

Head Office Financing and Planning Division

> YEAR END DISCLOSURE DSK Bank Group

According to Regulation 575/2013 on prudential requirements for credit institutions and investment firms

# I. CAPITAL AND RISK MANAGEMENT AND CAPITAL REQUIREMENTS OF DSK

BA	NK G	ROUP	3
1.	Polic	y and rules for risk management	3
1	L.1.	Type of risks	4
1	L.2.	Structures for the management of the various risk types	5
1	L.3.	Bank Group Strategy and Risk Management Policy	6
	1.3.1	. Credit risk	7
	1.3.2	. Operational risk	11
1.3	.3.	Market risk and liquidity management	12
	1.3.4	. Concentration risk	12
	1.3.5	. Business risk	12
	1.3.6	. Strategic risk	12
	1.3.7	. Reputation risk	12
	1.3.8		
1	L.4.	Description of the operational risk control system	13
2.	Regu	latory Capital Requirements	
2	2.1.	Regulatory capital	15
2	2.2.	Capital ratios	
2	2.3.	Reconciliation between balance sheet items used to calculate own funds and regulatory own	۱
f	unds	16	
	2.4.	Capital instruments' main features	
	2.5.	Own funds disclosure template	
	2.6.	EU LI1 – Differences between accounting and regulatory scopes of consolidation and the maj	
		cial statement categories with regulatory risk categories	
_	2.7.	EU LI2 – Main sources of differences between regulatory exposure amounts and carrying value	
		I statements	
2	2.8.	Capital requirements	
	2.8.1		
	2.8.2		
	2.8.3		30
	2.8.4 Regu	. Detailed disclosure for exposure classes allocation according to criterion defined in lation 575	31
2			
3.		dity risk and Liquidity Coverage Ratio	
4.	Leve	rage	44
5.	Cour	tercyclical Capital Buffer (CCyB)	46
II.	INT	ERNAL CAPITAL ADEQUACY ASSESSMENT PROCESS (ICAAP)	48
1.	Inter	nal Strategy and Capital Plan	48
2.	Capit	al Management	49
3.	Struc	ture of the total capital resource of the Bank	49
4.	Addi	tional capital under ICAAP	51

III.	ASSET ENCUMBRANCE POLICY55
1.	Assets of DSK Bank Group
2.	Collaterals received
3.	Encumbered assets
1.	Remuneration Policy of the Bank Group57
2.	Total remuneration broken down by business activities of the Bank Group
	Aggregated quantitative information on remuneration of the persons referred to in Article 2, items 1, 2 4 of BNB Ordinance No. 4 of 2010 on the Requirements on the Remuneration in Banks
	endix 1: Areas and Countries list for geographical breakdown tables included as Other areas and er countries
Арр	endix 2: Index of templates61

DSK Bank EAD as the former State Savings Bank was incorporated on 2 March 1951 in Bulgaria as a centralised deposit accepting institution. In 1998 DSK has been transferred into a commercial bank through the Act on DSK transformation and is allowed to conduct all the transactions stated in art. 1. par.2 from the Banking Law. Later the Bank receives a full banking license to operate as a commercial bank (by order No. 220882 of 26 September 2002 issued by the Bulgarian National Bank).

On 26 January 1999 Sofia City Court registered the State Savings Bank as a solely owned joint stock company "DSK Bank", 100% owned by the state. In 2001 pursuant to a court decision the Bank has been transformed to a joint stock company with its capital divided between the Council of Ministers -75%, and the Bank Consolidation Company AD - 25%.

On 29 November 2002 following a decision of the Sofia City Court the Bank Consolidation Company acquired 100% of the share capital of DSK Bank EAD.

On 29 October 2003 following a decision of the Sofia City Court OTP Bank, incorporated in Hungary, acquired 100% of the share capital of DSK Bank EAD.

## I. Capital and Risk Management and Capital Requirements of DSK Bank Group

Current consolidated disclosure is published according to Part eight of Regulation 575/2013 on prudential requirements for credit institutions and investment firms (the Regulation). According to art. 434 of the Regulation an equivalent disclosure of non-disclosed here parts is made in the Financial Statements of the Bank published on official web page.

The Management board of DSK Bank allocates the capital amongst various banking activities by maintaining a balance between the higher returns that might be possible with greater gearing and the advantages and security afforded by a sound capital position. The Bank Asset and Liabilities Committee reviews the level and trend of credit, market and operational risks and their effects on capital levels on a regular basis. In cooperation with OTP Bank Hungary the Bank's risk profile is assessed in order to determine whether the Bank Group allocates sufficient capital against the various risks and to assess future capital requirement either for regulatory purposes or from the internal understanding for its risk profile coverage according to its strategy.

#### 1. Policy and rules for risk management

The Risk Strategy of the Bank Group is, by its nature, an instrument of the senior management that ensures the control, monitoring and mitigation of risks inherent in normal banking activities to guarantee their adequate management regarding the Group's goals.

The risk management is a process that investigates, analyzes and tracks the development of existing risks in order to avoid them or to reduce the negative effect of their eventual occurrence. Risk management aims to be proactive in order to minimize potential negative consequences.

The Group's control and risk management has the following main goals:

- Achievement of the strategic goals of the Bank Group in a way that ensures a reasonable balance between taken risks and realized earnings;
- The potential losses should be limited to an amount which the Bank Group is capable of bearing without endangering its long-term development. This goal is realized through reporting expected losses, applying impairments to cover the expected losses, and inclusion of the expected losses in product pricing so that the latter reflects the risks and guarantees lasting returns;
- DSK Bank Group and OTP banking group are developing processes for risk management which correspond to the applicable regulatory requirements and follow the good banking practices;

DSK Bank Group and OTP banking group follow a common and consistent risk management policy, which
corresponds to the level of development of the banking group and is consistent with its size.

To guarantee the achievement of the main goals of the Bank Group, systems and processes for risk identification, measurement, monitoring, and reporting have been developed. The existent risks are subject to ongoing control in order to ensure they are limited to expected and acceptable amounts.

Bank Group has stress test methodology for estimation and analyzes of Bank Group readiness to meet negative effect from significant adverse changes in risk components that can appear outside from expected in normal course of business. Stress Tests are performed under the significant risks of intrinsic activities of the Bank Group. Available stress test scenarios based on potential effect of factors which increase risk in case of possible future events instead of particular economic forecast grants the opportunity for comprehensive research of different adverse or even opposite feature of events under particular risk categories and entirely for the Bank Group. Scenarios are determined for every performed test from competent bodies responsible for performance of the test in dependency of market and economic circumstances under which Bank Group operates as of particular moment of time and ordinary three scenarios are executed: quick economic recovery, quick macroeconomic shock and long lasting crisis. Results from performed stress tests are presented to the management of the Bank Group. In case result from relevant analysis indicates deterioration of financial stability of the Bank Group as per methodology stands process of decision making for implementation of adequate measures.

## 1.1. Type of risks

The identified risks, which Bank Group considers as significant, can be divided into two main groups-direct and indirect. Direct are risks, which can be drawn directly from the structure of the activity of the Bank Group, its incomes and capital resources. Indirect are these which can negatively impact on one or great number of direct risk.

## Identified direct risks:

- Credit risk considering that loans are more than 60% of the Bank Group assets we can define credit risk as the main risk for the Bank Group and as risk which engages the most substantial part of its own funds for his coverage compared to all other risks
- Liquidity risk another substantial risk, which derives from the structure of the Bank Group balance mostly the part of the activity with customers (on one hand loans and on the other attracted funds)
- Interest rate risk the high share of loans and attracted funds in Bank Group balance as well as net interest income in net income from operating activity defines interest rate risk also with substantial part in the risk profile
- Currency risk- due to the lower share which assets and liabilities denominated in currencies different from BGN or EUR the currency risk is not sufficient and there is no capital set aside for Pillar I.
- Operational risk has significant share in the risk profile because it concerns every aspect of the Group's activity
- Risk of real estate prices changes as a 6% share of capital resource, which are out of the review scope of other types of risk.

#### Identified indirect risks

- Concentration risk can negatively impacts on each one of the direct risks and on their weight in the risk profile
  respectively. The risk of concentration in credit risk is the most substantial.
- Business risk analyzes the influence of the correlation between the direct risks closely related to the main Group's activity (credit, liquidity, interest rate, and market), the Group's ability to generate incomes, to maintain adequate liquidity and capital position. It also evaluates credit spread risk – up to what extent interest incomes form loan portfolio can offset risk costs and the impact on the Bank Group ability to generate profit.
- Strategic risk complex impacts on the direct risks, which are closely related to the main Bank Group activity (credit, liquidity, interest rate, and market).
- Reputational risk influences mainly the direct risks, as it may affect an individual risk or several risks.

## Definition of influence aspect on identified risks

- Credit risk the current or potential risk in income and capital, arising from the inability of a debtor to fulfill the requirements of his/her contract with the Bank Group or the inability to act in accordance with the negotiated terms and conditions. Credit risk also includes residual risk, credit risk associated with securitization and crossborder (transfer) risk.
- Liquidity risk the current or potential risk in income and capital, arising from the inability of the Bank Group to meet its obligations at maturity.
- Interest rate risk in banking portfolio the current or potential risk in income and capital, arising from unfavorable changes in the interest rate levels.
- Market risk the current or potential risk in income and capital, arising from unfavorable changes in foreign exchange rates or prices of bonds, shares and commodities in the trading portfolio.
- Operational risk risk of loss resulting from inadequate or failed internal processes, people and systems or from external events. This risk includes IT risk, legal risk, and human resources risk.
- Risk of real estate's price changes current or potential risk for capital –price changes of Bank Group property impact on available capital resource.
- Concentration risk refers to exposures, which can arise in a particular risk category or between different risks categories in the Bank Group and can cause on one hand big enough losses jeopardizing its financial position and/or the ability of the Bank Group to maintain its main activities. On the other hand it can lead to substantial change in the risk profile of the Bank Group. The concentration risk is examined in term of both balance and off-balance exposures, and exposures from different financial instruments. The concentration risk impacted strongly credit risk, which has the most substantial share in Bank Group risk profile.
- Business risk current or potential risk for the income, liquidity and the capital, which impacts all aspects of the whole Group's activity and includes combination of the influence of a few direct risks. The possible combination of influence of direct risks is chosen according to the current operating environment and the most probable potential tendencies. Most often this research is covered by stress testing process. Other secondary risks in the Group's activity are assessed within the business risk, for example risk of replacing customer base in retail banking.
- Strategic risk the current or potential risk in income and capital, arising from a change in the business environment, unfavorable managerial decisions, incorrect execution of decisions, and inflexible response to changes in the business environment. Strategic risk is the risk that under specific developments in the economic environment, the influence of different internal and external factors, or other risks, the Bank Group will not be able to achieve its strategic goals or will deviate significantly from them. The strategic risk is closely related to the operational risk; the main difference is the long-term character of the strategic risk and its relationship to the changes in the external environment. The strategic risk is managed through adequate adaption to the changes in the external environment through timely and flexible management decisions.
- Reputation risk the current or potential risk in income, liquidity and capital, arising from unfavorable change in the perceived image of the Bank Group and loss of trust by clients, counterparties, shareholders, investors, regulatory bodies, rating agencies, and employees. Reputation risk can be broadly defined as a risk arising from any Bank Group operation or the activities of the Bank Group employees which can harm the Bank Group image, reputation in the society, and long-term confidence of clients, employees, and shareholders. This could lead to a decrease in sales and market share, deterioration of relationships with counterparties and clients, and a consequent deterioration of financial indicators.

### **1.2.** Structures for the management of the various risk types

The structure of the management of the various risk types is determined in the Risk Assumption Regulation of DSK Bank PLC. The main part of the management of risks is concentrated in the Risk Management Division. This is an independent from the business units division lead by a Head, who is a member of the Management Board of DSK Bank and a chairmen of the Credits and Limits Council, the Monitoring Committee and the Centralized Committee

for Problem Loans. The mission of this division is to manage credit, operational, market, country and counterparty risks through well-built systems, processes and procedures.

The Functions of the Risk Management Division include:

- Work out and implement rules and systems for adequate credit, operational, market, country and counterparty risk identification and management;
- Work out, reconcile and submit for approval the limits towards financial institutions (counter-parties) and countries;
- Periodically review and suggest amendments to the rules, limits and methodologies concerning the operational, market, country and counterparty risk;
- Monitor the compliance with the limits for market, country and counterparty risk in accordance with the current regulations;
- Define credit risk policy by economic sectors, regions, clients, products, collateral, etc.;
- Regularly acquaint top management with the risk profile of individual businesses with a view to a duly and adequate formulation of the Group's credit risk strategy and policy (Corporate Clients, Retail, SME);
- Monitor (audit) of the credit risk management systems and the rules regulating the lending process in the Bank Group and their observance by all Bank Group units;
- Submit for approval, control and report to the Committee for classification and impairment the observance of branch and other limits, with the exception of client limits;
- Work out and implement systems and rules for credit risk management with a view to maximum return from business activities (including credit rating for corporate clients and credit scoring for individuals);
- Work out and apply the policy on risk exposures assessment;
- Act independently in the lending process following preliminary analysis; approve loans at their level of competence, including cases of renegotiation, and submit to CC and MB loans for approval or renegotiation, which exceed the level of competence of the division and its units;
- Functional management of the staff engaged in the Bank's lending process and directly of all branch networks heads;
- Manage the process of collection of problem receivables from corporate clients, SME and individuals;
- Work out and define Operational risk policy to minimize the losses from operational events in the Bank Group;
- Managing and supporting the process of measuring and reporting operational risk for management and supervisory purposes.

The management of the various risk types is supported also by some collective decision taking bodies. These are:

- Credits and Limits Council
- Committee for classification and impairment
- Assets and Liabilities Committee
- Workout Committee
- Sub commission of DSK Bank's Workout Committee

The participants in these bodies and their functions are detailed in the Governance Rules of DSK Bank PLC.

## 1.3. Bank Group Strategy and Risk Management Policy

The strategy of DSK Bank Group and OTP Group regarding the control and management of risk has the following main goals:

- Achievement of the strategic goals of the Group in a way which ensures the balance between risks and realized earnings;
- The potential losses should be limited to an amount which the Bank Group is capable of bearing without endangering its long-term development. This goal is realized through considering of expected losses related to events which have occured, allocation of impairments to cover the expected losses, and considering expected

losses in product pricing so that the latter reflects the risks and guarantees lasting returns. Correspondingly, the capital of the Bank Group has to be sufficient to provide protection against unexpected losses and at the same time generate the planned return on capital;

- DSK Bank Group and OTP Group have developed processes for risk management which correspond to the applicable regulatory requirements and follow the best banking practices;
- DSK Bank Group and OTP Group follow a common and consistent risk management policy, which corresponds to the level of development of the Bank Group and is consistent with its size.
- To guarantee the achievement of the main goals of the Bank Group, systems and processes for risk identification, measurement, monitoring, and reporting have been developed. The existent risks are subject to ongoing control in order to ensure they are limited to expected and acceptable amounts.

#### 1.3.1. Credit risk

The credit risk policy of DSK Bank Group is aiming at developing of a diversified portfolio with a stable profitability. The constant monitoring of the portfolio and related risks create the basis on which processes are built aiming to ensure an environment, where the undertaken risk is constantly subject of a preventive and reactive control.



Having in mind the business model of DSK Bank Group being mainly retail the management of the risk is done on a portfolio basis, which is supported through rules, regulations and procedures as well as by appropriate limits subject to a review and approval on an annual basis within the framework of the Credit policy document for the respective year.

With the aim to establish a well-diversified portfolio of business clients, which additionally strengthens the retail position of the bank, through the comprehensive servicing of the business clients and their employees, non-standardized exposures (due to the size of the exposure, the client's business or the structure of the deal) the decision has to be taken on a case-by-case basis for each client/ client group, whereby the delegated authorities in accordance with the Governance rules of DSK Bank EAD apply. The monitoring and the administration of these credits is set in an appropriate manner in the Credit Control and Administration of Business Clients Regulation and the Credit Monitoring of Business Clients of DSK Bank.

The Risk Management Division consists of the following units engaged in the management of risks:

- Credit Risk Policy and Portfolio Management Directorate with the following functions:
  - Develops and applies the credit policy (loan portfolio, client limits, sector limits, collaterals, product limits);
  - > Provides regulatory and internal reporting in relation to credit risk;
  - > Develops adequate risk assessment methodologies;
  - Realises the monitoring of loan portfolio quality (by products, regions, sectors, etc.);
  - > Develops and applies statistical and/or expert risk assessment models;

- Participates in the development, implementation and maintenance of the technical mechanisms facilitating the decision-making process in cases of credit risk undertaking;
- > Designs and maintains the scoring system for the assessment of retail clients;
- > Designs and maintains the rating system for the assessment of corporate clients;
- Realises the monitoring of loan portfolio quality (by products, regions, sectors, portfolio age, etc.) and develops the system of early warning signals of credit risks;
- > Assists in the provision of regulatory and internal reporting in relation to credit risk;
- Provides timely and high-quality support to the business when developing new products;
- Provides timely communication with OTP Bank in relation to product approval;
- > Provides high-quality periodical review of the products;
- Provides timely reviews and updates to the regulations prepared by the Credit Risk Policy and Portfolio Management Department;
- Coordinates the proposals related to amendments to the internal regulatory framework relevant to the credit risk;
- > Provides methodological support to the business units.
- Corporate Credit Approval Directorate with the following functions:
  - To provide methodological assistance as regards company loans to the managers engaged with customer relations and to the credit analysts;
  - Independent assessment of the credit risk regarding the proposed credits of business clients and approves/ proposes for approval the ones with acceptable risk level;
  - > The employee and links of the Directorate take decisions on credits according to the provided powers;
  - > Prepares the meetings of the Credits and Limits Council, by submitting also own proposals;
  - Responsible for the movement of the loan files and administrates the approval process of credits to business clients within their own or higher level of competence;
  - > Verifies credits to standard SME clients.
- Problem Loans Directorate with the following functions:
  - > Prepares internal regulations and provides methodology for problem loans management;
  - > Organizes the collection process of loans to business clients and individuals;
  - Controls the activity of management of overdue and problem loans;
  - > Provides training of employee, engaged in the process of management of overdue and problem loans;
  - Prepares proposals for creation and/or change in motivation scheme of Problem loans inspectors, Senior problem loans inspectors, Inspector problem loans to business clients and employee from Management of legal loans to business clients Department;
  - Provides consent for hiring Problem loans inspectors and senior problem loans inspectors in regional centers;
  - Analyzes the current process of collection of problem loans to individuals and business clients and proposes measures for improvement;
  - > Manages on a centralized level collection of larger non regular loans to business clients;
  - Prepares and/or provides consent for proposals to the respective approval body for restructuring, voluntary sale of real estate collateral of problem loans, cession and write off of problem receivables;
  - Prepares proposals for assignment for management of problem loans to external companies and OTP Factoring Bulgaria being responsible for the administration process;
  - Prepares proposals for cession of receivables including packages of such to external companies and OTP Factoring Bulgaria;
  - Prepares answers of requests and complaints of individuals and business clients according to Rules for work concerning complaints, proposals and/or inquiries of clients of DSK Bank;
  - Administrates the list with temporary ban, according to Rules for risk undertaking of DSK Bank;
  - Provides supply of information for the management of overdue and problem loans preparing business tasks for implementation and/or optimization of electronic systems of the Bank.

- Market and Counterparty Risk Management Section with the following functions:
  - Prepare and coordinate with OTP Bank a proposals to the Credits and Limits Council and to the Management Board regarding the approval of limits towards financial institutions (counterparties) and countries within the competence of CLC and MB according to Table 3, Section IV – Decision structure of the Governance Rules of DSK Bank;
  - Work out and implement rules, procedures and instructions for measurement and management of the market (currency and interesrt risk in the Trading portfolio) risk country and counterparty risk of the Bank in compliance with the adopted standards of the OTP Group;
  - Prepare a periodic reports to the Assets and Liabilities Committee on the Bank's exposure to market types of risk and the violation of the established limits;
  - Periodically review the rules, limits and methodologies concerning the market, country and counterparty risk and suggest amendments thereto;
  - Participate jointly with the Assets and Liabilities Management Department in the preparation of the Internal Capital Adequacy Assessment Process of DSK Bank with regard to the market risk, as well as of the stress tests related to this process.
- Credit Monitoring Department with the following functions:
  - > Develop and apply Group's policy in Credit monitoring of business client area;
  - Create and support Bank rules which treat activities and procedures for the reduction of losses related with credit monitoring events;
  - Accomplish centralized monitoring activities for the credits of business clients and business clients credit portfolio by regions purposely to minimize the credit risk;
  - > Increase the quality of the data in to the IT system of the Bank;
  - Provide the necessary information for the all aspects of credit monitoring of business clients management to the Management Board.
- Control and Administration of Credit Deals to Business Clients Department with the following functions:
  - Execute independent centralized credit control and centralized credit administration of business clients in order to minimize the credit and operational risk;
  - > Develop and apply the Bank's policy in respect to Credit control and administration of the business clients;
  - Create and support the internal bank regulations which treat the activities of credit control and credit administration to business clients;
  - Make suggestions for reducing the client's, the product's and the portfolio credit bank risk on the grounds of findings on the loans of business clients;
  - > Execute an effective control for collection of the initially due fees for Credit Deals to Business Clients.
- Real Estate Department with the following functions:
  - > Assists property owners in voluntary sales of problem loan collaterals;
  - Carries out all legal actions against physical person's problem mortgage loans, managed by OTP Faktoring Bulgaria PLC;
  - Manages and supports marketing of real estate properties, problem loan collaterals;
  - Prepares and submits proposals to the Bank's competent bodies for the acquisition through public auctions (as per the regulations of the Civil Code and the Commercial Law) of real estate properties, problem loan collaterals;
  - Manages problem loan collaterals acquired by the Bank; prepares, manages and carries out their sale;
  - Fulfils other functions assigned to it by internal regulations or the competent persons/bodies of the Bank.

#### Credit risk assumption appetite

The definition of credit risk appetite is intended to support the achievement of growth objectives in such a way that prevents the accumulated portfolio from jeopardising capital even across cycles. Accordingly, credit risk appetite is a framework that encompasses all risk management tools, methods and processes that ensure – provided that the business plans are implemented as scheduled – that the risks associated with the accumulated portfolio do not jeopardise the strategic goals.

#### Risk appetite at the strategic level

Strategic-level credit risk appetite reflects shareholder and management objectives regarding the utilisation of the capacities available, as well as the basic attitude to credit risk, on the basis of which DSK Bank Group:

- strives to preserve and reinforce its market position and satisfy demand in dynamically growing segments while pursuing a prudent credit policy;
- carries out its activities in full compliance with legal regulations and supervisory requirements;
- pursues a positively conservative risk assumption practice;
- ensures risk-aware operations by consciously assuming risks instead of avoiding them and by building up and maintaining portfolios that generate stable profits, besides the appropriate identification, assessment and management of risks;
- does not undertake any reputation risk during its activity;
- holds a sufficient level of regulatory capital to maintain its solvency at all times.

### Risk appetite at the operative level (Credit Policy)

By defining operative-level credit risk appetite DSK Bank Group:

- ensures the incorporation of strategic directions and expectations into day-to-day risk management activity;
- considers profitability aspects by analysing the income-generation potential of individual customer segments and product groups in the context of specific risk factors;
- assesses the risk indicators that can best ensure the fulfilment of growth objectives in the context of a prudent, conservative risk assumption practice. Such indicators include:
  - expected PD as an indicator ensuring the identification of the customer base that is desirable / eligible subject to certain conditions / to be avoided;
  - product / segment-level risk indicators indicating the quality of the portfolio: cost of risk, NPL portfolio, vintage indicators;
  - > LGD indicators in relation to the definition and back-testing of collateralisation requirements.

Determining and adhering to the tolerance levels and the desirable values of the indicators listed above may ensure the formation of a desirable risk profile. The annual Credit policy – as the manifestation of the operative-level credit risk appetite – summarises the behaviour required for the desirable loan portfolio, defining:

- the limits and target numbers reflecting the willingness to take risks;
- the level, proportion and concentration of the assumed risks comprising the portfolio and the expectations about the quality of the portfolio;
- preferences and business orientation, potential tightening or exclusions regarding the customer base, the sectors, collateral, products and product types and the maturity structure.

In order to monitor the credit risk appetite defined at the operative level, DSK Bank Group operates a control system that covers:

- policy framework;
- the risk parameters of products;
- the reporting system, and
- additional, secondary controls (e.g. ex post audits of the compliance of specific transactions within the local competence level).

At the operative level the necessary tools for the monitoring of the assumed risk in the context of the pre-defined risk appetite are ensured through a comprehensive system of regulations, product parameters, IT systems supporting the compliance with the regulations and the product parameters and the Credit policy limits. The frame and the limits at the operative level are detailed in the Credit policy and the applicable regulations. These documents are available to all concerned staff in the Bank's intranet. The compliance with the limits and the monitoring of the overrides are regularly communicated to the business units. Taking the necessary measures, whenever needed for ensuring compliance, is a common task of the risk management function and the respective business unit. In the Credit policy of the bank are presented the applicable credit limits for each month of the year and the document is annually approved by the Management Board of the bank and consented by OTP Bank. The compliance with the retail credit limits are reported to the parent bank on a monthly basis and discussed quarterly by the risk function and the respective business unit. A detailed report for the performance of each main product in each month of the past year is presented to the Management Board upon the review of the proposal for next year's Credit policy. This is the basis for estimation the efficiency of the strategy of the risk management at operative level.

The compliance with the sector limits is reported monthly to the Workout committee.

#### Lending guidelines

The objective of DSK Bank Group is to develop a diversified portfolio, the performance of which does not excessively depend on the changes in the position of any particular sector, geographical region or debtor group. It is a basic requirement regarding the enforcement of the lending criteria that:

- the primary repayment sources of lending should be the cash flows generated from the enterprise's activity or, in the case of private individuals, long-term, regular income;
- when developing the conditions of new products and upon the review of existing schemes, risk parameters should comply with group standards, reflecting country-specific differences;
- identical risks within the Group should be managed along the lines of the same principles, aligned with the degree and nature of the risk exposure.

The definitions of "delinquent", "impaired" and "forborne" applied in the regulatory reporting, are fully compliant with the EBA definitions. Respectively exposures overdue more than 90 days are considered default (as determined in the Risk Assumption Regulation) and have to be impaired in compliance with the Impairment Policy of the DSK Group as per the IFRS requirements. The policy details also the application of individually and collectively assessed impairment.

#### 1.3.2. Operational risk

A primary ambition of the Bank is to minimize the risks which result from the systems and processes, from human error, and from the influence of external events.

## 1.3.3. Market risk and liquidity management

The main goal of market risk management is to protect from potential losses due to changes in foreign exchange rates, prices of investments, and interest rates. The market risk and the liquidity risk are managed in accordance with the limits agreed with the sole owner, OTP Bank, and through continuous monitoring and control over the data completeness and quality.

#### **1.3.4.** Concentration risk

The main goal of concentration risk management is not to allow concentration of the exposures in the frame of one risk category or between different risk categories in the Bank. The management is based on the assessment of the extent of exposure to this type of risk in combination with the assessment of the Bank Group regarding the extent and quality of this risk management through rules and procedures for preventive management of risk taking and monitoring, management and control on the undertaken risk.

### 1.3.5. Business risk

The main goal of business risk management is the identification of the factors which have a direct impact on the income, liquidity and capital or complex influence on the overall bank activity and the extent of their influence on Bank Group stability and its ability to generate income, which can offset their negative impact. Most often this management is covered during the planning process, forecasting and stress-testing of the entire Balance Sheet and Income statement of the Bank Group.

#### 1.3.6. Strategic risk

The main goal of strategic risk management is to prevent the possibility of different internal and external factors for the Bank Group, or other risks, such that the Bank Group will not be able to achieve its strategic goals or will deviate significantly from its strategic directive. The strategic risk is managed through adequate adaption to the changes in the external environment through timely and flexible management decisions.

#### 1.3.7. Reputation risk

The main goal of reputation risk management is not to allow unfavorable perceived image of the Bank Group, loss of trust by clients, counterparties, shareholders, investors, regulatory bodies, rating agencies and employees as a result of Bank Group activity or the activities of the Bank Group employees.

#### 1.3.8. Country risk

The country risk is managed via a common methodology which includes determination of rating of each individual country and subsequent limitation of the country exposures in accordance with the rating.

## **1.4.** Description of the operational risk control system

Operational risk management control is performed through identification, analysis, monitoring and limitation of the operational risk in DSK Bank Group and its subsidiaries.

DSK Bank Group has adopted the following categorization of risk events:

Event-Type Category	Definition			
Internal fraud	Losses due to acts of a type intended to defraud, misappropriate property or circumvent regulations, the law or company policy, excluding diversity/discrimination events, which involves at least one internal party			
External fraud	Losses due to acts of a type intended to defraud, misappropriate property or circumvent the law, by a third party			
Employment Practices and Workplace Safety	Losses arising from acts inconsistent with employment, health or safety laws or agreements, from payment of personal injury claims, or from diversity/discrimination events			
Clients, Products & Business Practices	Losses arising from an unintentional or negligent failure to meet a professional obligation to specific clients (including fiduciary and suitability requirements), or from the nature or design of a product			
Damage to Physical Assets	Losses arising from loss or damage to physical assets from natural disaster or other events			
Business disruption and system failures	Losses arising from disruption of business or system failures			
Execution, Delivery & Process Management	Losses from failed transaction processing or process management, from relations with trade counterparties and vendors			

The Bank Group uses the following methods for managing operational risk, arising from DSK Bank and its subsidiaries joint activities:

- By collecting data about actual losses from operational events in the units of the Bank Group and its subsidiaries;
- Risk Control and Self-Assessment identification and assessment of the potential weaknesses in the Bank
  process and identifying additional measures to limit the residual operational risk;
- Scenario analysis an assessment of the potential effects on the financial position of the Bank Group and its
  ongoing processes in the event of a change in the risk factors associated with the occurrence of a plausible event
  with catastrophic consequences;
- Key Risk Indicators (KRI) A tool of measuring the current level of operational risk in banking processes; allow early identification of potential risk that could negatively affect the Group's or its subsidiary's business;
- By analyzing events that occurred with other participants in the banking market and which, in certain circumstances, could affect the Bank Group.

The hierarchy reporting of occurred operational events is based on the "bottom-up" approach. Responsibility for identifying and managing risk lies with the so-called Risk responsible employees as well as senior management. For this purpose, Internal Rules for Operational Risk Management have been developed, an independent unit for risk measurement, monitoring and reporting has been established, as well as an Operational Risk Management Committee. Collected loss data is reported to the Committee, the management of the Bank and the OTP Bank through the Centralised registry for registering an occurred operational risk events of OTP Bank Group.

According to the methodology for performing operational risk stress tests, the definition of the parameters involved in the stress test for the operational risk is based on the following elements: the amount of actual operational losses;

the result of the risk self-assessment process conducted annually with the Risk responsible employees; Scenario analysis that help assessment the potential risk occurrence of rare events with extremely adverse consequences; data on events that affected other participants in the Banking Market and which could arise in certain circumstances in the work of the Bank Group. Stress tests are conducted to assess and analyze the readiness of the Bank Group to address the negative impact of material adverse changes in risk components that exceed their usual level in the course of normal business planning.

Bank Group has concluded several insurance policies that cover losses arising from operational risk (e.g. material damage) and they are detailed in the insurance policy. The review of the adequacy of the insurance is done annually.

The reliable management of the outsourcing process in order to ensure efficiency and effectiveness in the implementation of significant processes for the Bank Group is ensured through a detailed Outsourcing Policy. The policy is part of the Group's overall operational risk management system.

Operational risk is subject to periodic review by DSK Bank's Internal Control and Audit Directorate, which performs a regular annually inspections in accordance with the annual audit plan. Additionally, in order to ensure a regular and systematic review of the operational risk management strategies, a review of the Operational Risk Management Rules and activities, related to Operations Risk Management is performed once a year. The current trends in the development of risk regarding major Bank activities are analyzed and measures are proposed for its deletion or limitation.

#### 2. Regulatory Capital Requirements

As of 31.12.2018 the Bank Group has to maintain the minimum amount of or above the sum total of the capital requirements for:

- > Capital requirements for:
- credit and dilution risk in the banking book;
- position risk in the trading book;
- counterparty and settlement risk from the entire activity;
- exchange rate and commodity risk from the entire activity and
- operational risk from the entire activity.
  - > Capital Buffers, required from Bulgarian National Bank according to the Regulation:
- Capital conservation buffer 2,5 % of total risk exposure;
- Systemic risk buffer 3 % of total risk exposure;
- Institution specific Countercyclical capital buffer 0 %;
- Other Systematically Important institution buffer 0.25 % of total risk weighted exposure.
  - Additional own funds requirements related to Pillar II adjustments, determined jointly by the Bulgarian National Bank and the Hungarian National Bank – 1.38 % of total risk exposure

## 2.1. Regulatory capital

Total own funds are the sum of common equity tier 1 capital, additional tier 1 capital and tier 2 capital, reduced by specific deductions according to provisions of Regulation 575/2013.

The scope of Regulatory consolidation of DSK Bank Group is as follow:

#### EU LI3 – Outline of the differences in the scopes of consolidation (entity by entity)

Name of the entity	Method of accounting consolidation	Full consolidation	Description of the entity
DSK Tours EOOD	Full consolidation	Х	Travel agency services
DSK Mobile EAD	Full consolidation	Х	IT services
DSK Trans Security EAD	Full consolidation	Х	Security and money transportation services
DSK Rodina Pension Company AD	Full consolidation	Х	Retirement insurance activities
DSK Asset Management EAD	Full consolidation	Х	Fund management
OTP Factoring Bulgaria EAD	Full consolidation	Х	Factoring entity
Project Company Complex Banya EOOD	Full consolidation	Х	Real estate vendor
DSK Leasing AD	Full consolidation	Х	Leasing activities
DSK Auto Leasing EOOD	Full consolidation	Х	Leasing activities
DSK Leasing Insurance Broker EOOD	Full consolidation	Х	Insurance broker
DSK Operative Leasing	Full consolidation	Х	Leasing activities
Cash Services Company AD	Method of the Own Capital		Cash Services Company
DSK Dom EAD	Full consolidation	Х	Credit intermediation

## 2.2. Capital ratios

## Total own funds and capital ratios

	In tho	usands of BGN	
	31.12.2018	31.12.2017	
Tier 1 capital	1 155 784	1 138 900	
Common equity Tier 1 capital	1 155 784	1 138 900	
Additional Tier 1 capital (AT1)	-	-	
Tier 2 capital	-	-	
Own funds	1 155 784	1 138 900	
Surplus of total capital	580 948	606 837	
CET1 capital ratio (%)	16,09%	17,12%	
Capital adequacy ratio (%)	16,09%	17,12%	

The Bank Group calculates the total capital adequacy (the 'Basel ratio") as a ratio between total own funds for solvency purposes and the total of the risk-weighted assets for credit, market and operational risks. The total capital adequacy, according to the regulatory framework, ratio should be higher than 13.75 % and the adequacy of Tier 1 capital should be higher than 11.75 % with capital buffers included.

### 2.3. Reconciliation between balance sheet items used to calculate own funds and regulatory own funds

		In thousands of BGN
Balance sheet items included in regulatory capital estimation	Amount in Financial Statement	Amount for regulatory purposes
Assets		
Available for sale investments	181 137	(59 471)
Of which - holdings of the T2 instruments of financial sector entities where the institution does not have a significant investment in those entitles - amount above 10% threshold	7 771	(2 551)
Of which - holdings of the T2 instruments of financial sector entities where the institution does not have a significant investment	172.266	(56.020)
in those entitles - amount above 10% threshold	173 366	(56 920)
Intangible assets	50 861	(50 861)
Capital and Reserves		
Ordinary Shares	1 327 482	153 984
Retained earnings	284 988	-
General and other reserve	1 002 125	982 208
Other comprehensive income	131 327	131 327
of which - reserves from investments in securities	20 603	20 603
of which - negative resesrves from defined benefit liability	(3 284)	(3 284)
of which - positive fair value of tangible assets	114 008	114 008
Minority interest	38 140	-
CET1 additional capital deductions ( for specific credit risk)	-	(1 403)
Total own funds	2 784 062	1 155 784

At the end of 2018, in connection with the acquisition of Societe Generale Expressbank AD, the Bulgarian subsidiary of Societe Generale Group and the companies owned by its local subsidiaries in Bulgaria, the Bank increases its capital by BGN 1 173 498 thousand, which is reflected in the Group's financial statements. This increase is not included in the regulatory capital until the issuance of permission by the BNB under Art. 26 (3), para. (1) in conjunction with paragraph 1 (a) of Regulation (EU) No 575/2013 to include the equity instrument issued by the Bank in Common Equity Tier 1 capital. The resolution of the BNB Board is dated 28 February 2019.

## 2.4. Capital instruments' main features

Capita	al instruments' main features template	
1	Issuer	DSK Bank EAD
2	Unique identifier (eg CUSIP, ISIN or Bloomberg identifier for private placement)	BG1100050001
3	Governing law(s) of the instrument	Bulgarian
-	Regulatory treatment	6
4	Transitional CRR rules	Common equity Tier 1 capital
5	Post-transitional CRR rules	Common equity Tier 1 capital
6	Eligible at solo/(sub-)consolidated/solo & (sub-)consolidated	Solo & Consolidated
7	Instrument type (types to be specified by each jurisdiction)	Ordinary Shares
8	Amount recognised in regulatory capital (currency in million, as of most recent reporting date)	BGN 154 m.
9	Nominal amount of instrument	BGN 10
9a	Issue price	100%
9b	Redemption price	100%
10	Accounting classification	Shareholders' equity
11	Original date of issuance	26.Jan.99
12	Perpetual or dated	Perpetual
13	Original maturity date	No maturity
14	Issuer call subject to prior supervisory approval	Yes
15	Optional call date, contingent call dates, and redemption amount	N/A
16	Subsequent call dates, if applicable	N/A
-	Coupons / dividends	
17	Fixed or floating dividend/coupon	Floating
18	Coupon rate and any related index	N/A
19	Existence of a dividend stopper	No
20a	Fully discretionary, partially discretionary or mandatory (in terms of timing)	Fully discretionary
20b	Fully discretionary, partially discretionary or mandatory (in terms of amount)	Fully discretionary
21	Existence of step up or other incentive to redeem	N/A
22	Noncumulative or cumulative	N/A
23	Convertible or non-convertible	N/A
24	If convertible, conversion trigger (s)	N/A
25	If convertible, fully or partially	N/A
26	If convertible, conversion rate	N/A
27	If convertible, mandatory or optional conversion	N/A
28	If convertible, specify instrument type convertible into	N/A
29	If convertible, specify issuer of instrument it converts into	N/A
30	Write-down features	N/A
31	If write-down, write-down trigger (s)	N/A
32	If write-down, full or partial	N/A
33	If write-down, permanent or temporary	N/A
34	If temporary write-down, description of write-up mechanism	N/A
35	Position in subordination hierarchy in liquidation (specify instrument type immediately senior to instrument)	N/A
36	Non-compliant transitioned features	No
37	If yes, specify non-compliant features	N/A

## 2.5. Own funds disclosure template

	Common Equity Tier 1 capital: instruments and reserves	In thousands of BC		
	Common Equity FICE F capital, more unitents and reserves	AT DISCLOSURE DATE	(B) REGULATION (EU) No 575/2013 ARTICLE REFERENCE	
1	Capital instruments and the related share premium accounts	153 984	26 (1), 27, 28, 29	
	of which: Instrument type 1 Ordinary Shares	153 984	EBA list 26 (3)	
2	Retained earnings	-	26 (1) (c)	
3	Accumulated other comprehensive income (and other reserves)	131 327	26 (1)	
3a	Funds for general banking risk	982 208	26 (1) (f)	
4	Amount of qualifying items referred to in Article 484 (3) and the related share premium accounts subject to phase out from CET1	-	486 (2)	
	Public sector capital injections grandfathered until 1 January 2018	-	483 (2)	
5	Minority Interests (amount allowed in consolidated CET1)	-	84	
5a	Independently reviewed interim profits net of any foreseeable charge or dividend	-	26 (2)	
6	Common Equity Tier 1 (CET1) capital before regulatory adjustments	1 267 519		
Com	mon Equity Tier 1 (CET1) capital: regulatory adjustments	•		
7	Additional value adjustments (negative amount)	(1 403)	34, 105	
8	Intangible assets (net of related tax liability) (negative amount)	(50 861)	36 (1) (b), 37	
9	Empty Set in the EU			
10	Deferred tax assets that rely on future profitability excluding those arising from temporary differences (net of related tax liability where the conditions in Article 38 (3) are met) (negative amount)	-	36 (1) (c), 38	
11	Fair value reserves related to gains or losses on cash flow hedges	-	33(1) (a)	
12	Negative amounts resulting from the calculation of expected loss amounts	-	36 (1) (d), 40, 159	
13	Any increase in equity that results from securitised assets (negative amount)	-	32 (1)	
14	Gains or losses on liabilities valued at fair value resulting from changes in own credit standing	-	33(1) (b)	
15	Deflned-benefit pension fund assets (negative amount)	-	36 (1) (e), 41	
16	Direct and indirect holdings by an institution of own CET1 instruments (negative amount)	-	36 (1) (f), 42	
17	Direct, indirect and synthetic holdings of the CET 1 instruments of financial sector entities where those entities have reciprocal cross holdings with the institution designed to inflate artificially the own funds of the institution (negative amount)	-	36 (1) (g), 44	
18	Direct and indirect holdings by the institution of the CET1 Instruments of financial sector entities where the Institution does not have a significant investment in those entitles (amount above the 10% threshold and net of eligible short positions) (negative amount)	(2 551)	36 (1) (h), 43, 45, 46, 49 (2) (3), 79	
19	Direct, indirect and synthetic holdings by the institution of the CET1 instruments of financial sector entities where the institution has a significant investment in those entities (amount above 10% threshold and net of eligible short positions) (negative amount)	-	36 (1) (i), 43, 45, 47, 48 (1) (b), 49 (1) to (3), 79	
20	Empty Set in the EU			
20a	Exposure amount of the following items which qualify for a RW of 1250%, where the institution opts for the deduction alternative	-	36 (1) (k)	
20b	of which: qualifying holdings outside the financial sector (negative amount)	-	36 (1) (k) (i), 89 to 91	

	Common Equity Tier 1 capital: instruments and reserves	(A) AMOUNT AT DISCLOSURE DATE	(B) REGULATION (EU) No 575/2013 ARTICLE REFERENCE
20c	of which: securitisation positions (negative amount)	-	36 (1) (k) (ii) 243 (1) (b) 244 (1) (b) 258
20d	of which: free deliveries (negative amount)	-	36 (1) (k) (iii), 379 (3)
21	Deferred tax assets arising from temporary differences (amount above 10% threshold, net of related tax liability where the conditions In 38 (3) are met) (negative amount)	-	36 (1) (c), 38, 48 (1) (a)
22	Amount exceeding the 15% threshold (negative amount)	-	48 (1)
23	of which: direct and indirect holdings by the institution of the CET1 instruments of financial sector entities where the institution has a significant investment in those entities	-	36 (1) (i), 48 (1) (b)
24	Empty Set in the EU		
25	of which: deferred tax assets arising from temporary differences	-	36 (1) (c), 38, 48 (1) (a)
25a	Losses for the current financial year (negative amount)	-	36 (1) (a)
25b	Foreseeable tax charges relating to CET1 items (negative amount)	-	36 (1) (l)
27	Qualifying AT1 deductions that exceed the AT1 capital of the institution (negative amount)	(56 920)	36 (1) (j)
28	Total regulatory adjustments to Common equity Tier 1 (CET1)	(111 735)	
29	Common Equity Tier 1 (CET1) capital	1 155 784	
	ional Tier 1 (AT1) capital: instruments	Γ	
30	Capital instruments and the related share premium accounts	-	51, 52
31 32	of which: classified as equity under applicable accounting standards of which: classified as liabilities under applicable accounting standards	-	
33	Amount of qualifying items referred to in Article 484 (4) and the related share premium accounts subject to phase out from AT1	-	486 (3)
34	Qualifying Tier 1 capital included in consolidated AT1 capital (Including minority Interests not Included in row 5) issued by subsidiaries and held by third parties	-	85, 86
35	of which: instruments issued by subsidiaries subject to phase out	-	486 (3)
36	Additional Tier 1 (AT1) capital before regulatory adjustments	-	
	ional Tier 1 (AT1) capital: regulatory adjustments	l	<u> </u>
37	Direct and indirect holdings by an Institution of own AT1 Instruments (negative amount)	-	52 (1) (b), 56 (a), 57
38	Direct, indirect and synthetic holdings of the AT1 instruments of financial sector entities where those entities have reciprocal cross holdings with the institution designed to inflate artificially the own funds of the institution (negative amount)	-	56 (b), 58
39	Direct and indirect holdings of the AT1 instruments of financial sector entities where the Institution does not have a significant investment in those entities (amount above the 10% threshold and net of eligible short positions) (negative amount)	-	56 (c), 59, 60, 79
	Direct, indirect and synthetic holdings by the institution of the AT1 instruments of financial sector entities where the institution has a significant investment in those entities (net of eligible short	-	56 (d), 59, 79
40	positions) (negative amount)		
40		-	
	positions) (negative amount)	- (56 920)	56 (e)

	Common Equity Tier 1 capital: instruments and reserves	(A) AMOUNT AT DISCLOSURE DATE	(B) REGULATION (EU) No 575/2013 ARTICLE REFERENCE
44	Additional Tier 1 (AT1) capital	-	
45	Tier 1 capital (T1 = CET1 + AT1)	1 155 784	
Tier 2	2 (T2) capital: instruments and provisions		
46	Capital instruments and the related share premium accounts	-	62, 63
47	Amount of qualifying items referred to in Article 484 (5) and the related share premium accounts subject to phase out from T2	-	486 (4)
48	Qualifying own funds instruments included in consolidated T2 capital (including minority interests and AT1 instruments not included in rows 5 or 34) issued by subsidiaries and held by third parties	-	87, 88
49	of which: instruments issued by subsidiaries subject to phase out	-	486 (4)
50	Credit risk adjustments	_	62 (c) & (d)
51	Tier 2 (T2) capital before regulatory adjustments	-	02 (c) & (u)
<b>T</b> <sup>•</sup> (			
Tier 2	2 (T2) capital: regulatory adjustments		
52	Direct and indirect holdings by an institution of own T2 instruments and subordinated loans (negative amount)	-	63 (b) (i), 66 (a), 67
53	Holdings of the T2 instruments and subordinated loans of financial sector entities where those entities have reciprocal cross holdings with the institution designed to inflate artificially the own funds of the institution (negative amount)	-	66 (b), 68
54	Direct and indirect holdings of the T2 instruments and subordinated loans of financial sector entities where the institution does not have a significant investment in those entitles (amount above 10% threshold and net of eligible short positions) (negative amount)	(56 920)	66 (c), 69, 70, 79
55	Direct and indirect holdings by the Institution of the T2 instruments and subordinated loans of financial sector entities where the Institution has a significant Investment in those entities (net of eligible short positions) (negative amount)	-	66 (d), 69, 79
56	Empty set in the EU	-	
57	Total regulatory adjustments to Tier 2 (T2) capital	(56 920)	
58	Tier 2 (T2) capital		
	() <b>F</b>	-	
59	Total capital ( $TC = T1 + T2$ )	- 1 155 784	
59 60	Total capital (TC = T1 + T2)         Total risk weighted assets	- 1 155 784 7 185 456	
60	Total risk weighted assets		
60 Capit	Total risk weighted assets cal ratios and buffers	7 185 456	92 (2) (a)
<b>60</b> <b>Capit</b> 61	Total risk weighted assets         cal ratios and buffers         Common Equity Tier 1 (as a percentage of risk exposure amount)	<b>7 185 456</b> 16,09%	92 (2) (a)
<b>60</b> <b>Capit</b> 61 62	Total risk weighted assets         cal ratios and buffers         Common Equity Tier 1 (as a percentage of risk exposure amount)         Tier 1 (as a percentage of risk exposure amount)	7 185 456 16,09% 16,09%	92 (2) (b)
<b>60</b> <b>Capit</b> 61	Total risk weighted assets         cal ratios and buffers         Common Equity Tier 1 (as a percentage of risk exposure amount)         Tier 1 (as a percentage of risk exposure amount)         Total capital (as a percentage of risk exposure amount)         Institution specific buffer requirement (CET1 requirement in accordance with article 92 (1) (a) plus capital conservation and countercyclical buffer requirements, plus systemic risk buffer, plus the systemically important institution buffer (G-SII or O-SII buffer),	<b>7 185 456</b> 16,09%	
60 Capit 61 62 63	Total risk weighted assets         cal ratios and buffers         Common Equity Tier 1 (as a percentage of risk exposure amount)         Tier 1 (as a percentage of risk exposure amount)         Total capital (as a percentage of risk exposure amount)         Institution specific buffer requirement (CET1 requirement in accordance with article 92 (1) (a) plus capital conservation and countercyclical buffer requirements, plus systemic risk buffer, plus the systemically important institution buffer (G-SII or O-SII buffer), expressed as a percentage of risk exposure amount)	7 185 456 16,09% 16,09% 16,09%	92 (2) (b) 92 (2) (c) CRD 128, 129,
60 Capit 61 62 63	Total risk weighted assets         cal ratios and buffers         Common Equity Tier 1 (as a percentage of risk exposure amount)         Tier 1 (as a percentage of risk exposure amount)         Total capital (as a percentage of risk exposure amount)         Institution specific buffer requirement (CET1 requirement in accordance with article 92 (1) (a) plus capital conservation and countercyclical buffer requirements, plus systemic risk buffer, plus the systemically important institution buffer (G-SII or O-SII buffer), expressed as a percentage of risk exposure amount)         of which: capital conservation buffer requirement	7 185 456 16,09% 16,09% 16,09%	92 (2) (b) 92 (2) (c) CRD 128, 129,
60 Capit 61 62 63 64	Total risk weighted assets         cal ratios and buffers         Common Equity Tier 1 (as a percentage of risk exposure amount)         Tier 1 (as a percentage of risk exposure amount)         Total capital (as a percentage of risk exposure amount)         Institution specific buffer requirement (CET1 requirement in accordance with article 92 (1) (a) plus capital conservation and countercyclical buffer requirements, plus systemic risk buffer, plus the systemically important institution buffer (G-SII or O-SII buffer), expressed as a percentage of risk exposure amount)	7 185 456 16,09% 16,09% 5,75%	92 (2) (b) 92 (2) (c) CRD 128, 129,
60 Capit 61 62 63 64 65	Total risk weighted assets         cal ratios and buffers         Common Equity Tier 1 (as a percentage of risk exposure amount)         Tier 1 (as a percentage of risk exposure amount)         Total capital (as a percentage of risk exposure amount)         Institution specific buffer requirement (CET1 requirement in accordance with article 92 (1) (a) plus capital conservation and countercyclical buffer requirements, plus systemic risk buffer, plus the systemically important institution buffer (G-SII or O-SII buffer), expressed as a percentage of risk exposure amount)         of which: capital conservation buffer requirement	7 185 456 16,09% 16,09% 5,75% 2,50%	92 (2) (b) 92 (2) (c) CRD 128, 129,
60 Capit 61 62 63 64 64 65 65 66	Total risk weighted assets         cal ratios and buffers         common Equity Tier 1 (as a percentage of risk exposure amount)         Tier 1 (as a percentage of risk exposure amount)         Total capital (as a percentage of risk exposure amount)         Institution specific buffer requirement (CET1 requirement in accordance with article 92 (1) (a) plus capital conservation and countercyclical buffer requirements, plus systemic risk buffer, plus the systemically important institution buffer (G-SII or O-SII buffer), expressed as a percentage of risk exposure amount)         of which: capital conservation buffer requirement         of which: countercyclical buffer requirement	7 185 456 16,09% 16,09% 5,75% 2,50% 0,00%	92 (2) (b) 92 (2) (c) CRD 128, 129,
60 Capit 61 62 63 64 64 65 66 67	Total risk weighted assets         cal ratios and buffers         Common Equity Tier 1 (as a percentage of risk exposure amount)         Tier 1 (as a percentage of risk exposure amount)         Total capital (as a percentage of risk exposure amount)         Institution specific buffer requirement (CET1 requirement in accordance with article 92 (1) (a) plus capital conservation and countercyclical buffer requirements, plus systemic risk buffer, plus the systemically important institution buffer (G-SII or O-SII buffer), expressed as a percentage of risk exposure amount)         of which: capital conservation buffer requirement         of which: systemic risk buffer requirement         of which: Global Systemically Important Institution (G-SII) or Other	7 185 456 16,09% 16,09% 5,75% 2,50% 0,00% 3,00%	92 (2) (b) 92 (2) (c) CRD 128, 129,
60           Capit           61           62           63           64           65           66           67           67a	Total risk weighted assetscal ratios and buffersCommon Equity Tier 1 (as a percentage of risk exposure amount)Tier 1 (as a percentage of risk exposure amount)Total capital (as a percentage of risk exposure amount)Total capital (as a percentage of risk exposure amount)Institution specific buffer requirement (CET1 requirement in accordance with article 92 (1) (a) plus capital conservation and countercyclical buffer requirements, plus systemic risk buffer, plus the systemically important institution buffer (G-SII or O-SII buffer), expressed as a percentage of risk exposure amount)of which: capital conservation buffer requirementof which: systemic risk buffer requirementof which: Global Systemically Important Institution (G-SII) or OtherSystemically Important Institution (O-SII) bufferCommon Equity Tier 1 available to meet buffers (as a percentage of	7 185 456 16,09% 16,09% 5,75% 2,50% 0,00% 3,00% 0,25%	92 (2) (b) 92 (2) (c) CRD 128, 129, 130, 131, 133
60           Capit           61           62           63           64           65           66           67           67a           68	Total risk weighted assetscal ratios and buffersCommon Equity Tier 1 (as a percentage of risk exposure amount)Tier 1 (as a percentage of risk exposure amount)Total capital (as a percentage of risk exposure amount)Total capital (as a percentage of risk exposure amount)Institution specific buffer requirement (CET1 requirement in accordance with article 92 (1) (a) plus capital conservation and countercyclical buffer requirements, plus systemic risk buffer, plus the systemically important institution buffer (G-SII or O-SII buffer), expressed as a percentage of risk exposure amount)of which: capital conservation buffer requirement of which: countercyclical buffer requirementof which: systemic risk buffer requirementof which: countercyclical buffer requirement of which: clobal Systemically Important Institution (G-SII) or Other Systemically Important Institution (O-SII) bufferCommon Equity Tier 1 available to meet buffers (as a percentage of risk exposure amount)	7 185 456 16,09% 16,09% 5,75% 2,50% 0,00% 3,00% 0,25%	92 (2) (b) 92 (2) (c) CRD 128, 129, 130, 131, 133

	Common Equity Tier 1 capital: instruments and reserves	(A) AMOUNT AT DISCLOSURE DATE	(B) REGULATION (EU) No 575/2013 ARTICLE REFERENCE
Amou	ints below the thresholds for deduction (before risk weighting)		
72	Direct and indirect holdings of the capital of financial sector entities where the institution does not have a significant investment in those entities (amount below 10% threshold and net of eligible short positions)	5 220	36 (1) (h), 46, 45 56 (c), 59, 60 66 (c), 69, 70
73	Direct and indirect holdings by the institution of the CET 1 Instruments of financial sector entities where the Institution has a significant investment in those entities (amount below 10% threshold and net of eligible short positions)	-	36 (1) (i), 45, 48
74	Empty Set in the EU		
75	Deferred tax assets arising from temporary differences (amount below 10% threshold, net of related tax liability where the conditions In Article 38 (3) are met)	-	36 (1) (c), 38, 48
Appli	cable caps on the inclusion of provisions in Tier 2		
76	Credit risk adjustments Included In T2 in respect of exposures subject to standardized approach (prior to the application of the cap)	-	62
77	Cap on Inclusion of credit risk adjustments in T2 under standardised approach	-	62
78	Credit risk adjustments included in T2 in respect of exposures subject to internal ratings-based approach (prior to the application of the cap)	-	62
79	Cap for inclusion of credit risk adjustments in T2 under internal ratings-based approach	-	62
Capit 2022)	al instruments subject to phase-out arrangements (only applicable	between 1 Jan 20	14 and 1 Jan
80	Current cap on CET1 instruments subject to phase out arrangements	-	484 (3), 486 (2) & (5)
81	Amount excluded from CET1 due to cap (excess over cap after redemptions and maturities)	-	484 (3), 486 (2) & (5)
82	Current cap on AT1 instruments subject to phase out arrangements	-	484 (4), 486 (3) & (5)
83	Amount excluded from AT1 due to cap (excess over cap after redemptions and maturities)	-	484 (4), 486 (3) & (5)
84	Current cap on T2 instruments subject to phase out arrangements	-	484 (5), 486 (4) & (5)
85	Amount excluded from T2 due to cap (excess over cap after redemptions and maturities)	-	484 (5), 486 (4) & (5)

## 2.6. EU LI1 – Differences between accounting and regulatory scopes of consolidation and the mapping of financial statement categories with regulatory risk categories

In thousands of BGN

	Carrying values	Carrying values	Carrying values of items			
	as reported in published financial statements	under scope of regulatory consolidation	Subject to the credit risk framework	Subject to the CCR framework	Subject to the market risk framework	Not subject to capital requirements or subject to deduction from capital
Assets						
Cash and current accounts with the Central Bank and other banks	3 210 371	3 210 371	3 210 371	-	-	-
Financial assets held for trading	96 717	96 717	-	-	96 717	-
Derivative financial instruments	14 880	14 880	-	14 880	14 880	-
Loans and advances to banks	1 923 718	1 923 718	1 923 718	-	-	-
Loans and advances to customers	7 496 562	7 496 562	7 496 562	-	-	-
Investments in securities	1 261 035	1 261 035	1 201 564	-	-	59 471
Net receivables from finance lease	155 688	155 688	155 688	-	-	-
Current tax assets	2 491	2 491	2 491	-	-	-
Investments in associates	2 757	2 757	2 757	-	-	-
Property, plant and equipment and investment property	361 275	361 275	361 275	-	-	-
Intangible assets	50 861	50 861	-	-	-	50 861
Other assets	118 557	118 557	118 557	-	-	-
Total assets	14 694 912	14 694 912	14 472 983	14 880	111 597	110 332
Liabilities						
Deposits from banks	7 994	7 994	-	-	-	7 994
Derivative financial instruments	27 437	27 437	-	27 437	19 622	-
Loans from banks and financial institutions	199 030	199 030	-	-	-	199 030
Deposits from customers	11 485 138	11 485 138	-	-	-	11 485 138
Current tax liabilities	3 442	3 442	-	-	-	3 442
Deferred tax liabilities	4 824	4 824	-	-	-	4 824
Provisions	61 860	61 860	-	-	-	61 860
Trade and other liabilities	121 125	121 125	-	-	-	121 125
Total liabilities	11 910 850	11 910 850	-	27 437	19 622	11 883 413

				In thous	ands of BGN
		Total	I	tems subject t	to
			Credit risk framework	CCR framework	Market risk framework
1	Assets carrying value amount under the scope of regulatory consolidation (as per template EU LI1)	14 599 460	14 472 983	14 880	111 597
2	Liabilities carrying value amount under the regulatory scope of consolidation (as per template EU LI1)	47 059	-	27 437	19 622
3	Total net amount under the regulatory scope of consolidation	14 552 401	14 472 983	(12 557)	91 975
4	Off-balance-sheet amounts	1 582 665	254 958	-	-
10	Exposure amounts considered for regulatory purposes	16 135 066	14 727 941	(12 557)	91 975

2.7. EU LI2 – Main sources of differences between regulatory exposure amounts and carrying values in financial statements

### 2.8. Capital requirements

#### 2.8.1. Capital requirements for credit risk

DSK Bank Group applies the standardized approach for calculating its risk-weighted assets for credit risk. For this purpose the Bank Group multiplies its Banking book positions by risk weights fixed from the Regulation or BNB when there is possibility for local regulator's discretion, based on the external credit assessment of each asset issuer. The risk-weighted assets should consist of: risk-weighted on-balance sheet assets, risk-weighted off-balance sheet equivalents, OTC derivative instruments weighted for counter party risk and Trading portfolio positions weighted for counter party risk.

For risk weighted calculation of rated exposures the Bank Group uses external credit assessments of the following credit agencies: Standard & Poor's, Moody's and Fitch Ratings with strict observation of the requirements of the Regulation. ECAIs assessments are used for the next exposure classes: central governments or central banks, multilateral banks and institutions.

In the table below are represented the amounts of risk weighted assets and capital requirements.

#### EU OV1 - Overview of RWAs

			Ι	n thousands of BGN
		RW	As	Minimum capital requirements
		31.12.2018	31.12.2017	31.12.2018
1	Credit risk (excluding CCR)	6 468 246	5 998 633	517 460
2	Of which the standardised approach	6 468 246	5 998 633	517 460
3	Of which the foundation IRB (FIRB) approach	-	-	-
4	Of which the advanced IRB (AIRB) approach	-	-	-
5	Of which equity IRB under the simple risk-weighted approach or the IMA	-	-	-
6	CCR	56 884	27 852	4 551
7	Of which mark to market	56 884	27 852	4 551
8	Of which original exposure	-	-	-
9	Of which the standardised approach	-	-	-
10	Of which internal model method (IMM)	-	-	-
11	Of which risk exposure amount for contributions to the default fund of a CCP	-	-	-
12	Of which CVA	-	-	-
13	Settlement risk	-	-	-
14	Securitisation exposures in the banking book (after the cap)	-	_	_
15	Of which IRB approach	-	-	-
16	Of which IRB supervisory formula approach (SFA)	-	-	-
17	Of which internal assessment approach (IAA)	-	-	-
18	Of which standardised approach	-	-	-
19	Market risk	73 638	73 760	5 891
20	Of which the standardised approach	73 638	73 760	5 891
21	Of which IMA	-	-	-
22	Large exposures	-	-	-
23	Operational risk	586 688	550 538	46 935
24	Of which basic indicator approach	-	-	-
25	Of which standardised approach		-	-
26	Of which advanced measurement approach	586 688	550 538	46 935
27	Amounts below the thresholds for deduction (subject to 250% risk weight)	-	-	-
28	Floor adjustment	-	-	-
29	Total	7 185 456	6 650 783	574 836

CCR related mainly to OTC derivatives, REPO-transactions, lending/borrowing of securities or commodities, margin transactions and transaction with prolonged settlement. It is originated by adverse movements in market prices deteriorating credit quality of the counterparty and reveal the risk of counterparty to fall under default before final settlent of transaction.

Bank Group reduces the CCR by using different technics – system of limits and/or via accepting of high liquidity callaterals which are approved as per rules and procedures

The Bank Group manages CCR which are undertaken through the deals by strict rules based on preliminary approved limits of maximum risk exposure (counterparty limit) to counterparty group and/or counterparty.

The Bank Group has approved rules concerning detailed rights and responsibilities of different units of Bank DSK and OTP Bank, Hungary, related to preparation, monitoring and control of counterpary limits set. Approved counterparty limits are obligatory before conclusion of deals with financial institutions. Approvement of counterpary

limits are under competences of Management Rules of the Bank and lowest level of approvent is Council of Credits and Limits (CCL).

The Bank Group acts through policy of CCR reducement by mandatory observation of procedures for margin call, assessment of collateral's market prices as guarantee of deals fulfilment by counterparties which do not have approved limits. For this purpose the Bank Group uses the approved relative risk weights as per type of transactions and counterparties. If there is no approved counterparty limit as a rule the Bank Group accepts as collateral in transactions with financial institutions cash freezed on account.

To measure the exposure to counterparty risk for over-the-counter derivatives DSK Bank Group assesses a capital charge based on the current market value (current exposure) of each contract and an estimate of additional credit exposure (referred to as the add-on for potential future exposure) that may arise as a result of fluctuations in prices or rates. The current exposure of a derivative contract is the market value of the contract if that value is positive, or zero if the market value is zero or negative. The add-on for potential future exposure is estimated by multiplying the notional principal amount of the contract by a credit conversion factor that is determined by the remaining maturity and type of contract.

						Iı	n thousands	s of BGN
		Notional	Replacement cost/current market value	Potential future credit exposure	EEPE	Multiplier	EAD post CRM	RWAs
1	Mark to market		14 880	112 645			112 645	56 884
2	Original exposure	-					-	-
3	Standardised approach		-			-	-	-
4	IMM (for derivatives and SFTs)				-	-	-	-
	Of which securities financing							
5	transactions				-	-	-	-
6	Of which derivatives and long settlement transactions				-	-	-	-
7	Of which from contractual cross- product netting				-	-	-	_
8	Financial collateral simple method (for SFTs)						9 324	1 865
9	Financial collateral comprehensive method (for SFTs)						-	-
10	VaR for SFTs						-	-
11	Total							58 749

### EU CCR1 – Analysis of CCR exposure by approach

For the purposes of credit risk mitigation the Bank Group applies Financial Collateral Simple Method. During the process of credit risk mitigation for the purposes of capital calculation the Bank Group recognises collaterals as follow: financial collaterals - debt securities and cash on deposits; guarantees; secured by first line mortgage residential property insured in favour of the Bank Group and commercial property.

## EU CR3 – CRM techniques – Overview

In thousands of BGN

		Exposures unsecured –	Exposures secured –	Exposures secured by	Exposures secured by	Exposures secured by
		Carrying amount	Carrying amount	collateral	financial guarantees	credit derivatives
					8	
1	Total loans	5 159 443	2 492 747	2 425 202	67 545	-
2	Total debt securities	1 186 921	-	-	-	-
3	Total exposures	12 064 590	4 103 701	3 976 213	127 488	-
4	Of which defaulted	817 572	144 646	-	144 646	-

## EU CR4 – Standardised approach – Credit risk exposure and CRM effects

				1		In thous	sanas of BGN / %
		Exposures befor	e CCF and CRM	Exposures post C	CCF and CRM	RWAs and	RWA density
	Exposure classes	On-balance- sheet amount	Off-balance- sheet amount	On-balance- sheet amount	Off-balance- sheet amount	RWAs	RWA density
1	Central governments or central banks	3 782 137	-	3 823 393	5 143	190 278	5%
2	Regional government or local authorities	1 052	77	1 052	-	210	20%
3	Public sector entities	4 476	93	4 425	-	4 425	100%
4	Multilateral development banks	-	-	23 887	21	-	0%
5	International organisations	-	-	-	-	-	0%
6	Institutions	502 237	10 453	504 639	5 209	247 730	49%
7	Corporates	1 466 653	784 617	1 447 636	132 249	1 531 244	97%
8	Retail	2 835 678	331 092	2 784 937	13 294	2 040 877	73%
9	Secured by mortgages on immovable property	3 066 199	445 802	3 057 100	85 587	1 631 762	52%
10	Exposures in default	333 074	6 690	333 074	3 960	355 622	106%
11	Exposures associated with particularly high risk	-	-	-	-	-	0%
12	Covered bonds	-	-	-	-	-	0%
13	Institutions and corporates with a short-term credit assessment	-	-	-	-	-	0%
14	Collective investment undertakings	2 265	-	2 265	-	2 265	100%
15	Equity	15 136	-	15 136	-	15 136	100%
16	Other items	877 999	3 841	889 362	9 495	446 832	50%
17	Total	12 886 906	1 582 665	12 886 906	254 958	6 466 381	49%

In thousands of BGN / %

### 2.8.2. Capital requirements for market risk

Market risk is the risk arising from unexpected and adverse changes in market factors that affect the Bank Group's performance or the value of its financial instruments. These may be changes in interest rates, securities prices, exchange rates, negative information.

Interest rate risk (IRR) is a potential loss from adverse changes in fair value of interest rate sensitivity positions after change of market interest rates. IRR originates form available interest bearing exposures in interest sensitivity instruments as the vast majority of potential loss is a result of adverse market movements of interest rates. Such a movement affects open interest bearing positions and requires special regulation.

Foreign exchange risk (FXR) is the risk of negative changes in value of foreign currency exposures, originated by changes in foreign exchange rate. Positions in foreign currencies /including gold and silver/ bears FXR and have immediate effect on current and potential cash flows of the Bank Group in currency different from local one as the assets and liabilities are every day revalueted.

The policy of the Bank Group regarding management of FXR aims bearing of currency exposures which do not generate losses endangering income of the Bank Group or its safety under observation of all regulatory boundaries. The Bank Group determines its aims of income from foreign currencies exposures based on preliminary approved business plan and strategy.

Concerning the bearing of market risk the strategy of the Bank Group as a part of Bank OTP is in compliance with strategic aims adopted by the Group and characterizes as a conservative one. Market Risk is observed and contolled through strict build limits system, composed of limits for FXR and IRR. The system of market risk limits are defined in manner which requires on time close-outs of positions with minimum losses. With this purpose there are approved limits for positions by financial instruments, currencies and maturities, loss limit levels, VaR and BPV limits.

All limits of market risk is approved by ALCO of the Bank, after reconciliation and approvement by OTP Bank. These limits are subject of review and actualization every year taking in account new business targets, possible changes in determinated risk apetite or business strategy.

FXR is controlled by position limits set on open currency total position and positions by every single currency (intraday and daily) as well as limit of total open currency position. Utilization of open currency position limits is observed daily from "Market and Counterpary risk Management" section and releated report is sent to the management of the Bank. Every breach of limits is analysed on time and relevant communication is made for the reasons of limits breach and measures undertaken for elimination.

The interest risk of the trading portfolio is controlled daily by unit "Market and Counterpary risk Management" section based on limits of maximum exposures divided by categories as per issuer of securities and maturities; BPV limits as per time bands and currency through permited currencies BGN, EUR and USD; VaR limits and stop loss limits.

With purpose for the management of market risk is used historical stress test model for calculation of VaR. Assessment of market risk of portfolio is detrmined by VaR calculation which indiacates loss in value within confidence level of probability for time horizon that won't be exceeded. VaR is calculated based on volatility of different risk parameters taking in account correlation between them and on this base is detrminated change in the portfolio toward current market value. At present moment models are used for determination of Value at Risk for period 252 days, 1 day maintenance period, confidence level 99 % and standard deviation 2,33.

Organisation structure of the companies from the Bank Group related to process of market risk undertaking is builded to ensure independency of the units responsible for control of business units.

Risk-weighted assets for position risk on the Trading book and risk-weighted assets for exchange rate risk on both the Trading and the Banking books compile the risk-weighted assets for market risk.

Capital requirements for position risk

Capital requirements for both general and specific risk in each currency are calculated applying standardised approach for the Bank Group's debt securities in the Trading portfolio.

To calculate the capital requirements for general position risk, the Bank Group uses maturity approach where the net position in each debt instrument is assigned a risk weight depending on its residual term to maturity. Fixed-rate instruments shall be assigned on the basis of residual maturity, and variable-rate instruments - on the basis of the period until the next interest rate change.

To calculate the capital requirements for specific risk, the net position in each debt instrument is assigned a risk weight related to the instrument issuer, its external credit assessment and its residual term to maturity.

#### Capital requirements for position risks as of 31 December 2018

#### EU MR1 - Market risk under the standardised approach

		In	thousands of BGN
		RWAs	Capital requirements
	Outright products	73 638	5 891
1	Interest rate risk (general and specific)	73 638	5 891
2	Equity risk (general and specific)	-	-
3	Foreign exchange risk	-	-
4	Commodity risk	-	-
	Options		
5	Simplified approach	-	-
6	Delta-plus method	-	-
7	Scenario approach	-	-
8	Securitisation (specific risk)	-	-
9	Total	73 638	5 891

Capital requirements for exchange rate risk

A capital charge for exchange rate risk for the positions in both the Trading and the Banking book is applied only when the net open currency position exceeds 2% of the regulatory capital.

#### Capital requirements for foreign exchange risk as of 31 December 2018

Market risk Standardised Approach to	All pos	itions	Net	Capital
foreign exchange risk	Long	Short	positions	requirement *
Total positions	17 445 634	17 461 131	4 627	-
Currencies closely correlated	14 956 784	14 976 908	-	
All other currencies	2 488 850	2 484 223	4 627	
Currency positions				
EUR**	5 047 204	3 682 411	1 364 793	
BGN	9 909 580	11 294 497	(1 384 917)	
CAD	349	296	53	
CHF	28 472	28 444	28	
DKK	129	-	129	
GBP	84 917	83 138	1 779	
HUF	1 605 129	1 605 088	41	
JPY	235	233	2	
NOK	11 342	11 245	97	
PLN	35	1	34	
RON	86 540	86 530	10	
RSD	26	-	26	
RUB	268	261	7	
SEK	1 242	1 247	(5)	
TRY	102	262	(160)	
USD	670 064	667 478	2 586	

In thousands of BGN

\* When Net positions exceed 2% of Total Own Funds for Solvency Purposes

\*\* EUR positions are not included in Net Position nor is subject to capital requirements

As of December 31, 2018 the Bank Group doesn't calculate capital for settlement risk.

#### 2.8.3. Capital requirements for operational risk

From the beginning of 2014 a Joint Decision of the National Bank of Hungary and the Bulgarian National Bank which approved DSK Bank to apply the Advance Measurement Approach for the capital calculation purposes on the individual and also on the consolidated base is in force.

The capital requirement as of 31.12.2018 is BGN 46 935 thousand.

## 2.8.4. Detailed disclosure for exposure classes allocation according to criterion defined in Regulation 575

## $EU\ CRB\mbox{-}B\mbox{-}$ Total and average net amount of exposures

		In tho	usands of BGN
		Net value of	Average net
		exposures at	exposures
		the end of the	over the
		period	period
16	Central governments or central banks	3 782 137	3 037 128
17	Regional governments or local authorities	1 129	4 995
18	Public sector entities	4 569	8 673
19	Multilateral development banks	-	-
20	International organisations	-	-
21	Institutions	2 204 010	1 711 245
22	Corporates	2 258 161	1 849 109
23	Of which: SMEs	138 256	47 901
24	Retail	3 167 208	2 943 435
25	Of which: SMEs	404 013	345 812
26	Secured by mortgages on immovable property	3 512 001	3 253 901
27	Of which: SMEs	231 867	199 063
28	Exposures in default	339 764	281 802
29	Items associated with particularly high risk	-	-
30	Covered bonds	-	-
31	Claims on institutions and corporates with a short-term credit assessment	-	-
32	Collective investments undertakings	2 336	829
33	Equity exposures	15 136	14 039
34	Other exposures	881 840	733 464
35	Total standardised approach	16 168 291	13 838 620

## EU CRB-C – Geographical breakdown of exposures

																		In thou	sands of BGN
									Net	value									
		Europa	Bulgaria	Hungary	Romania	Spain	Poland	United kingdom	Austria	Germany	Netherlands	Slovenia	Other countries	North America	VSU	Canada	Asia	Other geographical areas	Total
7	Central governments or central banks	3 782 137	3 187 078	196 227	170 601	110 380	73 366	-	-	-	-	37 437	7 048	-	-	-	-	-	3 782 137
8	Regional governments or local authorities	1 129	1 129	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1 129
9	Public sector entities	4 569	4 569	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4 569
10	Multilateral development banks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11	International organisations	-	-	_	-	-	-	-	-	-	-	-	-	-	-	_	-	-	-
12	Institutions	2 193 549	54 525	1 806 775	376	-	14 692	107 490	52 387	107 482	718	-	49 104	10 225	9 877	348	236	-	2 204 010
13	Corporates	2 250 762	2 153 185	1 165	8 4 3 6	1 555	5 051	1 894	-	2 534	46 710	9 902	20 330	5 072	5 072	-	-	2 3 2 7	2 258 161
14	Retail	3 166 275	3 137 637	156	402	659	358	14 744	330	3 208	626	164	7 991	76	19	57	487	370	3 167 208
15	Secured by mortgages on immovable property	3 509 199	3 495 091	27	202	130	587	3 668	1 573	697	468	-	6 756	297	297	-	1 783	722	3 512 001
16	Exposures in default	339 672	337 667	-	30	-	6	640	8	6	86	-	1 229	1	-	1	81	10	339 764
17	Items associated with particularly high risk	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18	Covered bonds	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19	Claims on institutions and corporates with a short-term credit assessment	-	-	-	-	-	_	-	-	-	-	-	-	-	-	-	-	-	-
20	Collective investments undertakings	2 336	2 336	-	-	-	-	_	-	-	-	-	-	-	-	_	-	-	2 336
21	Equity exposures	8 059	7 978	-	-	-	-	-	-	-	-	-	81	7 077	7 077	-	-	-	15 136
22	Other exposures	881 840	881 840	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	881 840
23	Total standardised approach	16 139 527	13 263 035	2 004 350	180 047	112 724	94 060	128 436	54 298	113 927	48 608	47 503	92 539	22 748	22 342	406	2 587	3 429	16 168 291

## EU CRB-D - Concentration of exposures by industry or counterparty types

	Public Administration	Real estate activities	Manufacturing	Agriculture and forestry	Construction	Transport and communicatios	Trade and services	Financial and insurance activities	Hotels and catering	Individuals	Other industry	Non defined	Total
7 Central governments or central banks	1 072 969	-	-	-	-	-	-	2 709 168	-	-	-	-	3 782 137
8 Regional governments or local authorities	1 129	-	-	-	-	-	-	-	-	-	-	-	1 129
9 Public sector entities	-	-	-	-	-	-	-	-	-	-	4 569	-	4 569
10 Multilateral development banks	-	-	-	-	-	-	-	-	-	-	-	-	-
11 International organisations	-	-	-	-	-	-	-	-	-	-	-	-	-
12 Institutions	-	-	-	-	-	-	-	2 204 010	-	-	-	-	2 204 010
13 Corporates	-	353 952	815 813	100 431	88 507	96 227	501 312	74 924	80 931	-	84 229	61 835	2 258 161
14 Retail	51	1 630	83 784	116 428	13 954	52 024	96 505	62	6 567	2 740 638	19 515	36 050	3 167 208
15 Secured by mortgages on immovable property	-	151 656	384 105	85 515	215 034	15 851	404 678	2 484	144 593	1 947 694	159 852	539	3 512 001
16 Exposures in default	879	25 300	25 687	8 455	11 890	6 621	7 956	-	5 693	229 503	17 229	551	339 764
17 Items associated with particularly high risk	-	-	-	-	-	-	-	-	-	-	-	-	-
18 Covered bonds	-	-	-	-	-	-	-	-	-	-	-	-	-
19 Claims on institutions and corporates with a short-term credit assessment	-	-	-	-	-	-	-	-	-	-	-	-	-
20 Collective investments undertakings	-	-	-	-	-	-	-	2 336	-	-	-	-	2 336
21 Equity exposures	-	-	-	-	-	-	-	15 136	-	-	-	-	15 136
22 Other exposures	-	-	-	-	-	-	-	-	-	-	-	881 840	881 840
23 Total standardised approach	1 075 028	532 538	1 309 389	310 829	329 385	170 723	1 010 451	5 008 120	237 784	4 917 835	285 394	980 815	16 168 291

34

## EU CRB-E – Maturity of exposures

In thousands of BGN

				Net exposu	re value		
		On demand	≤1 year	> 1 year ≤ 5 years	> 5 years	No stated maturity	Total
7	Central governments or central banks	2 709 168	162 758	592 996	317 215	-	3 782 137
8	Regional governments or local authorities	-	526	431	172	-	1 129
9	Public sector entities	-	840	2 639	1 090	-	4 569
10	Multilateral development banks	-	-	-	-	-	_
11	International organisations	-	-	-	-	-	-
12	Institutions	34 749	368 309	1 659 170	141 782	-	2 204 010
13	Corporates	-	1 451 982	498 064	308 115	-	2 258 161
14	Retail	-	1 016 273	1 347 072	803 863	-	3 167 208
15	Secured by mortgages on immovable property	-	1 047 512	763 208	1 701 281	-	3 512 001
16	Exposures in default	-	6 648	42	333 074	-	339 764
17	Items associated with particularly high risk	-	-	-	-	-	-
18	Covered bonds	-	-	-	-	-	-
19	Claims on institutions and corporates with a short-term credit assessment	_	-	-	-	-	_
20	Collective investments undertakings	-	-	-	-	2 336	2 336
21	Equity exposures	-	-	-	-	15 136	15 136
22	Other exposures	354 372	91 090	21 243	2 999	412 136	881 840
24	Total	3 098 289	4 145 938	4 884 865	3 609 591	429 608	16 168 291

In	thousands	of BGN
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		Gross carrying values of				]
			Non-defaulted exposures	Specific credit risk adjustment c	Accumulated write- offs e	Net values (a+b-c-d)
		a	b			
16	Central governments or central banks	-	3 783 273	1 136	-	3 782 137
17	Regional governments or local authorities	-	1 136	7	-	1 129
18	Public sector entities	-	4 742	173	-	4 569
19	Multilateral development banks	-	-	-	-	-
20	International organisations	-	-	-	-	-
21	Institutions	-	2 204 459	449	-	2 204 010
22	Corporates	-	2 278 023	19 862	224 469	2 258 161
23	Of which: SMEs	-	139 899	1 643	-	138 256
24	Retail	-	3 275 984	108 776	247 873	3 167 208
25	Of which: SMEs	-	414 445	10 432	-	404 013
26	Secured by mortgages on immovable property	-	3 540 215	28 214	156 585	3 512 001
27	Of which: SMEs	-	238 192	6 325	-	231 867
28	Exposures in default	962 218	-	622 454	-	339 764
29	Items associated with particularly high risk	-	-	-	-	-
30	Covered bonds	-	-	-	-	-
31	Claims on institutions and corporates with a short-term credit assessment	-	-	-	-	-
32	Collective investments undertakings	-	2 336	-	-	2 336
33	Equity exposures	-	15 136	-	-	15 136
34	Other exposures	-	933 708	51 868	-	881 840
35	Total	962 218	16 039 012	832 939	628 927	16 168 291
37	Of which: Loans	952 948	7 463 771	764 529	628 927	7 652 190
38	Of which: Debt securities	-	1 188 057	1 136	-	1 186 921
38a	Of which: Other exposures	-	5 760 727	14 212	-	5 746 515
39	Of which: Off-balance-sheet exposures	9 270	1 626 457	53 062	-	1 582 665

## EU CR1-B - Credit quality of exposures to non-financial institutions and households by industry or counterparty types
		Gross carryi	ng values of	Specific credit risk adjustment	Accumulated write-offs	Net values
		Defaulted exposures	Non-defaulted exposures	5	-	(a +b-c-d)
		a	b	С	e	g
1						
	Agriculture, forestry and fishing	19 607	311 146	17 022	9 532	313 731
2	Mining and quarrying	47	20 096	270	256	19 873
3	Manufacturing	52 435	1 095 282	42 020	47 896	1 105 697
4	Electricity, gas, steam and air conditioning supply	4 040	119 536	2 211	695	121 365
5	Water supply	15 348	60 228	14 435	13 020	61 141
6	Construction	37 721	326 856	29 207	33 671	335 370
7	Wholesale and retail trade	30 269	1 013 553	33 454	69 704	1 010 368
8	Transport and storage	8 945	141 965	4 269	13 862	146 641
9	Accommodation and food service activities	10 694	234 726	7 624	4 314	237 796
10	Information and communication	139	54 015	700	596	53 454
11	Real estate activities	51 474	513 144	32 001	16 943	532 617
12	Professional, scientific and technical activities	2 893	146 330	3 419	2 136	145 804
13	Administrative and support service activities	639	101 489	1 724	5 555	100 404
14	Public administration and defence, compulsory social security	-	-	-	-	-
15	Education	125	1 554	123	4	1 556
16	Human health services and social work activities	79	30 121	679	576	29 521
17	Arts, entertainment and recreation	7 393	24 611	5 848	3 903	26 156
18	Other services	8 480	78 124	8 164	7 668	78 440
19	Households	711 997	4 775 505	576 362	398 596	4 911 140
20	Total	962 325	9 048 281	779 532	628 927	9 231 074

In thousands	of BGN
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		Gross carryi	ng values of	Specific credit	General credit	Accumulated write-	Credit risk	Net values
		Defaulted	Non-defaulted	risk adjustment	risk adjustment	offs	adjustment	
		exposures	exposures				charges	
		а	b	с	d	e	f	(a +b-c-d)
1	Europa	961 643	16 010 223	832 339	-	628 927	-	16 139 527
2	Bulgaria	948 375	13 132 930	818 270	-	620 991	-	13 263 035
3	Hungary	-	2 004 600	250	-	-	-	2 004 350
4	Romania	131	180 364	448	-	-	-	180 047
5	Spain	2	112 841	119	-	-	-	112 724
6	Poland	36	94 156	132	-	-	-	94 060
7	United kingdom	7 063	128 396	7 023	-	7 436	-	128 436
8	Avstria	21	54 303	26	-	-	-	54 298
9	Germany	757	114 266	1 096	-	2	-	113 927
10	Netherlands	468	48 961	821	-	57	-	48 608
11	Slovenia	6	47 602	105	-	-	-	47 503
12	Other countries	4 784	91 804	4 049	-	441	-	92 539
13	North America	1	22 796	49	-	-	-	22 748
14	USA	-	22 389	47	-	-	-	22 342
16	Canada	1	407	2	-	-	-	406
16	Asia	547	2 542	502	-	-	-	2 587
17	Other geographical areas	27	3 451	49	-	-	-	3 429
18	Total	962 218	16 039 012	832 939	-	628 927	-	16 168 291

EU CR1-D – Ageing of past-due exposures

# In thousands of BGN

			Gross carrying values								
		$\leq$ 30 days	$> 30 \text{ days} \le 60 \text{ days}$	> 60 days ≤ 90 days	> 90 days ≤ 180 days	> 180 days ≤ 1 year	>1 year				
1	Loans	228 002	43 335	43 158	39 407	40 707	558 339				
2	Debt securities	-	-	-	-	-	-				
3	Total exposures	228 002	43 335	43 158	39 407	40 707	558 339				

# EU CR1-E – Non-performing and forborne exposures

													in mouse	nus of DOIT
		Gross	s carrying valu	ues of perfo	orming and no	on-performi	ng exposure	es			ment and prov		Collater	als and
									negative fa		ljustments du	ie to credit	financial g	
										1	isk		received	
			nt		Of	which non-	performing		On perfo	rming	On non-p	erforming		
			d g bud	60					exposi	ires	expo	sures		
			ormin lays a	orming		ulted	ired	orne		orne		orne	ning	orne
			i perfo > 30 d ys	perfc		defaulted	impai	forbor		forbc		forbc	erfor	forbc
			which t due > 90 day	which borne		which	which	which		which		which	non-pe osures	which oosures
			Of v past <= !	Of v forb		Of v	Of 1	Of v		of ,		Of v	On	Of v exp
010	Debt securities	-	-	-	-	-	-	-	-	-	-	-	-	-
020	Loans and advances	13 084 818	59 540	67 095	952 948	952 948	952 948	484 044	145 052	11 903	619 874	290 586	287 276	211 912
030	Off-balance-sheet													
0.50	exposures	1 635 727	-	1	9 270	9 270	-	2	12 429	-	2 580	1	4 940	-

# EU CR2-A - Changes in the stock of general and specific credit risk adjustments

		In thousands of BGN
		Accumulated specific credit risk adjustment
1	Opening balance	(840 520)
1a	Changes on initial application of IFRS 9	2 802
2	Increases due to amounts set aside for estimated loan losses during the period	(166 547)
3	Decreases due to amounts reversed for estimated loan losses during the period	95 237
4	Decreases due to amounts taken against accumulated credit risk adjustments	76 097
5	Transfers between credit risk adjustments	-
6	Impact of exchange rate differences	(8)
7	Business combinations, including acquisitions and disposals of subsidiaries	-
8	Other adjustments	-
9	Closing balance	(832 939)
10	Recoveries on credit risk adjustments recorded directly to the statement of profit or loss	-
11	Specific credit risk adjustments directly recorded to the statement of profit or loss	-

# EU CR2-B – Changes in the stock of defaulted and impaired loans and debt securities

		In thousands of BGN
		Gross carrying value defaulted exposures
1	Opening balance	890 852
2	Loans and debt securities that have defaulted or impaired since the last reporting period	
3	Returned to non-defaulted status	287 447 (61 910)
4	Amounts written off	(50 421)
5	Other changes	(103 750)
6	Closing balance	962 218

# EU CR5 – Standardised approach

												In mou	sanas of DON
	Exposure classes					Risk weight						Total	Of which
	Exposure clusses	0%	10%	20%	35%	50%	75%	100%	150%	250%	Deducted	Total	unrated
1	Central governments or central banks	4 592 938	456 639	120 127	-	244 907	-	-	_	_	-	5 414 611	541
2	Regional government or local authorities	-	-	1 052	-	-	-	-	-	_	-	1 052	1 052
3	Public sector entities	-	-	-	-	-	-	4 425	-	-	-	4 425	4 425
4	Multilateral development banks	23 908	-	-	-	-	-	-	_	_	-	23 908	23 908
5	International organisations	-	-	-	-	-	-	-	-	-	-	-	-
6	Institutions	-	-	228 151	-	270 496	-	116 446	-	-	59 471	674 564	89 569
7	Corporates	-	-	54 944	-	-	-	1 531 832	-	-	-	1 586 776	1 531 832
8	Retail	-	-	-	-	-	2 798 669	-	-	-	-	2 798 669	2 798 669
9	Secured by mortgages on immovable property	-	-	-	1 813 584	476 528	288 930	563 645	-	-	-	3 142 687	3 142 687
10	Exposures in default	-	-	-	-	-	-	299 858	37 176	-	-	337 034	337 034
11	Exposures associated with particularly high risk	-	-	-	-	-	-	-	-	-	-	-	-
12	Covered bonds	-	-	-	-	-	-	-	-	-	-	-	-
13	Institutions and corporates with a short-term credit assessment	-	-	-	-	-	-	-	-	-	-	-	-
14	Collective investment undertakings	-	-	-	-	-	-	2 336	-	-	-	2 336	2 336
15	Equity	-	-	-	-	-	-	15 136	-	-	-	15 136	15 136
16	Other items	312 351	-	174 592	-	-	-	411 914	-	-	-	898 857	898 857
17	Total	4 929 197	456 639	578 866	1 813 584	991 931	3 087 599	2 945 592	37 176	-	59 471	14 900 055	8 846 046

#### EU CCR3 – Standardised approach – CCR exposures by regulatory portfolio and risk

						In thou	sands of BGN	
	Exposure classes		Risk we	eight			Of which	
		20%	50%	75%	100%	Total	unrated	
1	Central governments or central banks	-	-	-	-	-	-	
2	Regional government or local authorities							
		-	-	-	-	-	-	
3	Public sector entities	-	-	-	-	-	-	
4	Multilateral development banks	-	-	-	-	-	-	
5	International organisations	-	-	-	-	-	-	
6	Institutions	10 096	95 149	-	-	105 245	1 035	
7	Corporates	-	-	-	6 891	6 891	6 891	
8	Retail	-	-	438	-	438	438	
	Institutions and corporates with a short-term							
9	credit assessment	-	-	-	-	-	-	
10	Other items	-	-	-	71	71	71	
11	Total	10 096	95 149	438	6 962	112 645	8 435	

EU CCR5-A – Impact of netting and collateral held on exposure values

		Gross positive	Netting	Netted current	Collateral held	Net credit
		fair value or net carrying amount	benefits	credit exposure		exposure
1	Derivatives	112 645	-	-	-	112 645
2	SFTs	-	-	-	-	-
3	Cross-product netting	-	-	-	-	-
4	Total	112 645	-	-	-	112 645

# 3. Liquidity risk and Liquidity Coverage Ratio

DSK Bank manages its exposure to liquidity risk by:

- accumulating an adequate level of high-quality liquid assets (HQLA);
- developing a modern system for liquidity risk management covering exposures in adequate manner;
- applying a transparent management process;
- preparing regular and well-grounded reports to the management body.

The main management body that manages the liquidity is the Asset and Liabilities Management Committee (ALCO). ALCO reports its activity to the Management board quarterly or on demand if needed. Asset and Liabilities Management Department (ALM), in coordination with ALM of OTP Bank, prepares a regular information and proposals to the ALCO concerning management of liquidity in short and long term. Operative liquidity management is carried out by the ALM department by sending orders to the Treasury and Capital Markets Directorate.

DSK Bank uses information from various sources to monitor the liquidity position on daily and monthly base. In case of deviations from the strategy or significant changes in liquidity, they are reported to the Group and Local ALCO in order corrective measures to be undertaken.

DSK Bank maintains adequate level of liquidity buffer, so that it can fulfil all of its obligations in different currencies, as they mature.

Once a year DSK Bank carries out an internal liquidity adequacy assessment (ILAA). The final ILAA report is submitted and approved by the Management Board prior to being sent to the supervisory authority.

DSK Bank has large and well-diversified deposit base. The prevailing part of attracted funds is from retail clients. For that reason, there is not concentration to any client or group of clients.

Exposures in derivatives is not significant. Derivatives are used mainly for servicing corporate and financial clients.

Liquidity coverage ratios (LCR) in all significant currencies are above the level of 100% and the Bank does not rely on transferring liquidity between currencies to cover liquidity cash outflows.

Liquidity management in foreign currencies is to a large extent coordinated with OTP Group. Irrespective of the level of centralisation of the liquidity management function, the Bank applies group methods and standards for measurement and reporting of liquidity.

There are no significant positions in terms of liquidity that are not considered in the LCR.

In the next table a qualitative information for liquidity coverage ratio is represented on individual basis as the Bank doesn.t report liquidity coverage ratio on subconsolidated basis.

# LCR disclosure template, on quantitative information of LCR which complements Article 435(1)(f) of Regulation (EU) No 575/2013

			Total unwei	ghted value			Total weigh		
Quarter en	ding on:	31.3.2018	30.6.2018	30.9.2018	31.12.2018	31.3.2018	30.6.2018	30.9.2018	31.12.2018
	data points used in the calculation of averages	3	3	3	3	3	3	3	3
	ALITY LIQUID ASSETS								
1	Total high-quality liquid assets (HQLA)	$\geq$	>	$\searrow$	$\searrow$	2 502 689	2 567 391	2 719 800	4 505 398
CASH-OU	TFLOWS			~ ~ ~	~ ~ ~				
2.	Retail deposits and deposits from small business customers,								
Z	of which:	6 709 551	6 933 559	7 142 052	7 381 655	385 579	401 857	415 401	428 051
3	Stable deposits	6 112 754	6 291 110	6 458 653	6 685 296	305 638	314 555	322 933	334 265
4	Less stable deposits	596 797	642 449	683 399	696 358	79 941	87 302	92 469	93 787
5	Unsecured wholesale funding	>	>	$\searrow$	$\searrow$	617 802	845 756	994 160	1 151 236
6	Operational deposits (all counterparties) and deposits in								
0	networks of cooperative banks	-	-	-	-	-	-	-	-
7	Non-operational deposits (all counterparties)	1 268 057	1 499 064	1 700 411	1 877 449	617 802	845 756	994 160	1 151 236
8	Unsecured debt	-	-	-	-	-	-	-	-
9	Secured wholesale funding	>	>	$\searrow$	>	-	-	-	-
10	Additional requirements	>>	$>\!\!\!\!\!\!\!\!\!\!\!\!\!\!\!\!$	$\geq$	>	131 661	120 412	120 501	119 178
11	Outflows related to derivative exposures and other collateral								
11	requirements	13 612	227	616	186	13 612	227	616	186
12	Outflows related to loss of funding on debt products	-	-	-	-	-	-	-	-
13	Credit and liquidity facilities	1 187 763	1 214 633	1 224 544	1 217 406	118 050	120 185	119 885	118 992
14	Other contractual funding obligations	16 500	16 500	16 500	16 500	-	-	-	-
15	Other contingent funding obligations	322 379	288 711	283 701	291 342	16 119	14 436	14 185	14 567
16	TOTAL CASH OUTFLOWS	>	>	$\left \right\rangle$	$\left \right\rangle$	1 151 161	1 382 461	1 544 246	1 713 032
CASH-IN	FLOWS								
17	Secured lending (eg reverse repos)	-	-	-	-	-	-	-	-
18	Inflows from fully performing exposures	573 683	861 879	769 696	318 312	507 395	786 329	672 946	248 249
19	Other cash inflows	298	10 286	428	2 345	298	10 286	428	2 345
	(Difference between total weighted inflows and total								
EU-19a	weighted outflows arising from transactions in third								
EU-19a	countries where there are transfer restrictions or which								
	are denominated in non-convertible currencies)		$ \longrightarrow $	$\langle \rangle$	$\langle \rangle$	-	-	-	-
EU-19b	(Excess inflows from a related specialised credit								
	institution)		$\leq$	$\geq$	$\geq$	-	-	-	-
20	TOTAL CASH INFLOWS	573 981	872 164	770 124	320 656	507 694	796 615	673 374	250 593
EU-20a	Fully exempt inflows	-	-	-	-	-	-	-	-
EU-20b	Inflows Subject to 90% Cap	-	-	-	-	-	-	-	-
EU-20c	Inflows Subject to 75% Cap	573 982	872 165	770 124	320 657	507 694	796 615	673 374	250 593
							TOTAL ADJUS		
21	LIQUIDITY BUFFER	$\sim$	$\sim$	$\sim$	$\sim$	2 502 689	2 567 391	2 719 800	4 505 398
22	TOTAL NET CASH OUTFLOWS	>	$\geq$	$\geq$	$\geq$	692 213	585 846	870 872	1 462 439
23	LIQUIDITY COVERAGE RATIO (%)	>	>	>	>	493,15%	463,64%	322,87%	310,14%

# 4. Leverage

DSK Bank Group estimates the leverage ratio according to Regulation (EC) 575/2013, art. 429 and the following improvements as a proportion between CET 1 and the total leverage exposure in percentage.

As of December 31, 2018 the leverage ratio is 7.72 %.

In the next tables is represented information connected with the fulfilment of Regulation (EC) 575/2013, art. 451 and Commission implementing regulation - EU 2016/200.

# Table LRSum: Summary reconciliation of accounting assets and leverage ratio exposures

		Applicable Amount
1	Total assets as per published financial statements	14 694 912
2	Adjustment for entities which are consolidated for accounting purposes but are outside the scope of regulatory consolidation	
3	(Adjustment for fiduciary assets recognised on the balance sheet pursuant to the applicable accounting framework but excluded from the leverage ratio total exposure measure in accordance with Article 429(13) of Regulation (EU) No 575/2013)	-
4	Adjustments for derivative financial instruments	(110 332)
5	Adjustment for securities financing transactions (SFTs)	-
6	Adjustment for off-balance sheet items (ie conversion to credit equivalent amounts of off- balance sheet exposures)	378 425
EU-6a	(Adjustment for intragroup exposures excluded from the leverage ratio total exposure measure in accordance with Article 429(7) of Regulation (EU) No 575/2013)	-
EU-6b	(Adjustment for exposures excluded from the leverage ratio total exposure measure in accordance with Article 429(14) of Regulation (EU) No 575/2013)	-
7	Other adjustments	7 053
8	Leverage ratio total exposure measure	14 970 058

# Table LRCom: Leverage ratio common disclosure

Table I	LRCom: Leverage ratio common disclosure	
		In thousands of BGN CRR leverage ratio exposures
	On-balance sheet exposures (excluding derivatives and SFTs)	
1	On-balance sheet items (excluding derivatives, SFTs and fiduciary assets, but including	
2	collateral)	14 589 320
2 3	<ul><li>(Asset amounts deducted in determining Tier 1 capital)</li><li>Total on-balance sheet exposures (excluding derivatives, SFTs and fiduciary</li></ul>	(108 620)
5	assets) (sum of lines 1 and 2)	14 480 700
	Derivative exposures	
4	Replacement cost associated with all derivatives transactions (ie net of eligible cash variation margin)	14 880
5	Add-on amounts for PFE associated with all derivatives transactions (mark- to-market method)	(110 332)
EU-5a	Exposure determined under Original Exposure Method	(110 552)
6	Gross-up for derivatives collateral provided where deducted from the balance sheet assets pursuant to the applicable accounting framework	-
7	(Deductions of receivables assets for cash variation margin provided in derivatives transactions)	_
8	(Exempted CCP leg of client-cleared trade exposures)	-
9	Adjusted effective notional amount of written credit derivatives	-
10	(Adjusted effective notional offsets and add-on deductions for written credit derivatives)	_
11	Total derivatives exposures (sum of lines 4 to 10)	(95 452)
	SFT exposures	
12	Gross SFT assets (with no recognition of netting), after adjusting for sales accounting transactions	-
13	(Netted amounts of cash payables and cash receivables of gross SFT assets)	-
14	Counterparty credit risk exposure for SFT assets	-
EU-14a	Derogation for SFTs: Counterparty credit risk exposure in accordance with Articles 429b(4) and 222 of Regulation (EU) No 575/2013	-
15	Agent transaction exposures	-
EU-15a	(Exempted CCP leg of client-cleared SFT exposure)	-
16	Total securities financing transaction exposures (sum of lines 12 to 15a)	-
17	Other off-balance sheet exposures	
17 18	Off-balance sheet exposures at gross notional amount (Adjustments for conversion to credit equivalent amounts)	1 582 665
10 19	Other off-balance sheet exposures (sum of lines 17 and 18)	(1 204 240)
	exposures in accordance with Article 429(7) and (14) of Regulation (EU) No 575/2013	378 425
Exempted	sheet)	(on and on building
EU-19a	(Intragroup exposures (solo basis) exempted in accordance with Article 429(7) of Regulation (EU) No 575/2013 (on and off balance sheet))	_
EU-19b	(Exposures exempted in accordance with Article 429 (14) of Regulation (EU) No 575/2013 (on and off balance sheet))	_
	Capital and total exposure mesure	
20	Tier 1 capital	1 155 784
21	Leverage ratio total exposure measure (sum of lines 3, 11, 16, 19, EU-19a and EU-19b)	14 970 058
	Leverage ratio	
22	Leverage ratio	7,72%
	Choice on transitional arrangements and amount of derecognised fiduciary iter	ns
EU-23	Choice on transitional arrangements for the definition of the capital measure	-
EU-24	Amount of derecognised fiduciary items in accordance with Article 429(11) of Regulation (EU) No 575/2013	_
	-	÷

# Table LRSpl: Split-up of on balance sheet exposures (excluding derivatives, SFTs and exempted exposures)

		In thousands of BGN
		CRR leverage ratio exposures
EU-1	Total on-balance sheet exposures (excluding derivatives, SFTs, and exempted exposures), of which:	14 589 320
EU-2	Trading book exposures	116 339
EU-3	Banking book exposures, of which:	14 472 981
EU-4	Covered bonds	-
EU-5	Exposures treated as sovereigns	5 409 468
EU-6	Exposures to regional governments, MDB, international organisations and PSE not treated as sovereigns	29 364
EU-7	Institutions	504 639
EU-8	Secured by mortgages of immovable properties	3 057 100
EU-9	Retail exposures	2 784 937
EU-10	Corporate	1 447 636
EU-11	Exposures in default	333 074
EU-12	Other exposures (eg equity, securitisations, and other non-credit obligation assets)	906 763

# 5. Countercyclical Capital Buffer (CCyB)

According to Directive 2013/36/EC, Part VII, Chapter 4 the Bank Group have to keep CCyB which purpose is to protect against potential losses, resulting from accumulated system cyclical risk in period of exess credit growth.

The CCyB is regulated with Ordinance N 8 of the Bulgarian National Bank for capital Buffrs of the banks. BNB discloses information for the fixed level of CCyB and ups to date it quarterly. The level of CCyB for 2018 is 0 %.

The specific for the Bank Group CCyB is also 0%.

Geographical distribution of credit exposures relevant for the calculation of the countercyclical capital buffer

							In thou	usands of BGN / %
Row	General Trading Own funds requirements credit book		nents	Own funds requirement	Countercyclical capital buffer			
		exposures -	exposure -				weights	rate
		exposure value for SA	sum of long and short position of trading book	Of which: General credit exposures	Of which: Trading book exposures	Total		
		010	030	070	080	100	110	120
010	Breakdown by country							
	Bulgaria	8 658 995	-	474 954	-	474 954	0,98	0,00%
	Netherlands	47 797	-	3 773	-	3 773	0,01	0,00%
	United kingdom	17 246	-	264	-	264	0,00	100,00%
	USA	12 449	-	981	-	981	0,00	0,00%
	Slovenia	5 675	-	452	-	452	0,00	0,00%
	Greece	4 660	-	328	-	328	0,00	0,00%
	Germany	3 614	-	66	-	66	0,00	0,00%
	<b>Russian Federation</b>	3 593	-	166	-	166	0,00	0,00%
	North Macedonia	3 522	-	260	-	260	0,00	0,00%
	Italy	2 437	-	123	-	123	0,00	0,00%
	Algeria	2 334	-	187	-	187	0,00	0,00%
	Other countries	19 173	-	928	-	928	0,00	0,00%
020	Total	8 781 495	-	482 482	-	482 482		

# Amount of institution-specific countercyclical capital buffer

Row		Column
		010
010	Total risk exposure amount	8 781 495
020	Institution specific countercyclical buffer rate	0,00%
030	Institution specific countercyclical buffer requirement	482 482

# II. Internal Capital Adequacy Assessment Process (ICAAP)

DSK Bank identifies the following types of risk, specific for its risk profile:

- Credit risk
- Concentration risk
- Market risk
- Operational risk
- Interest rate risk in the banking portfolio
- Liquidity risk
- Reputational risk
- Strategic risk
- Business risk
- Risk of change in real estate prices

#### 1. Internal Strategy and Capital Plan

The determination of the required ratios and levels of capital is a part of the annual planning process of the Bank's operations and revision of its long-term strategy. The internal management and analysis of the capital adequacy aim at maintaining an adequate amount of internal capital according to the level determined by the Bank's management which corresponds to the risk profile of the bank and to its quality of management through respective systems for risk management. The following principles should be followed:

- A transparent corporate structure which ensures effective and reasonable risk management;
- Clearly defined levels of reporting and distribution of the tasks and responsibilities;
- The entire process of risk management in the Bank is managed by the Management Board;
- Comprehensible and effective systems for risk control and internal control which are independent from the controlled activities;
- The effective internal control system consists of three independent functions risk control, adherence to rules, and internal audit;
- Public announcement and transparency of the bank's activity and operations;
- The Bank regulates the management process of every significant type of risk within separate rules.

The plan for development of the capital base is consistent with the goals for development of the Bank's activity and the acceptable levels of risk for achieving these goals. So far, the short- and long-term goals of the Bank have always been set within its current risk profile without predicting significant changes in the levels of influence of the separate risk components. This allows a relatively reliable assessment of the necessary development of the capital base and respective planning of an adequate capital position.

#### 2. Capital Management

The Bank calculates the capital requirements during each process of planning, forecasting, or long-term strategic goal setting. The capital requirements result from the risk profile of the Bank which will lead to achievement of the respective goals. The necessity of capital calculated according to regulatory requirements, as well as according to the Internal Capital Adequacy Assessment Process (ICAAP), represented by two different approaches – according to DSK Bank's policy and based on the supervisory assessment (SREP). The regulatory requirements shall be fulfilled with a reasonable reserve above the stipulated minimum. In case the ability to provide capital to cover the higher of the two (with a reasonable reserve above the minimum capital requirement according to the regulatory requirements or the result reached under ICAAP) is under question, the Bank reviews its objectives and risk profile.

#### Stress test conduction

The Bank conducts stress tests which cover all significant risks in order to enable assessment and analysis of its ability to meet a negative impact of significant adverse changes in the risk components, which are beyond expectations during the normal planning process. If the conducted analysis indicate a threat for the Bank's financial stability, a decision for undertaking adequate measures is being made.

During the stress test conduction are observed the following main financial stability indicators:

- Capital adequacy and capital position ;
- Liquidity defined as the ratio between liquid assets and attracted funds based on the daily ratio assessment from Liquidity Coverage Ratio (LCR) methodology;
- Dynamics of the profitability indicators net interest income, income from banking activity before operating costs and risk costs, risk costs, profit.

As a result of the conducted calculations and stress tests, a conclusion could be made that the Bank has sufficient capital to meet the regulatory requirements as well as a sufficient capital buffer to meet a more risk-sensitive environment.

#### 3. Structure of the total capital resource of the Bank

The Bank has the following structure of its capital resource as of the end of 2018 in accordance with Directive 2013/36/EU and Reglament (EU) №575/2013 according to the Internal Capital Adequacy Assessment as well as to the accepted supervisory assessment (SREP):

	In thousands of I		
	Basel III 2018 Regulatory	Basel III 2018 ICAAP	
Own Funds for Solvency Purposes	1 157 537	1 374 715	
Common equity Tier 1 capital	1 157 537	1 374 715	
Ordinary share capital	153 984	153 984	
Reserves	982 208	1 199 386	
Intangble assets	(50 701)	(50 701)	
Accumulated other comprehensive income	131 359	131 359	
CET1 instruments of financial sector entites where the institution does not have a significant investment	(2 545)	(2 545)	
CET1 instruments of financial sector entities where the institution has a significant investment	-	-	
Tier 2 instruments of financial sector entities where the institution does not have a significant investment	-	-	
CET1 additional capital deductions (for specific credit risk)	-	-	
Excess of deduction from T2 items over T2 Capital	(56 768)	(56 768)	
Tier 2 capital	-	-	
Accumulated other comprehensive income	-	-	
CET1 instruments of financial sector entites where the institution does not have a significant investment	-	-	
CET1 instruments of financial sector entities where the institution has a significant investment	-	-	
Tier 2 instruments of financial sector entities where the institution does not have a significant investment	(56 768)	(56 768)	
Excess of deduction from T2 items over T2 Capital (deducted in CET1)	56 768	56 768	

According to the approved policy of the Bank, for the purposes of internal capital analysis, tier-one capital includes the 2018 annual profit because during the period of ICAAP assessment it was known that it will be kept in Reserves with a decision taken by the General Assembly.

In the capital base calculation according to the supervisory assessment, the current year profit is not included in tier I capital at any stage of the calculation.

The parameters of capital adequacy are as follows:

	In thousands of BGN / %		
	Basel III 2018 Regulatory	Basel III 2018 ICAAP	
Own Funds for Solvency Purposes	1 157 537	1 374 715	
Common equity Tier 1 capital	1 157 537	1 374 715	
Risk-weighted assets	7 047 464	7 930 876	
Credit risk	6 416 013	6 416 013	
Position, foreign exchange and commodity risk	44 763	100 000	
Operational risk	586 688	626 600	
Other risks	-	788 263	
Interest rate risk in Banking book	-	688 263	
Reputation risk	-	50 000	
Strategic risk	-	50 000	
Solvency ratio (%)	16,42%	17,33%	
Original own funds ratio (%)	16,42%	17,33%	
Capital Conservation Buffer (2.5%)	176 187	176 187	
Systemic Risk Buffer (3%)	211 424	211 424	
O-SII Buffer	17 619	17 619	
Free Capital	188 511	335 016	

In thousands of BGN / %

The Bank has a stable and adequate capital position which allows coverage of the risks specific to its operations. Bank estimates a capital buffer compared to both the regulatory requirements for capital adequacy and the necessary capital base obtained as a result of internal capital adequacy assessment. This capital buffer is a result mainly from the followed policy for capitalization of profit from previous years, as well as a reasonable risk management and defining risk appetite in the activity. As a result of these the Bank has a sufficiently stable position of tier I capital.

		SRE	ΕP	ICAAP	
Risk profile	Regulatory Capital Requirement	Additional capital according to SREP	Total Capital Required SREP	Additional capital according to ICAAP	Total Capital Required ICAAP
1. Credit risk	513 281			-	513 281
2. Concentration risk	-			-	-
3. Market risk	3 581			4 419	8 000
4. Interest rate risk in Banking book	-			55 061	55 061
5. Operational risk	46 935			3 193	50 128
6. Liquidity risk	-			-	-
7. Other risks	-			8 000	8 000
Capital requirement excl. capital buffers	563 797	97 255	661 052	70 673	634 470
8. Capital Conservation Buffer (2.5%)	176 187	-	176 187	-	176 187
9. Systemic Risk Buffer (3%)	211 424	-	211 424	-	211 424
10. O-SII Buffer	17 619	-	17 619	-	17 619
Capital requirement incl. capital buffers	969 026	97 255	1 066 281	70 673	1 039 699
Effective minimum required adequacy ratio (capital requirement/risk assets ratio according to regulatory requirements)	13,75%		15,13%		14,75%

Capital requirements and ratios for 2018

#### 4. Additional capital under ICAAP

Additional capital for credit risk

For the purpose of ICAAP DSK Bank assesses the required capital for credit risk using the following calculation:

CR = Unexpected Loss (UL) – Expected Loss (EL)

As at 31.12.2018 the capital requirement for credit risk according to ICAAP of DSK Bank is below the capital requirement of the standardized approach. For this reason an allocation of additional capital is not necessary.

#### Additional capital for concentration risk

The assessment of concentration risk is based on the evaluation of the extent of exposure to concentration risk in relation to the Bank's assessment of the extent and quality management through the introduced rules and procedures for preventive management of concentration risk as well as monitoring, management and control of taken risk.

The Bank conducts assessment and analysis of the concentration within and between risks. Concentration within risks arises from the correlation within separate exposures within a single risk category. Concentration between risks is established through correlation indications between separate exposures which are part of separate risk categories.

The Bank considers that it maintains a high level of preventive and follow-up measures for restricting and managing the concentration risk, which in addition to the high level of provision coverage of the assets represents an additional buffer also regarding the concentration risk. All aspects of impact and correlation between separate risks are subject of existing regulations, all internal rules and procedures, regulation the Bank's activity. The analysis and assessment of the according correlations between risks and their impact on concentration in relation to the capital allocation for their coverage are subject to the assessment of each main or arising risk. For that reason, the Bank considers that it is not necessary to allocate additional capital to cover concentration risk.

#### Additional capital for currency risk

In accordance with the adopted interbank rules, the currency positions are monitored on a daily basis. Additionally, an independent of the business unit calculates and reports the condition of the positions and the risk of the positions as a whole for the Bank. The level of currency risk is measured through VaR models. The model is back-tested regularly and the results are reported to the management of the Bank periodically.

The additional capital that the Bank allocates according to the calculations regarding the level of currency risk is lower than 0.1% from the capital base.

Additional capital for interest rate risk in the trading portfolio

In the assessment of the interest rate risk in the trading portfolio of the Bank are applied models which generally assess the exposure, calculate modified durations and VaR for the trading portfolio. The applied VaR has a confidence level 99% and 1 day time horizon. As most of the assets in the portfolio are not actively traded on the market, the management considers that VaR is not an adequate tool for the allocation of the capital requirements. Therefore for the assessment of the capital requirements of the trading portfolio is applied the result from the standardized method.

Additional capital for interest rate risk in the banking portfolio

The capital requirements for this type of risk are determined from the result obtained from a standard deviation (shock) of the interest rates on the separate currencies within +/-200 b.p. The sensitivity of the different time intervals is calculated on the basis of the modified duration given a profitability level of 5%. In the Rules for interest rate risk management of the Bank, a limit has been set regarding the effect of the standard shock. The reduction of the capital from this shock shall not exceed 20% of the Bank's equity.

Taking into consideration the asset and liability structure, the management considers that the proposed standard shock determines adequately the level of interest rate risk of the Bank and the result should be used for determining the required capital. The required capital for 2018 is assessed at BGN 55 061 thousand.

Additional capital reserve for liquidity risk

The liquidity risk analysis in the Bank are according to the internal rules for liquidity management. Periodically are conducted statistical and dynamical maturity tables. The liquidity position is reviewed on daily basis. Information about the liquidity ratios is also included in the analysis.

DSK Bank has elaborated an action plan for liquidity crisis. The plan is triggered if withdrawals exceed a definite amount. Early warning indicators are also foreseen. In the plan for the liquidity crisis are determined actions and responsibilities of the various departments within the management of the crisis.

The policy and the rules of the Bank for liquidity risk management consider the concentration of risks within liquidity risk.

The Bank considers that the capital is not an adequate tool for covering the liquidity risk.

#### Additional capital for operational risk

The Bank uses an approach for assessment of the necessary capital for operational risk under ICAAP, based on four components similarly to the applied group model for the assessment of regulatory capital on the basis of the enhanced method - actual damages suffered, self-assessment of the risk, scenario analyses and external events.

The assessed regulatory capital for operational risk in the fourth quarter of 2018 amounts to BGN 46 935 thousand. It is calculated through the Enhanced Method of tier I. The calculation for the fourth quarter of 2018 under ICAAR amounts to BGN 50 128 thousand.

#### Additional capital for reputational risk

The management of the Bank considers the applied preventive measures for limiting reputation risk as effective but because of the inherent risk of events which are not under the direct control of the Bank and which could not be foreseen, it approves the allocation of additional capital buffer to the amount of BGN 4 000 thousand for reputational risk coverage.

### Additional capital for strategic risk

The Bank estimates its sensitivity to strategic risk in accordance to the strategic risk management and the observed deviation from historic goals in historical plan. Analysis prove the adequate management of the operations in an environment of strongly unfavorable external influences and the ability of the Bank to maintain its stability, covering its strategic risk with its ongoing processes and flexible reactions based on timely management decisions and measures. The balance between the management of the operations and the results from the latest conducted stress tests regarding the overall activity of the Bank based on 2019 plan parameters, shows that there is no need for the Bank to allocate an additional capital for strategic risk coverage.

Inspite of that, with regards to the still unstable national and international economic environment, the dymanic banking system environment and the existing factors which are out of the control of the Bank, which could impact the fulfilment of the strategic goals, DSK Bank allocates additional capital buffer for strategic risk to the amount of BGN 4 000 thousand.

Additional capital for business risk

The business risk assessment is performed by complex modelling of the Bank's activity, based on assumptions that reflect to potential changes in the performance indicators, which according to the current circumstances have or most likely have significant impact on the profitability, liquidity and capital position of the Bank. The assessment is being accomplished through plan, forecast or stress test on the entire balance sheet and income statement of the Bank. The main aspects of the assessment are:

General assessment of the operational environment - analysis of the macroeconomic situation and market environment. The main aim is to define the parameters that should have or most likely have significant impact, as well as the opportunities for business development.

- Analysis of the possible development of the Bank's activity through assumptions, defined on the basis of the operational environment assessment and following the strategic objectives within these assumptions. The according assessments of key indicators within a certain period of time.
- Conduction of stress tests for business risk and analysis of the reaction of key indicators for the Bank on possible adverse changes of key parameters.
- Analysis of the client base substitution the Bank prepares an annual analysis on the transfer of clients in Retail banking (the highest share in total number of clients) divided into the segments households and small and medium enterprises. A monthly analysis on the deposit distribution upon age ranges is also prepared. An assessment of significant deviations in the structure, the transfer of new and churn clients as well as other indicators for changes is made on the basis of these analysis.
- The Bank considers that a lot of successful preventive measures are placed in order to reduce the business risk based on the results of the recently conducted stress tests on the Bank's overall activity including 2019 planned parameters, which indicate the lack of necessity for allocating an additional capital in order to cover any business risks for 2018.
- Additional capital for risk of change in real estate prices

The Bank assesses extent of coverage of the potential risk of decline in real estate market prices through available capital resource, without jeopardizing the adequate capital coverage of the other risks. The Bank's real estates represented less than 3% of total assets. The Bank regularly (annually) monitors the current evaluation of the real estate book value and verifies the need for reassessment. The Bank monitors the dynamics of the real estate market and in case of negative trends indications, applies relevant assumptions in planning and forecasting process, and in conductions of stress tests in order to consider the possible negative effects on the capital resources.

# III. Asset Encumbrance Policy

In 2014 the Bank accepted policy aiming to regulate asset encumbrance. The policy corresponds with Recommendation B - Risk management of asset encumbrance by institutions of European Systemic Risk Board (ESRB).

With the policy the Bank defines groups of assets that could be encumbered: securities from the Bank's portfolios; cash on accounts of the Bank and other cash receivables from third parties.

As of 31 December 2018 consolidated asset encumbrance data to be disclosed is as follow:

# 1. Assets of DSK Bank Group

		In thousands of BGN			housands of BGN
		Carrying amount of encumbered assets	Fair value of encumbered assets	Carrying amount of unencumbered assets	Fair value of unencumbered assets
		010	040	060	090
010	Assets of the reporting institution	168 324		14 526 588	
030	Equity instruments	-	-	17 194	-
040	Debt securities	165 193	165 193	1 175 365	-
120	Other assets	-		1 017 262	

# 2. Collaterals received

		In thousands of BG		
		Fair value of encumbered collateral received or own debt securities issued	Fair value of collateral received or own debt securities issued available for encumbrance	
		010	040	
130	Collateral received by the reporting institution	-	1 610 685	
150	Equity instruments	-	-	
160	Debt securities	-	1 610 685	
230	Other collateral received	-	-	
240	Own debt securities issued other than own covered bonds or ABSs	-	-	

#### 3. Encumbered assets

DSK Bank Group encumbers assets mainly for collateralisation of liabilities to State Budget according to The Public Finance Act. Assets pledged are more than liabilities to State Budget because of the specific of prices used and the discount applied from regulator on each emission.

Received as collateral government debt securities are connected with repo deals with OTP Bank. The coverage of exposures is controlled on daily basis on current market prices.

			In thousands of BGN
		Matching liabilities, contingent liabilities or securities lent	Assets, collateral received and own debt securities issued other than covered bonds and ABSs encumbered
		010	030
010	Carrying amount of selected financial liabilities	154 402	14 694 912

# IV. Remuneration Policy and Practices

# 1. Remuneration Policy of the Bank Group

The decision making process is in accordance with the Remuneration Policy keeping the OTP Banking group standards.

The most important principle of the Bank Group Remuneration Policy is that the rate of performance-based remuneration (variable element) – subject to the preliminary and subsequent evaluation of risks – is relevant to realization level of the targets at bank group/bank and individual level.

The performance appraisal among the persons belonging to the scope of the Remuneration Policy is based on individual agreements. The performance expectations are defined by bank group/bank/affiliate, organizational, manager and position level within a pre-defined benchmark structure and/or target tasks considering the differences arising from the nature of the various banking organizations' activity.

The Remuneration Policy stipulates differentiated income levels conforming to the value of the jobs and based on classifications. The remuneration comprises fixed and performance-based remuneration. The fact that the amount of the fixed remuneration for the persons belonging to the scope of the Policy is high enough to provide compensation for the professional work and is in line with the level of education, ranking, the required level of experience and skills, and the relevant business sector ensures the enforcement of a flexible remuneration policy.

At the level of DSK Bank the performance appraisal connected to performance-based remuneration takes place on the basis of the return on risk-adjusted capital (RORAC). The ratio is calculated on the basis of the figures of those Bank Group member affiliates, operating as group members, which belonged to the circle of consolidation throughout the appraised fiscal year for controlling purposes.

The performance remuneration based on performance appraisal of the top managers belonging to the scope of the Remuneration Policy takes place uniformly in the form of cash bonus and share options, in the proportion of 50-50%.

As a general rule 60% of the performance-based remuneration specified for individual level for the top managers belonging to the scope of the Remuneration Policy shall be deferred for period of three years.

The performance remuneration based on performance appraisal of the identified managers belonging to the scope of the Remuneration Policy takes place uniformly in the form of cash bonus and synthetic shares, in the proportion of 50-50%.

40% of the performance-based remuneration specified for individual level for the top managers belonging to the scope of the Remuneration Policy shall be deferred for period of three years.

The main criteria for identify the personal scope of the Remuneration Policy are as follow:

- Importance of the position in the group group level, subconsolidation level and local level;
- Assessment of the importance of the material risk assumption of the position accordingly to the Europian legal framework - regulatory technical standarts.

The ratio of the fixed and performance-based remuneration connected to the various positions of additional persons belonging to the scope of the Remuneration Policy is established, based on the subject to the collective consideration of the aspects below:

- performance appraisal system and method of defining the risk levels;
- length of the deferred appraisal and payment period, and of the retention period;
- the structure of the organizational unit / Bank Group member affiliate, nature and complexity of its activity;
- position of the employees within the organizational hierarchy, and risk assumption/decision-making levels allocated to the various positions.

In DSK Bank Group the variable elements of the remuneration do not exceed 100 % of the fixed elements from the total remuneration for each person.

#### 2. Total remuneration broken down by business activities of the Bank Group

In	thousands	of BGN

	Remuneration for 2018
Credit activity	59 016
Asset management	1 088
Corporate functions	19 708
Independent control functions	9 628
Other activities	13 366
Top management	2 869
Total	105 675

- 3. Aggregated quantitative information on remuneration of the persons referred to in Article 2, items 1, 2 and 4 of BNB Ordinance No. 4 of 2010 on the Requirements on the Remuneration in Banks
- the amount of remuneration for the financial year split into fixed and variable remuneration, and the number of beneficiaries:

Fixed annual remuneration - BGN 5 535 thousand / 47 persons; Variable annual remuneration - BGN 2 763 thousand / 41 persons.

- the amount and form of variable remuneration is BGN 1 436 thousand cash and BGN 1 327 thousand shares and relevant to shares instruments;
- the total amount of outstanding deferred remuneration, accounted in previous years, is BGN 2 839 thousand;
- there is no amount of deferred remuneration awarder during the financial year paid out and reduced through performance adjustments;
- there is no amount for severance payment during the financial year;
- there is no amount of new sign-on payment made during the financial year.

In DSK Bank and the Group has been realized diversity policy, regarding recruitment of key management personnel.

In DSK Bank Group operates regulation, ensuring compliance with the requirements for the members of the management bodies, executive officers and key function holders of DSK Bank and the Group.

**BAHKA** 

CORAS

Violina Marinova Chief Executive Director

Slaveyko Slaveykov Executive Director Appendix 1: Areas and Countries list for geographical breakdown tables included as Other areas and Other countries

Geographical area	Other countries	
Asia	United Arab Emirates	
Asia	Indonesia	
Asia	Israel	
Asia	India	
Asia	Iraq	
Asia	Korea, Republic Of	
Asia	Syrian Arab Republic	
Asia	Kazakhstan	
Asia	Japan	
Asia	Armenia	
Asia	Hong Kong	
Europe	Albania	
Europe	Bosnia And Herzegovina	
Europe	Belgium	
Europe	Belarus	
Europe	Switzerland	
Europe	Cyprus	
Europe	Czech Republic	
Europe	Denmark	
Europe	Estonia	
Europe	Finland	
Europe	France	
Europe	Greece	
Europe	Croatia	
Europe	Ireland	
Europe	Iceland	
Europe	Italy	
Europe	Lithuania	
Europe	Latvia	
Europe	Luxembourg	
Europe	Moldova, Republic Of	
Europe	Russian Federation	
Europe	Macedonia, The Former Yugoslav Republic Of	
Europe	Norway	
Europe	Portugal	
Europe	Serbia	
Europe	Slovakia	
Europe	Sweden	
Europe	Turkey	
Europe	Ukraine	
North America	Canada	

Other geographical areas	Countries
Australia	Australia
Africa	Algeria
Africa	Egypt
Africa	Libya
Africa	Morocco
Africa	Madagascar
Africa	Tunisia
Africa	South Africa
Africa	Mauritius
South America	Brazil
South America	Colombia
South America	Ecuador
Central America	Cuba
Central America	Nicaragua

Appendix 2: Index of templates

Template	page
EU LI3 – Outline of the differences in the scopes of consolidation (entity by entity)	15
Total own funds and capital ratios	
Reconciliation between balance sheet items used to calculate own funds and regulatory own funds	
Capital instruments' main features	
Transitional own funds disclosure template	
EU L11 – Differences between accounting and regulatory scopes of consolidation and the mapping of financial statement categories with regulatory risk categories	
EU LI2 - Main sources of differences between regulatory exposure amounts and carrying values in financial statements	
EU OV1– Overview of RWAs	24
EU CCR1– Analysis of CCR exposure by approach	25
EU CR3 – CRM techniques – Overview	
EU CR4 – Standardised approach – Credit risk exposure and CRM effects	
EU MR1– Market risk under the standardised approach	29
Capital requirements for foreigh exchange risk	30
EU CRB-B – Total and average net amount of exposures	31
EU CRB-C – Geographical breakdown of exposures	32
EU CRB-D – Concentration of exposures by industry or counterparty types	33
EU CRB-E – Maturity of exposures	34
EU CR1-A – Credit quality of exposures by exposure class and instrument	35
EU CR1-B – Credit quality of exposures to non-financial institutions and households by industry or counterparty types	36
EU CR1-C – Credit quality of exposures by geography	37
EU CR1-D – Ageing of past-due exposures	38
EU CR1-E – Non-performing and forborne exposures	38
EU CR2-A – Changes in the stock of general and specific credit risk adjustments	39
EU CR2-B – Changes in the stock of defaulted and impaired loans and debt securities	39
EU CR5 – Standardised approach	40
EU CCR3 – Standardised approach – CCR exposures by regulatory portfolio and risk	
EU CCR5-A – Impact of netting and collateral held on exposure values	41
LCR disclosure template, on quantitative information of LCR which complements Article 435(1)(f) of Regulation (EU) No 575/2013	
Table LRSum: Summary reconciliation of accounting assets and leverage ratio exposures	44
Table LRCom: Leverage ratio common disclosure	45
Table LRSpl: Split-up of on balance sheet exposures (excluding derivatives, SFTs and exempted exposures)	46
Geographical distribution of the institution's credit exposures relevant for the calculation of the	
	47 47
Geographical distribution of the institution's credit exposures relevant for the calculation of the countercyclical capital buffer Amount of institution-specific countercyclical capital buffer Structure of the total capital resource - ICAAP	
Parameters of capital adequacy - ICAAP	
Capital requirements and ratios according to ICAAP and SREP	
Asset Encumbrance Policy - Assets of DSK Bank	
Asset Encumbrance Policy - Collaterals received	
Asset Encumbrance Policy - Encumbered assets	
Total remuneration broken down by business activities of the Bank	56 58