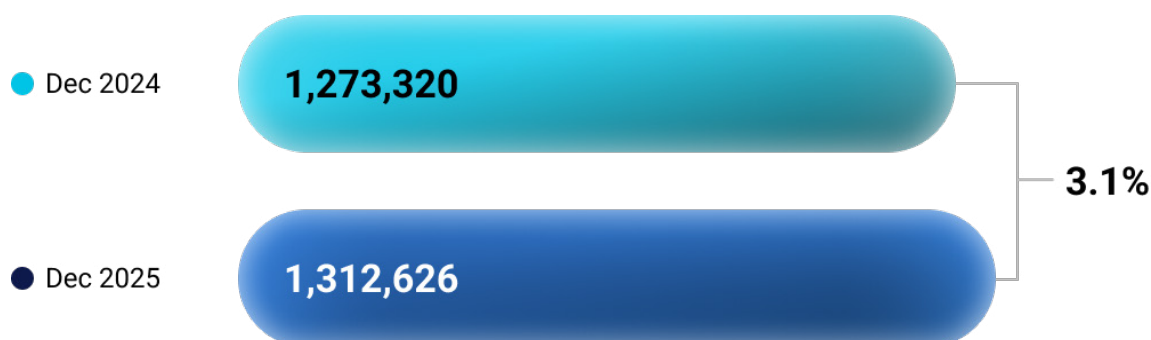
The Corporate Banking Directorate of Nova banka encompasses cooperation with large corporate clients, public sector institutions, public enterprises, as well as small and medium-sized enterprises (SMEs). The Directorate is focused on maintaining stable growth and sustainable business development, while continuously enhancing client relationships and providing comprehensive support throughout all stages of their business lifecycle.

The high level of trust that clients place in the Bank confirms its leading market position. Nova banka ranks first in the Republic of Srpska in terms of total business volume with corporate clients, further demonstrating the strength and stability of its business model.

During 2025, the Bank continued expanding its corporate client base, achieving growth across all key business segments. An increase in the number of transaction accounts was also recorded, as a result of a carefully tailored offering aligned with client needs and a proactive market approach.

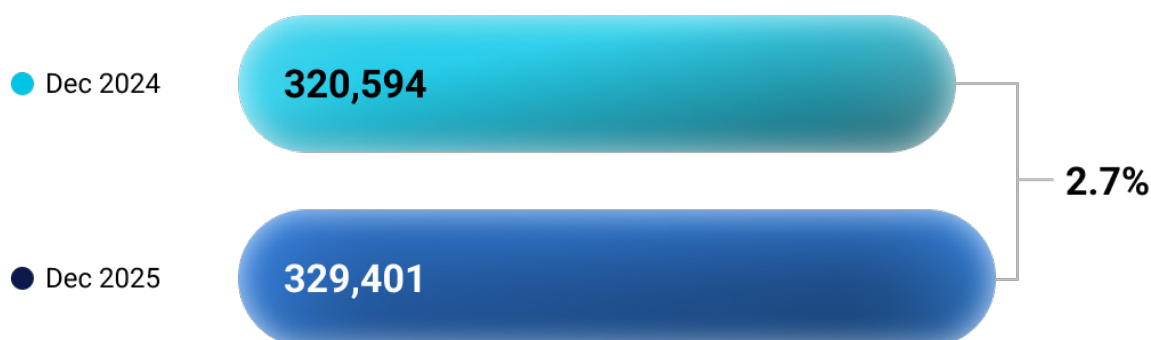
In 2025, the corporate loan portfolio continued to grow, while maintaining stable interest rates. A total of 668 million BAM in new loans was disbursed, alongside an increase in the number of users of credit products. Additionally, there was a reduction in the share of non-performing loans, which stood at 4.8% at the end of the period, confirming the high quality of the loan portfolio and effective risk management.

Comparison of Loans – December 2025 vs. December 2024

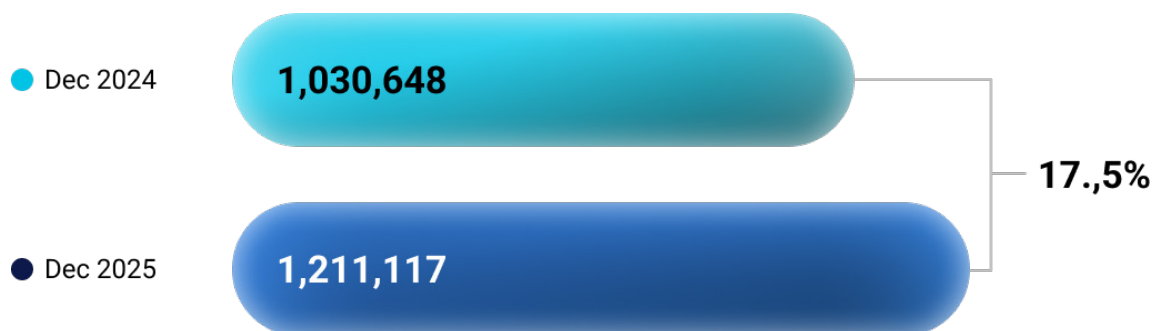


The Bank also recorded growth in total business volume compared to the previous year. These results confirm Nova banka's increasingly strong position as a reliable financial partner in the implementation of clients' capital and development projects. The continuous growth of the guarantee portfolio represents an important segment of strategic development, contributes to revenue stability and further strengthens long-term partnerships with clients.

Comparison of Guarantees – December 2025 vs. December 2024



In the corporate deposit segment, a significant increase was achieved compared to the previous year, further strengthening the stability of funding sources. The growth in the deposit base is the result of continuous improvements in the Bank's offering, competitive conditions and strong client confidence. This growth confirms the Bank's stable market position and provides a solid foundation for further lending and overall business expansion.



Following modern trends and evolving client needs, the Bank continued to enhance alternative service channels, resulting in a significant increase in the number of users of these services. This development has directly contributed to the growth in the sale of other Bank products, including transaction and foreign currency accounts, electronic banking and business cards. One of the key indicators of this positive trend is reflected in the increase in both the total volume and the number of executed transactions.

Product development for corporate clients

During 2025, Nova banka continuously enhanced its products and services in line with client needs, market developments and regulatory requirements, with a strong focus on the development and improvement of digital sales channels. The Bank offers a broad range of traditional banking products, including deposits, guarantees, letters of credit, payment services, as well as various financial solutions (loans, factoring and framework facilities) tailored to client requirements.

The standard loan offering for corporate clients includes loans for various purposes (fixed and working capital financing, liquidity maintenance and refinancing of existing loans) with maturities and repayment structures aligned with clients' creditworthiness. In addition, framework facilities enable clients, through a single agreement, to combine multiple products (loans, guarantees, purchase of receivables and factoring). The Bank also supports renewable energy projects (green loans) and socially responsible financing initiatives. Green loans are intended for investments in projects that contribute to achieving energy efficiency and reducing negative environmental impact, such as investments in heat pumps, lighting systems, solar panels, electric/hybrid vehicles, environmentally friendly transport and other sustainable investments, while socially responsible financing loans include investments related to education and acquisition of specialized knowledge, employment and projects aimed at benefiting local communities.

In addition to standard lending products, the Bank continuously provides expert support and offers project financing loans, thereby facilitating the implementation of large-scale investment projects. Project financing loans represent a specialized form of financial support, where the use of funds is aligned with the needs of constructing residential, commercial, residential-commercial, infrastructure or industrial projects, while repayment is structured in accordance with the market placement of the financed assets.

Through a wide range of bank guarantees and documentary letters of credit, which are key instruments in domestic and international trade, the Bank provides stability and support to clients in executing business transactions both locally and abroad. Nova banka applies high standards of security and reliability, combined with fast and efficient processing of bank guarantees and documentary letters of credit, enabling it to maintain a leading position in the banking market of the Republic of Srpska in the field of guarantee issuance.

The Bank remains continuously focused on the development of digital services and products and, with the aim of improving customer experience, carried out activities during 2025 to enhance the existing Smart Nova web and mobile banking platforms, further increasing the accessibility and functionality of the application. In addition to the above, during 2025 the Bank implemented the Single POS device, which enables the acceptance of all forms of card payments from leading card schemes through a single POS device, instead of multiple devices provided by different banks. By upgrading its POS terminal network, the Bank strengthened its market competitiveness and reduced operating costs, while at the same time enabling the acquisition of large clients and increasing the volume of cashless transactions, as well as revenues generated from POS terminals.

The Bank continues to achieve growth in both transaction volumes and revenues generated through internet POS transactions, i.e. the e-commerce service in which the Bank holds a unique position within the banking sector. Further development of the e-commerce platform for online payments is planned, which is expected to lead to even broader adoption and usage. The e-commerce platform offers state-of-the-art functionalities, providing users with an easy and secure online shopping experience through their websites.

During 2025, following the implementation of a self-service cash deposit device that enables a fast and reliable method of depositing cash into corporate clients' accounts, the Bank actively worked on expanding the network of such devices, which were installed in branches with the highest cash deposit volumes. The device is a self-service machine for depositing cash in domestic currency, intended for corporate clients holding transaction accounts with the Bank. By expanding the network of devices, which provide users with 24/7 service availability, the Bank significantly enhanced customer experience and reduced waiting times at branches.



Cash deposit
24/7

We value your time.

- ✓ Intended for legal entities
- ✓ Available 24/7
- ✓ No waiting and no paperwork
- ✓ Accepts banknotes and coins
- ✓ Change return up to 5 BAM



Asset management

Liquidity Management

The primary role of the ALM (Asset and Liability Management) Department is to plan and manage the Bank's assets and liabilities in order to achieve adequate and optimal liquidity and profitability, in accordance with the defined risk exposure tolerances (interest rate risk and liquidity risk).

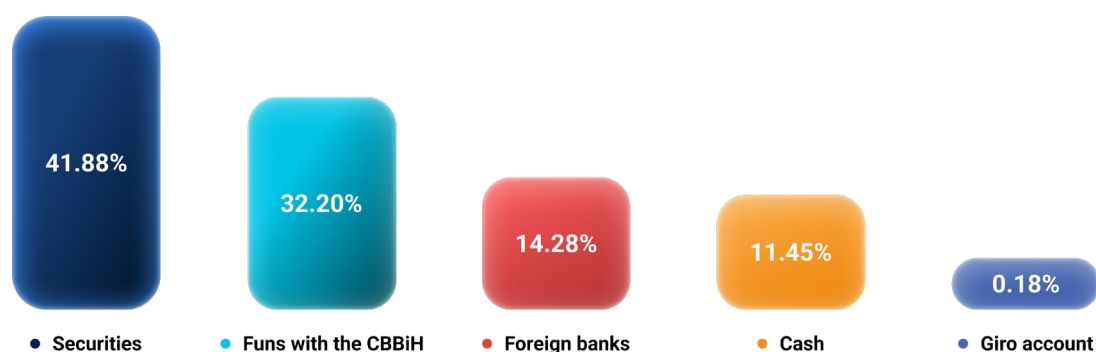
- Planning and managing the Bank's liquidity position and funding sources
- Strategic management and planning of the deposit potential in terms of maturity structure, concentration, and interest rates
- Defining internal transfer prices in accordance with market conditions by setting the minimum price of loan products and the maximum price of deposit products
- Managing capital items

Managing liquidity and deposit potential involves maintaining optimal liquidity while minimizing costs and preserving an adequate structure of cash assets and liquid reserves. The objective is to secure sufficient liquidity and ensure the uninterrupted settlement of obligations under both normal and stress conditions.

In managing funding sources, the greatest emphasis is on deposits (which, as of 31 December 2025, account for 90,46%, or 2.670 billion BAM). The deposit management policy is based on: managing the structure in order to reduce concentration, optimal maturity structure, and defining a stable deposit level.

As of 31 December 2025, total cash assets amounted to 830 million BAM, comprising: cash (163 million BAM or 19.70%), funds held with the CBBiH (460 million BAM or 55.41%), and funds held with foreign banks (204 million BAM or 24.58%). When observed together with securities (598 million BAM), total liquid reserves amounted to 1.43 billion BAM, with the following structure: cash (11.45%), funds held with the CBBiH (32.20%), funds held with foreign banks (14.28%), and securities (41.88%).

Structure of liquid reserves as of 31 December 2025



Capital management

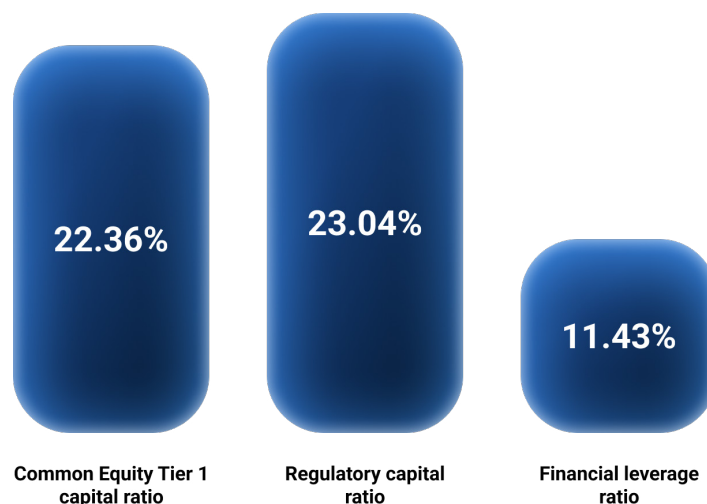
Since capital represents a scarce economic and strategic resource, capital management is one of the most important components of prudent, efficient and strategic planning and management of the Bank.

The objective of capital management is to ensure and maintain an optimal level, structure and sources of capital, in such a way that the Bank is committed to strengthening the Common Equity Tier 1 (CET 1), thereby enabling:

- Compliance with regulatory requirements
- Compliance with limits defined by the Decision on the acceptable risk level
- Achievement of strategic objectives

As of 31 December 2025, the Bank met both regulatory ratios and internally defined indicators, and the total recognized capital amounted to 429.57 million BAM, of which Common Equity Tier 1 capital amounted to 417 million BAM (97.07%).

Capital ratios as of 31 December 2025



Exchange rate differences

During 2025, exchange rate differences continued the growth trend, with a total of 17.636 million BAM realized, representing an 8.17% increase compared to 2024. The largest share of these revenues was generated from transactions with authorized exchange dealers, accounting for 66.69%. The authorized exchange dealers' business segment maintained its growth trend in 2025, recording a 2.77% increase compared to 2024. In 2025, Nova banka retained its leading market position in terms of both transaction volume and the number of authorized exchange dealers.

Risk management

Risk management framework and system

The Bank's risk management framework includes:

- risk identification,
- risk measurement, i.e. assessment,
- risk monitoring, analysis and control, and
- risk reporting.

The Bank's comprehensive, reliable and efficient risk management system includes the following:

- Identification of significant risks to which the Bank is exposed or may be exposed in the course of its operations.
- Measurement, i.e. assessment of risks through established programs, procedures and methodologies.
- Implementation of measures to limit and mitigate risks in a manner that minimizes their adverse impact on the Bank's operations and creditworthiness.
- Monitoring, analysis and control of risks.
- Establishment of an appropriate organizational structure to ensure the efficient implementation of risk management processes and procedures, with clearly defined, transparent and consistent authorities and responsibilities within the Bank.

- Establishment of appropriate reporting lines to ensure timely and continuous reporting to the Bank's governing bodies on risks.
- Provision of an information system that enables comprehensive and reliable collection of data necessary for monitoring and analysis of all risks to which the Bank is exposed.
- Conducting stress testing, taking into account assumptions regarding changes in external and internal factors that may have a significant impact on the Bank's risk profile.
- Preparation of contingency plans for unforeseen or extraordinary situations in the Bank's operations, such as a Contingency Liquidity Plan and a Recovery Plan at the level of the Banking Group.

Risk management organization

Risk management is organized in a manner that ensures independence in operations through a clear segregation of duties, responsibilities and roles of employees, thereby preventing conflicts of interest.

The organizational units responsible for risk management are:

- Sector for risk management and control,
- Underwriting sector, and
- Sector for restructuring and collection.

The Sector for risk management and control, in accordance with applicable regulations (Decision on the Management System in a Bank), is established as a control function for the Bank's risk management and is organized independently from business processes and activities in which risks arise.

In addition to monitoring and reporting on all significant risks, it is responsible for defining and proposing the risk management strategy and policies, as well as for overseeing the functioning of risk management methods and procedures.

The Underwriting sector is responsible for assessing credit risk in the approval process of loans to both corporate and retail clients, as well as for monitoring credit risk through the control and analysis of exposure to credit risk in the Bank's existing loan portfolio, with the objective of minimizing the cost of credit risk.

The Sector for restructuring and collection is responsible for managing non-performing loans, primarily through restructuring and enforcement procedures, with the aim of reducing outstanding receivables from clients and minimizing losses related to credit risk.

Credit risk

In its regular operations, the Bank is exposed to credit risk, defined as the possibility of adverse effects on the Bank's financial result and capital arising from a borrower's failure to meet its obligations to the Bank.

In implementing its credit policy, the Bank adheres to certain principles established by its business and credit policies, thereby protecting itself from excessive exposure to credit risk.

Through independent and separate organizational units, the Bank manages credit risk at the level of individual transactions through the approval and monitoring processes carried out within the **Underwriting sector**. **The management of restructuring and collection** of non-performing exposures is conducted within the **Sector for restructuring and collection**, while the Sector for risk management and control manages credit risk at the level of the Bank's overall portfolio.

The Bank's objective is, through its credit policy and credit risk management program, and by applying risk assessment models, to approve, to the greatest possible extent, placements that carry a low level of risk.

The Bank continuously assesses and measures expected credit losses for both on-balance-sheet and off-balance-sheet exposures, in accordance with the Methodology for the Valuation of Financial Instruments and the Policy on Classification of Assets Exposed to Credit Risk, and takes into account the requirements of IFRS 9.

Non-credit risks

Market risk is the risk of potential adverse effects on the Bank's financial result and capital due to changes in market prices. It includes:

- Foreign exchange risk, which relates to the risk of changes in exchange rates and changes in the price of gold;
- Position risk, which represents the risk of changes in the price of securities or, in the case of derivative financial instruments, changes in the price of the underlying instrument;
- Commodity risk, which represents the risk of changes in commodity prices.

Foreign exchange risk management involves optimizing the foreign currency structure of assets and liabilities in a way that ensures exchange rate fluctuations do not jeopardize the continuity of operations or have a significant impact on the Bank's business result.

The Bank regularly monitors and analyzes relevant factors that may affect exchange rate fluctuations and maintains compliance with regulatory requirements related to foreign exchange risk management, while continuously monitoring applicable regulations related to foreign exchange risk.

In order to prevent potential losses arising from unfavorable movements in cross-currency exchange rates, the Bank has established internal limits as an additional level of protection.

In addition to defined limits, the Bank regularly conducts stress testing of exchange rate movements. These stress tests analyze the impact of sudden changes in the exchange rates of individual currencies on the value of the foreign exchange portfolio and the Bank's business result.

For the purposes of foreign exchange risk, the Bank calculates a capital requirement for additional capital. In accordance with regulatory requirements, the Bank calculates the capital requirement for foreign exchange risk if the total of its net open foreign exchange position exceeds 2% of its regulatory capital.

Interest rate risk in the banking book represents the risk of potential adverse effects on the Bank's financial result and capital arising from positions in the banking book due to unfavorable changes in interest rates. Increased interest rate risk may pose a significant threat to the Bank's earnings and core capital, through a reduction in interest income or an increase in interest expenses.

In order to ensure adequate management of interest rate risk, the Bank has established a system for the identification, assessment, monitoring and reporting of interest rate risk.

The Bank also regularly conducts stress testing, which serves as an important indicator of the Bank's sensitivity to changes in market interest rates.

In managing **liquidity risk**, the Bank identifies the sources, volume and structure of liquid assets required to ensure the continuity and stability of its operations in line with its defined risk appetite.

In order to optimize liquidity risk management, the Bank maintains an adequate level of liquidity reserves to cover potential sudden withdrawals of a significant level of concentrated deposits.

The Bank's primary sources of funding consist of domestic market deposits and, to a lesser extent, contracted credit lines, also from the domestic market. The Bank pays particular attention to deposit concentration and sets internal limits defining maximum levels of deposit concentration.

Through its Liquidity Risk Management Strategy and Policy, as well as the Contingency Liquidity Plan, the Bank has defined rules and established a system of responsibilities for managing liquidity risk.

Monitoring and reporting of liquidity risk are performed on an intraday, daily, weekly, ten-day, monthly, quarterly, semi-annual and annual basis, through both regulatory and internal reports.

The Bank regularly monitors indicators that may signal an increase in liquidity risk and conducts regular stress testing, based on which it prepares liquidity projections under both normal and stress scenarios.

Operational risk is the risk of potential adverse effects on the Bank's financial result and capital arising from deficiencies in business processes, human error, system failures, or external events.

The purpose of the operational risk management process is to identify, assess, control and reduce both the likelihood and the impact of operational risks and losses. While the Bank cannot eliminate all operational risks, through the process of recording and analyzing operational loss events it identifies weaknesses in its processes, products and procedures, and by improving them it reduces both the frequency and the negative impact of operational losses on the Bank's operations and profitability.

The Bank continuously mitigates operational risk by maintaining it at an acceptable level through the implementation of measures aimed at minimizing operational risk, including:

- Monitoring of Key Risk Indicators (KRI),
- Monitoring and analysis of operational events,
- Adequate assessment of outsourcing risk,
- Monitoring of information and communication technology (ICT) risks,
- Minimizing the risk of cash handling and circulation.

A process has been established for monitoring and reporting on the effectiveness of implemented operational risk mitigation measures and techniques. The reporting system includes reporting on operational risk events by event type and business line, causes and sources of events, materiality of events, measures planned or undertaken to mitigate and limit the consequences of such events, as well as activities outsourced by the Bank to third parties.

Environmental, Social and Governance (ESG) risks are risks of negative financial impact on the Bank arising from current or future effects of ESG factors on the operations and assets of its clients or on assets in which the Bank has invested.

Climate and environmental risks form part of ESG risks and represent risks of negative financial impact on the Bank arising from its exposure to physical risks or transition risks, which are caused by or related to climate change.

Physical risks are risks of negative financial impact on the Bank, driven by:

- Short-term and sudden extreme weather events associated with climate change (or extreme weather events), such as heatwaves, landslides, floods, wildfires and storms (i.e. acute physical risks);
- Long-term and gradual climate changes, such as changes in precipitation patterns, rising sea levels and increasing average temperatures (i.e. chronic physical risks).

Transition risks are risks of negative financial impact on the Bank arising from current or future effects of the transition of the Bank's clients to environmentally sustainable operations, or from assets in which the Bank has invested (e.g. transition to carbon-neutral operations). These risks are driven by:

- Policy and regulatory changes, including those arising from energy efficiency requirements, carbon border adjustment mechanisms, or policies promoting sustainable land use;
- Technological changes, including the replacement of climate-intensive technologies with technologies that have a lower environmental impact;
- Changes in market sentiment, including shifts in consumer preferences, corporate client behavior and demand toward products and services with a lower environmental impact.

During 2025, the Bank regularly carried out activities related to the preparation of an Assessment of the Impact of Climate and Environmental Risks on Collateral and Assets, with the aim of enabling the identification, measurement, management and control of these risks within the established risk management system, thereby ensuring that the Bank is prepared to respond to potential adverse effects arising from climate and environmental risks.

The Bank has integrated these risks into its risk management framework.

The Bank has integrated both physical and transition risks into its risk management system by including them in the Risk Catalog, and by taking them into account in the calculation of internal capital requirements in accordance with their assessed materiality within the Internal Capital Adequacy Assessment Process (ICAAP). Furthermore, the Bank has expanded its risk appetite framework by incorporating relevant indicators related to climate and environmental risks, thereby integrating these risks into the Bank's defined risk appetite, i.e. the overall level of risk the Bank is willing to assume in line with its objectives and business strategy.

ICAAP - Internal Capital Adequacy Assessment Process

The Internal Capital Adequacy Assessment Process (ICAAP) within the Bank is established as a comprehensive and continuous process for monitoring and managing risks. In addition to including and covering risks under the standardized approach, it also includes all other risks to which the Bank is exposed. This process forms an integral part of business planning, strategy development and the assessment of potential stress events that could impact the sustainability of the Bank's operations and its capital.

Through the ICAAP process, the Bank continuously identifies relevant and material risks, defines and, where necessary, revises its risk appetite, and assesses the level of capital required to cover materially significant risks. As a process, ICAAP has integrated and established a balance between the Bank's defined risk profile, risk management system and the capital available to the Bank.

The Bank's Internal Capital Adequacy Assessment Process is conducted at least once a year.

ILAAP - Internal Liquidity Adequacy Assessment Process

The Internal Liquidity Adequacy Assessment Process (ILAAP) is a continuous process through which the Bank assesses the adequacy of its liquidity and funding sources. It represents an evaluation of the strategies, policies, processes and systems used to identify, measure, manage and monitor risks that affect the Bank's liquidity.

The ILAAP contributes to the continuity of the Bank's operations by ensuring adequate liquidity and encompasses two key components related to qualitative and quantitative elements of the process.

The qualitative elements of the process relate to governance, strategies, policies, procedures, methodologies, processes, measures and limits used by the Bank for monitoring and managing liquidity risk.

The quantitative aspects of ILAAP are directly linked to the qualitative elements and include regulatory and internally defined minimum limits for risk management, measurement of exposures, stress testing, liquidity ratios and monitoring tools used by the Bank.

The Internal Liquidity Adequacy Assessment Process (ILAAP) is conducted at least once a year.

Human resources management

During 2025, the Segment for Human Resources Management continued to develop and adapt key work processes, including selection and recruitment, employee development through strengthening the competencies of internal trainers, time savings in administration – through faster onboarding procedures for new employees, and similar improvements.

The Segment for Human Resources Management operates under the guiding principle: "Knowledge is multiplied by sharing."

Key employee data

Internal Organization of the Bank as at 31 December 2025

5 directorates

15 sectors

12 segments

3 referates

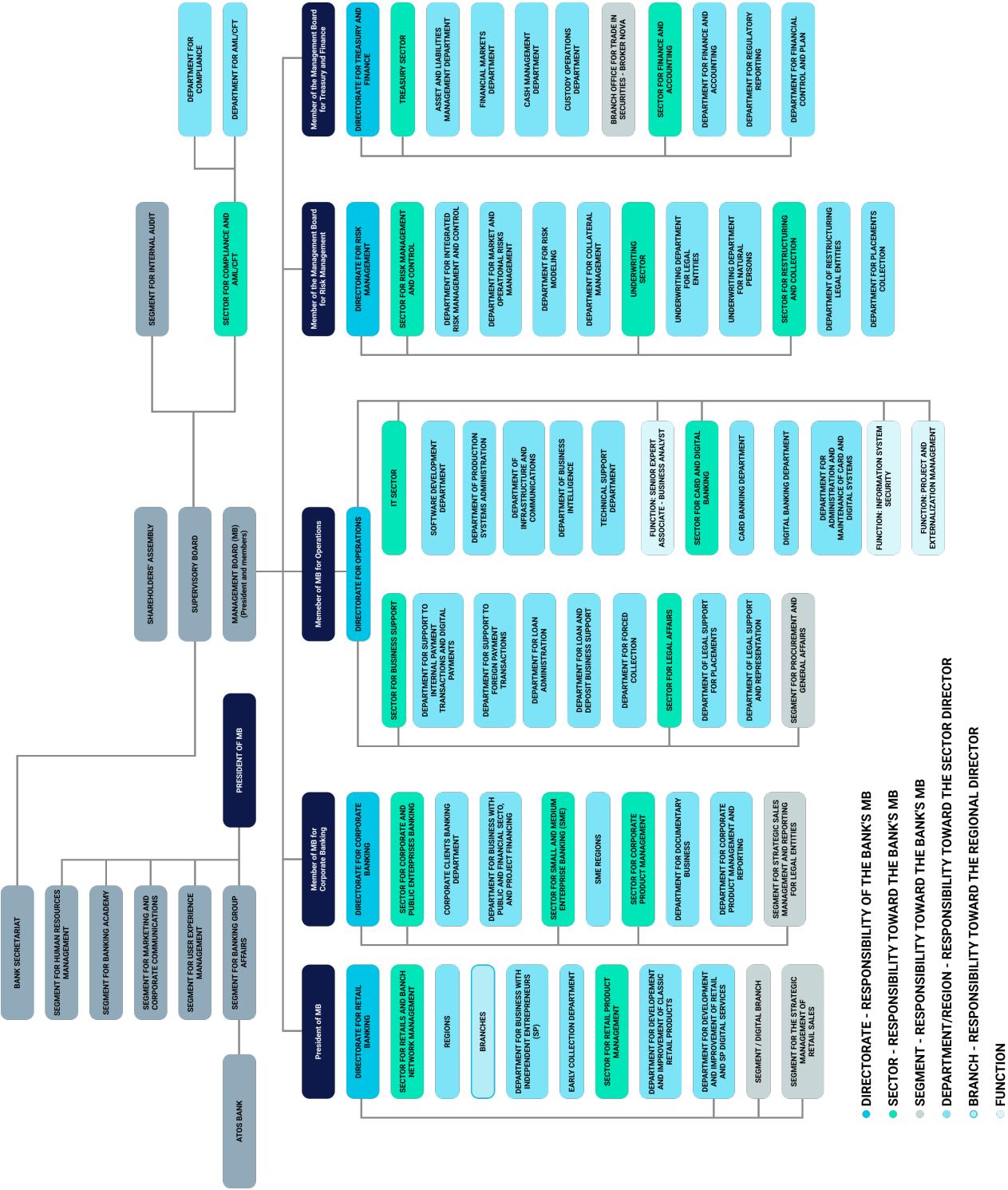
Within the Sector for Retail and Branch Network Management, operations are carried out through:

2 departments

8 regions

66 branches

Organizational chart of the Bank

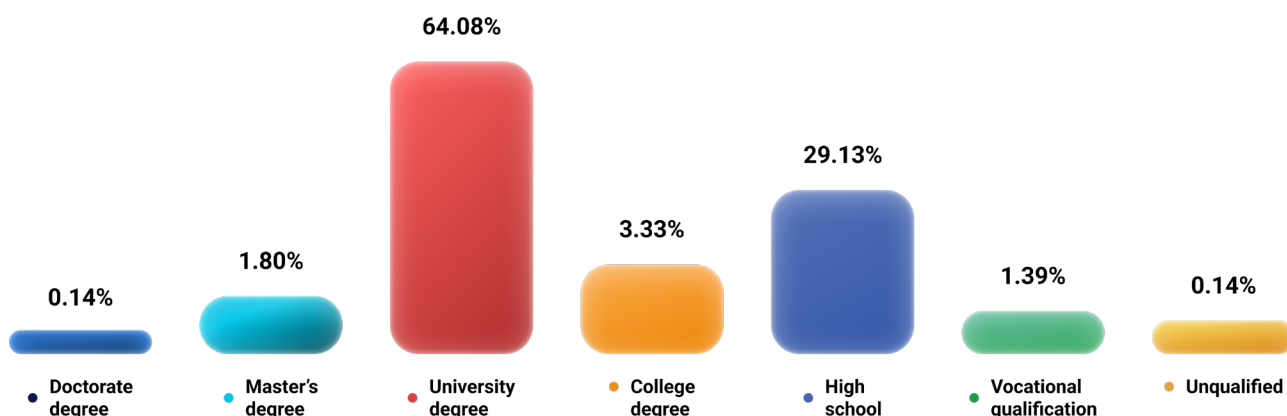


- DIRECTORATE - RESPONSIBILITY OF THE BANK'S MB
- SECTOR - RESPONSIBILITY TOWARD THE BANK'S MB
- SEGMENT - RESPONSIBILITY TOWARD THE BANK'S MB
- DEPARTMENT/REGION - RESPONSIBILITY TOWARD THE SECTOR DIRECTOR
- BRANCH - RESPONSIBILITY TOWARD THE REGIONAL DIRECTOR
- FUNCTION

Gender structure of employees in percentages



Qualification structure of employees in percentages



Employee turnover rate in percentages



Employee turnover in numbers



Explanation

As of 31 December 2025, the Bank employed a total of 721 employees, of which 546 were female (75.73%) and 175 were male (24.27%). The average age of employees was 41 years.

According to the data on the qualification structure of employees in the Bank, 69.35% of employees (in numbers: 500) have a college or university degree, or a master's or doctorate degree (higher education), while 30.65% (in numbers: 221) of employees have a secondary education, higher vocational education, vocational education, or are unqualified workers (lower education).

The fluctuation rate is 8.06%.

During the past year, the number of new employees was 81, the number of employees who changed positions within the Bank was 123, and the number of employees who ended their employment was 58.

Activities within work process

Digital onboarding

During the past year, the onboarding process for new employees was fully digitalized, with all mandatory and professional training materials made available on the internal platform. Upon completion of the assigned learning period, employees take a test to assess their understanding of the content. In parallel with this form of training, new employees are provided with hands-on practice using a test version of the ABACUS system, and are only allowed to work directly with clients once they have mastered the required basics. This approach ensures a controlled working environment, reduces errors, facilitates a smoother and less stressful adaptation to the new workplace, and enables the successful acquisition of job requirements across all Bank locations and regions.

Enhancements to the selection platform – SELECT NOV@

During the previous year, the selection process was successfully digitalized, significantly reducing the time required for testing and result processing. Work is currently underway to expand the test battery and database through the introduction of four test sets, which will be administered to candidates depending on the positions for which they apply.

The test sets include:

- Set (basic aptitude and personality tests), which will be completed by candidates for lower sales positions (banker, banker advisor)
- Set (more extensive aptitude and personality tests), which will be completed by candidates for middle sales positions (SME, Corporate) or possibly for risk analysis
- Set (the most complex aptitude and personality tests), which will be completed by candidates for management positions
- Set (candidates who have previously passed the test, but due to potential reassignment, additional verification and retesting are required).

Wellbeing activities

The Segment for Human Resources Management implemented a Wellbeing project, structured in three phases:

- Education dedicated to physical health (office exercises)
- Workshops dedicated to mental health
- One-on-one counseling and psychological support

The psychological workshops addressed topics such as interpersonal relationships, teamwork, communication, assertive communication, (self)compassion, and care for oneself and others. The results are highly measurable and supported by objective facts, through quantitative indicators/KPIs, but also through qualitative indicators, subjective experience, and employee feedback.

The next steps include the promotion of the Stress Management Handbook and the organization of a workshop dedicated to this topic in both live and online formats, in order to ensure that all employees across the territory of Bosnia and Herzegovina successfully complete the training.

Engagement of internal trainers

During the previous period, the Bank recognized the importance of investing in internal knowledge bases, key individuals whose expertise, knowledge and competencies enable them to act as internal knowledge transfer agents, sharing their passion and enthusiasm with colleagues. A total of 16 internal trainers were identified and trained through several cycles of the Train the Trainer program, where they strengthened their knowledge and refined the competencies required to deliver training to other employees. All trained individuals will be given the opportunity to conduct training sessions within their respective areas of expertise and for relevant target groups. A more detailed elaboration, in terms of the period and venue, the number of trainings and the number of people who will be included in the training process, will be developed through the Training Plan for the current year.

Surveys and interviews with employees on the topic of satisfaction and motivation

A transparent organizational culture, stable corporate values and a secure working environment are key priorities and form the foundation for establishing an effective system of employee motivation and satisfaction. During the past year, the Segment for Human Resources Management conducted a check on the level of employee satisfaction, primarily in the area of human resources management and work, and then in other areas of importance (cooperation with the team, superiors, working conditions, opportunities for development, recognition for work, feedback, etc.), which created space and freedom for an honest and authentic attitude in subsequent assessments and analyses, but also through individual or team interviews. Such interviews, on the one hand, enabled the revision of the results obtained from the survey, and on the other hand, helped build trust in the work and activities of the Segment for Human Resources Management.

Mentoring program

The mentoring program involves collaboration between a mentor (an employee who transfers knowledge) and a mentee (an employee who acquires knowledge). The program lasts as long as the first Employment Contract (usually 3 months). The mentoring program includes several phases: the initial phase (initiation, introductions, setting common goals), the engagement and development phase (intensive learning, regular meetings, monitoring development and strengthening relationships), and the final phase (mutual evaluation and assessment of the program's success). The greatest advantage of the program is reflected in the encouragement and promotion of a culture of learning and development and the nurturing of an equal partnership in this relationship.

Improvements in administrative processes

Significant savings in time and resources were achieved within the administrative and technical functions of the Segment for Human Resources Management.

The procedure for hiring new employees has been accelerated by reducing the documentation required for employment, and also automated by entering the necessary parameters directly through the system, without the need for additional recording and scanning.

The entire hiring process can be completed within just a few working days, which is actually how long it takes for candidates to collect documents.

Conclusion

Over the past years, the Segment for Human Resources Management at Nova banka has significantly changed its role and position, gradually but surely moving from a support and operational role to that of a leading strategic partner to TOP management. On this path, the greatest contribution, but also the greatest responsibility, is borne by people.

Corporate social responsibility

Nova banka's corporate social responsibility does not begin and end with financial results; it is measured by the impact the Bank leaves on the community, and it represents a long-term commitment and a value framework through which relationships with clients, employees, partners and society as a whole are shaped. In 2025, Nova banka continued to demonstrate that financial stability and business growth gain their full meaning only when translated into a tangible contribution to the quality of people's lives and the development of local communities.

At a time marked by numerous challenges, ranging from social and healthcare issues to educational, economic and demographic pressures, Nova banka focused its activities on areas with long-term impact: healthcare, education, equality, sports, culture, family support, and community empowerment. The activities carried out during 2025 reflect continuity and strategic consistency, as well as a readiness to respond to the real needs of the communities in which the Bank operates. Corporate social responsibility is regarded as an integral part of the Bank's identity and corporate culture, evident in its support to institutions, associations and individuals, in the way it strengthens local initiatives, and in the care it provides to its employees and their families.

Strengthening local community ties through branch openings

The expansion of the Bank's branch network in 2025 was accompanied by a clear message: each new branch represents a new point of support for the local community. Nova banka consistently continued its practice of linking branch openings with donations and support to organizations that play a significant social role, thereby enhancing business development with a direct contribution to the community.

On 14 April 2025, the Tešanj Branch was opened, further strengthening the Bank's presence in one of the most dynamic municipalities in Bosnia and Herzegovina. The opening also had a strong social dimension: on that occasion, Nova banka donated 2,000 BAM to the Association of Blind and Visually Impaired Citizens of Tešanj. Through this support, the Bank conveyed a message that accessibility, development and growth also imply investment in equal opportunities, especially for members of the community whose needs are often overlooked.



On 10 June 2025, the Srebrenik Branch was opened, with the ceremony marked by a 2,000 BAM donation to the Association for Children with Special Needs “Spektar”. This support was directed toward those for whom systemic assistance, understanding and community support are of particular importance, further reinforcing the Bank’s practice of building each new presence in a city or municipality as a partnership rather than mere business expansion.

On 31 October 2025, the Kotor Varoš Branch was opened. The occasion was used to strengthen local initiatives through donations to the Women’s Association “Venera” Kotor Varoš and the Citizens’ Association “Burča” Kotor Varoš. Supporting associations that bring people together and contribute to social cohesion confirms the view that communities are not defined solely by institutions, but also by individuals who foster local energy, solidarity and mutual support.

On 12 November 2025, the Jajce Branch was opened at Kulina bana 1. The event was marked by donations to the Association of Pensioners of the Municipality of Jajce and the Association Kapljice rasta “Vodopad ljubavi” (Drops of Growth – “Waterfall of Love”). In this way, Nova banka connected its accessibility to clients with care for groups and organizations that contribute daily to improving the social fabric of the community, from supporting senior citizens to initiatives that promote humanity, solidarity and inclusion.

On 22 December 2025, Nova banka continued expanding its network with the opening of the Gračanica Branch, further reinforcing its strategic commitment to being accessible to both retail and corporate clients. The new branch, located at Sultana Mehmeda Fatihla II bb, in the immediate vicinity of the Clock Tower in the heart of Gračanica, also served as an opportunity to reaffirm the Bank’s commitment to corporate social responsibility. Donations were presented to the Women’s Association “Moja istina” (“My truth”) Gračanica, which is engaged in empowering women fighting breast cancer, as well as to the Public Institution kindergarten “Naša djeca” (“Our children”) Gračanica, an institution playing a key role in early childhood education and development. Through this gesture, the Bank made a tangible contribution to improving the quality of life in the local community, with a focus on family, children and social inclusion, confirming that business expansion also carries the responsibility to share growth with the environment in which it is achieved.

With each new branch opening, Nova banka has also created space for dialogue, cooperation and shared development, reaffirming that market presence is simultaneously a presence in the lives of local communities.

Health and humanity

Health and humanity remained one of the strongest pillars of Nova banka's corporate social responsibility activities in 2025. Investment in the healthcare system was recognized as an investment in citizens' safety and in the working conditions of medical professionals, while support for humanitarian initiatives was viewed as an expression of solidarity with the most vulnerable segments of society.

One of the most significant activities was the donation of a modern defibrillator to the General Hospital "Dr Mladen Stojanović" in Prijedor. This medical device enables timely intervention for patients suffering from cardiac arrest and heart rhythm disorders, significantly increasing survival rates in critical moments. By donating the defibrillator, Nova banka continued its long-standing support for healthcare institutions, reaffirming that investment in healthcare infrastructure is an investment in the safety and well-being of the entire community, and that a responsible financial institution recognizes the moments when it is most important to act swiftly, concretely and meaningfully.

A particularly strong example of humanitarian engagement in 2025 was the Bank's support for the Association of Parents of Children with Malignant Diseases "Iskra." Nova banka responded to the initiative of the American Chamber of Commerce in Bosnia and Herzegovina (AmCham BiH) and participated in fundraising activities aimed at supporting children suffering from malignant diseases. The donation was intended to support the operation of the parental house and provide children with the opportunity for a happier future they deserve. Within the "Iskra" Association, support is not viewed merely as financial assistance, but as a message that children, despite the challenges of treatment, have the right to remain children: to play, socialize, laugh and create memories not tied to hospital corridors. The collected funds were translated into days of rest and recreation and were used to organize a rehabilitation camp for children and their parents on Mount Zlatar, where clean air and altitude contribute to recovery and healing. This initiative particularly emphasized the importance of the strength of togetherness and solidarity within the business community, as such actions help build a society in which support becomes part of the culture rather than an exception.

As part of its corporate social responsibility activities, Nova banka also supported initiatives aimed at improving everyday conditions in schools, institutions and organizations operating within local communities. One such activity was support to the Humanitarian Women's Association "Duga," a non-profit and non-governmental organization active since 1992, through the donation of two desktop computers along with accompanying IT equipment. Such donations have a strong practical impact, enhancing the operational capacity of the organization, improving efficiency and enabling better organization of activities aimed at helping others.



In addition to the above, throughout the year Nova banka provided numerous individual forms of support to families, associations and organizations in need, thereby confirming that humanitarianism is not a one-time activity, but a lasting value and responsibility that accompanies the Bank's everyday presence in the community.

Education and financial literacy

Education and financial literacy remained areas in which Nova banka consistently builds long-term impact, with a focus on children and youth, the modernization of educational conditions, the development of digital competencies, and strengthening the link between knowledge and social progress.

On the occasion of World Savings Day, marked on 31 October, Nova banka organized educational activities for more than 500 primary school students across Bosnia and Herzegovina, with the aim of presenting the importance of saving and financial literacy in an engaging and accessible way. Workshops were held at branches in Banja Luka, Prijedor, Prnjavor, Mrkonjić Grad, Doboj, Istočno Sarajevo, Sarajevo, Tešanj, Tuzla, Foča, Višegrad, Zvornik, Bijeljina, Trebinje and Mostar. Through interactive discussions, games and practical examples, children learned that saving is not only about setting aside money, but also about developing habits of planning, critical thinking and responsible resource management, which are values that form the foundation of a more stable future.

In October 2025, Nova banka donated 15 computers, 15 monitors and accompanying equipment to the Secondary School Centre "Istočna Ilidža". The donation was aimed at improving learning conditions and developing students' digital skills, which is particularly important at a time when education increasingly depends on access to technology and modern teaching methods. Such donations help reduce the digital divide and strengthen schools' capacity to better prepare students for the labor market and contemporary social trends.

With the support of Nova banka, the Association for Children's Education "Mio Mondo" Banja Luka launched the project "Saving for the Future Through Play," designed to introduce children aged 6 to 12 to saving as a healthy life habit. The project innovatively combined learning and play: through engaging sports activities and team-based challenges, children developed motor skills, learned about cooperation, patience and planning, and gained their first lessons in responsible money management in a fun and interactive way. The project promotes values such as teamwork, responsibility and forward thinking, while a symbolic monthly allowance awarded to the winning team further motivated children to understand how small savings can lead to significant goals. By supporting this project, Nova banka reaffirmed its commitment to making financial literacy a practical skill acquired early through experience and positive engagement, rather than an abstract concept.

In 2025, Nova banka further strengthened its cooperation with the academic community. On the occasion of the 50th anniversary of the Faculty of Economics of the University of Banja Luka, the Bank received a certificate of appreciation for its contribution and support, recognizing its long-standing commitment to connecting education and the economy. Over the years, this cooperation has included support to students, strengthening of mentoring systems and improvement of working conditions, including contributions to the modernization of teaching through the equipping of IT classrooms. Such partnerships confirm that Nova banka views investment in education as the most valuable form of investment, one that strengthens expertise, economic resilience and social development in the long term.

As part of its support for education, Nova banka also implemented other targeted donations to schools. Nova banka financially supported the procurement of school supplies and equipment for the Primary School "Sveti Sava" in Lipac, in order to provide students with improved learning conditions, particularly for children from less advantaged backgrounds. The funds were used to procure school equipment such as wall maps, markers, colored pencils, pencils and drawing pads, thereby facilitating the start of schooling and contributing to a more supportive learning environment. Such initiatives demonstrate the Bank's sensitivity to the specific needs of local communities, where even relatively small contributions can have a visible and immediate impact on the quality of school life.

The Primary School "Desanka Maksimović" in Dragočaj was also among the institutions supported by Nova banka in 2025, through the procurement of inverter air-conditioning units to improve classroom conditions. The installation of these units ensured more stable classroom temperatures, providing students with better learning conditions, improved concentration and the opportunity to achieve higher-quality educational outcomes. These initiatives demonstrate that Nova banka approaches corporate social responsibility not as an abstract concept, but through addressing concrete needs within the community.

Employees, family and a culture of care

Nova banka's corporate social responsibility in 2025 also had a strong internal dimension: care for employees and their families. The Bank views these activities as an integral part of its corporate culture, recognizing that a stable institution builds trust not only within the wider community, but also within its own system, through a sense of belonging, support and togetherness.

On 29 August 2025, Nova banka continued its practice of supporting employees' families through an initiative dedicated to first-grade pupils. Parents of children starting school were granted a day off on the first day of the school year, allowing them to fully participate in and enjoy this important milestone. At the same time, a play session and workshop were organized for the children at the Bank's premises, while parents were invited to a gathering that provided an opportunity to exchange experiences, share parenting stories and collectively mark this significant moment in their children's lives. This initiative reflects the Bank's understanding that family milestones are key life events deserving institutional support, as loyalty and trust are built not only through professional achievements, but also through genuine care for people.

On 26 December 2025, Nova banka once again delighted its employees' children with New Year's gift packages. The holiday season is a time when the most meaningful memories are created through children's joy, and this initiative served as a small yet meaningful gesture that reinforces a culture of togetherness. Through children's smiles, the true values of the holidays, warmth, joy and a sense of belonging, were brought to life, highlighting that the institution values and respects the family lives of its employees. Such activities further strengthen connections among employees and enhance a shared sense of identity within the Bank.



Sport, healthy lifestyle and togetherness

Sport and the promotion of healthy habits were an important part of Nova banka's corporate social responsibility in 2025, with a clear focus: alongside sponsorship support for sporting events, the Bank actively encouraged employee participation in races and sports manifestations, building team spirit and a culture of healthy living from within, through example and active engagement, rather than branding alone.

Nova banka supported the "Health Run Brezik 2025," an outstanding sporting event held on 14 September in Donji Brezik, Brčko District, organized by the association "Biraj zdravlje" ("Choose health") and the local community of Donji Brezik. The event gathered more than 200 primary school children in youth races, as well as over 200 professional runners competing in the main 5,000 and 10,000-meter races, confirming its status as a high-quality athletic event connecting recreational runners, families and top athletes from Bosnia and Herzegovina, Croatia and Serbia. The importance of this event lies in promoting a healthy and active community, an innovative sporting spirit and cooperation among participants, values that Nova banka recognizes and supports. Supporting such events sends a clear message that investing in sport means investing in health, prevention and quality of life.

A particularly strong example of team spirit was the participation of employees in the Audi B2B Run Sarajevo 2025, a corporate race held on 26 September 2025. The 5 km course ran through central Sarajevo and Wilson's Promenade, creating an atmosphere that combined business energy with a sporting spirit. Employees of Nova banka proudly represented the Bank at this event, demonstrating teamwork, energy and perseverance, values equally important in sport and in everyday work. Participation in such events strengthens interpersonal connections, promotes a healthy lifestyle and reinforces the identity of an institution that values the balance between professional and personal development.

Nova banka also continued to promote active living through employee participation in the Banja Luka Half Marathon, where teams were formed and joint participation enabled, followed by informal gatherings that provided additional opportunities to strengthen team spirit. Through these activities, sport was not treated as a one-off event, but as a platform for fostering a long-term culture of health and togetherness.

Additionally, the Bank's team took part in the Banking Meetings in Međugorje, an event that has for two decades served as a platform for sports and team-building among financial sector professionals. Participation in multiple sports disciplines provided employees with experiences of friendship, mutual support and unity, values that are not measured solely by medals, but by the quality of relationships and the sense of belonging. Such events contribute to the promotion of team values and the development of a stronger internal culture, which is indirectly reflected in the way Nova banka builds relationships with the community.

Alongside organized employee participation, Nova banka continued to support sports clubs and projects. A notable example is the sponsorship of the First Arena Padel League in Mostar, which was rebranded as "Arena Padel League powered by Nova banka." The league gathers around 40 teams, with a growing number of participants, and runs throughout the year, ensuring continuous visibility for the Bank across various channels. Given the growing popularity of padel and the increasing interest in this sport in Bosnia and Herzegovina, this sponsorship further strengthens Nova banka's recognition within the sports community, while promoting a healthy lifestyle, team spirit and sports culture.

As part of its broader support for sport, Nova banka also provided targeted assistance to local sports clubs. Nova banka supported the Handball Club "Derventa" during its participation in the Premier League of Bosnia and Herzegovina, where a significant number of matches were broadcast on the national public service. Supporting such clubs contributes to strengthening local identity, promoting sporting spirit and encouraging healthy lifestyles, while also reinforcing the Bank's connection with the communities in which it operates.

During 2025, dozens of sports organizations were supported, including OKK Sloboda Tuzla, Tennis Club AS Bijeljina, Handball Club Višegrad – HED, Football Club Ljeskovac, Universal School of Sports Spartakus, Futsal Club Brčko zdravlje, Football Club Čelić, the Boxing Association of the Republic of Srpska for the organization of the international sporting event IBA Champions Night, Tennis Club Suvenir Čelinac, Tennis Club Mladost Banja Luka, Sports and Recreation Association Banjalučka lasta, Athletics Club Marathon Brčko, Handball Club Derventa, the Association of Pensioners of the Republic of Srpska for the organization of the 24th Pensioners' Chess Championship, Judo Club Mladost Kotor Varoš, Basketball Club Igokea Aleksandrovac, as well as the project "Recreation for All" organized by the Association for Tourism and Recreation Banja Luka, among many others.



Culture, economy and professional dialogue

During 2025, Nova banka continued to play an active role in economic and professional life, supporting events that foster dialogue on the economy, investments, sustainable development and modern trends. Through participation in fairs, conferences and professional gatherings, the Bank contributed to the exchange of knowledge and experience, while strengthening connections with businesses, entrepreneurs and institutions.

In March 2025, representatives of Nova banka attended the Energy Summit Trebinje – SET 2025, which gathered more than 700 participants from the country and the region under the slogan "Building the energy future of the Western Balkans together." Participation in this event represented an important contribution to discussions on energy transition, renewable energy sources and green investments, topics that are increasingly shaping the region's economic future and require a strong partnership approach from the financial sector.



Nova banka was also present at the International Conference on Crafts and Entrepreneurship in the Republic of Srpska, where challenges and opportunities for the development of small businesses were discussed. Such forums provide a platform for the voices of those who drive the economy through their knowledge, skills and work, while the Bank's role is to support them through financial solutions and modern tools that facilitate everyday business operations.

In September 2025, Nova banka participated as an exhibitor at the 19th International Fair of Economy Tešanj BiH 2025, held from 24 to 27 September, bringing together numerous exhibitors from Bosnia and Herzegovina, the region and the European Union. Participation in this fair had additional significance, as Tešanj is recognized for its strong entrepreneurial spirit and favorable business environment, and Nova banka opened a new branch in this municipality. The fair enabled direct interaction with citizens and the business community, the establishment of new contacts and the presentation of financial solutions tailored to the needs of small, medium and large enterprises.

In October 2025, Nova banka also participated as an exhibitor at the 100 EXPO – International Business Fair and Conference, held at Hotel Hills in Sarajevo on 21–22 October. The event was accompanied by a conference program focused on investments and sustainable development, as well as B2B networking among companies from across the region. Participation in such events confirms the Bank's commitment to being present where key discussions about the future take place – economic trends, new investments, sustainability and partnerships.

Nova banka also supported the 8th Festival of Domestic Products and Services UMEK, held in Banja Luka, which brought together a large number of exhibitors, entrepreneurs and visitors, combining the promotion of local production, B2B meetings and a public program. Support for domestic businesses and entrepreneurs forms part of a broader approach to corporate social responsibility, as strengthening the local economy directly contributes to a more stable society, higher employment and more resilient communities.

Culture also maintained an important place in Nova banka's socially responsible activities in 2025. Nova banka supported the 3rd Theatre Festival of the Republic of Srpska "Ljubica," held at the Cultural Centre Gradiška from 17 to 23 May. Through its repertoire and accompanying programs, such events enrich the cultural life of the community and nurture shared values, while the Bank's support contributes to preserving cultural identity and developing public space through art.

Nova banka's corporate social responsibility also included support for events that build city identities, strengthen tourism, promote togetherness and create a positive social atmosphere.

The Tourist Board of the City of Mostar organized the event "Advent in Mostar" and the New Year 2026 celebration, held at the plateau of the Old Gymnasium. This traditional event gathers a large number of citizens and visitors from the region, promotes tourism, culture and community spirit, and contributes to the positive image of Mostar. By supporting such events, Nova banka contributes to public space, local economic development and cultural exchange, further positioning itself as a partner in the development of local communities.



Awards and recognitions

The year 2025 was a year of strong confirmations, primarily those that show that a long-term development strategy yields measurable results, that responsible capital management builds stability, and that a system grounded in knowledge and discipline can be simultaneously efficient, profitable and reliable. The recognitions received by Nova banka during the year come from various circles, professional, business and international financial institutions, but convey a single message: this is a stable, sustainable and robust banking system.

A special place among this year's recognitions is held by the three Golden BAM awards, presented at the traditional event "Bankers' Evening" in Sarajevo, organized by the Association of Banks of Bosnia and Herzegovina and the magazine "Banke i Biznis" (Banks and Business). Nova banka was awarded in three key categories: CIR (cost-to-income ratio/operational efficiency), ROA (return on assets) and ROE (return on equity). Together, these three indicators provide a comprehensive picture of sound banking operations through rational cost management, productive use of assets and sustainable returns on capital.

The results behind these recognitions confirm the Bank's long-term strategic orientation. Operational efficiency, measured by the cost-to-income ratio (CIR), was reduced from 56.12% in 2020 to 34.8% in 2024, reflecting systematic process improvements and smart resource management. At the same time, ROA and ROE indicators confirm that the Bank not only operates steadily, but also generates strong and sustainable returns on both capital and assets. Winning awards in all three categories simultaneously demonstrates that Nova banka does not rely on isolated segments, but that its entire system operates in a coordinated and long-term sustainable manner.

Additional confirmation of the Bank's strategic role in the domestic economy was brought by the recognition of the Chamber of Commerce of the Republic of Srpska for the largest volume of loans granted to the economy in 2024. With total assets of 3.04 billion BAM and 1.28 billion BAM in loans granted to corporate clients, Nova banka directly contributed to the development of small, medium and large enterprises, reaffirming its role as a strong financial partner to the domestic economy. This recognition carries particular weight as it comes from the real sector, from the very community to which the Bank remains consistently committed.

At the international level, Nova banka further confirmed its high standards of professionalism in 2025 by receiving the prestigious STP Award, granted by Commerzbank AG Frankfurt, for outstanding accuracy in processing international transactions. This recognition places the Bank among institutions achieving the highest levels of precision, security and operational reliability in international payment transactions. In a time of rapid technological change and complex regulatory requirements, such recognition further strengthens Nova banka's reputation as a stable and trustworthy partner.

Taken together, these recognitions are not just a sum of awards, but a confirmation of strategic consistency. They testify to a balance between growth and stability, between investment and efficiency, and between domestic responsibility and international standards. Nova banka enters the coming period not only with recognitions, but also with a renewed commitment to continue developing a system based on knowledge, trust and long-term partnership with clients and the community.



Business operations of the Banking Group

Following the successful implementation of the restructuring plan through the sale of shares of Sberbank a.d. Banja Luka (now ATOS BANK a.d. Banja Luka) to Nova banka a.d. Banja Luka, as of May 2022, Nova banka, as the parent of the Banking Group, decided that both members would continue operating as two separate legal entities. This approach created a synergistic effect, whereby the use of technical, organizational and human resource capacities generates greater value for both banks. As a result, a banking group was established, becoming the largest domestic banking group.

The Banking Group offers a broad portfolio of traditional banking services (including various types of loans, documentary operations, deposits and savings products, payment transactions, money transfers and foreign exchange services), while also carrying out a significant number of primarily non-banking activities such as brokerage operations, custody services and factoring.

The Banking Group maintains liquidity, solvency, profitability and capital adequacy parameters significantly above the legally prescribed limits, placing stability and long-term sustainability ahead of other requirements.

Support for economic development, continuous improvement of the products and services offered by the Banking Group and their adaptation to client needs, as well as the ongoing introduction of innovations, are also recognized by the communities in which the banks operate. The Banking Group continues to work intensively on further improving digital applications in client operations. By integrating the card systems of both banks into a single system in the areas of ATM networks, POS terminals and card issuing, service accessibility has been enhanced for end clients, enabling free cash withdrawals at all ATMs within the Group, centralized personalization of cards ("plastic") at a single location, as well as card production within just a few minutes.

The Banking Group bases its future on realistic opportunities, relying on its own strengths and the professional expertise of its employees. On the one hand, the Banking Group motivates its employees by encouraging transparency and innovation in their work, while on the other it strives to be a strong and reliable domestic banking group equally attractive to investors, clients and employees.

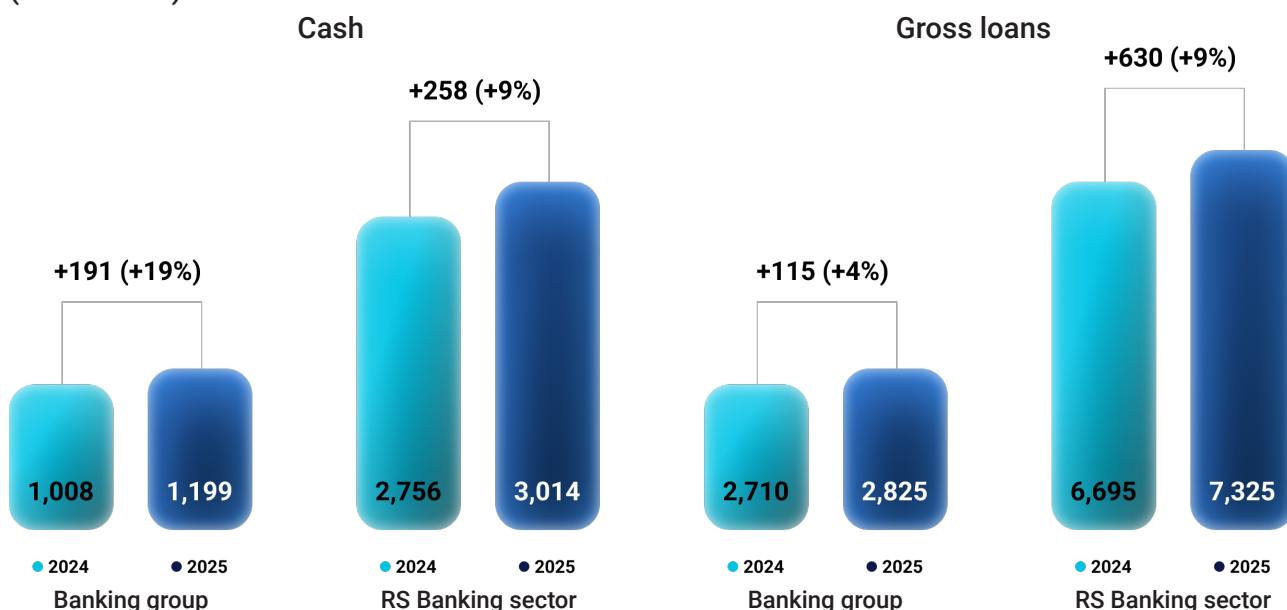
Maintaining stability, preserving high liquidity levels and strengthening the capital base remained the Group's strategic priorities throughout 2025.

As of 31 December 2025, the Banking Group recorded total assets of 4,771 million BAM, while cash and cash equivalents at the consolidated level amounted to 1,199 million BAM.

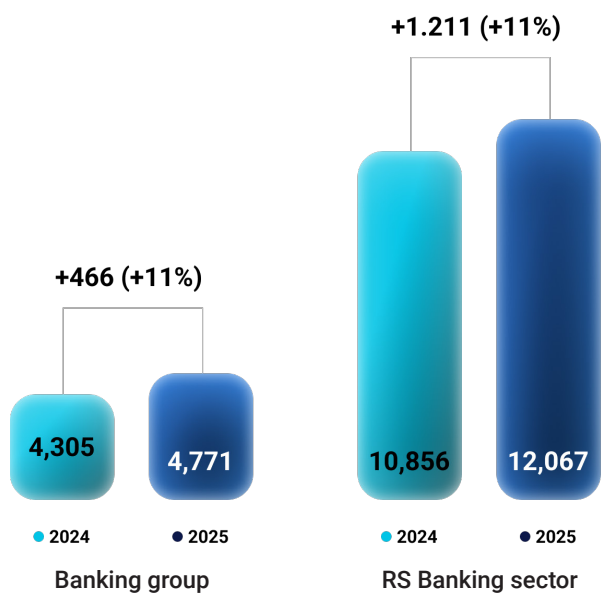
The Nova banka a.d. Banja Luka Banking Group operates in the territory of Bosnia and Herzegovina. Market share measured by total assets amounts to 39.54% in the Republic of Srpska and 13.63% in the Federation of Bosnia and Herzegovina, while at the level of Bosnia and Herzegovina it amounts to 10.13%. The Banking Group ranks fourth by total assets at the level of Bosnia and Herzegovina.

The combined market share of Nova banka a.d. Banja Luka and ATOS BANK a.d. Banja Luka, as the Banking Group, in key balance sheet positions in the Republic of Srpska market is approximately 40%. As of 31 December 2025, the Banking

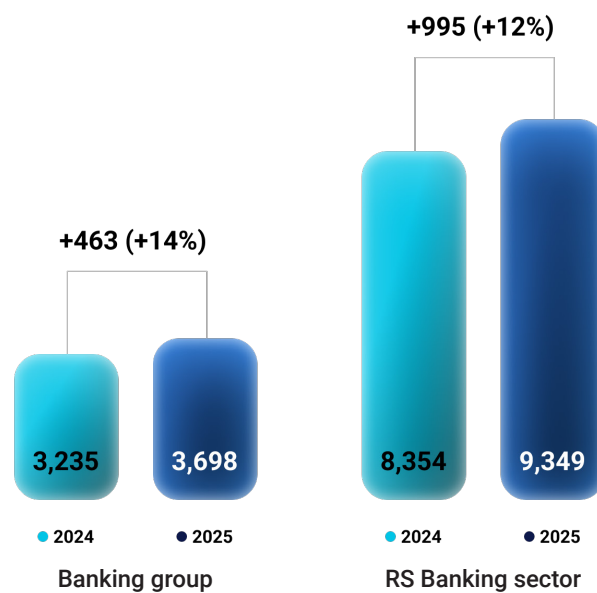
Comparative overview of balance sheet items of the Banking Group and the RS Banking sector (2024–2025)



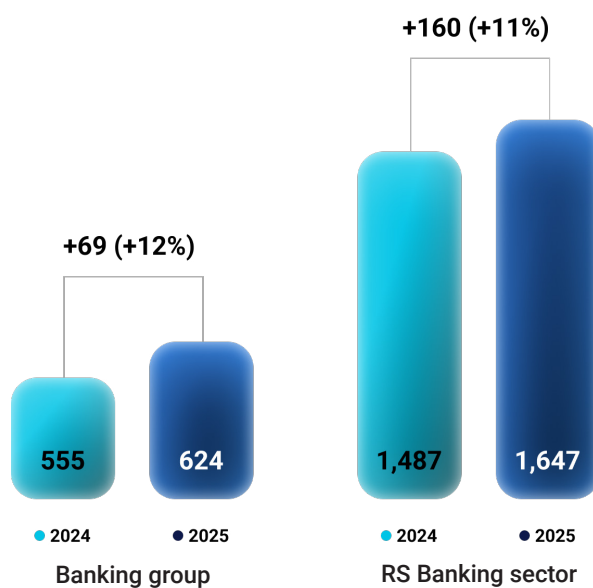
Assets



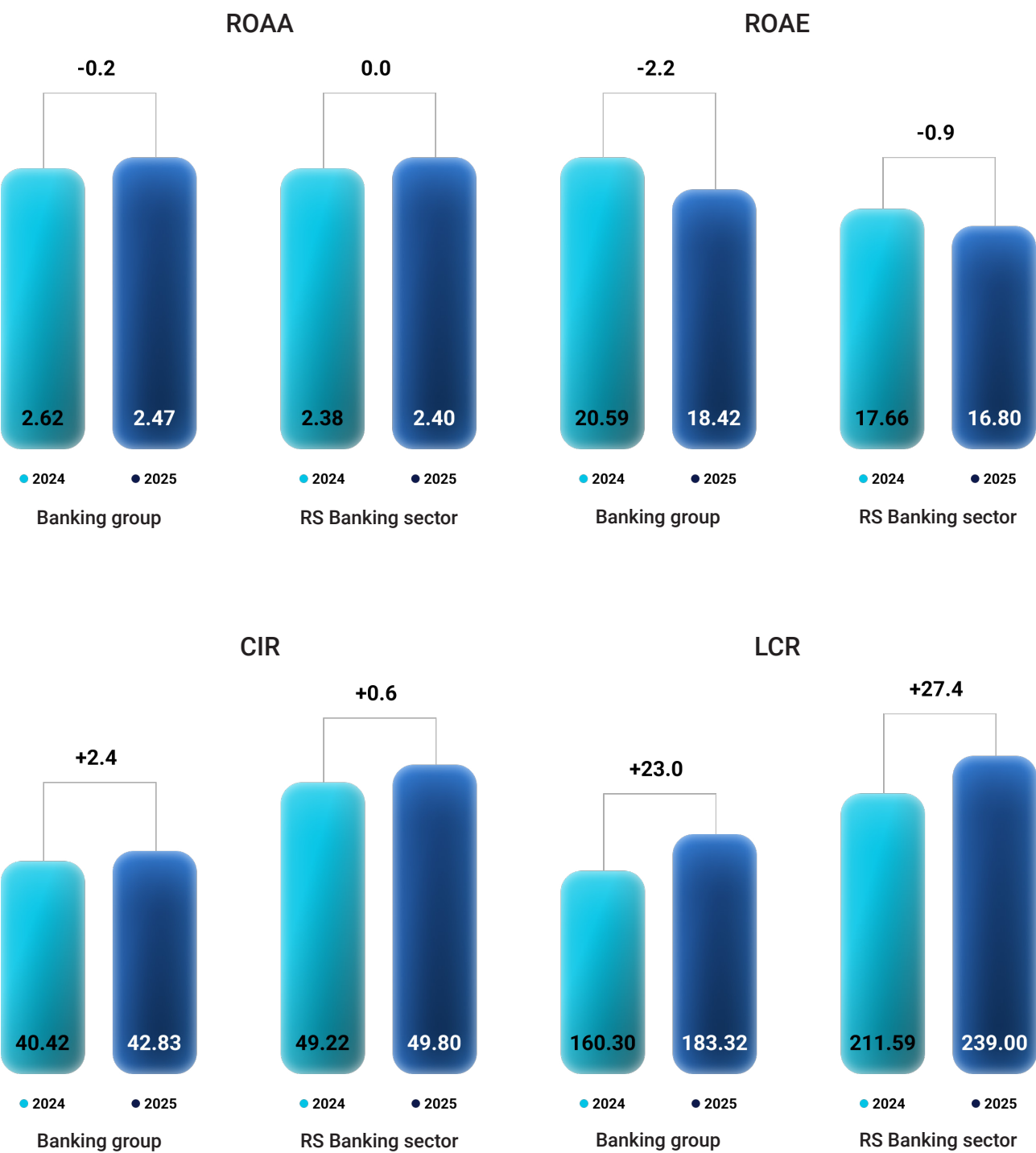
Deposits

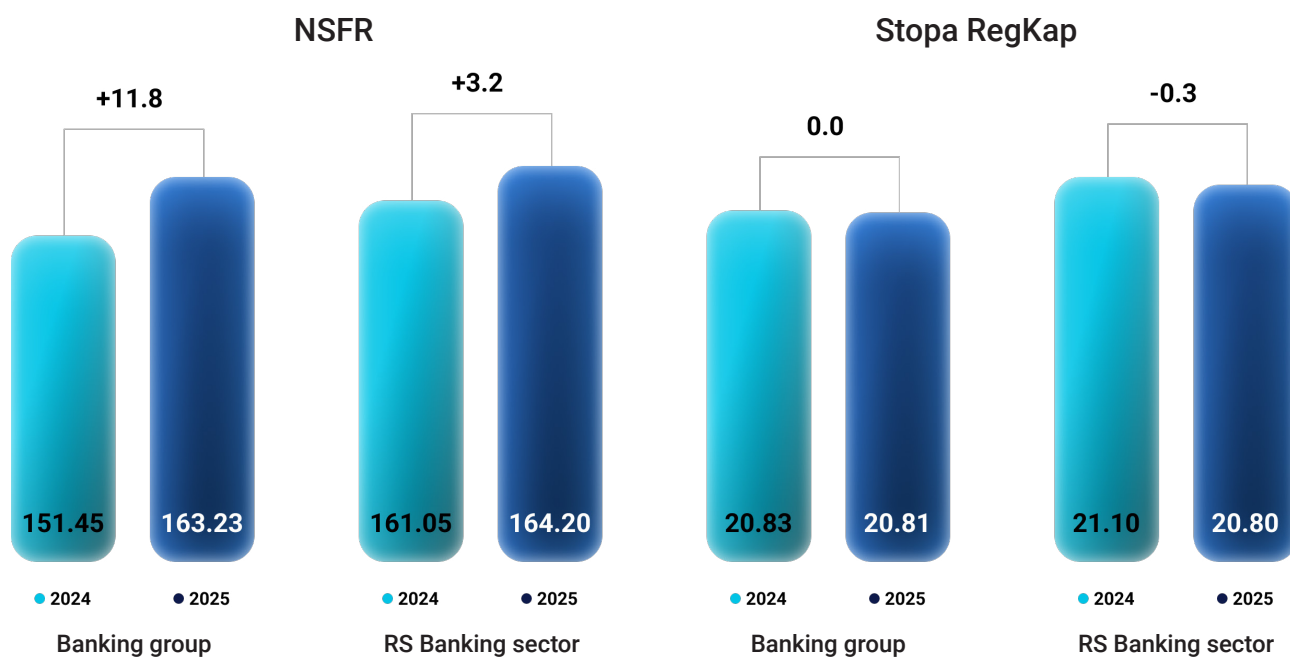


Equity



Comparative Overview of Key Performance Indicators of the Banking Group and the RS Banking Sector (2024 - 2025)





Financial statements

Individual financial statements for the year ended on 31 December 2025 and the Independent Auditor's Report

Download link: [Individual financial statements and independent auditor's report for 2025.pdf](#)