

Pillar 3 Annual Report 2025

Permanent TSB plc



Table of Contents

INTRODUCTION	2
ATTESTATION BY SENIOR MANAGEMENT	3
KEY METRICS OF THE BANK	4
OWN FUNDS	7
CAPITAL REQUIREMENTS	15
CAPITAL BUFFERS	22
CREDIT RISK	24
REMUNERATION ARTICLE 450(1) AND (2)	32
LEVERAGE RATIO	42
LIQUIDITY AND FUNDING RISK	46
USE OF CREDIT RISK MITIGATION TECHNIQUES	54
CRR DISCLOSURE REQUIREMENTS PER ARTICLE 13 OF CRR	58
MINIMUM REQUIREMENT FOR OWN FUNDS AND ELIGIBLE LIABILITIES. SUPERVISORY PUBLIC DISCLOSURE OF THE REQUIREMENT	61

Introduction

These disclosures relate to Permanent TSB plc (hereafter ‘Permanent TSB’, ‘PTSB’ or ‘the Bank’). They provide comprehensive information on the risk profile and risk management of the Bank.

The legal basis for Pillar 3 disclosures is set out in Part Eight of the Capital Requirement Regulation (EU) No 575/2013 (‘CRR’), as amended by Regulation (EU) 2019/876 (‘CRR2’) and Regulation (EU) 2024/1623 (‘CRR3’). As part of the CRR3 amendments, the European Banking Authority (‘EBA’) was mandated to develop uniform disclosure formats for banks’ disclosures. The uniform formats are contained within Commission Delegated Regulation (EU) 2024/3172¹, published in November 2024, which prescribes the format of the quantitative templates to be disclosed. The EBA have published a mapping tool between the supervisory returns and the disclosure templates to facilitate banks’ compliance with disclosure requirements with the stated aim to improve the consistency and quality of the information disclosed.

Large subsidiary

Subsidiaries are not required to comply with Pillar 3 disclosures per Article 6, however, large subsidiaries are required to disclose certain information per Article 13(1). A review of the licensed subsidiaries is carried out quarterly to determine if they meet the definition of a large subsidiary. The only large subsidiary in PTSB Group at 31 December 2025 is Permanent TSB plc. Large subsidiaries shall disclose all the information required per Article 13(1) on an annual basis and the required information on a semi-annual and quarterly basis.

The Group has a Board-approved formal policy for its Pillar 3 disclosures as required under Article 431 (3) of the CRR, which applies to Permanent TSB plc. The disclosures are subject to the same level of internal verification as the unaudited information included within the Bank’s Annual Report. No disclosures are omitted on the basis of proprietary or confidential information. Where appropriate, some disclosure requirements have been met by reference to the relevant disclosure in the Bank’s Annual Report or on its website.

The Pillar 3 disclosure report is available on the Group’s website at the following location:

<https://www.permanenttsbgroup.ie/investors/result-centre/2025>

Information required under article 25 (5) of Commission Delegated Regulation (EU) 2024/3172:

Disclosure reference date	31 December 2025
Period	1 January 2025 to 31 December 2025
Reporting Currency	Euro
Name of disclosing institution	Permanent TSB plc
LEI Code	549300WL1M55G8FIDZ68
Accounting Standard	IFRS
Scope of consolidation	Individual

A checklist outlining the CRR disclosure requirements applicable to the Bank including the location of those disclosures throughout this report or in other documents is available at back of report.

Please note the figures in this report are in millions of euro and may contain rounding differences as they are compiled using information reported to supervisors in units of euro.

¹ Implementing Regulation (EU) 2021/637 shall cease to apply from 1 January 2025, except for Article 15 and Annexes XXIX and XXX. Article 15 and Annexes XXIX and XXX of Implementing Regulation (EU 2021/637) shall continue to apply until 31 December 2025 only for the purposes of Article 16 of this Regulation

Attestation by Senior Management

In line with the CRR, the Group has formal policies and internal processes, systems and controls in place to comply with the disclosure requirements. These apply to Permanent TSB plc. The disclosures are reviewed by risk sub committees prior to approval by the Group's Board Audit Committee (BAC).

"We confirm that PTSB plc's Pillar 3 disclosures, to the best of our knowledge, comply with Part Eight of the CRR and have been prepared in compliance with the Group's Board-agreed internal control framework".

Barry D'Arcy

CFO , PTSB plc

5th March 2026

Key metrics of the Bank

The template below provides a comprehensive view of key prudential metrics covering capital, risk-weighted exposures, leverage ratio, liquidity coverage ratio and net stable funding ratio (NSFR).

Template EU KM1 - Key metrics template Art 438(b)

€'M		a	b	c	d	e
		Dec-25	Sept-25	Jun-25	Mar-25	Dec-24
	Available own funds (amounts)					
1	Common Equity Tier 1 (CET 1) capital	1,731	1,663			
2	Tier 1 capital	1,976	2,031			
3	Total capital	2,274	2,366			
	Risk-weighted exposure amounts					
4	Total risk-weighted exposure amount	10,932	10,735			
4a	Total risk exposure pre-floor	10,932	10,735			
	Capital ratios (as a percentage of risk-weighted exposure amount)					
5	Common Equity Tier 1 ratio (%)	15.83%	15.49%			
5a	Not applicable					
5b	Common Equity Tier 1 ratio considering unfloored TREA (%)	15.83%	15.49%			
6	Tier 1 ratio (%)	18.07%	18.92%			
6a	Not applicable					
6b	Tier 1 ratio considering unfloored TREA (%)	18.07%	18.92%			
7	Total capital ratio (%)	20.80%	22.04%			
7a	Not applicable					
7b	Total capital ratio considering unfloored TREA (%)	20.80%	22.04%			

Note: The increase in the CET1 ratio (+34bps) in the quarter is primarily due to profits recognised in the year, partially offset by AT1 coupon payment, prudential deduction for intangible software assets and RWA increases (see OV1 template)

	Additional own funds requirements to address risks other than the risk of excessive leverage (as a percentage of risk-weighted exposure amount)	Dec-25	Sept-25	Jun-25	Mar-25	Dec-24
EU 7d	Additional own funds requirements to address risks other than the risk of excessive leverage (%)	3.00%	3.25%			
EU 7e	of which: to be made up of CET1 capital (percentage points)	1.69%	1.83%			
EU 7f	of which: to be made up of Tier 1 capital (percentage points)	2.25%	2.44%			
EU 7g	Total SREP own funds requirements (%)	11.00%	11.25%			
	Combined buffer and overall capital requirement (as a percentage of risk-weighted exposure amount)	Dec-25	Sept-25	Jun-25	Mar-25	Dec-24
8	Capital conservation buffer (%)	2.50%	2.50%			
EU 8a	Conservation buffer due to macro-prudential or systemic risk identified at the level of a Member State (%)	-	-			
9	Institution specific countercyclical capital buffer (%)	1.50%	1.50%			
EU 9a	Systemic risk buffer (%)	-	-			
10	Global Systemically Important Institution buffer (%)	-	-			
EU 10a	Other Systemically Important Institution buffer	-	-			
11	Combined buffer requirement (%)	4.00%	4.00%			
EU 11a	Overall capital requirements (%)	15.00%	15.25%			
12	CET1 available after meeting the total SREP own funds requirements	9.61%	9.16%			
	Leverage ratio					
13	Total exposure measure	30,677	30,549			
14	Leverage ratio (%)	6.44%	6.65%			
	Additional own funds requirements to address risks of excessive leverage (as a percentage of leverage ratio total exposure amount)					
EU 14a	Additional own funds requirements to address the risk of excessive leverage (%)	-	-			
EU 14b	of which: to be made up of CET1 capital (percentage points)	-	-			
EU 14c	Total SREP leverage ratio requirements (%)	3.00%	3.00%			
	Leverage ratio buffer and overall leverage ratio requirement (as a percentage of total exposure measure)					
EU 14d	Leverage ratio buffer requirement (%)	-	-			
EU 14e	Overall leverage ratio requirements (%)	3.00%	3.00%			
	Liquidity Coverage Ratio					
15	Total high-quality liquid assets (HQLA) (Weighted value - average)	6,305	6,025			
EU 16a	Cash outflows - Total weighted value	2,484	2,441			
EU 16b	Cash inflows - Total weighted value	240	264			
16	Total net cash outflows (adjusted value)	2,244	2,177			
17	Liquidity coverage ratio (%)	281.09%	276.79%			
	Net Stable Funding Ratio					
18	Total available stable funding	27,229	27,076			
19	Total required stable funding	16,701	16,515			
20	NSFR ratio (%)	163.04%	163.94%			

Notes: 1) The Liquidity coverage ratio (LCR) uses the simple average of the preceding 12 monthly periods ending on the quarterly reporting date as specified in the table
2) The NSFR figures for 30 September 2025 have been restated.

Template EU ILAC - Internal loss absorbing capacity: internal MREL and, where applicable, requirement for own funds and eligible liabilities for non-EU G-SIIs

As per Article 45i (3), points (a) to (c) of the Bank Recovery and Resolution Directive 'BRRD II', published in the Official Journal of the EU as Directive 2014/59/EU, amended by Directive (EU) 2019/879 in May 2019, the following template discloses own funds and eligible liabilities for the purposes of the requirement for own funds and eligible liabilities of entities that are not themselves resolution entities pursuant to Article 45f BRRD II (internal MREL).

Under BRRD II, Permanent TSB plc is subject to internal Minimum Requirement for Own Funds and Eligible Liabilities 'MREL' and associated disclosures. The purpose of the internal requirement is to hold sufficient financial resources in all parts of the resolution group to support an orderly resolution in the event of its failure.

Permanent TSB plc is not subject to the Internal Loss-Absorbing Capacity 'ILAC' requirements which only applies to material subsidiaries non-EU Global Systemically Important Institutions 'G-SIIs'.

The current MREL requirement for Permanent TSB plc is the higher of 17.52% of RWAs (21.52% including the Combined Buffer Requirement) and 5.91% of the leverage exposure. As of 31 December 2025, Permanent TSB plc exceeds these requirements.

		Dec-25		
		a	b	c
		Minimum requirement for own funds and eligible liabilities (internal MREL)	Non-EU G-SII requirement for own funds and eligible liabilities (internal TLAC)	Qualitative information
Applicable requirement and level of application				
EU-1	Is the entity subject to a non-EU G-SII requirement for own funds and eligible liabilities? (Y/N)			N
EU-2	If EU-1 is answered by 'Yes', is the requirement applicable on a consolidated or individual basis? (C/I)			-
EU-2a	Is the entity subject to an internal MREL? (Y/N)			Y
EU-2b	If EU-2a is answered by 'Yes', is the requirement applicable on a consolidated or individual basis? (C/I)			Individual
Own funds and eligible liabilities				
EU-3	Common Equity Tier 1 capital (CET1)	1,731		
EU-4	Eligible Additional Tier 1 capital	245		
EU-6	Eligible own funds	2,274		
EU-7	Eligible liabilities	1,716		
EU-8	of which permitted guarantees	-		
EU-9a	(Adjustments)	-		
EU-9b	Own funds and eligible liabilities items after adjustments	3,990		
Total risk exposure amount and total exposure measure				
EU-10	Total risk exposure amount (TREA)	10,932		
EU-11	Total exposure measure (TEM)	30,677		
Ratio of own funds and eligible liabilities				
EU-12	Own funds and eligible liabilities as a percentage of the TREA	36.49%		
EU-13	of which permitted guarantees	-		
EU-14	Own funds and eligible liabilities as a percentage of the TEM	13.00%		
EU-15	of which permitted guarantees	-		
EU-16	CET1 (as a percentage of the TREA) available after meeting the entity's requirements	9.61%		
EU-17	Institution-specific combined buffer requirement			
Requirements				
EU-18	Requirement expressed as a percentage of the TREA	21.52%		
EU-19	of which part of the requirement that may be met with a guarantee	-		
EU-20	Requirement expressed as percentage of the TEM	5.91%		
EU-21	of which part of the requirement that may be met with a guarantee	-		
Memorandum items				
EU-22	Total amount of excluded liabilities referred to in Article 72a(2) of Regulation (EU) No 575/2013			

Own Funds

Details of the composition of the Bank's own funds and a reconciliation to the financial statements is provided below.

Template EU CC1 - Composition of regulatory own funds **Art 437 (a), (d), (e) and (f)**

€'M		(a)	(b)
		Dec-25	
		Amounts	Cross reference to CC2
	Common Equity Tier 1 (CET1) capital: instruments and reserves		
1	Capital instruments and the related share premium accounts	622	29 & 30
	of which: Ordinary Shares	89	30
	of which: Deferred Shares	-	
	of which: Share Premium	533	31
2	Retained earnings	(1,687)	33
3	Accumulated other comprehensive income (and other reserves)	3,189	32
EU-3a	Funds for general banking risk	-	
4	Amount of qualifying items referred to in Article 484 (3) and the related share premium accounts subject to phase out from CET1	-	
5	Minority interests (amount allowed in consolidated CET1)	-	
EU-5a	Independently reviewed interim profits net of any foreseeable charge or dividend	96	34
6	Common Equity Tier 1 (CET1) capital before regulatory adjustments	2,220	
	Common Equity Tier 1 (CET1) capital: regulatory adjustments		
7	Additional value adjustments (negative amount)	(0)	
8	Intangible assets (net of related tax liability) (negative amount)	(169)	15
9	Not applicable		
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)	(298)	17
11	Fair value reserves related to gains or losses on cash flow hedges of financial instruments that are not valued at fair value	-	
12	Negative amounts resulting from the calculation of expected loss amounts	(13)	
13	Any increase in equity that results from securitised assets (negative amount)	-	
14	Gains or losses on liabilities valued at fair value resulting from changes in own credit standing	-	
15	Defined-benefit pension fund assets (negative amount)	-	

Common Equity Tier 1 (CET1) capital: regulatory adjustments			
16	Direct and indirect holdings by an institution of own CET1 instruments (negative amount)	(8)	35
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)	-	
18	Direct, indirect and synthetic holdings by the institution of the CET1 instruments of financial sector entities where the institution does not have a significant investment in those entities (amount above 10% threshold and net of eligible short positions) (negative amount)	-	
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)	-	
20	Not applicable		
EU-20a	Exposure amount of the following items which qualify for a RW of 1250%, where the institution opts for the deduction alternative	-	
EU-20b	of which: qualifying holdings outside the financial sector (negative amount)	-	
EU-20c	of which: securitisation positions (negative amount)	-	
EU-20d	of which: free deliveries (negative amount)	-	
21	Deferred tax assets arising from temporary differences (amount above 10% threshold, net of related tax liability where the conditions in Article 38 (3) are met) (negative amount)	-	
22	Amount exceeding the 17.65% threshold (negative amount)	-	
23	of which: 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	-	
24	Not applicable		
25	of which: deferred tax assets arising from temporary differences	-	
EU-25a	Losses for the current financial year (negative amount)	-	
EU-25b	Foreseeable tax charges relating to CET1 items except where the institution suitably adjusts the amount of CET1 items insofar as such tax charges reduce the amount up to which those items may be used to cover risks or losses (negative amount)	-	
26	Not applicable		
27	Qualifying AT1 deductions that exceed the AT1 items of the institution (negative amount)	-	
EU-27a	Other regulatory adjustments	(0)	
28	Total regulatory adjustments to Common Equity Tier 1 (CET1)	(489)	
29	Common Equity Tier 1 (CET1) capital	1,731	

	Additional Tier 1 (AT1) capital: instruments		
30	Capital instruments and the related share premium accounts	245	36
31	of which: classified as equity under applicable accounting standards	245	36
32	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 as described in Article 486(3) of CRR	-	
EU-33a	Amount of qualifying items referred to in Article 494a(1) subject to phase out from AT1	-	
EU-33b	Amount of qualifying items referred to in Article 494b(1) subject to phase out from AT1	-	
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	-	
35	of which: instruments issued by subsidiaries subject to phase out	-	
36	Additional Tier 1 (AT1) capital before regulatory adjustments	245	
	Additional Tier 1 (AT1) capital: regulatory adjustments		
37	Direct and indirect holdings by an institution of own AT1 instruments (negative amount)	-	
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)	-	
39	Direct, indirect and synthetic holdings of the AT1 instruments of financial sector entities where the institution does not have a significant investment in those entities (amount above 10% threshold and net of eligible short positions) (negative amount)	-	
40	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 positions) (negative amount)	-	
41	Not applicable	-	
42	Qualifying T2 deductions that exceed the T2 items of the institution (negative amount)	-	
EU-42a	Other regulatory adjustments to AT1 capital	-	
43	Total regulatory adjustments to Additional Tier 1 (AT1) capital	-	
44	Additional Tier 1 (AT1) capital	245	
45	Tier 1 capital (T1 = CET1 + AT1)	1,976	

	Tier 2 (T2) capital: instruments		
46	Capital instruments and the related share premium accounts	298	28
47	Amount of qualifying items referred to in Article 484 (5) and the related share premium accounts subject to phase out from T2 as described in Article 486 (4) CRR	-	
EU-47a	Amount of qualifying items referred to in Article 494a (2) subject to phase out from T2	-	
EU-47b	Amount of qualifying items referred to in Article 494b (2) subject to phase out from T2	-	
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	-	
49	of which: instruments issued by subsidiaries subject to phase out	-	
50	Credit risk adjustments	-	
51	Tier 2 (T2) capital before regulatory adjustments	298	
	Tier 2 (T2) capital: regulatory adjustments		
52	Direct and indirect holdings by an institution of own T2 instruments and subordinated loans (negative amount)	-	
53	Direct, indirect and synthetic 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)	-	
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 entities (amount above 10% threshold and net of eligible short positions) (negative amount)	-	
54a	Not applicable	-	
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)	-	
56	Not applicable	-	
EU-56a	Qualifying eligible liabilities deductions that exceed the eligible liabilities items of the institution (negative amount)	-	
EU-56b	Other regulatory adjustments to T2 capital	-	
57	Total regulatory adjustments to Tier 2 (T2) capital	-	
58	Tier 2 (T2) capital	298	
59	Total capital (TC = T1 + T2)	2,274	
60	Total risk exposure amount	10,932	

Capital ratios and requirements including buffers		
61	Common Equity Tier 1 (as a percentage of total risk exposure amount)	15.83%
62	Tier 1 (as a percentage of total risk exposure amount)	18.07%
63	Total capital (as a percentage of total risk exposure amount)	20.80%
64	Institution CET1 overall capital requirements	10.69%
65	of which: capital conservation buffer requirement	2.50%
66	of which: countercyclical buffer requirement	1.50%
67	of which: systemic risk buffer requirement	-
EU-67a	of which: Global Systemically Important Institution (G-SII) or Other Systemically Important Institution (O-SII) buffer	0.00%
EU-67b	of which: additional own funds requirements to address the risks other than the risk of excessive leverage	1.69%
68	Common Equity Tier 1 available to meet buffer (as a percentage of risk exposure amount)	9.61%
69	Not applicable	
70	Not applicable	
71	Not applicable	
Amounts below the thresholds for deduction (before risk weighting)		
72	Direct and indirect holdings of own funds and eligible liabilities 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)	33
73	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 (amount below 17.65% thresholds and net of eligible short positions)	-
74	Not applicable	
75	Deferred tax assets arising from temporary differences (amount below 17.65% threshold, net of related tax liability where the conditions in Article 38 (3) are met)	6
Applicable caps on the inclusion of provisions in Tier 2		
76	Credit risk adjustments included in T2 in respect of exposures subject to standardised approach (prior to the application of the cap)	-
77	Cap on inclusion of credit risk adjustments in T2 under standardised approach	43
78	Credit risk adjustments included in T2 in respect of exposures subject to internal ratings-based approach (prior to the application of the cap)	-
79	Cap for inclusion of credit risk adjustments in T2 under internal ratings-based approach	37
Capital instruments subject to phase-out arrangements (only applicable between 1 Jan 2014 and 1 Jan 2022)		
80	Current cap on CET1 instruments subject to phase out arrangements	-
81	Amount excluded from CET1 due to cap (excess over cap after redemptions and maturities)	-
82	Current cap on AT1 instruments subject to phase out arrangements	-
83	Amount excluded from AT1 due to cap (excess over cap after redemptions and maturities)	-
84	Current cap on T2 instruments subject to phase out arrangements	-
85	Amount excluded from T2 due to cap (excess over cap after redemptions and maturities)	-

Template EU CC2 - reconciliation of regulatory own funds to balance sheet in the audited financial statements
Art 437 (a)

		a	b	c
		Dec-25		
		Balance sheet as in published financial statements	Under regulatory scope of consolidation	Cross reference to CC1
		As at period end	As at period end	
Assets – Breakdown by asset classes according to the balance sheet in the published financial statements				
1	Cash at bank	75	75	
2	Items in the course of collection	25	25	
3	Loans and advances to banks	1,719	1,719	
4	Derivative assets	24	24	
5	Other assets	51	51	
6	Current Tax Asset	0	0	
7	Assets classified as held for sale	5	5	
8	Debt securities	5,360	5,360	
9	Equity securities	1	1	
10	Prepayments and accrued income	171	171	
11	Loans and advances to customers	22,249	22,249	
12	Interests in associated undertakings	32	32	
13	Property and equipment	189	189	
14	Intangible assets	263	263	
15	<i>Of which are deducted from Own funds</i>		169	8
16	Deferred taxation	304	304	
17	<i>Of which are deducted from Own funds</i>		298	10
18	Total assets	30,468	30,468	
Liabilities - Breakdown by liability classes according to the balance sheet in the published financial statements				
19	Deposits by banks	114	114	
20	Customer accounts	25,599	25,599	
21	Derivative liabilities	4	4	
22	Debt securities in issue	0	0	
23	Other liabilities	131	131	
24	Accruals	11	11	
25	Current tax liability	0	0	
26	Provisions	64	64	
27	Subordinated liabilities	2,071	2,071	
28	<i>Of which are allowable for own funds purposes</i>		298	46
29	Total liabilities	27,994	27,994	
Shareholders' Equity				
30	Share capital	89	89	1
31	Share premium	533	533	1
32	Other reserves	3,191	3,191	3
33	Retained earnings	(1,584)	(1,584)	2
34	<i>Of which profits for the current financial year</i>		112	EU-5a
35	<i>Of which direct holdings of own CET1 instruments</i>		(8)	16
36	Other equity instruments	245	245	30 & 31
37	Total shareholder's equity	2,474	2,474	

Template EU CCA: Main features of regulatory own funds instruments and eligible liabilities instruments³
 Art 437 (b) and (c)

		a	a	a
		Ordinary Shares	€250m Fixed Rate Reset Perpetual Temporary Write Down AT1 Securities	€300m Fixed Rate Reset Callable Green Tier 2 Capital Notes due 2035
1	Issuer	Permanent TSB plc	Permanent TSB plc	Permanent TSB plc
2	Unique identifier (ex CUSIP, ISIN or Bloomberg identifier for private placement)	IE00BW88X525	N/a	N/a
EU-2a	Public or private placement	Private	Private	Private
3	Governing law(s) of the instrument	Irish	Irish	Irish
3a	Contractual recognition of write down and conversion powers of resolution authorities	Not applicable	Yes	Yes
Regulatory treatment				
4	Transitional CRR rules	Common Equity Tier 1	Additional Tier 1	Tier 2
5	Post-transitional CRR rules	Common Equity Tier 1	Additional Tier 1	Tier 2
6	Eligible at solo/(sub-)consolidated/ solo& (sub-) consolidated	Solo	Group and solo (the external issuance is downstreamed to PTSB plc in the AT1 format)	Group and solo (the external issuance is downstreamed to PTSB plc)
7	Instrument type (types to be specified by each jurisdiction)	Ordinary shares	Additional Tier 1	Tier 2
8	Amount recognised in regulatory capital (Currency in million, as of most recent reporting date)	89	245	298
9	Nominal amount of instrument	88,570,352	EUR 250,000,000	EUR 300,000,000
EU-9a	Issue price	EUR 0.32	100.00 per cent	100.00 per cent
EU-9b	Redemption price	N/A	100 per cent of principal amount plus	100 per cent of principal amount plus
10	Accounting classification	Shareholders' Equity	Shareholders' Equity	Liability – amortised cost
11	Original date of issuance	15.01.2010	26.10.2022	22.09.2025
12	Perpetual or dated	Perpetual	Perpetual	Dated
13	Original maturity date	No maturity	No maturity	22.12.2035
14	Issuer call subject to prior supervisory approval	No	Yes	Yes
15	Optional call date, contingent call dates and redemption amount	N/A	On any day beginning 26 October 2027 and ending on 26 April 2028. 100 per cent of principal amount plus any accrued and unpaid interest In addition Tax/Regulatory call.	The Bank may redeem the Tier 2 on any date from and including 22 September 2030 and the first reset date of 22 December 2030. The optional redemption amount is EUR1,000 per the calculation amount
16	Subsequent call dates, if applicable	N/A	26 April and 26 October annually from 2028	see response to 15 above
Coupons & dividends				
17	Fixed or floating dividend/coupon	N/A	Fixed	Fixed
18	Coupon rate and any related index	N/A	13.378% , reset reference rate: Mid-swap rate (Euribor) + margin 10.546%	4.055%, first margin +1.550%, reset reference rate: Mid-swap rate (Euribor)
19	Existence of a dividend stopper	N/A	No	No
20a	Fully discretionary, partially discretionary or mandatory (in terms of timing)	N/A	Fully discretionary	Mandatory
20b	Fully discretionary, partially discretionary or mandatory (in terms of amount)	N/A	Fully discretionary	Mandatory
21	Existence of step up or other incentive to redeem	N/A	No	No
22	Noncumulative or cumulative	N/A	Non-cumulative	Non-cumulative
23	Convertible or non-convertible	N/A	Non-convertible	Non-convertible
24	If convertible, conversion trigger(s)	N/A	N/A	N/A
25	If convertible, fully or partially	N/A	N/A	N/A
26	If convertible, conversion rate	N/A	N/A	N/A
27	If convertible, mandatory or optional conversion	N/A	N/A	N/A
28	If convertible, specify instrument type convertible into	N/A	N/A	N/A
29	If convertible, specify issuer of instrument it converts into	N/A	N/A	N/A
30	Write-down features	N/A	Yes	No
31	If write-down, write-down trigger(s)	N/A	Group CET 1 Capital Ratio of the Issuer falls below 7% (regulatory basis).	N/A
32	If write-down, full or partial	N/A	Fully or Partially	N/A
33	If write-down, permanent or temporary	N/A	Temporary	N/A
34	If temporary write-down, description of write-up mechanism	N/A	Write up to Initial Principal Amount subject to any MDA requirements and Maximum Write Up Amount subject to Supervisory Permission, if required	N/A
EU-34a	Type of subordination (only for eligible liabilities)	N/A	N/A	N/A
EU-34b	Ranking of the instrument in normal insolvency proceedings	1	2(a)	2(b)
35	Position in subordination hierarchy in liquidation (specify instrument type immediately senior to instrument)	Additional Tier 1	Tier 2	Senior debt
36	Non-compliant transitioned features	No	No	No
37	If yes, specify non-compliant features	N/A	N/A	N/A

³ The Bank is not subject to the TLAC standard

EU-37a Full terms and conditions of all Common Equity Tier 1, Additional Tier 1 and Tier 2 instruments
Art 437(c)

Details of the full terms and conditions of all of the above instruments can be found at the following location on the Group's website:

- For Common Equity Tier 1 instruments please refer to the Articles of Association found at the following link: <https://www.permanenttsbgroup.ie/~media/Files/P/Ptsb-CORP/documents/document-center/governance/memorandum-and-articles-of-association.pdf>
- For Additional Tier 1, Tier 2 and Eligible Liabilities instruments: <https://www.permanenttsbgroup.ie/investors/debt-investors/unsecured-funding>

Capital Requirements

The following narrative information for Article 438(a) CRR is provided in accordance with the disclosure requirements referenced in table EU OVC of [Commission Implementing Regulation 2024/3172](#).

Bank's approach to assessing the adequacy of its internal capital to support current and future activities **Art 438(a)**

Capital Management Objectives and Policies

The objective of the Bank's capital management policy is to ensure that the Bank has sufficient capital to cover the risks of its business, support its strategy and to comply with prevailing regulatory capital requirements at all times. The policy requires the Bank to minimise refinancing risk by managing the maturity profile of non-equity capital. The capital adequacy requirements, set by the Regulator, are used by the Bank as the basis for its capital management. The Bank seeks to maintain sufficient capital to ensure that all regulatory requirements are met.

Capital Ratios at 31 December 2025

At 31 December 2025, the regulatory CET1 is 15.83% and Total Capital ratio is 20.80%, exceeding the Bank's 2025 capital requirement of 10.69% CET1 and 15.00% Total Capital.

ICAAP information

The Bank's ICAAP demonstrates that the Bank has sufficient capital at all times to support its business objectives, execute the strategy within the Bank's risk appetite and meet regulatory requirements.

The ICAAP consists of a comprehensive assessment of the risk profile of the Bank and an appropriate risk governance structure and risk appetite in place to ensure adequate capital resources are maintained. The ICAAP is crucial to the overall resilience of the Bank in periods of stress forward-looking capital adequacy assessments across comprehensive range of scenarios and sensitivities.

The ICAAP is reviewed on an ongoing basis and is embedded in the Group's Strategic Planning Process. The ICAAP is aligned to the European Central Bank (ECB) Internal Capital Adequacy Assessment Process (ICAAP) Guide published in 2018.

The key objective of the ICAAP is to identify and quantify all capital related risks and ensure that the Bank maintains a sufficient level of capital to:

- execute the strategy;
- absorb economic shocks;
- identify and quantify single risk factors; and
- equip senior management with contingency actions.

The Board approved ICAAP Report and supporting documentation is submitted to the CBI on an annual basis at a minimum and is subject to regulatory review as part of the Supervisory Review and Evaluation Process (SREP).

Template EU OV1 – Overview of total risk exposure amounts Art 438(d)

€'M		Total risk exposure amounts (TREA)		Total own funds requirements
		a	b	c
		Dec-25	Sept-25	Dec-25
1	Credit risk (excluding CCR)*	9,872	9,726	790
2	Of which the standardised approach	3,461	3,331	277
3	Of which the Foundation IRB (F-IRB) approach	-	-	-
4	Of which slotting approach	-	-	-
EU 4a	Of which equities under the simple riskweighted approach	-	-	-
5	Of which the Advanced IRB (A-IRB) approach	6,208	6,199	497
6	Counterparty credit risk - CCR	1	2	0
7	Of which the standardised approach	-	-	-
8	Of which internal model method (IMM)	-	-	-
EU 8a	Of which exposures to a CCP	0	1	0
9	Of which other CCR	1	1	0
10	Credit valuation adjustments risk - CVA risk	1	3	0
EU 10a	Of which the standardised approach (SA)	-	-	-
EU 10b	Of which the basic approach (F-BA and R-BA)	1	3	0
EU 10c	Of which the simplified approach	-	-	-
11	<i>Not applicable</i>			
12	<i>Not applicable</i>			
13	<i>Not applicable</i>			
14	<i>Not applicable</i>			
15	Settlement risk	-	-	-
16	Securitisation exposures in the non-trading book (after the cap)	-	-	-
17	Of which SEC-IRBA approach	-	-	-
18	Of which SEC-ERBA (including IAA)	-	-	-
19	Of which SEC-SA approach	-	-	-
EU 19a	Of which 1250%	-	-	-
20	Position, foreign exchange and commodities risks (Market risk)	-	-	-
21	Of which the Alternative standardised approach (A-SA)	-	-	-
EU 21a	Of which the Simplified standardised approach (S-SA)	-	-	-
22	Of which the Alternative Internal Models Approach (A-IMA)	-	-	-
EU 22a	Large exposures	-	-	-
23	Reclassifications between trading and non-trading books	-	-	-
24	Operational risk	1,058	1,003	85
EU 24a	Exposures to crypto-assets	-	-	-
25	Amounts below the thresholds for deduction (subject to 250 % risk weight)	16	11	1
26	<i>Output floor applied (%)</i>			
27	<i>Floor adjustment (before application of transitional cap)</i>			
28	<i>Floor adjustment (after application of transitional cap)</i>			
29	Total	10,932	10,735	875

*RWEAs of €203m at 31st December 2025 are recognised as an Article 3 adjustment. This adjustment is not included under the standardised, F-IRB or A-IRB approaches.

The December 2025 RWAs increased by €197m since September 2025, primarily driven by an increase in exposures measured under the standardised approach of €130m due to increase in 'other items' and BTL exposures switching to standardised approach, offset by redemptions on mortgage loans.

Other increases were seen in Operational Risk RWAs (+€55m) primarily due to increase in the three-year average income.

Exposures measured under the IRB approach increased by €9m. Template EU CR8 provides more detail on the movement of RWA measured under the IRB approach.

Template EU CMS1 – Comparison of modelled and standardised risk weighted exposure amounts at risk level Art 438 (d) and (da)

Dec-25

		a	b	c	d	EU d
		Risk weighted exposure amounts (RWEAs)				
		RWEAs for modelled approaches that banks have supervisory approval to use	RWEAs for portfolios where standardised approaches are used	Total actual RWEAs (a + b)	RWEAs calculated using full standardised approach	RWEAs that is the base of the output floor
1	Credit risk (excluding counterparty credit risk)	6,208	3,461	9,669	8,130	8,130
2	Counterparty credit risk	-	1	1	1	1
3	Credit valuation adjustment	-	1	1	1	1
4	Securitisation exposures in the banking book	-	-	-	-	-
5	Market risk	-	-	-	-	-
6	Operational risk	-	1,058	1,058	1,058	1,058
7	Other risk weighted exposure amounts	-	203	203	203	203
8	Total	6,208	4,733	10,932	9,393	9,393

The table above shows the composition of RWA by risk type and separated by modelled approaches for which the Bank has supervisory approval and where the standardised approaches are used.

As of 31st December 2025, the output floor for RWA according to CRR3 has no impact on the Bank's RWA.

Template EU CMS2 – Comparison of modelled and standardised risk weighted exposure amounts for credit risk at asset class level Art 438 (d) and (da)

Dec-25

		a	b	c		d	EU d
		Risk weighted exposure amounts (RWEAs)					
		RWEAs for modelled approaches that institutions have supervisory approval to use	RWEAs for column (a) if re-computed using the standardised approach	Total actual RWEAs	RWEAs calculated using full standardised approach	RWEAs that is the base of the output floor	
1	Central governments and central banks	-	-	16	16	16	
EU 1a	Regional governments or local authorities	-	-	-	-	-	
EU 1b	Public sector entities	-	-	-	-	-	
EU 1c	Categorised as Multilateral Development Banks in SA	-	-	-	-	-	
EU 1d	Categorised as International organisations in SA	-	-	-	-	-	
2	Institutions	-	-	-	-	-	
3	Equity	-	-	61	61	61	
4	Not applicable	-	-	-	-	-	
5	Corporates	-	-	275	275	275	
5.1	Of which: F-IRB is applied	-	-	-	-	-	
5.2	Of which: A-IRB is applied	-	-	-	-	-	
EU 5a	Of which: Corporates - General	-	-	275	275	275	
EU 5b	Of which: Corporates - Specialised lending	-	-	-	-	-	
EU 5c	Of which: Corporates - Purchased receivables	-	-	-	-	-	
6	Retail	-	-	609	609	609	
6.1	Of which: Retail - Qualifying revolving	-	-	-	-	-	
EU 6.1a	Of which: Retail - Purchased receivables	-	-	-	-	-	
EU 6.1b	Of which: Retail - Other	-	-	609	609	609	
6.2	Of which: Retail - Secured by residential real estate	-	-	-	-	-	
7	Not applicable	-	-	-	-	-	
EU 7a	Of which: Retail - Categorised as secured by mortgages on immovable properties and ADC exposures in SA	6,117	4,577	7,682	6,142	6,142	
EU 7b	Collective investment undertakings (CIU)	-	-	-	-	-	
EU 7c	Categorised as exposures in default in SA	92	92	172	172	172	
EU 7d	Categorised as subordinated debt exposures in SA	-	-	-	-	-	
EU 7e	Categorised as covered bonds in SA	-	-	20	20	20	
EU 7f	Categorised as claims on institutions and corporates with a short-term credit assessment in SA	-	-	66	66	66	
8	Others	-	-	768	768	768	
9	Total	6,208	4,669	9,669	8,130	8,130	

The table above shows credit risk (excluding counterparty credit risk) RWA broken down by regulatory exposure classes as per Article 112 CRR. For this purpose, RWA which are calculated with the internal rating-based (IRB) approach and assigned to exposure classes as per Article 147 CRR need to be reported in accordance with exposure classes as per Article 112 CRR for the standardised approach.

The table shows in the first two columns the credit risk (excluding counterparty credit risk) RWA for which the Bank is using a supervisory approved model and the respective RWA as if computed by standardised approach. Additionally, the total actual RWA is reported, which include the RWA calculated in the IRB approach and the standardised approach.

As of 31st December 2025, the output floor for RWA according to CRR3 has no impact on the Bank's RWA.

Template EU CR8 – RWEA flow statements of credit risk exposures under the IRB approach Art 438(h)

		Risk weighted exposure amount				
		Dec-25	Sept-25	Jun-25	Mar-25	Dec-24
		a	b	c	d	d
1	Risk weighted exposure amount as at the end of the previous reporting period	6,199	6,544			
2	Asset size (+/-)	176	197			
3	Asset quality (+/-)	(70)	(57)			
4	Model updates (+/-)	-	-			
5	Methodology and policy (+/-)	(62)	(484)			
6	Acquisitions and disposals (+/-)	(34)	-			
7	Foreign exchange movements (+/-)	-	-			
8	Other (+/-)	-	-			
9	Risk weighted exposure amount as at the end of the reporting period	6,208	6,199			

The main movements between September 2025 to December 2025 are as follows:

- Asset size increase driven primarily by new business outpacing redemptions
- Asset quality impact during the quarter was mainly driven by improvement in the PDs and LGDs on performing exposures.
- Methodology and policy driven by BTL exposures switching to standardised approach.

Note: the 'acquisition and disposals' flow relates to Glas 3.1 exposures being derecognised.

Composition of own funds and eligible liabilities Article 45i(3)(b) BRRD

This section provides detailed information on the composition of Permanent TSB plc own funds and eligible liabilities, its main features, its ranking in the creditor hierarchy and its maturities.

As of 31st December 2025, the Bank's available own funds and eligible liabilities amounted to €3,990m, consisting of €2,274m own funds and €1,716m subordinated liabilities.

As of 31st December 2025, no subordinated liabilities were issued prior to 27th June 2019 and therefore grandfathered regarding the eligibility criteria newly established through Article 72b CRR.

Main features of eligible liabilities instruments

A description of the main features of the Bank's senior non-preferred subordinated eligible liabilities instruments eligible for subordinated MREL and TLAC and issued by PTSB Group Holdings plc are published on PTSB website (<https://www.permanenttsbgroup.ie/investors/debt-investors/unsecured-funding>).

Ranking in the creditor hierarchy and maturity

The following table provides a simplified overview of the ranking of liabilities in an insolvency proceeding under Irish law.

Rank	Label of the claims	Legal basis	Description
1	Equity	Section 618(1)(b) of the Companies Act, 2014	All equity / share capital, including convertible bonds that have converted prior to or on insolvency, will rank pari passu on a winding-up save to the extent that the provisions of the constitution of the institution and / or the terms of the relevant equitable instrument provide otherwise.
2	Subordinated claims	Section 618(2) of the Companies Act, 2014	The extent and depth of the subordination of a claim in this category will depend on the terms of the relevant debt instrument issued by the institution.
3	Unsecured claims	Section 618(1) of the Companies Act, 2014	These claims rank pari passu with one another (save to the extent that any creditors may have agreed to subordination amongst themselves or with the institution) and will typically include: - all claims owing to senior and junior bondholders to the extent unsecured (including residual claims arising after the realisation / valuation of security); and - all claims owing by other ordinary course unsecured creditors, including and amounts owing to any preferential creditors over any applicable statutory cap on preferential claims.

Template EU TLAC2b Creditor ranking - Entity that is not a resolution entity

As per Article 45i (3), point (b) of the Bank Recovery and Resolution Directive 'BRRD II', published in the Official Journal of the EU as Directive 2014/59/EU, amended by Directive (EU) 2019/879 in May 2019, the following template captures only own funds and liabilities eligible to meet the requirement of Article 45 of Directive 2014/59/EU in accordance with Article 45f of that Directive.

It presents the breakdown of own funds and liabilities based on their maturities and MREL eligibility, as well as their ranking in the creditor hierarchy in normal insolvency proceedings. Insolvency rankings shall be those communicated by the competent resolution authority in compliance with the standardised presentation specified in Article 8 of this Regulation.

Dec-25					
Insolvency ranking					
	1	2	3	Sum of 1 to 3	
	Resolution entity (most junior)	Resolution entity	Resolution entity (most senior)		
1	Empty set in the EU				
2	Description of insolvency rank (free text)	Equity	Subordinated claims	Unsecured claims	
3	Empty set in the EU				
4	Empty set in the EU				
5	Empty set in the EU				
6	Own funds and liabilities potentially eligible for meeting MREL	1,731	543	1,716	3,990
7	of which residual maturity ≥ 1 year < 2 years	0	0	0	0
8	of which residual maturity ≥ 2 year < 5 years	0	0	1,716	1,716
9	of which residual maturity ≥ 5 years < 10 years	0	298	0	298
10	of which residual maturity ≥ 10 years, but excluding perpetual securities	0	0	0	0
11	of which perpetual securities	1,731	245	0	1,976

Capital buffers

Information on the amount of additional capital to be held to meet its institution specific countercyclical buffer is provided below. The countercyclical capital buffer (CCyB) is designed to counter procyclicality in the financial system. When cyclical systemic risk is judged to be increasing, institutions should accumulate capital to create buffers that strengthen the resilience of the banking sector during periods of stress when losses materialise. In light of the evolution of the risk environment since the pandemic shock, the Central Bank has been gradually rebuilding macroprudential capital buffers through an increase in the CCyB and has indicated that it considers 1.5% as an appropriate level for when risk conditions are deemed to be neither elevated nor subdued.

As at the balance sheet date, the effective rate of the CCyB is 1.5%.

Template EU CCyB2 - Amount of institution-specific countercyclical capital buffer Art 440(b)

€'M	a
	Dec-25
Total risk exposure amount	10,932
Institution specific countercyclical capital buffer rate	1.50%
Institution specific countercyclical capital buffer requirement	164

Template EU CCyB1 - Geographical distribution of credit exposures relevant for the calculation of the countercyclical buffer **Art 440(a)**

	a	b	c	d	e	f	g	h	i	j	k	l	m
	General credit exposures		Relevant credit exposures – Market risk		Securitisation exposures Exposure value for non-trading book	Total exposure value	Own fund requirements			Risk-weighted exposure amounts	Own fund requirements weights (%)	Countercyclical buffer rate (%)	
	Exposure value under the standardised approach	Exposure value under the IRB approach	Sum of long and short positions of trading book exposures for SA	Value of trading book exposures for internal models			Relevant credit risk exposures - Credit risk	Relevant credit exposures – Market risk	Relevant credit exposures – Securitisation positions in the non-trading book				Total
€'M													
Breakdown by country													
Ireland	7,109	16,489	-	-	-	23,598	764	-	-	764	9,544	99.76%	1.50%
United Kingdom	12	13	-	-	-	25	1	-	-	1	12	0.13%	2.00%
Australia	3	4	-	-	-	7	0	-	-	0	3	0.03%	0.00%
United States of America	2	3	-	-	-	5	0	-	-	0	1	0.01%	0.00%
Germany	1	1	-	-	-	2	0	-	-	0	1	0.01%	0.75%
Portugal	0	2	-	-	-	2	0	-	-	0	1	0.01%	0.00%
Other countries (<€2M each)	6	8	-	-	-	14	0	-	-	0	5	0.05%	0.00%
of which have a buffer													
Spain	0	2	-	-	-	2	0	-	-	0	1	0.01%	0.50%
France	1	1	-	-	-	2	0	-	-	0	0	0.00%	1.00%
Poland	0	0	-	-	-	1	0	-	-	0	0	0.00%	1.00%
Czech Republic	0	0	-	-	-	0	0	-	-	0	0	0.00%	1.25%
Luxembourg	0	0	-	-	-	0	0	-	-	0	0	0.00%	0.50%
Hong Kong	0	-	-	-	-	0	0	-	-	0	0	0.00%	0.50%
Greece	0	-	-	-	-	0	0	-	-	0	0	0.00%	0.25%
Denmark	0	-	-	-	-	0	0	-	-	0	0	0.00%	2.50%
Slovakia	0	-	-	-	-	0	0	-	-	0	0	0.00%	1.50%
Sweden	0	0	-	-	-	0	0	-	-	0	0	0.00%	2.00%
Lithuania	0	-	-	-	-	0	0	-	-	0	0	0.00%	1.00%
Hungary	0	-	-	-	-	0	0	-	-	0	0	0.00%	1.00%
Netherlands	0	0	-	-	-	0	0	-	-	0	0	0.00%	2.00%
Belgium	0	-	-	-	-	0	0	-	-	0	0	0.00%	1.00%
Latvia	0	-	-	-	-	0	0	-	-	0	0	0.00%	1.00%
Bulgaria	0	-	-	-	-	0	0	-	-	0	0	0.00%	2.00%
Norway	0	-	-	-	-	0	0	-	-	0	0	0.00%	2.50%
Cyprus	0	-	-	-	-	0	0	-	-	0	0	0.00%	1.00%
Romania	0	-	-	-	-	0	0	-	-	0	0	0.00%	1.00%
Korea, Republic Of	0	-	-	-	-	0	0	-	-	0	0	0.00%	1.00%
TOTAL	7,133	16,520	-	-	-	23,654	765	-	-	765	9,567	100.00%	

Credit risk

The following narrative information for Article 442 CRR is provided in accordance with the disclosure requirements referenced in table EU CRB of [Commission Implementing Regulation 2024/3172](#).

Definition of past due and impaired Art 442(a)

An account is classified as **past due** where the customer is 1 day or more past due on any material credit obligation (where a material amount of principal or interest remains outstanding at the reporting date the counting of days past due commences from the first date that a payment, or part thereof met materiality thresholds and became overdue).

As part of the implementation of IFRS 9 on 1 January 2018, defaulted exposures are assessed as Stage 3, **credit impaired**. While the standard does not define default, it does require institutions to use the definition of default that is used internally for credit risk management purposes, noting a rebuttable presumption that exposures greater than 90 days past due will be considered as defaulted.

The Bank has aligned its definition of default for IFRS 9 and capital calculation purposes and has not chosen to rebut the 90 day presumption. Under the Bank's definition of default an exposure is considered defaulted and is classified as Stage 3 **credit-impaired** where an account is greater than 90 days past due on any material credit obligation or is otherwise assessed as unlikely to pay. Where a material amount of principal or interest remains outstanding at the reporting date, the counting of days past due commences from the first date that a payment, or part thereof, met materiality thresholds and became overdue. Key indicators of unlikely to pay include:

- Accounts that have, as a result of financial distress, received a concession from the Bank with respect to terms or conditions. Such exposures will remain in Stage 3 until certain exit conditions are met and for a minimum probationary period of 12 months before moving to a performing classification;
- Accounts that have, as a result of financial distress, received a concession from the Bank with respect to terms or conditions which result in a significant terminal payment. Such exposures must fulfil additional conditions in relation to that terminal payment before moving to a performing classification; and
- Accounts where the customer is assessed as otherwise unlikely to pay, including bankruptcy, personal insolvency, assisted voluntary sale, disposal etc.

Approaches to determining specific credit risk adjustments Art 442(b)

As required under IFRS 9, Expected Credit Loss (ECL) impairment requirements apply to all financial assets classified at amortised cost, other financial assets at fair value through other comprehensive income, certain off balance sheet loan commitments and financial guarantee contracts.

ECL Impairment Model

Under IFRS 9, the Bank applies a 12-month ECL to all financial instruments where there has been no significant increase in credit risk since initial recognition (Stage 1) and a lifetime ECL applies when a significant increase in credit risk has been identified (Stage 2 and Stage 3).

The Bank uses a three stage impairment model to calculate ECL as follows:

- **Stage 1** - includes financial instruments that have not had a significant increase in credit risk since initial recognition.

A 12-month ECL is recognised for Stage 1 assets. 12-month ECL is the expected credit loss that results from default events that are possible within 12 months of the reporting date. It is not the expected cash shortfalls over the 12-month period but the entire credit loss on an asset weighted by the probability that the default will occur in the next 12 months.

- **Stage 2** - includes financial instruments that have had a significant increase in credit risk since initial recognition but that does not have objective evidence of impairment.

A lifetime ECL is recognised for Stage 2 assets, being the expected credit losses that result from all possible default events over the expected life of the financial instrument.

- **Stage 3** - includes financial assets that have objective evidence of impairment at the reporting date, i.e. are credit-impaired. A lifetime ECL is recognised for Stage 3 assets.

Note 1 of the Bank's Annual Report 2025, 'Corporate information, basis of preparation and material accounting policies' provides further detail on the Bank impairment methodology.

Write-off policy

The Bank writes off an impaired financial asset (and the related impairment allowance), either partially or in full, when there is no realistic prospect of recovery or on foot of a negotiated settlement. Indicators that there is no prospect of recovery include the Borrower being deemed unable to pay due their financial circumstances or the cost to be incurred in seeking recovery is likely to exceed the amount of the write-off. In circumstances where the net realisable value of any collateral has been determined and there is no reasonable expectation of further recovery, write-off may be earlier than collateral realisation. Write-off on those financial assets subject to enforcement activity will take place on conclusion of the enforcement process.

In subsequent periods, any recoveries of amounts previously written off are credited to the provision for credit losses in the income statement.

Forbearance

The Bank's definition of forbore is consistent with the definitions provided in the EBA NPL guidelines.

The tables on the following pages provide details of the types of credit exposures the Bank is exposed to, based on exposure at default, and any credit impairments thereon.

Template EU CR2: Changes in the stock of non-performing loans and advances **Art 442 (f)**

		Dec-25
		a
		Gross carrying amount
010	Initial stock of non-performing loans and advances	382
020	Inflows to non-performing portfolios	123
030	Outflows from non-performing portfolios	(197)
040	Outflows due to write-offs	(4)
050	Outflow due to other situations	(192)
060	Final stock of non-performing loans and advances	309

Note: €74m of 'outflows due to other situations' relates to the Glas 3.1 NPL Disposal

Template EU CR1: Performing and non-performing exposures and related provisions **Art 442(c) and (e)**

Dec-25

€'M		a	b	c	d	e	f	g	h	i	j	k	l	m	n		o
		Gross carrying amount/nominal amount						Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions						Accumulated partial write-off	Collateral and financial guarantees received		
		Performing exposures			Non-performing exposures			Performing exposures – accumulated impairment and provisions			Non-performing exposures – accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions				On performing exposures	On non-performing exposures	
			Of which, stage 1	Of which, stage 2		Of which, stage 2	Of which, stage 3		Of which, stage 1	Of which, stage 2		Of which, stage 2	Of which, stage 3				
005	Cash balances at central banks and other demand deposits	1,562	1,562	-	-	-	-	-	-	-	-	-	-	-	-	-	-
010	Loans and advances	22,418	19,761	2,657	309	-	309	(181)	(36)	(146)	(139)	-	(139)	-	21,072	166	
020	Central banks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
030	General governments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
040	Credit institutions	158	158	-	-	-	-	(0)	(0)	-	-	-	-	-	-	-	-
050	Other financial corporations	3	2	1	0	-	0	(0)	(0)	(0)	(0)	-	(0)	-	0	0	
060	Non-financial corporations	881	402	479	13	-	13	(54)	(8)	(46)	(10)	-	(10)	-	541	3	
070	Of which SMEs	385	167	217	1	-	1	(24)	(3)	(20)	(1)	-	(1)	-	229	1	
080	Households	21,376	19,199	2,177	296	-	296	(128)	(28)	(100)	(129)	-	(129)	-	20,531	164	
090	Debt securities	5,361	5,361	-	-	-	-	(1)	(1)	-	-	-	-	-	-	-	-
100	Central banks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
110	General governments	5,119	5,119	-	-	-	-	(1)	(1)	-	-	-	-	-	-	-	-
120	Credit institutions	242	242	-	-	-	-	(0)	(0)	-	-	-	-	-	-	-	-
130	Other financial corporations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
140	Non-financial corporations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
150	Off-balance-sheet exposures	1,504	1,350	153	1	-	1	-	-	-	-	-	-	-	-	-	-
160	Central banks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
170	General governments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
180	Credit institutions	0	-	0	-	-	-	-	-	-	-	-	-	-	-	-	-
190	Other financial corporations	1	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-
200	Non-financial corporations	123	46	77	0	-	0	-	-	-	-	-	-	-	-	-	-
210	Households	1,380	1,304	76	1	-	1	-	-	-	-	-	-	-	-	-	-
220	Total	30,845	28,034	2,810	310	-	310	(182)	(36)	(146)	(139)	-	(139)	-	21,072	166	

Template EU CQ1: Credit quality of forborne exposures Art 442(c)

		Dec-25							
		a	b	c	d	e	f	g	h
		Gross carrying amount/nominal amount of exposures with forbearance measures				Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions		Collateral received and financial guarantees received on forborne exposures	
		Performing forborne	Non-performing forborne		On performing forborne exposures	On non-performing forborne exposures		Of which collateral and financial guarantees received on non-performing exposures with forbearance measures	
			Of which defaulted	Of which impaired					
€'M									
005	Cash balances at central banks and other demand deposits	-	-	-	-	-	-	-	-
010	Loans and advances	82	132	132	132	(4)	(69)	140	63
020	Central banks	-	-	-	-	-	-	-	-
030	General governments	-	-	-	-	-	-	-	-
040	Credit institutions	-	-	-	-	-	-	-	-
050	Other financial corporations	-	-	-	-	-	-	-	-
060	Non-financial corporations	2	7	7	7	(0)	(6)	1	1
070	Households	80	125	125	125	(4)	(64)	139	62
080	Debt Securities	-	-	-	-	-	-	-	-
090	Loan commitments given	-	-	-	-	-	-	-	-
100	Total	82	132	132	132	(4)	(69)	140	63

Template EU CQ3: Credit quality of performing and non-performing exposures by past due days **Art 442(d)**

Dec-25

		a	b	c	d	e	f	g	h	i	j	k	l
		Gross carrying amount / Nominal amount											
		Performing exposures			Non-performing exposures								
		Not past due or past due ≤ 30 days	Past due > 30 days ≤ 90 days		Unlikely to pay that are not past due or are past due ≤ 90 days	Past due > 90 days ≤ 180 days	Past due > 180 days ≤ 1 year	Past due > 1 year ≤ 2 years	Past due > 2 years ≤ 5 years	Past due > 5 years ≤ 7 years	Past due > 7 years	Of which defaulted	
005	Cash balances at central banks and other demand deposits	1,562	1,562	-	-	-	-	-	-	-	-	-	-
010	Loans and advances	22,418	22,406	12	309	137	24	28	31	48	8	32	309
020	Central banks	-	-	-	-	-	-	-	-	-	-	-	-
030	General governments	-	-	-	-	-	-	-	-	-	-	-	-
040	Credit institutions	158	158	-	-	-	-	-	-	-	-	-	-
050	Other financial corporations	3	3	-	0	0	-	-	-	-	-	0	0
060	Non-financial corporations	881	881	0	13	6	3	1	2	0	0	1	13
070	Of which SMEs	385	385	0	1	1	0	0	-	-	-	-	1
080	Households	21,376	21,365	12	296	131	21	27	29	48	8	31	296
090	Debt securities	5,361	5,361	-	-	-	-	-	-	-	-	-	-
100	Central banks	-	-	-	-	-	-	-	-	-	-	-	-
110	General governments	5,119	5,119	-	-	-	-	-	-	-	-	-	-
120	Credit institutions	242	242	-	-	-	-	-	-	-	-	-	-
130	Other financial corporations	-	-	-	-	-	-	-	-	-	-	-	-
140	Non-financial corporations	-	-	-	-	-	-	-	-	-	-	-	-
150	Off-balance-sheet exposures	1,504	-	-	1	-	-	-	-	-	-	-	1
160	Central banks	-	-	-	-	-	-	-	-	-	-	-	-
170	General governments	-	-	-	-	-	-	-	-	-	-	-	-
180	Credit institutions	0	-	-	-	-	-	-	-	-	-	-	-
190	Other financial corporations	1	-	-	-	-	-	-	-	-	-	-	-
200	Non-financial corporations	123	-	-	0	-	-	-	-	-	-	-	0
210	Households	1,380	-	-	1	-	-	-	-	-	-	-	1
220	Total	30,845	29,329	12	310	137	24	28	31	48	8	32	310

Template EU CQ4: Quality of non-performing exposures by geography Art 442(c) and (e)

Dec-25

		a	b	c	d	e	f	g
		Gross carrying/Nominal amount			of which: subject to impairment*	Accumulated impairment	Provisions on off-balance sheet commitments and financial guarantee given	Accumulated negative changes in fair value due to credit risk on non-performing exposures
		of which: non-performing*		of which: defaulted				
010	On balance sheet exposures	28,088		309		(321)		-
020	Ireland	24,275		305		(317)		-
030	Spain	844		0		(0)		-
040	France	723		0		(0)		-
050	Portugal	296		0		(0)		-
060	Austria	340		-		(0)		-
061	Italy	242		0		(0)		-
062	Belgium	220		0		(0)		-
063	Netherlands	85		0		(0)		-
064	United Kingdom	27		3		(3)		-
065	Australia	7		0		(0)		-
066	United States	5		0		(0)		-
067	Germany	2		0		(0)		-
068	Switzerland	2		-		(0)		-
069	Canada	1		0		(0)		-
070	Other countries**	1,019		0		(0)		-
080	Off balance sheet exposures	1,505		1			-	
090	Ireland	1,499		1			-	
140	Other countries	5		0			-	
150	Total	29,593		310		(321)	-	-

* In line with the requirements for large institutions with an NPL ratio (in accordance with Regulation (EU) 2024/3172) lower than 5%, columns "Of which non-performing" and "Of which subject to impairment" are not required to be disclosed.

** Other countries include debt securities of €1,012m relating to supranational organisations

Template EU CQ5: Credit quality of loans and advances to non-financial corporations by industry **Art 442(c) and (e)**

Dec-25

€'M		a	b	c	d	e	f
		Gross carrying amount			of which: loans and advances subject to impairment*	Accumulated impairment	Accumulated negative changes in fair value due to credit risk on non-performing exposures
			of which: non-performing*	of which: defaulted			
010	Agriculture, forestry and fishing	53		0		(4)	-
020	Mining and quarrying	2		-		(0)	-
030	Manufacturing	109		0		(4)	-
040	Electricity, gas, steam and air conditioning supply	4		0		(0)	-
050	Water supply	5		-		(0)	-
060	Construction	57		0		(2)	-
070	Wholesale and retail trade	166		4		(17)	-
080	Transport and storage	103		0		(5)	-
090	Accommodation and food service activities	132		0		(9)	-
100	Information and communication	10		0		(0)	-
110	Real estate activities	0		-		(0)	-
120	Financial and insurance activities	34		3		(4)	-
130	Professional, scientific and technical activities	32		0		(2)	-
140	Administrative and support service activities	82		1		(3)	-
150	Public administration and defense, compulsory social security	0		0		(0)	-
160	Education	12		-		(1)	-
170	Human health services and social work activities	63		2		(6)	-
180	Arts, entertainment and recreation	10		-		(2)	-
190	Other services	16		0		(1)	-
200	Total	894		13		(63)	-

* In line with the requirements for large institutions with an NPL ratio (in accordance with Regulation (EU) 2024/3172) lower than 5%, columns "Of which non-performing" and "Of which loans and advances subject to impairment" are not required to be disclosed.

Template EU CQ7: Collateral obtained by taking possession and execution processes **Art 442(c)**

€'m		Dec-25	
		a	b
		Collateral obtained by taking possession	
		Value at initial recognition	Accumulated negative changes
010	Property, plant and equipment (PP&E)	-	-
020	Other than PP&E	2	-
030	Residential immovable property	2	(0)
040	Commercial Immovable property	-	-
050	Movable property (auto, shipping, etc.)	-	-
060	Equity and debt instruments	-	-
070	Other	-	-
080	Total	2	-

Template EU CR1-A: Maturity of exposures **Art 442(g)**

€'M		Dec-25					
		a	b	c	d	e	f
		Net exposure value					
		On demand	<= 1 year	> 1 year <= 5 years	> 5 years	No stated maturity	Total
1	Loans and advances	713	930	1,084	21,185	-	23,912
2	Debt securities	-	631	2,197	2,534	-	5,361
3	Total	713	1,560	3,281	23,719	-	29,273

Remuneration **Article 450(1) and (2)**

The following narrative information is provided in accordance with the disclosure requirements referenced in table EU REMA of [Commission Implementing Regulation 2024/3172](#).

These disclosures summarise information regarding the Remuneration Policy at PTSB as required by Article 450(1) and 450(2) of Regulation (EU) 575/2013. This includes an overview of the decision making process and governance of remuneration, an overview of the Remuneration Policy (“the Policy”) including the link between pay and performance, the identification of Material Risk Takers (“MRTs”) and aggregate quantitative information on pay.

These disclosures should be read in conjunction with the Corporate Governance Statement and Directors Report on Remuneration within the Annual Report for the year ended 31 December 2025 on pages 113 to 117.

Decision making process and governance **450.1(a)**

Information Relating to the Bodies that Oversee Remuneration

While the Board retains ownership of, and responsibility for, the Remuneration Policy within PTSB, the Remuneration Committee (the “RemCo”) is delegated certain responsibilities with respect to remuneration. The RemCo recommends the Policy to the Board for approval, and monitors and evaluates its application. The Chief Executive Officer is ultimately responsible for the implementation of this Policy, however the Customer & People and Risk & Compliance functions play key roles in its development prior to the RemCo’s consideration.

The RemCo is currently comprised of four independent non-executive directors , Celine Fitzgerald, (Chair) Julie O’Neill, Ruth Wandhofer, and Catherine Moroney.

During 2025 a total of nine meetings took place.

The purpose, responsibilities, and terms of membership of the RemCo are set out in its Terms of Reference which may be viewed on the Bank’s website www.permanenttsbgroup.ie. The Committee reviews its terms of reference each year and recommends any changes considered necessary to the Board. The RemCo is exclusively responsible for establishing the selection criteria, selecting, appointing and setting the terms of reference for any remuneration consultants who advise the RemCo.

The Chairperson of the Board (if not a member), the Chief Executive Officer, the Chief Customer & People Officer, the Chief Risk Officer and any other individuals the RemCo wishes, may be invited to attend meetings of the RemCo at the request of the Chairperson of the RemCo. Based on the items of business under consideration, the Chairperson of the RemCo may ask these invited members to step out of the meeting for some or all items on the agenda.

The Bank’s Customer & People Division and the HR function that forms part thereof is responsible for the preparation of proposals on changes to the Policy, with input from other relevant functions. The Risk & Compliance function reviews specific proposals for consideration of remuneration-related risks and compliance with applicable regulations.

The Chief Risk Officer and Risk & Compliance Function have input into the Policy and its implementation. The Chief Risk Officer provides an update at least annually to RemCo on risk considerations relating to remuneration matters, including the alignment of remuneration policy and risk management and the regulatory risk attaching to remuneration, and an assessment of proposed pay-outs under any variable remuneration schemes in place.

The Chief Financial Officer provides an update annually on the impact of making variable remuneration payments on PTSB's ability to maintain all capital and liquidity ratios including buffer requirements.

In line with regulatory requirements, the implementation of the Remuneration Policy is subject to central and independent internal review by the Bank's Internal Audit function for compliance with policies and procedures for remuneration adopted by the Board.

External consultant whose services have been used in relation to Remuneration Policy

The RemCo may commission independent advisors for advice on any matters in relation to the Remuneration Policy they determine is necessary.

In 2025, the RemCo was advised by Deloitte LLP, primarily in relation to executive director and senior management remuneration, components of pay, Remuneration Policy, trends in the external market, and for perspective on regulatory compliance with a strong emphasis on ensuring compliance with the fifth Capital Requirements Directive (CRD V), and in the context of the Bank's plans to introduce a new variable pay scheme.

During 2025, the Committee also employed the services of Willis Towers Watson who provided market benchmarking data and remuneration trend analysis and support in relation to the Bank's planning for compliance with the EU Pay Transparency Directive once implemented in 2026 .

Other Stakeholders' role in the development of the Remuneration Policy

The Policy has been designed to comply with the regulatory requirements and the specific agreements contained within the Framework Agreement between the Minister for Finance and the Bank.

PTSB operates established policies, practices and procedures that are designed to identify, document and manage conflicts of interest. These are consistent with ethical codes of conduct and are in accordance with PTSB's long term business strategy. They apply to remuneration matters as they would to all other areas of the business and include requirements for People Manager oversight and individual voluntary disclosures to be made and recorded.

PTSB's customers are a core consideration when reviewing the Policy. Customer and Conduct are key performance underpins for the existing variable remuneration scheme for staff based in our Retail Banking Division and in the design of any future enterprise wide variable pay schemes.

Scope of Remuneration Policy

The Bank has no subsidiaries or overseas operations and the Remuneration Policy applies consistently across all staff, including Material Risk Takers.

Description of Staff or Categories of Staff Whose Professional Activities Have a Material Impact on the Institutions' Risk Profile

Staff deemed to have a material impact on the Bank's risk profile during 2025 were identified as Material Risk Takers (MRTs) in accordance with Commission delegated Regulation (EU) No.2021/923.

In line with the approved definitions and interpretations set out under Commission delegated Regulation (EU) No.2021/923, the Bank's MRT population typically comprises all members of the Board and Executive Committee, in addition to the Heads of Control Functions (i.e. Risk, Compliance and Internal Audit), the members of relevant management committees and any other individuals whose professional activities have a material impact on the Bank's risk profile.

The identification process for MRTs, including the definitions and interpretations to be applied by the Bank was approved by the Board Risk and Compliance Committee (“the BRCC”) and the RemCo.

HR is responsible for carrying out the self-assessment process in line with the approved definitions and interpretations. The Risk & Compliance function, as well as relevant business support functions are involved in the identification process. The Executive Committee and Chief Risk Officer undertake a review of the list of MRTs to ensure that all individuals whose professional activities have a material impact on an institution's risk profile are captured prior to BRCC review and subsequent RemCo approval.

During 2025, a total of 41 employees were identified as MRTs (2024: 39).

Remuneration Policy 450.1(b) to (f)

Information relating to the design and structure of the remuneration system for identified staff

Overview of Key Features & Objectives of the Remuneration Policy

PTSB’s remuneration policies and practices are designed to provide fair and competitive, market-aligned, performance based remuneration that is fully compliant with regulatory requirements. We seek to reward colleagues for strengthening our corporate culture and values, our risk culture, and optimal customer outcomes. We also seek to reward the delivery of the highest standards of integrity and accountability, our environmental, social and governance agenda and individual, team and Bank-wide performance. Our aim is that pay and reward will support the Bank in achieving its strategic objectives, while ensuring we operate within the Bank’s risk appetite, and deliver long-term sustainable performance.

In this regard, we continue to embed an approach to performance management which reflects our espoused culture and links directly to pay outcomes. In reviewing performance, the Bank also ensures that there are adequate succession plans in place.

In light of the Framework Agreement between the Minister for Finance and the Bank, there have been a number of remuneration related constraints in place which have impacted PTSB in recent years, particularly in relation to variable pay. The extent of these constraints has restricted the Bank’s ability to achieve fully the desired linkages between pay and performance. In December 2022, the Minister for Finance agreed amendments to the aforementioned Framework Agreement, including that which had restricted our ability to offer pay with a variable component. In June 2025, further amendments to the Placing Agreement were agreed by the Minister For Finance which removed the cap of €500,000 on any individual's annual aggregate remuneration (excluding employer’s pension contributions).

In 2025, the RemCo reviewed the design of a new sustainable variable remuneration scheme for all colleagues that complies with all appropriate regulation, legislation and the terms of State Agreements on remuneration, and which takes account of the special considerations that apply in respect of the remuneration of identified staff. The scheme remains to be implemented subject to engagement with the Bank’s Staff Representative Bodies and when launched, will improve the linkages between remuneration and individual colleague and Bank-wide performance and support the delivery of sustainable business performance. No variable pay plan operated for the 2025 performance year, with the exception of the Branch Based Commission Scheme (BBCS) referenced overleaf.

The components of the current Remuneration Policy are set out below and are split between fixed and variable components.

Fixed remuneration

Fixed remuneration is paid to staff to perform their individual roles as set out in their contract of employment. The main components consist of salary, pension and benefits. The Bank utilises a policy of median base pay versus market peer groups. The RemCo is cognisant of the need to attract and retain skilled management and staff. If the Bank is unable to attract, retain and motivate key skilled and qualified people its business may be negatively impacted.

PTSB has undertaken a review of all elements of remuneration against the definition of fixed remuneration set out by the European Banking Authority. All elements that have been classified as fixed have been determined to meet all relevant criteria, including that they are non-discretionary, transparent, and permanent, do not provide incentives for risk assumption and do not depend on performance.

Variable remuneration

As a result of the Framework Agreement between the Minister for Finance and PTSB, the Bank no longer operates the majority of variable remuneration arrangements which had previously been in place. There are no share based variable remuneration schemes and the only remaining performance-related, cash-based variable remuneration scheme in place is for staff in the Branch Retail Banking Division. This scheme has been agreed with the Department of Finance and is summarised under the 'Branch Based Commission Scheme (BBCS)' section below.

As noted above, in December 2022, the Minister for Finance agreed certain amendments to the aforementioned Framework Agreement, including the relaxation of the constraint that had restricted our ability to offer pay with a variable component. In 2024, the RemCo approved the design and implementation of the infrastructure required to support the launch of a new variable pay scheme at an appropriate future date. The design was reviewed again in 2025 and it is intended that the participating population in the variable pay scheme will be all employees including Material Risk Takers and senior management. The launch of the scheme remains subject to engagement with the Bank's Staff Representative Bodies and further details will be provided in future disclosures.

Branch Based Commission Scheme (BBCS)

In order to promote the development of personal banking relationships with our customers, the BBCS is designed to incentivise and reward performance in relation to (i) customer satisfaction, (ii) individual conduct and (iii) activity. Pay-outs are only made if the scheme's gateways and performance metrics are met. These gateways include results from Mystery Shopping experiences, Net Promoter Scores (NPS), and Branch Complaint Handling, Audit and Compliance reviews. This is in line with the CBI's guidance which seeks to put the customer's needs first. We recognise the importance of conduct risk and fair treatment of customers for our business, and therefore if customer and conduct thresholds are not met, individuals may not receive a payment under the scheme.

Only Territory Sales Managers, Territory Sales Staff and Branch Staff are eligible to participate in this scheme. Material Risk Takers are not eligible to participate in the BBCS. In addition, payments under the scheme are subject to individuals achieving a satisfactory level of individual performance and may also be subject to clawback where, in the relevant period, circumstances come to light which, if known by the Bank at the date of payment of the BBCS award in question, would reasonably have led to:

- (i) a downward adjustment to the BBCS recipient's performance rating for the year in question;
- (ii) a conclusion that the BBCS recipient had engaged, prior to the BBCS payment date, in misconduct warranting a disciplinary sanction, including but not limited to material breach of any law, regulation or applicable code of practice;

- (iii) a downward adjustment or elimination of the quantum of the BBCS payment in question by reason of any computational or accounting error.

Payments under the scheme may also only be made if they do not limit PTSB's ability to strengthen its capital base or maintain all capital and liquidity ratios including buffer requirements.

Payments are made in cash after the end of the relevant financial year. It is not considered necessary to deliver a proportion of the amount in shares, or other instruments, given that no MRTs participate in the scheme.

Guaranteed variable remuneration

Other than the potential for sign-on payments on recruitment, PTSB's Remuneration Policy does not allow for guaranteed variable remuneration (i.e. any variable pay which is not linked to performance) to be paid to any individual, as it is not consistent with sound risk management nor the pay-for-performance principle. In practice, PTSB does not provide sign-on payments. PTSB does not use retention bonuses, other than in exceptional circumstances, and have not deployed this measure since 2018. No MRT received a retention bonus in 2025.

Further details on Remuneration Policy for independent control functions

Heads of Control Functions are identified as MRTs and as such their remuneration is overseen by the RemCo. Individuals in Control Functions are remunerated through fixed remuneration only and did not participate in any variable pay schemes with a performance-related component during 2025. Heads of Control Functions have direct access to the Chairperson of the relevant Board Sub-Committees.

Further details on Remuneration Policy for Material Risk Takers

There are no differences in Remuneration Policy for different categories of MRTs or any differences between different geographies.

Further details on remuneration are provided in the Directors' Report on Remuneration which forms part of PTSB's 2025 Annual Report.

Payments on termination

Payments on termination of employment will be in accordance with the provisions of CRDV and applicable Irish legislation. In line with regulatory requirements, any payments in relation to early termination will reflect performance achieved over time and will not reward failure or misconduct. The Bank applies this principle in respect of all staff.

Given that PTSB has received State support, any payments to members of the Board made on termination of employment which are classified as variable pay under the EBA Guidelines on sound remuneration policies, may only be paid where justified.

Leavers will receive any payments required under the terms of their contracts. Any payment in respect of the BBCS is non-contractual and will be dealt with in line with the leaver policy for that scheme. If the participant has served notice or ceased employment prior to the payment date, the default position is that the individual is not eligible for a payment.

The Bank's Voluntary Severance (VS) criteria apply to all staff. A payment made to an MRT on termination of employment will be considered as to whether it should be subject to the variable pay cap and/or pay-out process rules. Redundancy payments in line with the Bank's Termination Framework and VSS should not, in the normal course, be subject to the variable pay cap and/or pay-out process rules.

Review of the Remuneration Policy During 2025

During 2025, and within the terms of State agreements, the RemCo kept the Bank's Remuneration Policy (including that applicable to the Directors and all other MRTs), and movements in the external market, under review.

As part of this process, the RemCo reviewed the Bank's Remuneration Policy and strategy to assess the appropriateness of the approach to reward and the competitiveness of current arrangements and future direction, to take account of market developments including amongst the Bank's peer group. The RemCo also kept under review all aspects of remuneration for the Board Chairperson, Chief Executive Officer, Chief Financial Officer, members of the Executive Committee and the wider employee population.

As part of its review, the RemCo reviewed those elements of the Policy that support the introduction of a new short-term variable remuneration scheme for all colleagues at an appropriate future date. The scheme design complies with all appropriate regulation, legislation, and the terms of State Agreements on remuneration, and takes into account the special considerations that apply in respect of the remuneration of identified staff. When launched, the scheme will improve the linkages between remuneration and individual colleague, team, and Bank-wide performance to ensure the delivery of sustainable business performance.

Description of the Ways in Which Current and Future Risks are Taken into Account in the Remuneration Processes

The Chief Risk Officer and Risk & Compliance Function have input into the Policy and its implementation. The Chief Risk Officer provides an update at least annually to RemCo on risk considerations relating to remuneration matters, including the alignment of the Policy and risk management and the regulatory risk attaching to remuneration and an assessment of proposed pay-outs which qualify as variable remuneration. The Chief Financial Officer provides an update annually on the impact of making variable remuneration payments on the ability of the Bank to strengthen its capital base or maintain all capital and liquidity ratios including buffer requirements.

Ratios Between Fixed and Variable Remuneration

Under CRDV, there is a 1:1 cap on the ratio between the variable and fixed components of remuneration for MRTs. The Bank's ratio is 0:1 for 2025 (0:1 for 2024). Severance payments paid under our voluntary severance ("VS") scheme criteria, in line with the specific exemptions in respect of certain severance payments outlined in the EBA Guidelines, have been deemed not subject to the variable pay cap.

Management Body Remuneration Article 450 (2)

PTSB is identified as a systemically important institution by the Central Bank of Ireland and thus relevant large institutions' disclosures are made. The total remuneration for each member of the management body, differentiating between executive and non-executive directors, is disclosed in the table below and in the annual report and accounts of the Bank in accordance with Article 450(2) CRR.

Remuneration for year ending 31 December 2025	Gross Salary €'000	Fees €'000	Performance Bonus €'000	Other Remuneration €'000	Pension Funding Contribution €'000	Total €'000
Executive Directors						
Eamonn Crowley	576	0	0	22	115	713
Barry D'Arcy ⁴	363	0	0	17	47	427
Non-Executive Directors						
Julie O'Neill	0	320	0	0	0	320
Ronan O'Neill ⁵	0	63	0	0	0	63
Ruth Wandhofer	0	74	0	0	0	74
Marian Corcoran	0	74	0	2	0	76
Paul Doddrell	0	74	0	0	0	74
Celine Fitzgerald	0	77	0	0	0	77
Anne Bradley	0	75	0	0	0	75
Catherine Moroney	0	75	0	0	0	75
Richard Gildea	0	112	0	0	0	112
Hugh O'Donnell	0	64	0	0	0	64

⁴ Barry D'Arcy was appointed as Chief Financial Officer (and Executive Director) on 25 February 2025. Salary has been prorated to reflect earnings from time of appointment as an Executive Director.

⁵ Ronan O'Neill retired from the Board on 30 July 2025. Fees have been prorated to reflect his service period.

Quantitative remuneration disclosures

Remuneration of Material Risk Takers

The following tables provide information on the remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff) **450.1.(g) to (i)**

EU REM1 - Remuneration awarded for the financial year 2025

			Dec-25				
			a	b	c	d	
			MB Supervisory function	MB Management function	Other senior management	Other identified staff	
1	Fixed remuneration	Number of identified staff	10	2	7	22	
2		Total fixed remuneration	1.0	1.2	3.4	5.8	
3		Of which: cash-based	1.0	1.2	3.4	5.8	
4		(Not applicable in the EU)					
EU-4a		Of which: shares or equivalent ownership interests	-	-	-	-	
5		Of which: share-linked instruments or equivalent non-cash instruments	-	-	-	-	
EU-5x		Of which: other instruments	-	-	-	-	
6		(Not applicable in the EU)					
7		Of which: other forms	-	-	-	-	
8		(Not applicable in the EU)					
9		Variable remuneration	Number of identified staff	10	2	7	22
10			Total variable remuneration	-	-	-	0.3
11			Of which: cash-based	-	-	-	0.3
12	Of which: deferred		-	-	-	-	
EU-13a	Of which: shares or equivalent ownership interest		-	-	-	-	
EU-14a	Of which: deferred		-	-	-	-	
EU-13b	Of which: share-linked instruments or equivalent non-cash instruments		-	-	-	-	
EU-14b	Of which: deferred		-	-	-	-	
EU-14x	Of which: other instruments		-	-	-	-	
EU-14y	Of which: deferred		-	-	-	-	
15	Of which: other forms	-	-	-	-		
16	Of which: deferred	-	-	-	-		
17	Total remuneration (2 + 10)		1.0	1.2	3.4	6.1	

Notes

1. Other Senior Management is defined as members of the Executive Committee identified as MRTs.
2. Quantitative disclosures are calculated in accordance with the EBA guidelines on the Remuneration Benchmarking Exercise.
3. No variable remuneration was awarded to MRTs during 2025 other than one severance payment under the Bank's Voluntary Severance Scheme. Severance payments are deemed to be variable for regulatory purposes only but are not performance related payments.
4. All remuneration is paid fully in cash which is not subject to deferral.
5. All monetary values are expressed in millions of Euros.

EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff) 2025

Dec-25

		a	b	c	d
		MB Supervisory function	MB Management function	Other senior management	Other identified staff
	Guaranteed variable remuneration awards				
1	Guaranteed variable remuneration awards - Number of identified staff	-	-	-	-
2	Guaranteed variable remuneration awards - Total amount	-	-	-	-
3	Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	-	-	-	-
	Severance payments awarded in previous periods, that have been paid out during the financial year				
4	Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified staff	-	-	-	-
5	Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	-	-	-	-
	Severance payments awarded during the financial year				
6	Severance payments awarded during the financial year - Number of identified staff	-	-	-	1.0
7	Severance payments awarded during the financial year - Total amount	-	-	-	0.3
8	Of which paid during the financial year	-	-	-	0.3
9	Of which deferred	-	-	-	-
10	Of which severance payments paid during the financial year, that are not taken into account in the bonus cap	-	-	-	0.3
11	Of which highest payment that has been awarded to a single person	-	-	-	0

Notes

1. One MRT classified as 'Other Identified Staff' was in receipt of a variable remuneration (severance payment) in 2025.
2. All monetary values are expressed in millions of Euros.

EU REM3 - Deferred remuneration

There is no outstanding deferred remuneration for MRTs.

There was no deferred remuneration awarded to MRTs in 2025, paid out and reduced through performance adjustments.

EU REM4 - Remuneration of 1 million EUR or more per year

No individual was remunerated at this level in 2025.

EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff) 2025

Dec-25

	a	b	c	d	e	f	g	h	i	j	
	Management body remuneration			Business areas							
	MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total	
1 Total number of identified staff	10	2	12		4		13	12		41	
2 Of which: members of the MB	10	2	12							12	
3 Of which: other senior management					1		5	1		7	
4 Of which: other identified staff					3		8	11		22	
5 Total remuneration of identified staff	1.0	1.2	2.2		1.3		4.7	3.4		11.7	
6 Of which: variable remuneration	-	-	-		-		0.0	0.3		0.3	
7 Of which: fixed remuneration	1.0	1.2	2.2		1.3		4.7	3.1		11.4	

Notes:

1. Other Senior Management is defined as members of the Executive Committee identified as MRTs.
2. The following business areas do not operate within PTSB: Investment banking and Asset Management.
3. All remuneration is paid fully in cash which is not subject to deferral.
4. All monetary values are expressed in millions of Euros.

Leverage Ratio

Art 451.1(a)

The leverage ratio was introduced by Article 429 of the CRR to act as a backstop to the capital ratios. It is a non-risk based measure expressed as a percentage of Tier 1 capital to exposures; exposures being similar to balance sheet assets with certain adjustments (see reconciliation below).

The CRR2 introduced a binding leverage ratio of 3% of Tier 1 capital in June 2021.

The leverage ratio of the Bank at 31 December 2025 was 6.4% on a fully loaded basis.

Template EU LR1 - LRSum: Summary reconciliation of accounting assets and leverage ratio exposures

Art 451.1.(b)

€'M		a
		Applicable amount
		Dec-25
1	Total assets as per published financial statements	30,468
2	Adjustment for entities which are consolidated for accounting purposes but are outside the scope of prudential consolidation	-
3	(Adjustment for securitised exposures that meet the operational requirements for the recognition of risk transference)	-
4	(Adjustment for temporary exemption of exposures to central banks (if applicable))	-
5	(Adjustment for fiduciary assets recognised on the balance sheet pursuant to the applicable accounting framework but excluded from the total exposure measure in accordance with point (i) of Article 429a(1) CRR)	-
6	Adjustment for regular-way purchases and sales of financial assets subject to trade date accounting	-
7	Adjustment for eligible cash pooling transactions	-
8	Adjustments for derivative financial instruments	10
9	Adjustment for securities financing transactions (SFTs)	-
10	Adjustment for off-balance sheet items (ie conversion to credit equivalent amounts of off-balance sheet exposures)	695
11	(Adjustment for prudent valuation adjustments and specific and general provisions which have reduced Tier 1 capital)	-
EU-11a	(Adjustment for exposures excluded from total exposure measure in accordance with point (c) of Article 429a(1) CRR)	-
EU-11b	(Adjustment for exposures excluded from total exposure measure in accordance with point (j) of Article 429a(1) CRR)	-
12	Other adjustments	(496)
13	Total exposure measure	30,677

Template EU LR2 - LRCOM: Leverage ratio common disclosure **Art 451(1) (a),(b),(c), 451(2) and 451(3)**

		CRR leverage ratio exposures	
		a	b
		Dec-25	Dec-24
On-balance sheet exposures (excluding derivatives and SFTs)			
1	On-balance sheet items (excluding derivatives, SFTs, but including collateral)	30,453	
2	Gross-up for derivatives collateral provided where deducted from the balance sheet assets pursuant to the applicable accounting framework	-	
3	(Deductions of receivables assets for cash variation margin provided in derivatives transactions)	-	
4	(Adjustment for securities received under securities financing transactions that are recognised as an asset)	-	
5	(General credit risk adjustments to on-balance sheet items)	-	
6	(Asset amounts deducted in determining Tier 1 capital)	(481)	
7	Total on-balance sheet exposures (excluding derivatives and SFTs)	29,972	
Derivative exposures			
8	Replacement cost associated with SA-CCR derivatives transactions (ie net of eligible cash variation margin)	-	
EU-8a	Derogation for derivatives: replacement costs contribution under the simplified standardised	1	
9	Add-on amounts for potential future exposure associated with SA-CCR derivatives transactions	-	
EU-9a	Derogation for derivatives: Potential future exposure contribution under the simplified	9	
EU-9b	Exposure determined under Original Exposure Method	-	
10	(Exempted CCP leg of client-cleared trade exposures) (SA-CCR)	-	
EU-10a	(Exempted CCP leg of client-cleared trade exposures) (simplified standardised approach)	-	
EU-10b	(Exempted CCP leg of client-cleared trade exposures) (original Exposure Method)	-	
11	Adjusted effective notional amount of written credit derivatives	-	
12	(Adjusted effective notional offsets and add-on deductions for written credit derivatives)	-	
13	Total derivatives exposures	10	
Securities financing transaction (SFT) exposures			
14	Gross SFT assets (with no recognition of netting), after adjustment for sales accounting transactions	-	
15	(Netted amounts of cash payables and cash receivables of gross SFT assets)	-	
16	Counterparty credit risk exposure for SFT assets	-	
EU-16a	Derogation for SFTs: Counterparty credit risk exposure in accordance with Articles 429e(5) and 222 CRR	-	
17	Agent transaction exposures	-	
EU-17a	(Exempted CCP leg of client-cleared SFT exposure)	-	
18	Total securities financing transaction exposures	-	
Other off-balance sheet exposures			
19	Off-balance sheet exposures at gross notional amount	1,584	
20	(Adjustments for conversion to credit equivalent amounts)	(889)	
21	(General provisions deducted in determining Tier 1 capital and specific provisions associated with off-balance sheet exposures)	-	
22	Off-balance sheet exposures	695	

Excluded exposures			
EU-22a	Exposures excluded from the total exposure measure in accordance with point (c) of Article 429a(1) CRR)	-	
EU-22b	(Exposures exempted in accordance with point (j) of Article 429a(1) CRR (on and off balance sheet))	-	
EU-22c	(Excluded exposures of public development banks (or units) - Public sector investments)	-	
EU-22d	(Excluded exposures of public development banks (or units) - Promotional loans)	-	
EU-22e	(Excluded passing-through promotional loan exposures by non-public development banks (or	-	
EU-22f	(Excluded guaranteed parts of exposures arising from export credits)	-	
EU-22g	(Excluded excess collateral deposited at triparty agents)	-	
EU-22h	(Excluded CSD related services of CSD/institutions in accordance with point (o) of Article 429a(1) CRR)	-	
EU-22i	(Excluded CSD related services of designated institutions in accordance with point (p) of Article	-	
EU-22j	(Reduction of the exposure value of pre-financing or intermediate loans)	-	
EU-22k	(Total exempted exposures)	-	
Capital and total exposure measure			
23	Tier 1 capital	1,976	
24	Total exposure measure	30,677	
Leverage ratio			
25	Leverage ratio (%)	6.44%	
EU-25	Leverage ratio (excluding the impact of the exemption of public sector investments and promotional loans) (%)	6.44%	
25a	Leverage ratio (excluding the impact of any applicable temporary exemption of central bank reserves) (%)	6.44%	
26	Regulatory minimum leverage ratio requirement (%)	3.00%	
EU-26a	Additional own funds requirements to address the risk of excessive leverage (%)	-	
EU-26b	of which: to be made up of CET1 capital (percentage points)	-	
27	Leverage ratio buffer requirement (%)	-	
EU-27a	Overall leverage ratio requirement (%)	3.00%	
Choice on transitional arrangements and relevant exposures			
EU-27b	Choice on transitional arrangements for the definition of the capital measure	Fully Loaded	
Disclosure of mean values			
28	Mean of daily values of gross SFT assets, after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables	15	
29	Quarter-end value of gross SFT assets, after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables	-	
30	Total exposure measure (including the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)	30,692	
30a	Total exposure measure (excluding the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)	30,692	
31	Leverage ratio (including the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)	6.44%	
31a	Leverage ratio (excluding the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)	6.44%	

Template EU LR3 - LRSpl: Split-up of on balance sheet exposures (excluding derivatives, SFTs and exempted exposures) **Art 451.1(b)**

€'M		a
		Dec-25
		CRR leverage ratio exposures
EU-1	Total on-balance sheet exposures (excluding derivatives, SFTs, and exempted exposures), of which:	30,453
EU-2	Trading book exposures	-
EU-3	Banking book exposures, of which:	30,453
EU-4	Covered bonds	201
EU-5	Exposures treated as sovereigns	6,570
EU-6	Exposures to regional governments, MDB, international organisations and PSE not treated as sovereigns	-
EU-7	Institutions	332
EU-8	Secured by mortgages of immovable properties	20,761
EU-9	Retail exposures	805
EU-10	Corporate	261
EU-11	Exposures in default	170
EU-12	Other exposures (eg equity, securitisations, and other non-credit obligation assets)	1,353

The following narrative information for Article 451(d) and (e) CRR is provided in accordance with the disclosure requirements referenced in table EU LRA of [Commission Implementing Regulation 2024/3172](#).

Processes used to manage the risk of excessive leverage⁶ Art 451.1(d)

The Bank monitors its leverage ratio against internal risk metrics which are set well above the regulatory minimum of 3% so that, in the event of a breach of the internal metric, the Bank can implement actions within a reasonable timeframe to return it to normal levels. The Bank has procedures in place to take remediating actions. Such measures could include actions to raise new Tier 1 capital or a sale of a loan portfolio to reduce the Bank's total assets.

Factors impacting on the leverage ratio during the period Art 451.1(e)

The Leverage Ratio on a fully loaded basis at 31 December 2025 is 6.4% compared to a regulatory minimum of 3.0%

⁶ Maturity mismatches and asset encumbrance are not applicable to the Bank in managing the risk of excessive leverage

Liquidity and Funding Risk

The following narrative information for Article 451a(4) CRR is provided in accordance with Table EU LIQA of Commission Implementing Regulation (EU) 2024/3172

Strategies and processes in the management of the liquidity risk

The management of liquidity together with funding risk forms an integral part of the Group's Enterprise Risk Management Framework.

The exposure to liquidity and funding risk is governed by the Group's liquidity and funding policies, Risk Appetite Statement (RAS) and associated limits. The liquidity and funding policies are designed to comply with regulatory standards with the objective of ensuring the Bank holds sufficient counterbalancing capacity to meet its obligations, including deposit withdrawals and funding commitments, as and when they fall due under both normal and stressed conditions. The process establishes quantitative rules and targets in relation to the measurement and monitoring of liquidity risk. The Liquidity and Funding Risk Framework is approved by the BRCC on the recommendation of the ALCO. The effective operation of liquidity and funding policies are delegated to the ALCO, while Group Risk and GIA functions provide further oversight and challenge to the Liquidity Risk Framework.

The Liquidity and Funding Risk Framework outlines the mechanisms by which liquidity and funding risk is managed within the Board approved Risk Appetite and is in line with the overarching liquidity and funding risk principles as follows:

- Liquidity: maintain a prudent liquid asset buffer above the internally determined or regulatory mandated (whichever is greater) liquidity requirement such that the Bank can withstand a range of severe yet plausible stress events; and
- Funding: develop a stable, resilient and maturity-appropriate funding structure, with focus on customer deposits augmented by term wholesale funding sources.

Structure and organisation of the liquidity risk management function

While the Board has overall responsibility for market and liquidity risk oversight and is supported in this by the BRCC and ALCO, in relation to the daily management of market risk the Bank operates a "Three Lines of Defence" model. This model is applied as follows:

- Group Treasury (First Line) is responsible for the day-to-day management of Market and Liquidity Risk;
- The Financial Risk Team within Group Risk (Second Line) is responsible for oversight of compliance with the Market and Liquidity Risk Frameworks and their associated policies;
- Group Internal Audit (Third Line) provides independent assurance to the Board regarding the effective operation of the market risk and liquidity risk governance, risk management and control processes established and maintained by the First and Second Line.

The degree of centralisation of liquidity management and interaction between the group's units

Group Treasury (First Line) are responsible for the day to day management of the Bank's liquidity position and ensuring compliance with the regulatory requirements. Liquidity management focuses on the overall balance

sheet structure together with the control of risks arising from the mismatch in contracted maturities of assets and liabilities, undrawn commitments and other contingent liabilities.

Scope and nature of liquidity risk reporting and measurement systems

Liquidity risk is measured on a daily basis using a range of metrics against the internally as well as regulatory prescribed limit framework. The Bank primarily monitors its liquidity position through the Liquidity Coverage Ratio (LCR). The objective of the LCR is to promote the short-term resilience of the liquidity risk profile of banks. It achieves this by ensuring that banks have an adequate stock of unencumbered high-quality liquid assets (HQLA) that can be converted easily and immediately in private markets into cash to meet the liquidity needs for a 30-calendar day liquidity stress scenario.

The Bank measures and monitors the NSFR which is designed to limit over-reliance on short-term funding and promote longer-term stable funding sources. NSFR became binding from a regulatory perspective in June 2021.

The purpose of these metrics is to provide forewarning of any potential liquidity trigger events, ensuring the Bank has sufficient time to intervene and mitigate any emerging risk. NSFR and Liquidity Stress Survivability constitute additional core liquidity and funding metrics within the overarching liquidity management framework that are measured, monitored and reported within the Bank.

The Bank also actively monitors a comprehensive suite of KRIs and Early Warning Indicators (EWIs) covering a range of market wide and Bank specific events.

Policies for hedging and mitigating the liquidity risk and strategies and processes for monitoring the continuing effectiveness of hedges and mitigants

Group Treasury is responsible for ensuring that adequate liquid assets are available at all times to meet current and foreseeable regulatory, operational and strategic liquidity needs of the Bank's business operations. Selected risk metrics are reported daily to Treasury, Risk Management and ALCO, while remaining metrics are reported on a weekly/monthly basis.

A Contingency Funding Plan (CFP) is in place to manage risk in the event of severe strain on the Bank's liquidity. Group Treasury monitors the Recovery Plan (RP) Indicators as a part of normal business activity. The CFP is considered for activation in response to the triggering of RAS, KRIs or RP EWIs, and/or at the behest of the CEO or other nominated executives.

An outline of the bank's contingency funding plans

The Contingency Funding Plan (CFP) outlines the strategies and action plans that may be implemented to address liquidity crisis events and periods of market stress and disruption. Liquidity stress events that may adversely impact the Bank's liquidity position are regularly modelled to help inform the CFP strategy.

The CFP identifies processes incremental to the existing daily liquidity risk management and reporting framework to assist in making timely and well-informed decisions with appropriate governance and oversight.

The CFP sets out the strategies and actions available to address liquidity shortfalls in emergency situations under a range of stress environments. It also establishes clear lines of responsibility (Contingency Management Team (CMT)), includes clear invocation and escalation procedures (Heightened Monitoring Status and Activation Mode) and must be regularly tested and updated to ensure that it is operationally robust.

Stress testing

Stress testing forms a key pillar of the overall liquidity risk framework and is conducted from both an economic and normative perspective (as guided by the EBA). Overall, the Bank takes a prudent approach in setting the inflow and outflow parameters at a level which is appropriate for each stress scenario with due consideration of the Bank's business model, liquidity and funding risk exposures and the liquidity risk drivers, as outlined in the EBA SREP Guidelines. The stress testing framework is designed to reflect the liquidity position impact under idiosyncratic, systemic and combined stresses.

A declaration approved by the management body on the adequacy of liquidity risk management arrangements

Through the Internal Liquidity Adequacy Assessment Process (ILAAP) process, the Board attests to the adequacy of the Bank's liquidity position and risk management processes on an annual basis. The Group ILAAP provides a holistic view of the Bank's liquidity adequacy. The ILAAP examines both the short and long term liquidity position relative to the internal and regulatory limits.

Risk Appetite Statement for Liquidity and Funding Risk

The Risk Appetite Statement ("RAS") includes component risk appetite statements for each key risk category, including Liquidity and Funding Risk.

In relation to Liquidity and Funding Risk, three Risk Appetite Metrics are in place at present. The metrics are focussed Regulatory requirements – LCR, NSFR and the ability of the Bank to survive a Liquidity Stress Event.

The Bank's RAS describes the risk appetite at the enterprise level, which serves as a core consideration in setting the Group's Liquidity and Funding risk strategy. It enables a consistent approach to Liquidity and Funding risk management; facilitates risk reporting; supports decision making across the Bank; and ensures risks are communicated clearly and well understood by both senior management and relevant employees, so that risk management is continually embedded into the Bank's culture.

The Bank's RAS, in line with the ERMF, includes quantitative limits and thresholds defining the range of acceptable risk, including actionable metrics ("RAS Metrics") and supporting key risk indicators ("KRIs") that can be monitored and reported on to ensure adherence to the Board-approved risk appetite. The RAS also includes risk appetite thresholds ("RAS Metric Thresholds" and "KRI Thresholds") for those respective measures.

The RAS Metrics and KRIs, and associated thresholds are developed and reviewed in line with the processes set out in the ERMF. In relation to Liquidity & Funding Risk, it is the responsibility of the Assets and Liabilities Committee (ALCo) to propose the relevant metrics covering these risks (to BRCC/Board).

The Liquidity and Funding risk RAS Metrics, including the appropriateness of these thresholds, are reviewed by Group Treasury, with input and challenge from Financial Risk, on an at least annual basis and updated as necessary.

Group Treasury is responsible for monitoring the Liquidity and Funding risk metrics included in the Bank's RAS and for reporting on these, with oversight and challenge provided by Group Risk.

Template EU LIQ1 - Quantitative information of LCR Art 451a(2)

Scope of consolidation (consolidated)	a	b	c	d	e	f	g	h
	Total unweighted value (average)				Total weighted value (average)			
Quarter ending on (DD Month YYYY)	31 December 2025	30 September 2025	30 June 2025	31 March 2025	31 December 2025	30 September 2025	30 June 2025	31 March 2025
Number of data points used in the calculation of averages	12	12	12	12	12	12	12	12
HIGH-QUALITY LIQUID ASSETS								
Total high-quality liquid assets (HQLA), after application of haircuts in line with Article 9 of regulation (EU) 2015/61					6,305	6,025	5,677	5,483
CASH - OUTFLOWS								
Retail deposits and deposits from small business customers, of which:								
Stable deposits	21,828	21,494	21,150	20,822	1,171	1,159	1,150	1,150
Less stable deposits	13,362	13,294	13,271	13,340	668	665	664	667
Unsecured wholesale funding	4,255	4,177	4,107	4,078	503	494	486	483
Operational deposits (all counterparties) and deposits in networks of cooperative banks	1,720	1,672	1,641	1,684	689	656	639	685
Non-operational deposits (all counterparties)	-	-	-	-	-	-	-	-
Unsecured debt	1,709	1,672	1,641	1,684	678	656	639	685
Secured wholesale funding	11	-	-	-	11	-	-	-
Additional requirements								
Outflows related to derivative exposures and other collateral requirements	578	579	580	578	117	118	118	120
Outflows related to loss of funding on debt products	89	90	91	92	89	90	91	92
Credit and liquidity facilities								
Other contractual funding obligations	489	488	489	486	27	27	27	27
Other contingent funding obligations	103	102	100	95	59	57	55	53
TOTAL CASH OUTFLOWS	1,120	1,125	1,093	1,015	2,484	2,441	2,402	2,417
CASH - INFLOWS								
Secured lending (e.g. reverse repos)								
Inflows from fully performing exposures	1	4	5	5	-	-	-	-
Other cash inflows	269	280	284	274	231	243	248	238
(Difference between total weighted inflows and total weighted outflows arising from transactions in third countries where there are transfer restrictions or which are denominated in non-convertible currencies)	9	21	21	20	9	21	21	20
(Excess inflows from a related specialised credit institution)								
TOTAL CASH INFLOWS	279	305	311	299	240	264	269	258
Fully exempt inflows	-	-	-	-	-	-	-	-
Inflows subject to 90% cap	-	-	-	-	-	-	-	-
Inflows subject to 75% cap	279	305	311	299	240	264	269	258
TOTAL ADJUSTED VALUE								
LIQUIDITY BUFFER					6,305	6,025	5,677	5,483
TOTAL NET CASH OUTFLOWS					2,244	2,177	2,133	2,159
LIQUIDITY COVERAGE RATIO					281.09%	276.79%	266.47%	255.28%

Note: The Liquidity coverage ratio (LCR) uses the simple average of the preceding 12 monthly periods ending on the quarterly reporting date as specified in the table.

The following narrative information for Article 451a(2) CRR is provided in accordance with Table EU LIQB of [Commission Implementing Regulation 2024/3172](#)

As a retail and small business bank, the main drivers of the LCR are flows relating to its customer deposits on the liability side and mortgages or other business lending on the asset side. The Bank has seen significant growth in its deposit base due to retail banks leaving the market, which has led to an increase in HQLA in the form of cash placed with the Irish Central Bank.

The Bank's LCR at the end of December 2025 was 277% .

The Bank's funding profile consists of customer accounts, debt securities in issue and deposits by banks. Customer accounts primarily make up funding as at 31 December 2025.

The liquidity buffer consists of cash including balances held with central banks, EU sovereign bonds and a number of retained ECB eligible Fastnet securitisation notes.

The Bank has no bilateral netting agreements approved by the competent authority. Treatment of derivative cash flows is reflected on a gross basis. Collateral is callable based on mark to market movements.

The Bank's base currency is euro and the Bank does not hold any significant currency which exceeds 5% of total liabilities.

Template EU LIQ2: Net Stable Funding Ratio Art 451a(3)

Available stable funding (ASF) Items		Dec-25					Sept-25				
€'M		a	b	c	d	e	a	b	c	d	e
	(in currency amount)	Unweighted value by residual maturity				Weighted value	Unweighted value by residual maturity				Weighted value
		No maturity	< 6 months	6 months to < 1yr	≥ 1yr		No maturity	< 6 months	6 months to < 1yr	≥ 1yr	
1	Capital items and instruments	2,465	-	-	298	2,763	2,387	123	-	335	2,722
2	Own funds	2,465	-	-	298	2,763	2,387	123	-	335	2,722
3	Other capital instruments	-	-	-	-	-	-	-	-	-	-
4	Retail deposits	-	19,276	2,227	877	21,009	-	19,250	1,683	1,219	20,820
5	Stable deposits	-	14,240	1,352	598	15,410	-	14,193	1,035	800	15,267
6	Less stable deposits	-	5,036	875	279	5,599	-	5,057	647	419	5,552
7	Wholesale funding:	-	3,060	244	1,809	3,262	-	2,869	426	1,796	3,344
8	Operational deposits	-	-	-	-	-	-	-	-	-	-
9	Other wholesale funding	-	3,060	244	1,809	3,262	-	2,869	426	1,796	3,344
10	Interdependent liabilities	-	-	-	-	-	-	-	-	-	-
11	Other liabilities:	4	12	-	195	195	1	25	-	191	191
12	NSFR derivative liabilities	4	-	-	-	-	1	-	-	-	-
13	All other liabilities and capital instruments not included in the above categories	-	12	-	195	195	-	25	-	191	191
14	Total available stable funding (ASF)	-	-	-	-	27,229	-	-	-	-	27,076

Note: The NSFR figures for 30 September 2025 have been restated

Required stable funding (RSF) Items €'M		Dec-25					Sept-25				
	(in currency amount)	Unweighted value by residual maturity				Weighted value	Unweighted value by residual maturity				Weighted value
		a No maturity	b < 6 months	c 6 months to < 1yr	d ≥ 1yr		a No maturity	b < 6 months	c 6 months to < 1yr	d ≥ 1yr	
15	Total high-quality liquid assets (HQLA)					14					14
EU-15a	Assets encumbered for more than 12m in cover pool		-	-	-	-		-	-	-	-
16	Deposits held at other financial institutions for operational purposes		-	-	-	-		-	-	-	-
17	Performing loans and securities:		839	631	20,929	15,088		998	614	20,612	14,890
18	Performing securities financing transactions with financial customers collateralised by Level 1 HQLA subject to 0% haircut		-	-	-	-		2	-	-	-
19	Performing securities financing transactions with financial customer collateralised by other assets and loans and advances to financial institutions		163	-	177	193		299	-	173	203
20	Performing loans to non- financial corporate clients, loans to retail and small business customers, and loans to sovereigns, and PSEs, of which:		214	155	1,140	3,489		228	150	1,121	3,270
21	With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk		0	0	0	289		0	0	0	90
22	Performing residential mortgages, of which:		462	476	19,611	11,405		468	464	19,316	11,415
23	With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk		387	401	16,993	11,150		391	390	16,708	11,161
24	Other loans and securities that are not in default and do not qualify as HQLA, including exchange-traded equities and trade finance on-balance sheet products		-	-	1	1		-	-	1	1
25	Interdependent assets		-	-	-	-		-	-	-	-
26	Other assets:		394	5	1,083	1,154		210	5	1,094	1,110
27	Physical traded commodities				-	-				-	-
28	Assets posted as initial margin for derivative contracts and contributions to default funds of CCPs		8	-	-	6		16	-	-	13
29	NSFR derivative assets		1			726,831		-			-
30	NSFR derivative liabilities before deduction of variation margin posted		4			0		1			0
31	All other assets not included in the above categories		382	5	1,083	1,146		193	5	1,094	1,097
32	Off-balance sheet items		1,546	-	-	445		1,672	-	-	501
33	Total RSF					16,701					16,515
34	Net Stable Funding Ratio (%)					163.04%					163.94%

The following narrative information for Article 451a(3) CRR

As a retail and small business bank, the main drivers of available stable funding (“ASF”) relate to the growth in retail customer deposits.

The NSFR ratio which is the amount of available stable funding as a percentage of required stable funding after applying relevant ASF and RSF factors was 163%

Use of Credit Risk Mitigation Techniques

The following narrative for article 453 points (a) to (e) is provided in accordance with table EU CRC of Commission Implementing Regulation 2024/3172

Policies and processes for netting Art 453(a)

The Bank does not currently apply contractual netting for its derivative exposures. Credit Risk Mitigation (CRM) is, however, used to calculate credit exposure for the Bank's repurchase agreements. Credit exposure on these agreements is calculated using the Financial Collateral Comprehensive Method whereby regulatory volatility adjustments are applied to both sides of a transaction and the adjusted amounts are offset against each other to arrive at the Exposure at Default. The remainder of the Bank's non-retail IRB and Standardised credit exposures are not impacted by CRM.

Collateral valuation and management Art 453(b),(c)

As the Bank's principal exposure to credit risk is in respect of residential mortgages, which are calculated under the IRB approach, the value of the collateral held is reflected in its LGD estimation process.

A common way to view residential real estate collateral is to view it by loan to value (LTV). The following table summarises the overall exposure weighted indexed LTV.

Exposure weighted indexed LTV for retail mortgage portfolios

Indexed LTV	RoI Residential Mortgages	
	Owner Occupied	Buy-to-let
Dec-25	46%	48%
Dec-24	48%	56%

The LGDs for the Bank's retail portfolios are based on internal models and are divided into pools driven by appropriate drivers of loss. As is required by the CRD there is currently a minimum value of 10% utilised where internal estimates are less than this value.

For non-retail IRB exposures, supervisory LGDs are used for minimum regulatory capital requirements calculation purposes as is required under CRD IV. These LGDs are not reduced through CRM and are applied directly to obligors in the calculation of risk weights.

Although the Bank's derivative portfolio is typically collateralised through CSA agreements, at 31 December 2025 the Bank has not received regulatory approval to recognise these agreements as CRM techniques for regulatory returns and consequently, do not reduce credit exposure. Collateral valuations are automated where possible and performed frequently by obtaining market prices from licensed third party data providers.

Further information regarding the policies and processes for collateral valuation and management are described on page 45 of the Bank's 2025 Annual Report.

The collateral taken by the bank to mitigate risk is influenced by the exposure type and primarily consists of cash and real estate (for mortgage lending only).

Art 453(d)

Guarantees and credit derivatives are not used for credit protection purposes.

Risk Concentrations within credit risk mitigation Art 453(e)

The Bank is an ROI based retail bank and due to its customer structure and operating focus in this market, the only collateral concentration risk that the Bank is exposed to is the Irish residential property market.

Template EU CR3 – CRM techniques overview: Disclosure of the use of credit risk mitigation techniques

Art 453(f)

Dec-25

		Unsecured carrying amount		Secured carrying amount				
				a	b	Of which secured by collateral	Of which secured by financial guarantees	Of which secured by credit derivatives
						c	d	e
1	Loans and advances	2,730	21,238	21,238	-	-		
2	Debt securities	5,361	-	-	-	-		
3	Total	8,091	21,238	21,238	-	-		
4	<i>Of which non-performing exposures</i>	3	166	166	-	-		
EU-5	<i>Of which defaulted</i>	3	166	166	-	-		

Template EU CR4 – standardised approach – Credit risk exposure and CRM effects Art 453(g),(h),(i)

Dec-25

	€'M	Exposures before CCF and before CRM		Exposures post CCF and post CRM		RWAs and density RW	
		On-balance-sheet amount	Off-balance-sheet amount	On-balance-sheet amount	Off-balance-sheet amount	RWAs	RW
		a	b	c	d	e	f
1	Central governments or central banks	5,557	-	5,557	-	16	0.29%
2	Non-central government public sector entities	-	-	-	-	-	-
EU 2a	Regional government or local authorities	-	-	-	-	-	-
EU 2b	Public sector entities	-	-	-	-	-	-
3	Multilateral Development Banks	42	-	42	-	-	-
EU 3a	International Organisations	972	-	972	-	-	-
4	Institutions	-	-	-	-	-	-
5	Covered bonds	201	-	201	-	20	10.00%
6	Corporates	261	29	261	28	275	95.13%
6.1	Of which: Specialised Lending	-	-	-	-	-	-
7	Subordinated debt exposures and equity	33	24	33	24	61	107.78%
EU 7a	Subordinated debt exposures	-	-	-	-	-	-
EU 7b	Equity	33	24	33	24	61	107.78%
8	Retail	805	512	805	38	609	72.24%
9	Secured by mortgages on immovable property and ADC exposures	4,969	66	4,969	38	1,565	31.26%
9.1	Secured by mortgages on residential immovable property - non IPRE	4,168	13	4,168	12	1,051	25.15%
9.2	Secured by mortgages on residential immovable property - IPRE	308	5	308	3	154	49.47%
9.3	Secured by mortgages on commercial immovable property - non IPRE	-	-	-	-	-	-
9.4	Secured by mortgages on commercial immovable property - IPRE	493	48	493	23	360	69.82%
9.5	Acquisition, Development and Construction (ADC)	-	-	-	-	-	-
10	Exposures in default	80	1	80	0	80	100.46%
EU 10a	Claims on institutions and corporates with a short-term credit assessment	332	-	332	-	66	20.00%
EU 10b	Collective investments undertakings (CIU)	-	-	-	-	-	-
EU 10c	Other items	857	-	857	-	768	89.58%
11	Not applicable						
12	TOTAL	14,108	632	14,108	128	3,461	24.31%

Template EU CR7-A – IRB approach – Disclosure of the extent of the use of CRM techniques **Art 453(g)**

Dec-25

A-IRB		Total exposures	Credit risk Mitigation techniques										Credit risk Mitigation methods in the calculation of RWEAs			
			Funded credit Protection (FCP)									Unfunded credit Protection (UFCP)		RWEA without substitution effects (reduction effects only)	RWEA with substitution effects (both reduction and substitution effects)	
			Part of exposures covered by Financial Collaterals (%)	Part of exposures covered by Other eligible collaterals (%)	Part of exposures covered by Immovable property Collaterals (%)	Part of exposures covered by Receivables (%)	Part of exposures covered by Other physical collateral (%)	Part of exposures covered by Other funded credit protection (%)	Part of exposures covered by Cash on deposit (%)	Part of exposures covered by Life insurance policies (%)	Part of exposures covered by Instruments held by a third party (%)	Part of exposures covered by Guarantees (%)	Part of exposures covered by Credit Derivatives (%)			
																a
1	Central governments and central banks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	Regional governments and local authorities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	Public sector entities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	Institutions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5	Corporates	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5.1	Corporates – General	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5.2	Corporates – Specialised lending	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5.3	Corporates - Purchased Receivables	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	Retail	16,520	-	99.80%	99.80%	-	-	-	-	-	-	-	-	6,208	6,208	
6.1	Retail – Qualifying revolving	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6.2	Retail – secured by residential immovable property	16,520	-	99.80%	99.80%	-	-	-	-	-	-	-	-	6,208	6,208	
6.3	Retail - Purchased Receivables	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6.4	Retail - Other retail exposures	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	Total	16,520	-	99.8%	99.8%	-	-	-	-	-	-	-	-	6,208	6,208	

F-IRB		Total exposures	Credit risk Mitigation techniques										Credit risk Mitigation methods in the calculation of RWEAs			
			Funded credit Protection (FCP)									Unfunded credit Protection (UFCP)		RWEA without substitution effects (reduction effects only)	RWEA with substitution effects (both reduction and substitution effects)	
			Part of exposures covered by Financial Collaterals (%)	Part of exposures covered by Other eligible collaterals (%)	Part of exposures covered by Immovable property Collaterals (%)	Part of exposures covered by Receivables (%)	Part of exposures covered by Other physical collateral (%)	Part of exposures covered by Other funded credit protection (%)	Part of exposures covered by Cash on deposit (%)	Part of exposures covered by Life insurance policies (%)	Part of exposures covered by Instruments held by a third party (%)	Part of exposures covered by Guarantees (%)	Part of exposures covered by Credit Derivatives (%)			
																a
1	Central governments and central banks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	Regional governments and local authorities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	Public sector entities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	Institutions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5	Corporates	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5.1	Corporates – General	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5.2	Corporates – Specialised lending	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5.3	Corporates - Purchased Receivables	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

CRR Disclosure Requirements per Article 13 of CRR

Article	Applicable / Not applicable to Permanent TSB plc	ITS 2024/3172 Table / Template reference	Page reference	Rationale for exclusion
Article 437	Disclosure of own funds			
437				
437 (a)	Applicable	EU CC1, EU CC2	Pages 7 to 12	
437 (b)	Applicable	EU CCA	Pages 13 & 14	
437 (c)	Applicable	EU CCA	Pages 13 & 14	
437 (d) (i) to (iii)	Applicable	EU CC1, EU CC2	Pages 7 to 12	
437 (e)	Applicable	EU CC1, EU CC2	Pages 7 to 12	
437 (f)	Not applicable	EU CC1, EU CC2		The Bank does not disclose capital ratios calculated using elements of own funds determined on a basis other than that laid down in the CRR.
Article 438	Disclosure of own funds requirements and risk-weighted exposure amounts			
438				
438 (a)	Applicable	EU OVC	Page 15	
438 (b)	Applicable	EU KM1	Pages 4 & 5	
438 (c)	Not Applicable	EU OVC		The Bank has not been requested by the CBI to disclose the results of its ICAAP.
438 (d)	Applicable (except EU CVA4)	EU OV1, EU CMS1, EU CMS2, EU CVA4	Pages 16 to 18	The Bank uses the Reduced Basic approach to calculate credit valuation adjustment risk
438 (da)	Applicable	EU OV1, EU CMS1, EU CMS2	Pages 16 to 18	
438 (e)	Not Applicable	EU CR10.5		The Bank does not have any equity exposures under the IRB approach
438 (f)	Not Applicable	EU INS1		The Bank does not hold any own funds instruments in an insurance undertaking, reinsurance undertaking or insurance holding company.
438 (g)	Not Applicable	EU INS2		The Bank is not a financial conglomerate.
438 (h)	Applicable (EU CR8 only)	EU CR8, EU CCR7, EU MR2-B, EU CVA4	Page 19	The Bank measures counterparty credit risk under IRB approach, credit valuation adjustment risk under the Reduced Basic approach and market risk under standardised approaches, hence EU CCR7, EU

Article	Applicable / Not applicable to Permanent TSB plc	ITS 2024/3172 Table / Template reference	Page reference	Rationale for exclusion
				CVA4 and MR2-B are not applicable.
Article 440	Disclosure of countercyclical capital buffers			
440				
440 (1) (a)	Applicable	EU CCyB1	page 23	
440 (1) (b)	Applicable	EU CCyB2	page 22	
Article 442	Disclosure of exposures to credit risk and dilution risk			
442				
442 (a)	Applicable	EU CRB	Pages 24 & 25	
442 (b)	Applicable	EU CRB	Pages 24 & 25	
442 (c)	Applicable (except EU CR2a, EU CQ2, EU CQ6, EU CQ8)	EU CR1, EU CQ1, EU CQ2, EU CQ4, EU CQ5, EU CQ6, EU CQ7, EU CQ8, EU CR2a	Pages 26 to 31	EU CQ5 & EU CQ4 (cols b and d) are not applicable as bank's NPL ratio is lower than 5%. EU CR2a, EU CQ2, EU CQ6, EU CQ8 are not applicable as bank's NPL ratio is lower than 5%.
442 (d)	Applicable	EU CQ3	Page 28	
442 (e)	Applicable	EU CR1, EU CQ4, EU CQ5	Pages 26, 29 & 30	EU CQ5 & EU CQ4 (cols b and d) are not applicable as bank's NPL ratio is lower than 5%.
442 (f)	Applicable (except EU CR2a)	EU CR2a, EU CR2	Page 25	EU CR2a is not applicable as bank's NPL ratio is lower than 5%.
442 (g) (i) to (iii)	Applicable	EU CR1-A	Page 31	
Article 449a	Disclosure of environmental, social and governance risks (ESG risks)			
449a	Not Applicable	Tables 1 to 3 Templates 1 to 5		Not required
Article 449b	Disclosure of aggregate exposure to shadow banking entities			
449b	Not Applicable	EU SB1		The bank has no shadow banking exposures
Article 450	Disclosure of remuneration policy			
450				
450 (1) (a)	Applicable	EU REMA	Pages 32 to 37	
450 (1) (b)	Applicable	EU REMA	Pages 32 to 37	
450 (1) (c)	Applicable	EU REMA	Pages 32 to 37	
450 (1) (d)	Applicable	EU REMA	Pages 32 to 37	

Article	Applicable / Not applicable to Permanent TSB plc	ITS 2024/3172 Table / Template reference	Page reference	Rationale for exclusion
450 (1) (e)	Applicable	EU REMA	Pages 32 to 37	
450 (1) (f)	Applicable	EU REMA	Pages 32 to 37	
450 (1) (g)	Applicable	EU REM5	Page 41	
450 (1) (h) (i) to (vi)	Applicable	EU REM1, EU REM2, EU REM3	Pages 39 & 40	REM3 is not applicable as no deferred remuneration awarded to MRTs
450 (1) (i)	Not applicable	EU REM4		No employee has been paid in excess of EUR 1 million
450 (1) (j)	Not applicable	EU REMA		This information has not been requested from the competent authority. Executive Director remuneration is provided per individual in the annual report.
450 (1) (k)	Not Applicable	EU REMA		Not applicable given the restrictions on variable pay in PTSB.
450 (2)	Applicable	EU REMA	Page 38	
Article 451	Disclosure of the leverage ratio			
451				
451 (1) (a)	Applicable	EU LR2	Pages 43 & 44	
451 (1) (b)	Applicable	EU LR1, EU LR2, EU LR3	Pages 42 to 45	
451 (1) (c)	Applicable	EU LR2	Pages 43 & 44	
451 (1) (d)	Applicable	EU LRA	Page 45	
451 (1) (e)	Applicable	EU LRA	Page 45	
451 (2)	Not Applicable	EU LR2		PTSB is not a public development credit institution
451 (3)	Applicable	EU LR2	Pages 43 & 44	
Article 451a	Disclosure of liquidity requirements			
451a (1)	Applicable	EU LIQA, EU LIQB, EU LIQ1, EU LIQ2	Pages 46 to 53	
451a (2)	Applicable	EU LIQB, EU LIQ1	Pages 49 & 50	
451a (3)	Applicable	EU LIQ2	Pages 51 & 52	
451a (4)	Applicable	EU LIQA	Pages 46 to 48	
Article 453	Disclosure of the use of credit risk mitigation techniques			
453				
453 (a)	Applicable	EU CRC	Page 54	
453 (b)	Applicable	EU CRC	Page 54	
453 (c)	Applicable	EU CRC	Page 54	

Article	Applicable / Not applicable to Permanent TSB plc	ITS 2024/3172 Table / Template reference	Page reference	Rationale for exclusion
453 (d)	Not applicable	EU CRC		Guarantees and credit derivatives are not used for credit protection purposes
453 (e)	Applicable	EU CRC	Page 54	
453 (f)	Applicable	EU CR3	Page 55	
453 (g)	Applicable	EU CR4, EU CR7-A & EU CR7	Pages 56 & 57	EU CR7 relates to exposures to credit derivatives which is not applicable
453 (h)	Applicable	EU CR4	Page 56	
453 (i)	Applicable	EU CR4	Page 56	
453 (j)	Applicable	EU CR7-A & EU CR7	Page 57	CR7 is not applicable as the bank does not have credit derivative exposures

Minimum requirement for own funds and eligible liabilities. Supervisory public disclosure of the requirement

Bank Recovery and Resolution Directive (BRRD) 2014/59/EU Article 45i (3)	Applicable / Not applicable to Permanent TSB plc		Page Reference	Rationale for exclusion
Article 45i(3)	Applicable			
Article 45i(3)(a)	Applicable	iLAC	Page 6	
Article 45i(3)(b)	Applicable (EU TLAC2b reported)	TLAC 2b	Page 21	
Article 45i(3)(c)	Applicable	iLAC	Page 6	