Transparency and Disclosure Report 2022

Pillar III Report
Adyen N.V.

Contents

Concise risk statement

The Adyen DNA

We are a technology company redefining payments. We work together with over 3,332 people spread across 27 offices around the world. To us, “winning is more important than ego” – we value people for their skills and what they bring to the company, not for their titles. We work with cross-functional teams and empower them to make their own decisions. Through the setup of the solutions and workstreams with product, technical, and commercial staff, Adyen can work closely with its merchants and quickly address their evolving needs. We think function beats form, and our effort toward our goal of helping our merchants grow is singular.

Description of Business Activities

The Adyen platform integrates the full payments stack (gateway, risk management, processing, acquiring and settlement) with a common back-end infrastructure for authorizing payments across its merchants' sales channels as well as offering feature-rich APIs. This integrated platform allows for the delivery of products and services on a global scale with local capabilities, directly connecting merchants to Visa, Mastercard and many other payment methods, and across sales channels, including its merchants' online, mobile and POS channels, while providing a high level of reliability, security, performance and data insights. In 2022, Adyen continued on its path of offering an innovative suite of financial products through piloting cash advances and business bank accounts on the Adyen platform. Alongside embedded payments, the suite aims to power the future of financial services by enabling marketplaces to deliver superior financial experiences to small and medium-sized businesses.

Risk management

Adyen recognizes that there are risks associated with achieving its strategy and business objectives. Managing these risks[1] is an essential part of doing business. Adyen has adopted a uniform and systematic company-wide approach for managing risks. Adyen's integral risk management framework is based on the Enterprise Risk Management (ERM) model as issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) in 2017.

Capital

In Pillar I, Adyen uses the standardized approach for credit and market risk categories, and the Basic Indicator Approach for operational risk to determine its minimum regulatory capital requirements. Resulting from Adyen’s business model, operational risk is the largest risk category in terms of risk weighted assets. The total risk exposure amount at 31 December 2022 was EUR 3,422 million.

The capital requirements need to be covered by sufficient own funds. Adyen’s own funds consist fully of CET1 capital, which was EUR 1,972 million at 31 December 2022. This resulted in a CET1 capital ratio of 57.6%.[2]

Leverage

Adyen’s leverage ratio was 26.3% at year-end 2022, which is well above the requirement of 3%.

Liquidity Coverage Ratio (LCR)

The Liquidity Coverage Ratio of Adyen was 2,069% at the end of 2022, well above the regulatory threshold of 100%.

[1] Art. 435(1)(e)(f) CRR.
[2] Upon formal confirmation, Adyen's net profit for H2 2022 (EUR 282 million) may be included in its CET1 calculation. At that point, Adyen's CET1 capital becomes EUR 2,254 million, resulting in a CET1 capital ratio of 65.9%.

Net Stable Funding Ratio (NSFR)

At year-end 2022 Adyen's NSFR was 273.7%, well above the regulatory threshold of 100%.

Declaration of the Management Board

The Management Board of Adyen declares that the risk management arrangements of Adyen are adequate with regards to Adyen's risk profile and strategy. The development of Adyen's risk profile is in line with the risk tolerances set by the Management Board.

Introduction

This document presents the consolidated Transparency and Disclosure Report 2022 (Pillar III report) of Adyen N.V. (Adyen) as per 31 December 2022.[3]

As a 'less significant institution'[4] based in the European Union, Adyen operates under the Capital Requirements Directive IV (CRD IV) and Capital Requirements Regulation (CRR), including the recent amendments to this framework as documented in CRR II[5] and CRD V[6]. This framework is based on a three-pillars concept:

- Pillar I – Minimum capital requirements
- Pillar II – Supervisory review
- Pillar III – Market disclosures

In Pillar I, the capital requirements are calculated on the basis of standard components of three categories of risk that an institution faces: credit risk, market risk and operational risk. These capital requirements need to be covered by sufficient own funds. Adyen uses the standardized approach for credit and market risk categories, and the Basic Indicator Approach for operational risk to determine its minimum regulatory capital requirements.

In Pillar II, the supervisor reviews the viability of Adyen and its ability to meet the reporting requirements. This Supervisory Review and Evaluation Process (SREP) comprises four components:

- Business Model Assessment (BMA)
- Internal governance and institution-wide control assessment
- Internal Capital Adequacy Assessment Process (ICAAP)
- Internal Liquidity Adequacy Assessment Process (ILAAP)

As Pillar II inherently implies supervisory judgment, it is a more principle-based standard that addresses institution-specific risks and details capitalization against these risks. The capital requirements from Pillar II should be proportionate to the risk profile of Adyen, and as such also reflect the volatility to risks under adverse and changing business conditions.

The Pillar III disclosure framework seeks to promote market discipline through regulatory disclosure requirements. Pursuant to Part Eight of the CRR, Adyen is required to publicly disclose information regarding, amongst others, its risk profile, risk management and capital adequacy. Adyen discloses this information by means of this Pillar III report. The Pillar III disclosures have a reference date of 31 December 2022.

The content of this Pillar III report meets all the requirements laid down in CRR and corresponding delegated regulations and guidelines. This report has not been audited by Adyen's external auditor.

Scope of consolidation

As an EU parent institution, Adyen N.V. is required to publish a consolidated Pillar III report. Adyen reports its prudential requirements both on a consolidated as well as on a stand-alone basis. Its subsidiaries are only included in its consolidated reporting. Adyen's prudential scope of consolidation does not deviate from its IFRS scope of consolidation. Adyen N.V. is a licensed Credit Institution by De Nederlandsche Bank (the Dutch Central Bank) and registered in the Netherlands under company number 34259528. The Credit Institution license includes the ability to provide cross-border services in the EEA. Adyen N.V. directly or indirectly owns 100% of the shares of, and therefore controls all entities included in the consolidated financial statements. This means all branches, representative offices and subsidiaries are fully consolidated.

Adyen has offices in the Netherlands, Brazil, Singapore, United Kingdom, Canada, Australia, Hong Kong, Mexico, China, New Zealand, Malaysia, India, Japan and United Arab Emirates with branches in Germany, France, Sweden, and the United States, and representative offices in Belgium, Poland, Italy, and Spain. The address of the Adyen N.V. registered office is Simon Carmiggeltstraat 6-50, 5th floor, 1011DJ Amsterdam, the Netherlands. Table 1 and 2

[3] Art. 436(a) CRR.
[4] Art. 441 CRR.
[5] Regulation (EU) No 876/2019 ('CRR II')
[6] Amended Directive 2013/36/EU

provide an overview of all subsidiaries, branches and representative offices of Adyen N.V. and all subsidiaries of Adyen International B.V.[7]

Name	Legal seat	Direct ownership percentage
Adyen N.V. - Subsidiaries		
Adyen International B.V.	Amsterdam, The Netherlands	100%
Adyen do Brasil Instituicao de Pagamento Ltda	São Paulo, Brazil	87.1.%
Adyen Mexico, S.A. de C.V.	Mexico City, Mexico	1%
Adyen India Technology Services Private Limited	New Delhi, India	1%
Adyen N.V. - Branches		
Adyen N.V., German branch	Berlin, Germany	
Adyen France	Paris, France	
Adyen Nordic Bank Fillial	Stockholm, Sweden	
Adyen N.V. – San Francisco Branch	San Francisco, CA, USA	
Adyen N.V. – Representative offices		
Adyen N.V., Belgian Representative Office	Brussels, Belgium	
Adyen N.V., Italian Representative Office	Rome, Italy	
Adyen N.V., Spain Representative Office	Madrid, Spain	
Adyen N.V., Polish Representative Office	Warsaw, Poland	

Table 1
Adyen N.V. 's branches, representative offices and direct subsidiaries with their corresponding legal seat[8]

Name	Legal seat	Direct and indirect ownership percentage
Adyen International B.V. - Subsidiaries		
Adyen Services Inc.	Dover, DE, USA	100%
Adyen do Brasil Instituicao de Pagamento Ltda	São Paulo, Brazil	12.9%
Adyen Singapore PTE. LTD.	Singapore, Singapore	100%
Adyen UK Ltd	London, United Kingdom	100%
Adyen Hong Kong Ltd	Hong Kong, Hong Kong SAR	100%
Adyen Australia PTY Limited	Sydney, Australia	100%
Adyen Canada Ltd.	Saint John, Canada	100%
Adyen Korea Chusik Hoesa (in liquidation)	Seoul, Republic of Korea	100%
Adyen Mexico, S.A. de C.V.	Mexico City, Mexico	99%
Adyen (China) Software Technology Co. Ltd.	Shanghai, China	100%
Adyen New Zealand Ltd.	Auckland, New Zealand	100%
Adyen Malaysia Sdn. Bhd	Kuala Lumpur, Malaysia	100%
Adyen India Technology Services Private Limited	New Delhi, India	99%
Adyen Japan K.K.	Tokyo, Japan	100%
Adyen MEA FZ-LLC	Dubai, United Arab Emirates	100%
Adyen Middle East Limited	Dubai, United Arab Emirates	100%

Table 2
Adyen International B.V.'s subsidiaries, their legal seat and ownership percentage

[7] Art. 436(b) CRR.
[8] Adyen N.V. directly or indirectly owns 100% of the shares of, and therefore controls, all entities included in the consolidated financial statements.

Revised Pillar III disclosure framework

The Basel Committee on Banking Supervision (BCBS) announced in 2014 its aim to revise and consolidate the Pillar III disclosure requirements, and as such bundle the previously scattered instructions in an “all-inclusive Implementing Technical Standard”. This started as a two-phase program, but was extended with a third phase in 2017 to include disclosure requirements arising from the ongoing finalization of the Basel III reforms. The previously existing Pillar III disclosure requirements are superseded.

In order to be legally binding, the Revised Pillar III Framework templates were transposed into EU requirements. Article 434a CRR mandates the EBA to develop disclosure templates and instructions for disclosure requirements under Titles II and III of Part Eight CRR. Comprehensive Implementing Technical Standards on disclosure were developed as a result as per ITS 2021/637. This ITS includes most new disclosure requirements per updated CRR, with the most notable exception being related to Environmental, Social and Governance (ESG) risk prudential disclosures. On 24 January 2022 EBA published its final draft ITS/2022/01 on ESG risks disclosures under the Pillar 3 framework that specifies uniform formats and associated instructions for the disclosure of this information. This requirement became effective from June 2022.

In table 3, Adyen’s disclosures within this Pillar III report are linked to the respective provisions of Part Eight of the CRR. It also references the relevant (fixed format) disclosure templates for Adyen as per the ITS. Adyen has chosen to address most relevant flexible format templates in the report text itself. This text can be found in the referenced section’s pages in table 3. Note that not all ITS templates are relevant to Adyen as a result of its business model.

Article	Subject	Reference	Page	Annexes (EBA disclosure templates)
Article 435	Risk management objectives and policies	Concise risk statement Risk management framework and strategy	p. 4 p. 9-14	
Article 436	Scope of application	Scope of consolidation	p. 5	EU LI1 EU LI2 EU LI3
Article 437	Own funds	Capital	p. 15	EU CC1 EU CCA
Article 437a	Own funds and eligible liabilities	Not applicable		
Article 438	Own funds and RWA	Capital requirements Internal capital adequacy assessment process	p. 15-19 p. 22	EU OV1
Article 439	Exposure to counterparty credit risk	Not applicable		
Article 440	Countercyclical capital buffers	Capital buffers	p. 20	EU CCyB1 EU CCyB2
Article 441	Indicators of global systemic importance	Not applicable		
Article 442	Credit risk adjustments and credit risk quality	Credit risk adjustments	p. 16-17	EU CR1 EU CR1-A EU CQ3 EU CQ4 EU CQ5
Article 443	Asset encumbrance	Asset encumbrance	p. 20	EU AE1 EU AE2 EU AE3
Article 444	Use of ECAI’s for credit risk standardized approach	Use of External Credit Assessment Institutions	p. 17	
Article 445	Exposure to market risk	Market risk	p. 18	EU MR1
Article 446	Operational risk	Operational risk	p. 19-20	EU OR1
Article 447	Disclosure of key metrics	Disclosure of key metrics	p. 4 p. 15-21	EU KM1
Article 448	Disclosure of exposures to interest rate risk on positions not held in the trading book	Interest rate risk in the banking book	p. 20	
Article 449	Exposure to securitization positions	Not applicable		

Article	Subject	Reference	Page	Annexes (EBA disclosure templates)
Article 449a	ESG risks	ESG risks	p. 23	Template 1
		Not yet applicable (starting from 2024 onwards)		Template 3 Template 6 Template 7 Template 8 Template 9
		Not applicable		Template 2 Template 4 Template 5 Template 10
Article 450	Remuneration policy	Remuneration	p. 23-24	EU REM1 EU REM4 EU REM5
Article 451	Leverage	Leverage	p. 20	EU LR1 EU LR2 EU LR3
Article 451a	Liquidity Funding	LCR NSFR	p.20-21	EU LIQ1 EU LIQ2
Article 452	Use of the IRB approach to credit risk	Not applicable		
Article 453	Use of credit risk mitigation techniques	Credit risk mitigation	p. 16	EU CR3 EU CR4 EU CR5
Article 454	Use of the advanced measurement approaches to operational risk	Not applicable		
Article 455	Use of internal market risk models	Not applicable		

Table 3
Mapping of applicable CRR Articles and disclosure templates to this document

Risk management framework and strategy

Adyen recognizes that risks are associated with achieving its strategy and business objectives. Managing these risks is an essential part of doing business. This chapter describes Adyen's uniform and systematic company-wide approach for managing risks. In addition, it lays down Adyen's risk governance, which sets the tone for, reinforces the importance of, and establishes oversight responsibilities for risk management.

Risk management objectives and policies

Adyen's integral risk management framework[9] is based on the Enterprise Risk Management (ERM) model as issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) in 2017. The integral risk management framework structures the risk management activities within Adyen with a view of identifying, assessing, managing, monitoring and reporting risks in a uniform manner.

Three lines model

In line with the European Banking Authority (EBA) Guidelines on Internal Governance and the publication of the Institute of Internal Auditors (IIA), Adyen has adopted the three lines model which reflects the segregation between operations (first line management), the risk management and compliance functions (second line), and the independent internal audit function (third line). The first line management designs, implements, executes and monitors the control activities to manage performance and the risks taken to achieve Adyen's objectives. The second line risk and compliance functions provide guidance on risk management requirements, and independently evaluate adherence to defined standards. The third line internal audit function provides independent assurance on the effectiveness of risk management, including control activities, by performing audits. The head of internal audit reports directly to the chairman of the Audit and Risk Committee, which provides an indirect line of reporting to the CEO. Adyen follows the EBA guidelines on internal governance and has implemented structural measures and controls to realize the appropriate authority, independence and statute of its risk management functions.

During 2022, the second and third-line functions have continued to add resources in line with the overall growth of the organization as well as the broadening of its services offering and corresponding risk profile.

Strategy and objective setting

Risk management, strategy and objective-setting work together in the strategic planning process. Operational objectives put strategy into practice while serving as a basis for identifying, assessing, and responding to risk. Adyen's risk appetite is established and aligned with its strategy.

Risk appetite

Adyen has translated its view on all of its main risks into risk appetite statements. Risk appetite is the amount of risk Adyen is willing to accept in pursuit of its objectives. It defines the level of risk at which appropriate actions are needed to reduce risk to an acceptable level. Risk appetite is therefore not static, nor are the risk types for which internal risk limits and risk statements are set. The risk appetite statements on financial and operational risks are updated given the introduction of Embedded Financial Products in 2022.

The risk appetite statements for 2022 were approved by the Management Board and Supervisory Board. Adyen's overall risk appetite is best reflected in the phrase that it wants to build an ethical and sustainable business, whilst being risk aware and not unduly risk averse. Adyen accepts that in order to achieve its strategic objectives it may consume some amounts of capital while investing in new assets, people and processes. In pursuance of its strategic objectives Adyen furthermore values a solid financial and capital outlook. Both capital and leverage should therefore be at a comfortable level above the regulatory requirements.

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[9] Art. 435(1) CRR.

Risk assessment and control activities

Adyen performs a top-down company-wide risk assessment on (at minimum) an annual basis, which includes the identification of key risks that could potentially affect the strategy and business objectives. The purpose hereof is to identify which risks could potentially affect the organization over time, both individually and collectively, in order to focus attention on the most important threats and opportunities. Following EBA guidelines, the key risks are categorized as follows:

- Strategic and business risk
- Operational risk (including technology and integrity risks)
- Financial risk (including credit risk, market risk, liquidity and funding risk)

For a more detailed description of the key risks as identified and assessed by Adyen, refer to the Section "Risk Factors" within the Annual Report 2022. During the year Adyen also undertakes a multitude of specific, local and/or focused risk analyses and assessments that complement the company-wide risk assessments. An example of a focused risk analysis is the systematic integrity risk analysis (SIRA) which is performed at least annually.

Adyen has established a control environment that provides an appropriate foundation for achieving the company's objectives and effectively mitigating risks. Control activities are the policies and procedures that help ensure risks are mitigated and Adyen's objectives are achieved. Adyen uses COSO's internal control integrated framework as a reference for its design, implementation and evaluation of control activities as part of a system of internal control.

Adyen has established a resilience framework, in which Adyen plans and organizes for its course of business under various operational and financial conditions. This is how topics such as business continuity management and financial recovery are addressed. The resilience framework contains a number of focused contingency plans, such that these provide easily accessible and practical guidance when needed. During the COVID-19 pandemic, the business continuity protocols allowed employees to continue their day-to-day activities while adjusting to the new normal. Adyen's staff was fully equipped to work remotely, and is able to do so without impact on Adyen's ability to process payments. The business continuity response and recovery plans have been updated with, amongst others, the lessons learned from the COVID-19 lockdowns and risk self-assessments.

Review and revision

By reviewing its performance, Adyen evaluates how well the risk management components are functioning over time. The Risk Committee plays a key role in supporting the Management Board with overseeing the effectiveness of Adyen's risk management. It carries out this role by monitoring Adyen's risk profile against the risk appetite, which is an ongoing and iterative process supported by the risk management function. A framework of risk limits and early warning indicators supports this process. Any material risk limit breach that places Adyen at risk of exceeding its risk appetite and, in particular, of putting at risk Adyen's financial health, is escalated promptly to the Management Board. Combinations of ongoing and separate evaluations are used to determine if the components of internal control are present and functioning effectively. The ongoing evaluations are built into Adyen's business processes and provide timely information. The separate evaluations, including independent management testing, are conducted periodically and may vary in scope and frequency depending on the risks and effectiveness of these ongoing evaluations. Any identified deficiencies are discussed within the Risk Committee and reported to the Management Board along with relevant findings, recommendations and remediation plans.[10]

Governance arrangements

Adyen's governance sets the tone, reinforces the importance of, and establishes oversight responsibilities for risk management. Adyen has established a governance which is consistent with the size, complexity and risk profile of the company. The risk governance structure is consistent for all risks relevant to Adyen, with specialist committees supporting the Management Board. The Compliance Committee monitors Adyen's integrity risks, the Disclosure Committee is responsible for reviewing Adyen's financial information for compliance with legal and regulatory requirements prior to publication, the Merchant Risk Committee monitors the financial risks related to merchants and the Risk Committee monitors all risk categories. The second line risk management function for (non-) financial risks (including market, credit and operational risk) is fulfilled by the Corporate Risk team.

[10] Art. 435(2)(e) CRR.

Adyen's governance[11] is reflected in internal rules and regulations, including the Articles of Association (Statuten), the Management Board By-Laws, the Supervisory Board By-Laws and the Terms of reference of our Supervisory Board committees.

Figure 1 below outlines Adyen's organizational structure and relation between the Supervisory Board and its committees, the Management Board and the rest of the company.

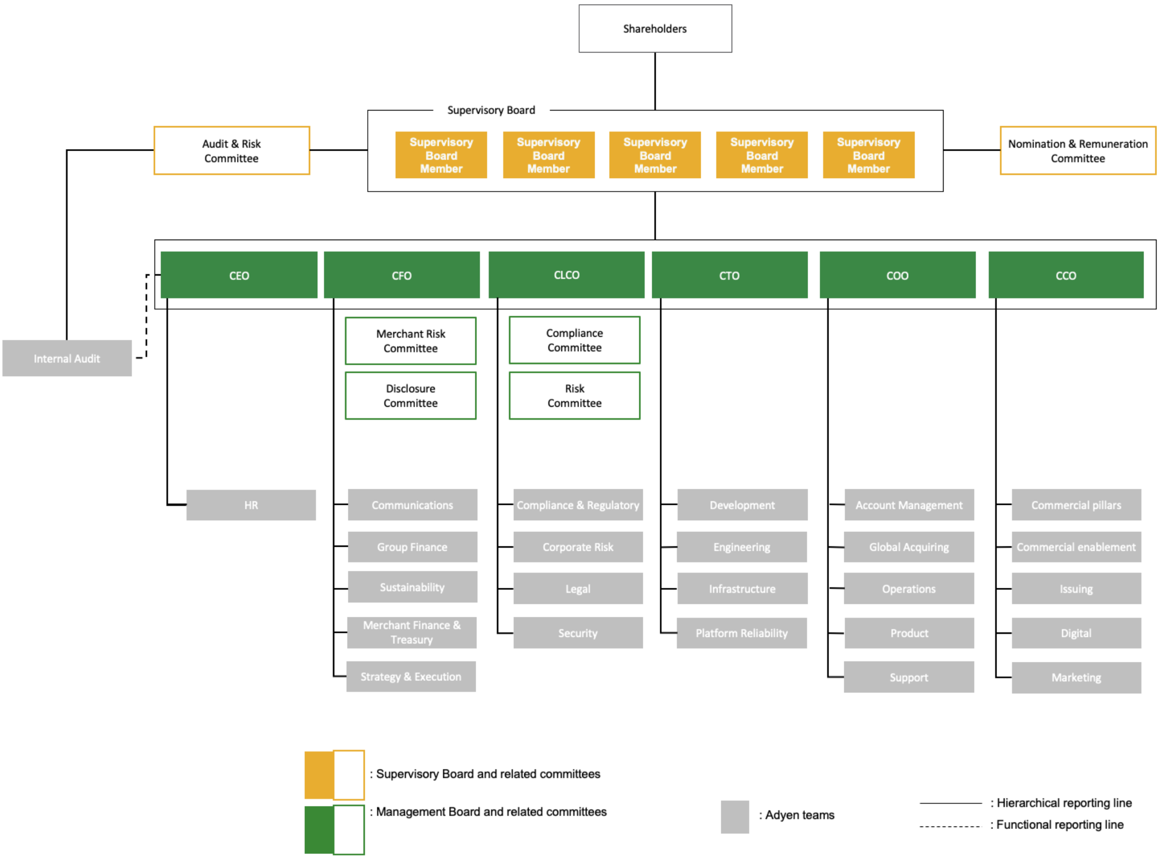

Figure 1
Adyen's organizational structure per year-end 2022

Board composition and directorships

Adyen maintains a two-tier board structure consisting of a Management Board and a Supervisory Board. The Management Board is responsible for the day-to-day management, which includes, among other things, formulating Adyen's strategy and policies and setting and achieving Adyen's objectives. The Supervisory Board supervises and advises the Management Board. Each board is accountable to the General Meeting for the performance of its duties.

Management Board

In performing their duties, the Managing Directors are required to be guided by the best interests of Adyen and the business connected thereto, taking into consideration the interests of Adyen's stakeholders. This is documented in Adyen's Conflict of Interest Policy.

Adyen's Management Board is composed of the following six members:

Pieter van der Does is the CEO of Adyen and has been a member of the Management Board since 2007. He spent over 15 years working in the payments industry. Before co-founding Adyen in 2006, Pieter van der Does was CCO at Bibit, a pioneering international payment service provider, acquired by the Royal Bank of Scotland in 2004. Pieter serves as a Supervisory Board member of Écart Invest B.V.

[11] Art. 435(2) CRR.

Roelant Prins is the CCO of Adyen and has been a member of the Management Board since 2009. Roelant Prins is responsible for the commercial activities of Adyen. After starting his career as a consultant, he moved to the online payments industry early 2000. Throughout the years, Roelant has held various international management roles in sales and business development for companies providing payment solutions to international e-commerce businesses.

Ingo Uytdehaage is the CFO of Adyen and has been a member of the Management Board since 2011. He has earned his MBA in accounting and finance from Maastricht University and studied supply chain management and organizational behavior at the Aarhus Business School in Denmark. Additionally, Ingo Uytdehaage obtained his CPA at the Vrije Universiteit in Amsterdam. Prior to joining Adyen, Ingo was a Finance Director at KPN. Currently, he is Member of the Non-Executive Board and Chair of the Audit & Risk Committee of Wise plc.

Kamran Zaki was appointed as the COO of Adyen and a member of the Management Board per January 1, 2020. Kamran Zaki is responsible for the operations to customers that make use of Adyen's platform. Previously, Kamran was the President of Adyen North America since 2014, and in this capacity, he oversaw all North American operations, including sales, marketing, product development and customer support. Prior to Adyen, Kamran was the Head of Global Payments at Netflix where he helped expanding the Netflix streaming service. Previously, he spent seven years at PayPal. During his tenure there, he headed up payments teams across Europe, North America and Emerging Markets (i.e. LatAm, Middle East and Africa).

Mariëtte Swart was appointed as the CLCO of Adyen and a member of the Management Board per January 1, 2020. Before joining the board, Mariëtte Swart served as Adyen's General Counsel and Company Secretary since 2015. She has built the legal team from the ground up, ensuring that the legal function effectively supports the business at a strategic and operational level. Prior to Adyen, Mariëtte worked at an international law firm where she gained a vast experience in global financial services, helping companies with products in payments, debt and equity solutions, M&A and financial markets.

Alexander Matthey is the CTO of Adyen and has been appointed as a member of the Management Board as of 1 January 2021. Prior Alexander Matthey had been fulfilling the position of EVP Technology at Adyen, leading multiple technical teams. In this capacity, as well as his position in the engineering leadership team, he gained knowledge in scaling and building teams. Before joining Adyen in 2015, Alexander was Vice-President and CTO of Glossybox, where he gained experience in managing and leading the technology department.

Name	Year of birth	Nationality	Gender	Position	Current appointment date	Term
Pieter Willem van der Does	1969	NL	Male	CEO	June 2022	June 2026
Roelant Prins	1975	NL	Male	CCO	June 2022	June 2026
Ingo Jeroen Uytdehaage	1973	NL	Male	CFO	June 2021	June 2025
Kamran Zaki	1973	US	Male	COO	January 2020	January 2024
Mariëtte Bianca Swart	1980	NL	Female	CLCO	January 2020	January 2024
Alexander Matthey	1981	DE	Male	CTO	February 2021	February 2025

Table 4
Composition of the Management Board

At 14 December 2022 it was announced that Brooke Nayden will join the Management Board as Chief Human Resources Officer (CHRO). At 8 February 2023, it was announced that Ingo Uytdehaage will take the position of co-CEO, Ethan Tandowsky will join the Management Board as CFO and Kamran Zaki will leave Adyen. The appointment of Ethan Tandowsky and Brooke Nayden as Management Board member is subject to regulatory approval by the Dutch Central Bank, followed by approval from shareholders during Adyen's 2023 Annual General Meeting. Please note these changes in composition will logically come with a re-allocation of responsibilities, which are not yet reflected in figure 1 above that provides the view per 31 December 2022.

Supervisory Board

The Supervisory Board supervises the conduct and policies of the Management Board and the general course of affairs of Adyen and its business. The Supervisory Board also provides advice to the Management Board. In performing their duties, the members of the Supervisory Board are required to be guided by the interests of Adyen, which includes the interests of the business connected to it. These interests are driven by Adyen's focus on long-term value creation and the way in which this is implemented in Adyen's strategy and culture.

Throughout the year, four Supervisory Directors — Piero Overmars (Chair), Delfin Rueda, Pamela Joseph and Caoimhe Keogan— were considered to be independent from the company. One Supervisory Board Director, Joep van Beurden, has acted as an advisor to Adyen in the years preceding his appointment in 2017, and is therefore considered not to be independent. The Supervisory Board is, as a body, independent.

Adyen's Supervisory Board is composed of the following five members.

Piero Overmars serves as a member of the Management Board of Stichting Continuïteit PostNL and as a member of the Supervisory Board of Dura Vermeer Group N.V. and Dutch Organic International Trade B.V. Next to this, he serves as Chairman of the Supervisory Board of Land Life Company B.V. Previously, he served as a member of the Management Board of Randstad Beheer B.V. and was Chairman of the Supervisory Boards of Nutreco and SNS Reaal, and member of the Supervisory Board of Amsterdam UMC. He also served as President of the Nyenrode Foundation, following an extensive career at ABN Amro that culminated in a Board Member position. Piero Overmars holds an MBA from Nyenrode Business University.

Delfin Rueda Arroyo is CFO and General Partner of Mundi Ventures, and serves as non-executive director of Allfunds Bank and Allfunds Group. Previously, he served as CFO and Vice-Chair of the Executive Board and Management Board of NN Group and ING Insurance, following an extensive career at Atradius, JP Morgan, UBS, Salomon Brothers and Andersen Consulting. Delfin Rueda Arroyo holds a master degree in Economic Analysis and Quantitative Economics from the Complutense University of Madrid (Spain). He also holds an MBA from the Wharton School, University of Pennsylvania (USA).

Joep van Beurden is CEO and member of the Executive Board of Kendrion N.V. and member of the Supervisory Board of the Twente University of Technology (the Netherlands). In addition to these positions, Joep serves as a member of the Advisory Board of PlantLab. Previously, he served as CEO of CSR Plc. (UK) and NexWave Inc. (France), following a career at Royal Dutch Shell, McKinsey, Philips and Canesta Inc. Joep van Beurden holds a degree in Applied Physics from Twente University of Technology.

Pamela Joseph is CEO and member of the Management Board of Xplor Technologies, holds a position as Chair of the Board of Directors of TransUnion and is a non-executive member in the Board of Directors of Paychex. In addition to these positions, Pamela serves as Operating Partner at Advent International. Previously, she served U.S. Bank corp. Payment Services as a Vice-Chairman, and prior to that Elavon as President and COO. She started her career at Wells Fargo Bank and VISA International. She holds a degree in Business Administration from the University of Illinois (USA).

Caoimhe Keogan serves as CPO (Chief People Officer) for Aveva Group plc. Previously, she served as Chief People Officer for Moneysupermarket Group plc, and as SVP People, Places & Community at SoundCloud. Prior to these roles, she was Senior HR Business Partner at Google. Caoimhe Keogan holds a degree in Occupational Psychology from Queen's University Belfast (UK).

Name	Year of birth	Nationality	Gender	Position	Current appointment date	Term
Piero Overmars	1964	NL	Male	Chairman	January 2021	January 2025
Delfin Rueda Arroyo	1964	SP	Male	Member	January 2022	January 2026
Joep van Beurden	1960	NL	Male	Member	January 2020	January 2024
Pamela Joseph	1959	US	Female	Member	May 2019	May 2023
Caoimhe Keogan	1978	IE	Female	Member	February 2021	February 2025

Table 5
Composition of the Supervisory Board

Board recruitment and diversity policy

The Articles of Association provide that the Management Board shall consist of two or more members and that the Supervisory Board determines the exact number (more than two) of Managing Directors after consultation with the Management Board.

The General Meeting appoints Managing Directors upon a nomination by the Supervisory Board in accordance with the Articles of Association. The Supervisory Board shall make one or more nominations to the General Meeting in case a Managing Director is to be appointed.

In the event that the Supervisory Board has made a nomination, the resolution of the General Meeting to appoint such nominee shall be adopted by an absolute majority of the votes cast. A resolution of the General Meeting to appoint a Managing Director other than in accordance with a nomination of the Supervisory Board, but in accordance with the agenda for such General Meeting, shall require a majority of two thirds of the votes cast representing more than half of the Company's issued share capital. However, the General Meeting may at its discretion appoint a Managing Director other than upon the nomination of the Supervisory Board, provided that a proposal to appoint such other person has been put on the agenda of the relevant General Meeting.

Adyen is a licensed credit institution, which means that any appointment of a Managing Director must be approved by DNB. In connection with its approval procedure, DNB will test the proposed new Managing Director on integrity (betrouwbaarheid) and suitability (geschiktheid).

The Supervisory Board aims for a balance in its composition with respect to age, experience and affinity with the nature and culture of the business of Adyen in all countries where it is active.

Risk management committees

The Management Board has instituted committees to support with its risk management oversight: the Compliance Committee, the Disclosure Committee, the Merchant Risk Committee, and the Risk Committee. The Compliance Committee monitors Adyen's integrity and compliance risks, the Disclosure Committee is responsible for reviewing Adyen's financial information for compliance with legal and regulatory requirements prior to publication, the Merchant Risk Committee monitors the merchants' potential liability (MPL) risk and the Risk Committee monitors the overall risk profile.

The Risk Committee and the Compliance Committee report their observations, recommendations and deliberations on findings regarding compliance, risk management and internal control at least quarterly to the Management Board. The Risk Committee held five meetings during 2022. The Management Board reviews reports from control assessments made on the operating effectiveness of systems and controls, acts on recommendations from the Risk and Compliance Committees and decides on corrective actions. The Management Board reports to the Audit and Risk Committee on the effectiveness of Adyen's risk management and internal control systems during the quarterly Audit and Risk Committee meetings.

Disclosures on Pillar I

Within the CRR and CRD framework, Pillar I lays down the minimum capital requirements for the main components of the major risk types that a traditional bank faces. The minimum regulatory capital requirement for Adyen's Pillar 1 consists of credit, market and operational risk as these are the relevant types of risk to which Adyen is exposed.

As at 31 December 2022, Adyen's total risk exposure amount is EUR 3,422 million. This results in a Pillar I capital requirement of EUR 273.8 million. When including the capital conservation buffer and countercyclical capital buffer, the Pillar 1 capital requirement equals EUR 361.0 million. Adyen's CET1 capital at year-end totals to EUR 1,972 million (2021: EUR 1,676 million). The increase in total own funds in 2022 mainly relates to the addition of consolidated net profits (full year 2021 and H1 2022). Upon formal confirmation, Adyen's H2 2022 net profit (EUR 282 million) may be included in its CET1 calculation. At that point, Adyen's CET1 capital becomes EUR 2,254 million.

Adyen is also subject to leverage and liquidity requirements as well as reporting requirements on asset encumbrance. The following section provides more detail on Adyen's requirements as laid down in Pillar I.

Capital

For regulatory purposes, capital[12] is defined as own funds, which can be divided in Common Equity Tier 1 (CET1), Additional Tier 1 and Tier 2. Adyen only holds Common Equity Tier 1 capital.

Common Equity Tier 1 capital comprises IFRS equity, with the inclusion of prescribed prudential filters and deductions. Table 6 provides a reconciliation of Adyen's own funds with Adyen's capital according to the IFRS definition.[13] Annex EU CC1, describes the main features of this Common Equity Tier 1 capital.

	CET1 capital as at December 31, 2022	
IFRS equity	2,412,119	
Of which: share premium		352,399
Of which: paid up capital		310
Of which: retained earnings		1,902,858
Of which: other reserves		156,553
Net profit not included in CET1 capital (H2 2022 not yet eligible)	(282,003)	
Adjustments due to prudential filters and deductions	(157,925)	
Intangible assets		(8,140)
DTA that rely on future profitability and do not arise from temporary differences		(124,162)
Warrant reserve		(25,575)
Prudent valuation[14]		(47)
Total Common Equity Tier 1 Capital	**1,972,191**	

Table 6
EU CC2 - Reconciliation between IFRS equity and own funds (in EUR '000)

Prudential filters and deductions

Prudential filters and deductions remove or reduce certain elements from Adyen's own funds that are considered not to be eligible to absorb losses. The amounts related to these prudential filters and deductions are shown in table 6.

[12] Art. 437 CRR.
[13] Annex EU CCA contains the relevant rows of the 'Own funds disclosure template' as laid down in ITS (EU) 1423/2013.
[14] No restrictions ex. Art. 437(e) CRR were applied to the calculation of own funds.

Prudential filters

Adyen applies an additional value adjustment due to the requirements for prudent valuation as a prudential filter to its Common Equity Tier 1 capital. Institutions are required to calculate an additional value adjustment in order to adjust the fair value to a prudent value for all assets measured at fair value.[15] The additional value adjustment must be deducted from Common Equity Tier 1 capital. Adyen has two financial instruments on the balance sheet that are measured at fair value, and subject to this additional value adjustment, which are VISA shares and a derivative financial liability from a merchant contract.

Deductions

Adyen also applies the following deductions to its Common Equity Tier 1 capital:

- Intangible assets other than goodwill
- Deferred tax assets that rely on future profitability and do not arise from temporary differences
- Warrant reserve
- Net profit not included in CET1 Capital (not yet eligible profit)

As of December 31, 2022, Adyen's total Common Equity Tier 1 Capital amounted to EUR 1,972 million.

Capital requirements

Adyen applies the standardized approaches to determine its regulatory minimum capital for credit and market risk and applies the Basic Indicator Approach for operational risk. Resulting from Adyen's business model, regulatory capital requirements for operational risk are most substantial.

Credit risk

Credit risk originates from the possibility that a counterparty will not settle the full value of an obligation — neither when it becomes due, nor thereafter. Adyen is and will continue to be subject to the risk of actual or perceived deterioration of the commercial and financial soundness, or perceived soundness, of merchants and other financial institutions, in particular in relation to receivables from financial institutions regarding settled payment transactions, and cash and cash-equivalents held at financial institutions. In addition, Adyen has credit risk on certain contract assets, through and from the offering to merchants of a pre-financing service, which it refers to as Sales Day Payout. Adyen has no derivatives or securities financing transactions, nor positions in securitization.

At 31 December 2022, Adyen's total credit exposures amounted to EUR 7,608 million, resulting in total risk-weighted exposures of EUR 1,153 million and an own funds requirement of EUR 92.2 million. The majority of Adyen's exposures have a short-term duration, with residual maturities of days. Furthermore, Adyen is aware of the concentration of its exposures, most notably on partner banks, which is reflected in its Pillar II add-on for credit concentration risk.

Annex EU CR4 provides an overview of Adyen's credit risk exposures, showing both the on- and off-balance sheet exposures as per 31 December 2022 the total amount of risk-weighted exposures and the RWA density of each asset class. Additionally, Annex EU CR5 discloses the distribution of each asset class exposure across risk-weights.

Credit risk mitigation

Credit risk mitigation techniques can be used to reduce the credit risk associated with exposures. Overall, Adyen performs on-balance sheet netting when it has a legal right to off-set and the intention the settle, in line with IFRS.

As a credit risk mitigation technique, Adyen employs off-balance sheet netting on one occasion. This regards an enforceable master netting arrangement with one of its foreign counterparties that allows offsetting in the event of default, collateralized by a debt security issued by a central government that has a credit assessment of an external credit rating agency[16]. The collateral is valued at market value and risk weighted at 10% as an exposure to central governments. As of year-end 2022, total collateral value was EUR 31.8 million, which covered the full value of the exposure to this counterparty. Annex EU CR3 discloses Adyen's use of credit risk mitigation techniques.

[15] Art. 34 and 105 CRR.
[16] Art. 453 CRR.

Credit risk quality and adjustments

Adyen applies the following definitions regarding the credit quality of its exposures[17].

- Past due: when an exposure is due for more than 1 day;
- In default: when an exposure is past due more than 90 days or the counterparty is considered unlikely to pay, in line with the definition of default of CRR Art. 178.
- Impaired: when an exposure is deemed non-collectable;
- Non-performing: when an exposure is past due more than 90 days

Adyen assesses the expected credit loss associated with its debt instruments carried at amortized cost on a forward-looking basis. The impairment methodology applied depends on whether there has been a significant increase in credit risk. For trade receivables and contract assets, Adyen applies the simplified approach, which requires expected lifetime losses to be recognized from initial recognition of the assets.[18]

At reference date, Adyen had EUR 23.0 million of non-performing exposures[19], for which it has provisioned EUR 4.0 million as a general credit risk adjustment.

Annex EU CR1, EU CR1-A, EU CQ3, EU CQ4 and EU CQ5 disclose further information on exposure amounts that are non-performing, in default and subject to impairment. Most of these exposures are due from corporates and represent invoices for payment services that were not collected via transaction flows (i.e. trade receivables).

Use of External Credit Assessment Institutions

Adyen applies ratings from External Credit Assessment Institutions[20] (ECAIs) to determine the risk weight of an exposure. With respect to its rated exposures, Adyen by default uses Moody's whenever it has a rating available. Only in the case that no rating of Moody's is available, Adyen uses a rating provided by Fitch or Standard and Poor's, whichever is the lowest. Adyen therefore does not cherry-pick its ratings. In order to determine the risk weight of an exposure, a rating is converted into the corresponding credit quality step based on the standard association as published by the EBA.[21] Adyen uses ECAIs in order to determine the risk-weight of exposures belonging to the following three exposure classes:

- Central governments or central banks
- Institutions
- Corporate

Exposures to unrated counterparties are by default 100% risk weighted, in line with CRR Art. 122(2). Unrated institutions are risk weighted in accordance with CRR Art. 121. Adyen applies the standard association published by the EBA for connecting the ratings to the credit quality steps as set out in CRR, which is summarized in table 6 below.

Credit quality step	Moody's assessments	Sovereigns – risk weight	Institutions – risk weight	Corporates - risk weight
1	Aaa to Aa3	0%	20%	20%
2	A1 to A3	20%	20%	50%
3	Baa1 to Baa3	50%	20%	100%
4	Ba1 to Ba3	100%	50%	100%
5	B1 to B3	100%	50%	100%
6	Caa1 and below	150%	150%	150%

Table 7
Mapping of credit ratings to the applicable risk weights, in line with CRR II

[17] Art. 442(a) CRR.
[18] Art. 442(b) CRR.
[19] As of 1 January, 2021, the new guidelines on the definition of default (EBA/GL/2016/07) entered into force, which specify thresholds for institutions to recognize defaulted exposures. As a result, Adyen's defaulted exposures are now recognized under the credit risk framework. Thus, the recognition of defaulted exposures is purely due to a regulatory change rather than a change to Adyen's non-performing exposures.
[20] Art. 444 CRR.
[21] ITS (EU) 2018/634.

Equities in the banking book

Adyen's exposure to equities in the banking book arises from a holding of convertible preferred Visa shares. Adyen obtained these shares as the result of its previous holding in Visa Europe, which subsequently was acquired by Visa Inc., and resulted, amongst others, in Adyen being issued shares of Visa Inc. as consideration for the acquisition.

The remaining Visa shares are stated at fair value for EUR 12.3 million, which is based on the fair value of Visa Inc. Series C common stock, adjusted for lack of marketability, multiplied by an initial conversion rate of preferred stock into common stock. These shares have no stated maturity and carry the right to receive discretionary dividend payments. Due to a restriction on transfer, the remaining Visa shares cannot be freely traded. During 2022, Visa Inc. effected a partial conversion of the Series C preferred stock into Series A preferred stock. The Series A preferred stock were converted into Visa Inc. common stock and sold prior to the end of 2022 at fair market value. The proceeds receivable was recognized within trade and other receivables (EUR 12.3 million) and an amount of EUR 11.4 million was ultimately received during the year end.

Furthermore, the effect of the Visa shares on other financial results is a net gain of EUR 2.0 million (2021: net gain of EUR 1.4 million) relating to an exchange gain of EUR 2.2 million (2021: gain of EUR 1.7 million) and fair value loss of EUR 153 thousands (2021: loss of EUR 322 thousands).

As per 31 December 2022, the total exposure value of equities in the banking book amounted to EUR 12.3 million, resulting in an own funds requirement of EUR 1.0 million. Exposures relating to equities are perpetual.

Market risk

Market risk[22] comprises price risk from financial instruments, interest rate risk, foreign-exchange risk and commodities risk. Adyen does not hold trading book items and has no commodity positions. The interest rate risk is minor as all liabilities are non-interest bearing and interest rate effects on assets (own cash balances or held at money market funds) are limited. Adyen has no appetite to add new equity positions to its balance sheet next to the current VISA shares that have been described in the section 'Equities in the banking book'. Therefore, the main market risk to Adyen is the foreign-exchange risk resulting from the cash it holds as part of its international operations, and some longer-term non-cash balance sheet positions that are non-euro.

Adyen applies the standardized approach in order to calculate its own funds requirements for market risk. Adyen's total risk exposure amount for market risk is EUR 386.1 million resulting in an own funds requirement of EUR 30.9 million.

Foreign-exchange risk

The strengthening or weakening of the euro impacts the translation of Adyen's net revenues generated from its international operations that are denominated in foreign currencies into the euro. Additionally, in connection with providing its services in multiple currencies, Adyen generally sets its foreign-exchange rates once per day. Adyen may face financial exposure as a result of fluctuations in foreign-exchange rates between the times that Adyen sets them. Given that Adyen also holds some merchants' and own funds in non-euro currencies, its financial results are affected by the translation of these non-euro currencies into euro. Whilst Adyen has measures in place intended to manage its foreign-exchange risk (i.e. natural hedges and spot trades for any net open positions), no assurance can be given that fluctuations in foreign-exchange rates will nevertheless have a significant impact on Adyen's results of operations. Adyen is exposed to foreign-exchange risk on its assets and liabilities denominated in currencies other than the functional currency, including certain contract assets, its holding of Visa shares and the assets and liabilities of its subsidiaries. The majority of these assets through which Adyen is exposed to foreign currency risk are denominated in US dollar.

Operational risk

Adyen recognizes that operational risks are associated with achieving its business objectives. Operational risk concerns the risk of losses resulting from inadequate or failed internal processes, people and systems or from external events. Adyen has therefore implemented an internal control framework that is designed to manage the risks effectively and efficiently and to provide reasonable assurance that objectives can be met. The operational risks that are most material to Adyen are outlined below.

[22] Art. 445 CRR.

Merchants’ potential liability for shopper chargebacks

When shoppers claim that a merchant has not performed, the issuing banks can file chargebacks. Adyen seeks to offset such chargebacks with the payouts to the merchants, but may not be able to succeed in full. While Adyen has implemented risk mitigation, including withholding funds from the payouts to its merchants, based on assumptions and estimates that Adyen believes are reasonable to cover such eventualities, the measures, including the withheld funds, may not be sufficient to cover for the complete chargeback amounts.

Availability of platform, products and services

Adyen's systems and those of its third-party service providers, including data center facilities and communication networks, have experienced service interruptions in the past and may experience significant service interruptions in the future. Frequent or persistent interruptions in Adyen's services could cause current or potential merchants to believe that its systems are unreliable, leading them to switch to a competitor or to avoid Adyen's products and services. Moreover, to the extent that any system failure or similar event results in damages to Adyen's merchants or their business partners, these merchants or partners could seek significant compensation or contractual penalties from Adyen for their losses, which, even if unsuccessful, could likely be time-consuming and costly for Adyen to address. Furthermore, frequent or persistent interruptions could lead to regulatory scrutiny, significant fines and penalties, and/or mandatory and costly changes to its business practices, or could ultimately cause Adyen to lose its regulatory licenses.

Information security

Adyen and its merchants, partners and others who use its services, obtain and process a large amount of sensitive data. Adyen's and its partners' IT systems may be vulnerable to physical and electronic breaches, computer viruses and other attacks by cyber-criminals, internet fraudsters, employees or others, which could lead to, amongst other things, a disclosure of merchants' data, damage related to incursions, destruction of documents, inability or delays in processing transactions and unauthorized transactions. Any real or perceived privacy breaches or improper use of, disclosure of, or access to such data could harm Adyen's reputation as a trusted brand in the handling and protection of this data. Although Adyen carries cyber liability insurance that Adyen believes to be reasonable given the company risk profile, it could be possible that the insurance coverage is insufficient to account for all losses forthcoming an incident.

Data privacy

Adyen is subject to complex and evolving Dutch, European and other jurisdiction's laws, rules, regulations, orders and directives (referred to as "privacy laws") relating to the collection, use, retention, security, processing and transfer of personally identifiable information about its merchants, their shoppers, third parties and others and their transactions in the countries where Adyen operates. Much of the personal data that Adyen processes, especially financial information, is regulated by multiple privacy laws and, in some cases, the privacy laws of multiple jurisdictions. In many cases, these laws apply not only to third-party transactions, but also to transfers of information between or among Adyen and its subsidiaries. Any failure, or perceived failure, by Adyen to comply with its privacy policies or with any applicable privacy laws in one or more jurisdictions could result in proceedings or actions against Adyen by governmental entities or others, including class action privacy litigation in certain jurisdictions, significant fines, penalties, judgments and resulting reputational damage.

Entrepreneurial culture

Adyen's entrepreneurial culture has been one of the primary drivers of its historical growth. As Adyen grows, it may not be able to maintain its entrepreneurial company culture, which fosters innovation and talent. The hybrid working environment adds to the challenge of maintaining, transferring and fostering the right company culture. If Adyen does not successfully manage its growth, and is not able to differentiate its business from those of its competitors, drive value for and retain merchants, or effectively align its resources with its goals and objectives, Adyen may not be able to compete effectively against its competitors, leading to declining growth and revenues.

Talent

Adyen's future performance depends substantially on the continued services of key talent and its ability to attract, retain, and motivate such talent. The loss of the services of any of Adyen's key talent or Adyen's inability to attract highly qualified key talent may adversely affect its operations. Withstanding the challenges of local and global labor markets, Adyen aims to tailor its personnel needs to the medium- to long-term growth trajectory of the company.

Integrity

Integrity risk is the risk of inappropriate behavior of management and employees or third parties (merchants, suppliers, advisers) posing a current or future threat to Adyen and/or the proper functioning of the financial system, that can be attributed to Adyen or in which Adyen acts imputable. Such inappropriate behavior could refer to violations of law, regulations, internal policies, and market expectations of ethical business conduct. If Adyen (or a third party it does business with) fails to comply with laws and regulations, or market expectations of ethical business conduct, supervisory authorities may initiate legal and regulatory proceedings against Adyen.

Adyen has policies and procedures that it believes are sufficient to comply with the relevant anti-money laundering, anti-corruption and sanctions rules and regulations. Inability to prevent integrity risks from materializing can have severe consequences, including litigation, sanctions, administrative measures, fines, criminal penalties and reputational consequences.

Tax and tax reporting

Social tolerance for tax avoidance is decreasing and international developments have led to the introduction of stricter regulations around tax avoidance. Adyen has a low risk appetite to be involved in activities aimed at evasion or avoidance of tax regulations by itself or third parties through the provision of its services. The determination of Adyen's worldwide position for income taxes, value-added taxes and other tax liabilities requires clear processes and controls by which Adyen aims to automate as much as possible as to reduce the amount of manual intervention. Adyen's determination of its tax liability is always subject to audit and review by applicable domestic and foreign tax authorities. Any adverse outcome of any such audit or review could have a negative effect on Adyen's business and the ultimate tax outcome may differ from the amounts recorded in its financial statements.

Basic indicator approach

Adyen applies the basic indicator approach in order to calculate its own funds requirements for operational risk under Pillar I. Under the basic indicator approach, the own funds requirement for operational risk is equal to 15% of the average over three years of the relevant indicator. The relevant indicator refers to the sum of several elements within the profit and loss statement of the institution.

Adyen’s total risk exposure amount for operational risk is EUR 1,883 million resulting in an own funds requirement of EUR 150.7 million per year-end 2022. Annex EU OR1 discloses on the calculation of the pillar 1 own funds requirement for operational risk.

Combined buffer requirements

On top of its capital requirement for credit, market and operational risk, Adyen is subject to macro-prudential capital buffer requirements. These buffer requirements aim to mitigate economic cyclicality by acting as shock absorbers in times of stress. For Adyen, only the capital conservation buffer and the countercyclical capital buffer apply. The combination of all capital buffers constitutes the combined buffer requirement.

Capital conservation buffer

The capital conservation buffer requires banks to hold up to 2.5% of a bank's total exposures in CET1 capital to avoid breaches of minimum capital requirements during periods of stress when losses are incurred. The capital conservation buffer rate can be set by the national competent authority, as set out in CRD V. In Adyen's case the rate is set by DNB and currently amounts to a 2.5% buffer requirement. At 31 December 2022, Adyen's capital conservation buffer requirement was EUR 85.6 million.

Countercyclical capital buffer

Adyen is subject to an institution specific countercyclical buffer[23] requirement. The geographical distribution of Adyen's credit exposures relevant for the calculation of the countercyclical capital buffer is shown in Annex EU CCyB1. The institution-specific countercyclical capital buffer rate for Adyen is 0.05%, which amounts to an institution-specific countercyclical capital buffer requirement of EUR 1.7 million, which is presented in Annex EU CCyB2.

[23] Art. 440 CRR.

Leverage

Leverage means the relative size of an institution's assets and off-balance sheet obligations as compared to the institution's own funds.

Leverage ratio

The leverage ratio[24] is a monitoring method used to assess the risk of excessive leverage within institutions. It is defined as Tier 1 capital divided by a non-risk-based measure of the on- and off-balance sheet asset positions. By restricting the build-up of leverage, the leverage ratio aims to avoid destabilizing deleveraging processes that can damage the broader financial system and the economy.

As per 31 December 2022, Adyen has a leverage ratio of 26.3% (2021: 29.4%) which is above the regulatory requirement of 3%. Annex EU LR1, EU LR2 and EU LR3 provide a break-down of Adyen's leverage ratio and the CRR leverage ratio exposures by asset class.

Adyen does not operate a business model that centers around balance sheet transformation and as such the processes used to manage the risk of excessive leverage focus primarily on monitoring of the ratio itself and inclusion of the ratio in scenario modeling.

Asset Encumbrance

An asset is encumbered if it has been pledged or if it is subject to any form of arrangement to secure, collateralize or credit enhance any transaction from which it cannot be freely withdrawn.

Adyen has a limited amount of encumbered assets in the shape of restricted cash which is therefore not available for general use by the company. Of the cash held at banks, other than central banks, EUR 68.6 million is restricted. The restricted cash mainly relates to deposits required under the US Federal Foreign Branch license as well as deposits held as guarantee for leased offices. Furthermore, Adyen has EUR 3.6 million other encumbered assets which represent other deposits, including lease deposits. Adyen's total encumbered assets amounts to EUR 72.2 million[25]. Annexes EU AE1, EU AE2 and EU AE3 provide further detail on the encumbered and unencumbered assets.

[24] Art. 451 CRR.
[25] Art. 443 CRR.

Liquidity and funding

Pillar I includes requirements with respect to short-term liquidity in the form of the Liquidity Coverage Ratio (LCR) and medium-term liquidity (funding risk) in the shape of the Net Stable Funding Ratio (NSFR)[26].

Liquidity Coverage Ratio

Adyen calculates its LCR in line with the relevant Delegated Act. Adyen takes aspects of currency convertibility and encumbrance into account. The LCR is calculated as High Quality Liquid Assets (HQLA) relative to the net liquidity outflows over 30 days. The Delegated Act prescribes that the LCR is to be higher than 100%, with a Liquidity Survival Period of at least 6 months.

Adyen's HQLA (liquidity buffer) consists of cash held at central banks and money market funds invested in US-government instruments. Net liquidity outflows are calculated as the net of cash inflows and outflows, though subject to a 75% cap on inflows. The LCR of Adyen per 31 December 2022 is 2,069% (2021: 5,746%[27]) with a survival horizon of 48 months, meaning that Adyen is fully compliant with the liquidity requirements set out in the LCR DA. As per 18 July 2022 DNB and Adyen agreed a new calculation method for the LCR ratio on the basis of the application of Article 26 LCR DA. Adyen reports its LCR on the basis of this revised calculation from July 2022 onwards.

Annex EU LIQ1 provides more detail on the build-up of Adyen's LCR as well as presents quarterly averages of the balances in scope. Adyen's LCR is considerably well above external and internally set limits.

Net Stable Funding Ratio

CRR2 regulation has introduced a minimum Net Stable Funding Ratio (NSFR) of 100% that requires banks to maintain a stable funding profile in relation to their on and off balance sheet exposures.

The NSFR looks at medium-term liquidity risk (funding risk) and assesses the ability of Adyen to fund its upcoming activities by applying quality weights reflecting liquidity characteristics to sources of funding as well as to exposures that require funding. The weights applied are set out in CRR II Art. 428 and differ per type of Available Stable Funding (ASF) and Required Stable Funding (RSF).

Adyen's NSFR per 31 December 2022 is 274% (2021: 284%). The improvement of the ratio over 2022 is attributable to an increase in Adyen's CET1 capital (ASF). Annex EU LIQ2 further discloses on the build-up of Adyen's NSFR for the reporting period.

Liquidity risk management

Adyen operates a business model in which it has deployed structural measures, strategies and processes to mitigate liquidity risk. In general, Adyen only has a payment obligation to fulfil towards their merchants when the funds from the schemes and payment methods are settled to Adyen's bank account. In situations of exception to this rule, additional liquidity risk mitigating measures are in place. Adyen is self-funding and holds sufficient own cash reserves to meet its own short- and longer-term liquidity needs.

Adyen's short-term liquidity management is set up to ensure funds are available in the right legal entity, bank account, country, currency, and at the right moment in time to fulfil Adyen's contractual payment obligation to its merchants. This is established by managing cash and FX positions on a daily basis with dedicated teams. Adyen does not apply synthetic hedging to manage its liquidity or connected risks.

Adyen operates a single, global payments platform which allows for centralized liquidity risk management supported by global policies. Liquidity needs at individual legal entities are limited, but if these arise, these are addressed by the central Treasury team.

[26] Art. 451a CRR.
[27] As per new calculation method with the application of LCR DA Article 26, Adyen's LCR for reporting period 31 December 2021 was 2,335%.

As a technology company that relies heavily on availability and continuance of services, liquidity aspects are part of continuity scenario exercises and resilience plans. Adyen plans for both operational as well as financial origins of stress – and if at all relevant – it monitors the relevant liquidity metrics across the stress horizon.

As stated in the concise risk statement, the liquidity risk management systems put in place are adequate with regard to the institution's profile and strategy. Given Adyen's business model and structural measures in place, liquidity risk is limited. Adyen assesses that additional metrics as put forth in article 451a(4) next to the disclosed metrics in EU LIQ1 and EU LIQ2 do not contribute to a better understanding of the liquidity risk profile of Adyen.

Disclosures on Pillar II

Pillar II sets out mandatory processes for institutions and supervisors to fulfill capital adequacy and liquidity adequacy requirements. Adyen combines the assessment of these requirements within its ICLAAP report. This chapter describes Adyen's ICLAAP and specifically addresses interest rate risk in the banking book.

Internal capital and liquidity adequacy assessment process

Adyen has designed and implemented as well as maintains and monitors internal risk management and control systems to identify and manage risks associated with its strategy and activities. Additionally, Adyen uses stress testing to understand its financial resilience and to learn from its sensitivity to stress events. The stress scenarios that Adyen defines are based on exceptional but plausible events with an adequate degree of severity. Threats and trends relevant to the management board are included. Stress testing is performed in accordance with EBA guidelines on stress testing. The results from stress tests are used as input for fine-tuning Adyen's risk appetite, risk capacity and risk limits as a feedback mechanism.

Assessing the adequacy of capital and liquidity is carried out on a continuous basis, but often for specific areas of interest. At a minimum, Adyen conducts an integral adequacy assessment once a year and reports on this to DNB via its Internal Capital and Liquidity Adequacy Assessment Process (ICLAAP[28]). Over 2022 the results showed Adyen has a high financial shock absorption capacity and adequate levels of capital and liquidity.

Interest rate risk in the banking book

Interest rate risk on financial instruments included in the banking book[29] could arise from adverse movements in underlying interest rates. Although at Adyen significant liabilities towards the merchants are present at any time, these liabilities are non-interest bearing and are settled at short notice. Adyen operates a fee-based business model, inherently limiting IRRBB exposure.

Adyen is exposed to interest rate risk in the banking book in relation to its cash held at central banks and financial institutions. However, cash balances of Adyen are not significantly exposed to interest rate risk due to the fact that the cash is used to settle the current liabilities towards the merchants at short notice. In addition to the cash related to merchant fund flows, Adyen holds a significant balance of excess own cash (mostly at central banks) that is used to grow the business. These funds are interest-bearing and generate interest income in the current positive interest rate environment. Nevertheless, as there is no mismatch in maturity of interest bearing assets/liabilities, Adyen assesses the interest rate risk to not be material.

In line with the guidelines on the management of interest rate risk arising from non-trading book activities (EBA-GL 2018/02), Adyen has quantified the impact of interest rate movements in its earnings as well as market value changes of its financial instruments and their direct effect on capital (EVE) for each significant currency. Given the relatively straightforward nature of Adyen's interest-sensitive instruments, the interest rate risk is calculated as a given change (shock) in interest rate multiplied by the instruments' nominal value and average maturity. In its quarterly interest rate risk in the banking book assessment, Adyen quantifies an interest shock scenario under the assumption of a parallel shift in yield curve from the base case. Hence, only minor impacts can be expected. In conclusion, as a result of the nature of the products on Adyen's balance sheet, interest rate risk is considered to be minimal and capitalizing against this risk in Pillar II would be unsuited. Please see Annex EU IRRBB1 for a quantitative overview of Adyen's interest rate risks of non-trading book activities.

[28] Art. 438(a) CRR.
[29] Art. 448 CRR.

Remuneration

Adyen's remuneration policy

The objective of Adyen's remuneration policy is to recruit and retain the best talent worldwide by offering competitive payment structures that take account of our strategy to focus on our merchants' growth, changing the payment landscape and having fun while doing so.

Adyen's remuneration policies are consistent with, and promote, sound and effective risk management and are always aligned with the strategy and Adyen Formula to create long-term value for our company and our merchants. As such, the remuneration policy does not contain incentives that exclusively benefit staff members themselves or encourage improper risk-taking.

The remuneration policy is published on Adyen's website. There have been no deviations from the policy or the procedure for its implementation in the financial year 2022[30].

Remuneration principles

Adyen is committed to ensure equal pay between women and men. We value all perspectives, so we see no reason to reward one more than the other – same role, same pay. Our annual equal pay audit is designed to safeguard same pay and uphold this standard.

The size of an individual remuneration package is based on the scope of responsibilities, the employee's experience and performance, and the local market circumstances, which varies depending on country. Remuneration may consist of a base salary, share-related remuneration, pension entitlements and other emoluments. Certain employees' remuneration may also include variable pay.

Adyen has the right pay mix in place to mitigate short-term orientation and contribute to the long-term performance of the company. This is specifically achieved by awarding staff members, including the Management Board, with (long-term) share-related remuneration. The purpose of the share-based payments is to put staff members in a financial ownership-like position where shares are concerned and for them to obtain an economic interest in the pursuit of Adyen's long-term objectives such as sustainable growth, development, profitability, and financial success of Adyen.

Variable remuneration

Adyen observes the laws and regulations applicable to the company, which includes the remuneration regulations as provided in the Act on Remuneration policy Financial Undertakings (Wet beloningsbeleid financiële ondernemingen) and the EBA Guidelines on Sound Remuneration Policies (EBA Guidelines) (the Remuneration Regulations). Adyen's remuneration policy is in line with the Remuneration Regulations.

Employees may be rewarded with variable remuneration. Variable remuneration, if awarded, will at all times not exceed the fixed to variable remuneration ratios as provided in the Remuneration Regulations. In accordance with the Remuneration Regulations, variable remuneration will be subject to hold back and claw back instruments. As no variable remuneration has been awarded to the members of the Management Board or the Supervisory Board in the financial year 2022, no variable remuneration has been adjusted or clawed back in accordance with these instruments.

The total global company-wide amount of variable remuneration awarded over 2022 was EUR 22.2 million (2021: EUR 19.9 million) compared to total staff expenses of EUR 380.6 million (2021: EUR 240.5 million).

[30] Art. 450 CRR.

Identified staff

In 2022 there were 33 employees (2021: 26) identified as "Identified Staff", being staff that is considered to have a material impact on the risk profile of Adyen. Annex EU REM 1 provides an overview of remuneration awarded to identified staff over 2022, split into fixed and variable remuneration.

In 2022 there were 7 employees with a total annual remuneration (including employer pension contributions and any severance payments made) higher than EUR 1 million but lower than EUR 1.5 million.

Nomination and Remuneration Committee

The Nomination and Remuneration Committee consist of three Supervisory Directors as determined by the Supervisory Board. The current remuneration policy for the Management Board and the Supervisory Board and remuneration of the Managing Directors and fees for the members of the Supervisory Board was adopted at the shareholders meeting on May 26, 2020. A new Remuneration Policy for the Supervisory Board will be brought for shareholder approval to the next Annual General Meeting in 2023, effective per 1 January 2024.

Remuneration for the Management Board

The remuneration policy that applies to the Managing Directors is in line with the remuneration policy that applies to all staff. As such, the remuneration policy does not contain incentives that exclusively benefit Managing Directors themselves.

As of 2018 and in line with (i) the Act on Remuneration Policies in Financial Enterprises (Wet beloningsbeleid financiële ondernemingen), and (ii) the Guidelines on Remuneration Policies and Practices as formally adopted on 10 December 2010 by the Committee of European Banking Supervisors, Adyen does not award variable remuneration to the Managing Directors.

The remuneration of the Managing Directors is determined by the Supervisory Board with due observance of the remuneration policy as adopted by the General Meeting. A new Remuneration Policy for the Management Board will be brought for shareholder approval to the next Annual General Meeting in 2023, effective per 1 January 2024.

The Managing Directors do provide the Nomination and Remuneration Committee with their views with regard to the amount and structure of their own remuneration. In 2022 base salaries of the Managing Directors were increased with 9,6%, in line with the average salary increase of an Adyen employee in 2022.

Compared to AEX companies, the Management Board's remuneration is below the median of the benchmark. This discrepancy is accepted for the current Managing Directors. To attract future Managing Directors, the remuneration package for new Managing Directors may be adjusted to the market.

On an annual basis we determine the internal ratio of the Management Board members' remuneration versus all other Adyen staff. For this ratio Adyen included all remuneration components of the CEO compared to the average total remuneration of all Adyen employees worldwide. For the CEO a ration of [7:1] applies (2021: [7:1]). For the other Management Board members a ratio of [7:1] applies (2021: [6:1]).

This calculation methodology is in accordance with the guidance as provided by the Monitoring Commission of the Dutch Corporate Governance Code. Adyen's pay ratio is observed to be amongst the lowest compared with other AEX companies.

ESG risks

On January 24th, 2022, the European Banking Association (EBA) published the Implementing Technical Standard (ITS) on Pillar 3 disclosures for environmental, social and governance (ESG) risks[31]. The standard is meant to promote market discipline, allowing stakeholders to assess a bank's ESG risks and strategy. Disclosure should also provide insight into the undertaking's asset exposure to climate change risks, both in the form of physical and transitional risks, including quantitative efforts made by the undertaking to mitigate and adapt to the adverse effect of climate change.

The EBA ITSs require the disclosure to consist of three qualitative sections to define environmental, social and governance risks, plus a total of ten quantitative tables (the "Tables"), four of which on climate change transition risk, one on climate change physical risk, plus three with quantitative data on the actions that credit institutions are implementing in order to mitigate risks linked to climate change, including information on taxonomy-alignment actions (GAR and BTAR) and any other mitigation actions.

Adyen will therefore start with providing a qualitative information section consisting of business strategy and process, governance, and risk management for each of the three ESG risk dimensions. Next, the quantitative information section will follow with a more in-depth assessment of Adyen's asset exposure to ESG risk. This disclosure will only include five applicable templates applicable out of the 10 prescribed in the ITS[32].

Timelines and proportionality

The EBA Guidelines allow for a phase-in period until June 2024 for more complex risk measurement methodologies and data points, such as Scope 3 emissions and alignment metrics, i.e. the disclosures on the Green Asset Ratio (GAR) and the Banking Taxonomy Alignment Ratio (BTAR). The guidelines also make considerations around proportionality. The EBA acknowledges the challenges faced by institutions when preparing ESG-related disclosures and have made some proposals to support institutions in preparing for these disclosures. Mainly, a proportionate approach is proposed for the disclosure of information on exposures towards physical risk, which is to be provided 'on a best effort basis' with the possibility for institutions to explain in the case where it is not feasible to collect the information on a bilateral basis or to estimate it without unduly overburden institutions or their counterparties. As such, Adyen has now disclosed the applicable templates 'on a best effort basis'.

Qualitative information

At Adyen, ESG matters are treated holistically. As such, the management and governance of ESG matters does not differ significantly across the three spheres. The same applies to the process of identifying, measuring and monitoring activities and exposures sensitive to ESG risks.

ESG Governance

The Management Board as a whole sets the direction and execution of the Company's ESG strategy as embedded throughout the company's strategy. Specific topics are distributed amongst the members of the Management Board. With respect to ESG, the CFO oversees environmental sustainability and social innovation, the CLCO oversees governance matters and the CEO (after appointment in the Annual General Meeting this will fall under the CHRO) oversees matters relating to Adyen's workforce/social growth. Through this structured approach, the Management Board directs specific teams in the first- and second-line risk management functions. Second-line risk management teams integrate ESG risks into the Integral Risk Management Framework and related policies and procedures are developed in conjunction with first-line teams, covering relevant transmission channels in environmental and social risk.

The company's overall ESG strategy and activities are discussed at Supervisory Board level at least on an annual basis. In 2022, ESG topics were discussed in three Supervisory Board meetings — during the materiality assessment process, the ongoing preparations for the 2022 Annual Report, and as part of the annual strategy session.

[31] EBA website (https://www.eba.europa.eu/eba-publishes-binding-standards-pillar-3-disclosures-esg-risks)
[32] The remaining templates will be disclosed in subsequent publication rounds

In 2022, Adyen established the ESG Working Group, a cross-functional group that includes members of the Reporting, Legal, and Corporate Risk teams. The objective of the Working Group is to coordinate ESG projects and to establish an unified approach to reporting on Adyen's ESG matters. The ESG working group holds sessions with identified subject-matter experts on material ESG topics to track progress and drive success in their respective areas. The Working Group reports its activities to Adyen's CFO, and updates the Management Board on ESG matters on a quarterly basis. The third line internal audit function provides independent assurance on the effectiveness of the ESG program including risk management, control activities, by performing audits. The Head of Internal Audit reports directly to the Chair of the Audit and Risk Committee.

There are also numerous employee grass-root initiatives on ESG topics within the company. Adyen actively empowers it's employees to use time and resources to make an impact. Within the Adyen culture, employees are enabled to act autonomously and without bureaucratic limitations to enable speed. However, coordination between Management Board, ESG working group and other employees takes place continuously and through specific teams, committees or project-based initiatives. Examples include the Adyen Impact and Sustainability teams, Diversity, Equity and Inclusion ERGs, as well as our 'seat at the table' quarterly meetings.

In order to integrate short-, medium-, and long-term environmental and social factors and risks into the organizational structure, ESG risks are embedded throughout operational design, policies & procedures, and training of Adyen's employees. These procedures are updated frequently as part of the Adyen's risk and control cycle. Further, teams across the business set goals and objectives as part of the annual goals setting and key result cycle. These goals and objectives are used to drive short-medium- long term strategy relative to each of the specific ESG areas. Employees are also expected to understand their role in creating an ethical and inclusive company culture as embedded in the Adyen Formula. To create an environment of ethical behavior both inside and outside of Adyen, everyone at Adyen knows that they share the responsibility to prevent any acts contrary to generally accepted social or business conduct standards, or those which could seriously damage confidence in Adyen or in the financial industry (e.g. breaches of applicable requirements, suspected wrongdoings).

Currently, Adyen's Management Board remuneration policy does not include variable remuneration for any specific topics, including ESG topics. Looking forward, pending shareholder approval, as part of the new remuneration policy applicable from 1 January 2024, Non- financial performance criteria could be selected in accordance with Adyen's ambition to deliver long-term value and sustainable value creation to all stakeholders. The non-financial performance criteria may include, but are not limited to ESG related objectives, the Adyen formula, risk and compliance objectives, operational objectives and strategic objectives.

ESG materiality assessment

In order to identify and measure activities and exposures sensitive to ESG risks, Adyen carried out an ESG materiality assessment. The goal of the assessment was two-fold: understand what ESG risks Adyen is most exposed to and better understand Adyen's impact on global sustainability matters. Adyen's approach to the materiality assessment took into account the principle of double materiality as defined in the Corporate Social Reporting Directive (CSRD), which will become applicable to Adyen as of the financial year 2024.

The assessment, led by the Corporate Risk team, was carried out by evaluating a long list of ESG topics, which were then assessed across several risk factors such as credit risk, market risk, operational risk, integrity risk, reputational risk, financial risk. The assessment included both qualitative and quantitative considerations in addition to considering all possible transmission channels. For the assessment, risk management experts met with subject matter experts within the organization ranging from information security to commercial teams, and from finance to HR. To further qualify the findings, Adyen analyzed the same list of ESG topics through an impact lens (to what extend Adyen wants to make an impact on the topic, irrespective of the risk it entails). For the purpose of Pillar III, the focus remains on the risk assessment and its outcome.

To challenge and validate the outcome of the inherent risk assessment, also an internal stakeholder assessment was performed. This included a structured survey with employees, the global leadership team, the Management and Supervisory Board. The external perspective was based on input in the form of investor engagements, focus group letters, and ESG indices. The results from the materiality assessment, are presented to and approved by the Risk Committee, the Management Board and the Supervisory board. Below, in the individual risk sections, the outcome of the materiality assessment is discussed in more detail.

Environmental risk

Business strategy and processes

Adyen integrates environmental risks into business strategy, operations, and risk management through the design of its payment platform, organization, workforce, and overall business continuity. Through investing in its payments platform, new products and services, and human resources, Adyen aims proactively manage risks, including environmental risk. Since 2019, Adyen has focused on offsetting its greenhouse gas emissions through carbon credit purchases. In order to increase the accuracy of its carbon footprint calculations, Adyen has implemented a data management platform focused on sustainability to aid in the measurements of key indicators and set meaningful targets in the future.

Adyen is required to report on environmentally sustainable economic activities in line with EU taxonomy regulation (the "EU taxonomy"). The EU taxonomy was introduced to provide a common classification system for sustainable economic activities in support of the action plan on financial sustainable growth and EU's climate and energy targets for 2030. For the financial year 2022, credit institutions are only required to disclose what percentage of its exposures are investing in or financing Taxonomy eligible activities. Currently, only climate mitigation and adaptation objectives are in scope for eligibility criteria. Eligibility indicates that an activity is in scope for further screening under the Taxonomy regulation. As at December 31, 2022, based on the data available, Adyen's exposure to financing or investing taxonomy-eligible activities is well below 1% of total assets. This is due to the nature of Adyen's business model, which is primarily processing and settling transactions and not investing in or financing specific taxonomy-eligible activities. Further, Adyen's exposures subject to eligibility screening, have a short-term duration, with residual maturities of days. As a result of this, Adyen has not set, and does not plan on setting any targets relating to EU Taxonomy- aligned activities. For more information on methodologies and definitions used, refer to the 2022 Annual Report - EU Taxonomy Report.

Adyen continues to diversify its global customer portfolio which aids in reducing risk as a result of the environmental risk associated with our counterparties. This helps us to reduce overreliance on industries and regions, which could be specifically vulnerable to climate-related and environmental risks, both physical as well as transitional. Additionally, Adyen actively engages with suppliers, partners, merchants, and other external stakeholders and includes Adyen's sustainable approach into its business operations.

Adyen has clearly defined policies and approaches to assess counterparties before engaging in any agreements as it's committed to upholding ethical behaviors when working with third parties and suppliers such as the Third-Party Management Policy. Adyen aims to only engage with parties that actively pursue compliance with safeguards as mandated by Dutch law, EU regulations, and the requirements mandated in the jurisdictions where Adyen operates. All partners and suppliers must also comply with all applicable regulations and laws regarding sustainability practices.

Risk management

The outcome of the materiality assessment showed that residual environmental risks were determined to be less material to Adyen when compared to social and governance risks. Physical environmental risks are addressed through Adyen's overall business continuity execution, which limits the residual risk to Adyen's operations if offices, data centers, or other key infrastructure or personnel becomes unavailable. Adyen's business finance offerings have limited maturity (< 12 months) and do not involve collateralized assets that poses a physical environmental risk. In addition, in order to better assess the exposure to transition risk, the EBA asks institutions to disclose information on exposures towards sectors that highly contribute to climate change. Template 1 (Banking book – climate change transition risk) as disclosed below, shows a breakdown of Adyen's exposures towards non-financial corporate operating in the sectors that highly contribute to climate change. Based on the classification of the exposures per NACE codes, as at 31st of December 2022, EUR 55.5 million are exposed to sectors that highly contribute to climate change. This amount is less than 1% of total assets. More information on this breakdown can be found in the 'Quantities disclosure' section.

At this point in time, due to this limited materiality, Adyen has not integrated explicit short-, medium-, and long-term effects of environmental factors.

New sustainability requirements such as CSRD and the EU Taxonomy are welcomed by Adyen as they can be used to provide more insights into real risk and impact of environmental topics to the sector. Typically, these type of regulations are more impactful for carbon-intensive companies or to financial institutions that hold substantial investment portfolios or credit portfolios that include physical exposure and collateral. Adyen continues to make this bias in the regulation explicit, as it explains to a large extent the limited applicability to a bank with a business model like Adyen, and as such the less need for sophistication in framework.

In its materiality assessment Adyen maps out the transmission channels of climate-related risk drivers to credit risk, reputational risk, strategic risk, and environmental risk using descriptive, qualitative judgement. These causal chains leading to (potential) impact are corroborated with internal stakeholders. See Materiality Assessment above for further information on the process used to identify material topics. The transmission channels in environmental risk are most prevalent through physical risk to our operations such as data centers, offices, and personnel. Adyen addresses most of this type of risk through its business continuity risk management and organizational resiliency. Furthermore, Adyen identifies that a sustainable approach to doing business is vital in its license to operate in modern society.

From prioritizing the need to better understand and measure the company's own footprint to putting an emphasis on maximizing impact from funds contributed towards climate projects, notable improvements have been made. By working with a professional ESG data management platform, emissions can now be monitored throughout the course of the year as opposed to on an annual basis. This will aid in better tracking progress on reduction efforts once targets are set in line with the Paris Agreement. To further validate the conclusions reached through the materiality assessment, Adyen also incorporated environmental risks in the stress testing scenarios as part of the Internal Capital and Liquidity adequacy assessment. The stress test scenario simulates a climate disaster in one of the areas in which Adyen operates. The results showed a negligible impact on both capital and liquidity indicators as Adyen has designed its operational framework in such a way to be resilient in such a scenario. Adyen concludes that environmental risks, both physical and transitional are limited from a financial risk perspective. However, Adyen recognizes the importance of incorporating climate risk into its business strategy and risk and control frameworks. We evaluate residual climate risk during the company- wide and regional risk assessments. Adyen incorporates climate- and environmental risks in its risk appetite and strategy setting as Adyen aims to have minimal adverse impact from environmental risks and to drive sustainable change. Currently, Adyen has not set limitations on its financing operations in terms of environmental targets, objectives or otherwise.

Social risk

Business strategy and processes

Adyen integrates social risks into its business model and strategy primarily by adopting a series of policies aimed at limiting social risks and encouraging ethical behaviors and conduct throughout the business. Further, Adyen has focused on developing products that have a positive social impact. With reference to services offered by the Company, Adyen has established a prohibited and restricted list of products and services linked to sectors considered to be sensitive in social terms. Some of these sectors include, for example, animals and wildlife products classified as endangered or protected, hazardous material and trade of weapons, ammunition, military arms, explosive devices and firearm parts. With regards to building products aimed at having a positive social impact, Adyen has developed and rolled out Adyen Giving. Adyen Giving is a feature of the check-out process, which allows charities to integrate on the sales channel of Adyen's existing merchants. By using Giving, merchants can partner up with their preferred charities and shoppers can make donations during the check-out process in a seamless way. Adyen Giving is the first of Adyen's impact technology products but the suite of products is expected to expand in the coming years.

Adyen has made a number of commitments and has set out overarching objectives in relation to some of the material social topics in order to address social risks. One of the most significant commitments is the 1% of Adyen's Net Revenue dedicated to initiatives that support the UN SDGs. In 2022, Adyen announced that it would annually donate 1% of its net revenue to initiatives that support the UN SDGs. By aligning with this framework, Adyen's contribution will help accelerate change where it's needed most. The amount donated on an annual basis is a percentage of Adyen's net revenue as opposed to a fixed amount as the Company believes that as the business grows, so should its impact. More broadly, when it comes to Adyen's Impact technology ambitions, Adyen had aims to unlock as much revenue as possible through its suite of impact technology products. Adyen has also set targets around Diversity, Equity and Inclusion. In addition to meeting the statutory diversity quota for the Supervisory board (at least one-third female members), Adyen is committed to increasing its gender balance of the Management Board and global leadership team together to consist of at least one-third female members. As Adyen's ESG strategy further develops in the coming years, it is anticipated that specific targets for each of the material social topics will be further defined.

Adyen recognizes its responsibility when it comes to mitigating and reducing socially harmful activities linked to its counterparties. Adyen has clearly defined policies and procedures to assess counterparties before engaging in any agreements as it's committed to upholding ethical behaviors when working with third parties and suppliers. Adyen has adopted a Third Party-Management Policy that clearly defines the assessment mandated before engaging in any agreements. Namely, Adyen aims to only engage with parties that actively pursue compliance with social safeguards as mandated by Dutch law (Child Labor Due Diligence Act), EU regulations (European Convention on Human Rights) and the requirements mandated in the jurisdictions where Adyen operates. All partners and suppliers must also comply with all applicable regulations and laws regarding human rights, child labor, and sustainability practices, and where relevant, have in place all necessary AML controls. In defining these criteria, Adyen has also made reference to internationally recognized principles and frameworks, such as the Universal Declaration of Human Rights, the ten principles of the UN Global Compact, and the UN Sustainable Development Goals (SDGs). In addition, to uphold ethical behavior both inside and outside of Adyen, everyone at Adyen knows that they share the responsibility to prevent any acts contrary to generally accepted social or business conduct standards, or those which could seriously damage confidence in Adyen or in the financial industry. This is also reflected in Adyen's formula. The formula principles outline Adyen's way of working where making good choices is inherent to ethical behavior and trust. These principles have been key to the company's decision-making over the course of building Adyen and are key to encouraging an ethical work culture fundamental to mitigating a number of social risks. In addition to the Adyen

Formula, Adyen has an internal compliance handbook which promotes integrity and ethical conduct. The compliance handbook is a central part of the onboarding process and is often used to train and educate the teams on the topics in the handbook.

Risk Management

Adyen also considers the risks it may encounter due to social developments. Specifically how its own workforce develops, the relationship with the society in which it operates, and the political environment. For Adyen, social factors/risk include factors which may impact or influence its workforce, ethical business practices (human rights, child labor, etc), personal data protection and impact the local communities in which Adyen operates. When assessing and reporting on these social risks/ factors, Adyen makes reference to internationally recognized principles and frameworks, such as the Universal Declaration of Human Rights, the ten principles of the UN Global Compact and the UN Sustainable Development Goals (SDGs). With the upcoming Corporate Sustainability Reporting Directive (CSRD), Adyen will further align its definitions and methodologies with the requirements outlined in the European Sustainability Reporting Standards (ESRS).

Through the materiality assessment discussed in more detail above, Adyen identified a number of social matters and risks most relevant for the Company. When identifying transmission channels for social risks, failed internal

processes and internal or external events are considered. The material social matters and risks identified include non-discrimination (DEI), learning and development, employment practices and impact on local communities. These topics are both relevant from a risk and an impact perspective as Adyen recognizes not only how these factors play in the long-term value creation of the company but also how Adyen can impact/support positive social change. Depending on the matter, different teams across the organization monitor exposures towards the identified risks. This is done through the identification of a series of metrics which are tracked in order to monitor any changes and to assess any trends. These stretch from employee metrics (i.e gender ratios) to amounts donated to support the UN SDGs, to number of data breaches (if any). In addition, with regards to social risks, Adyen also conducts a yearly culture and equal pay audit, , and actively considers geopolitical developments in light of its supply chain as well as interest and inflation expectations.

For each material social matter, Adyen has a series of activities and actions with the goal of either monitoring risk, limiting negative impact or enhancing positive impact. These are outlined in more detail in the 2022 Annual Report (Management Report). Each section details the initiatives which Adyen is involves in- stretching from local community initiatives such as employee volunteering to DEI recruitment activities and company-wide trainings.

With regards to tooling used for identification and management of social risk, Adyen relies on series of systems depending on the topic at hand. All workforce related data is managed and stored in Adyen's ERP, while business process documentation and internal control mapping is linked to a risk and compliance tool.

Governance risk

Adyen acknowledges the importance of strong governance within Adyen but also the governance performance of its counterparties which operate within Adyen’s business environment such as its suppliers and merchants. The Compliance function, which reports directly to the CLCO, plays a key role in designing and strengthening Adyen's integrity controls when it comes to counterparty governance. The focus of the team is to establish global decision-making practices that allow everyone at Adyen to make ethical choices that continually inspire trust in all stakeholders and mitigate integrity related risks.

As anticipated in the Social Risk section, Adyen holds its suppliers to the same standard as it holds itself. With this in mind, Adyen has designed and implemented an onboarding process for third parties which includes an inherent (including overview of regulatory requirements, as well as security and data privacy risks) and residual risk assessment (including reference to all relevant mitigating measures and controls put in place), which is followed by a contractual phase and, for onboarded third parties, monitoring controls. On these grounds, Adyen classifies third parties into separate risk categories which prescribe which risk assessment steps, policies, and provisions are necessary for Adyen to accept a certain third party.

Before onboarding and offering services to any of its merchants, Adyen performs a risk assessment aimed at identifying potential risks, based on a number of factors including what activities are carried out and in which jurisdiction the merchant operates in, per relevant regulatory standards, also with the aim of determining whether the customer profile is within Adyen's risk appetite. The assessment is carried out in conjunction with Adyen’s prohibited and restricted list of products and services and furthermore considers any adverse media or sanctions indications. With regards to customers who are availing of credit products (i.e capital), an additional credit assessment is performed. Through these assessments, Adyen is able to determine whether these customers are within Adyen’s risk appetite and eligible to work with Adyen.

Finally, the company-wide Integrity Training is a testament to Adyen's commitment to ensure that Adyen operates in a safe and secure manner, and to ensure that suppliers uphold the highest ethical standards. The Compliance function runs a comprehensive Integrity and Conduct Training which is globally mandatory for all employees. This legally required educational refresher ensures all teams and functions are properly informed about relevant developments. Emphasis is placed on topics such as ethical behavior, internal conduct risks (e.g. whistleblowing, third parties onboarding practices) and on risk management.

Quantitative information

All ten quantitative templates have been assessed for applicability. It was concluded that templates 3, 6, 7, 8, and 9 are not applicable as at 31 December 2022:

- Template 3 (Banking book - Climate change transition risks): per regulation, alignment metrics will be applicable for the disclosure only after H1 of fiscal year 2024;
- Template 6 (Summary of KPIs on the Taxonomy-aligned exposures), Template 7 (Mitigating actions: Assets for the calculation of the Green Asset Ratio (GAR), Template 8 (GAR %), and Template 9 (Mitigation actions: BTAR): per regulation, are only required to be disclosed starting from the end of fiscal year 2023. Information regarding the economic activities from non-financial corporate is not yet publically available, making the disclosures in these four templates not yet applicable.
- Template 10 (Other climate change mitigating actions that are not covered in the EU Taxonomy): the identification of other Climate Change Mitigation (CCM) or Climate Change Adaptation (CCA) activities that are not taxonomy-aligned (GAR or BTAR) depends on the outcome of the above mentioned templates. Thus, template 10, if applicable, is expected to be disclosed concurrently with template 6, 7, 8, and 9 at the end of fiscal year 2023.

The remaining templates which are, per regulation, required to be disclosed in financial year 2022, are discussed in more detail below.

Template 1: Banking book – climate change transition risk: credit quality of exposures by sector, emissions and outstanding duration

Template 1 (see Annex ESG 1) gives the stakeholders information about Adyen' banking book, specifically the exposures towards non-financial corporate operating in carbon-related sectors and the quality of the exposures. This template only applies to financial exposures in the form of loans and advances, debt securities, and equity instruments. Carbon - related sectors are identified through the use of NACE codes associated with the counterparties.

All exposures are then assessed based on their quality and maturity. The quality of the exposures is measured through the status of the exposures - whether a loan and advances are performing, stage 2, or non-performing. The exposures are then grouped based on their maturity, starting with less than 5 years, 5 to 10 years, 10 to 15 years, and longer than 20 years maturity groups. Maturity information is relevant since climate change-related risks may materialize in the long term. Lastly, scope 1, 2, and 3 emissions of the counterparties must be disclosed in Template 1 (if possible) as an effort to show the banks' financed emissions– else, banks are given the option to disclose its plans to provide actual or estimation of the emission data. Adyen plans on improving data availability to fulfill the mandatory requirement of financed emission which is only required by financial year 2024.

As at 31st December 2022, Adyen holds EUR 165.3 million of exposures towards non-financial corporates. Of this amount, EUR 55.5 million is exposed to sectors that highly contribute to climate change which equates to less that 1% of Adyen's total assets. Therefore, Adyen's transitional risk exposure can be deemed immaterial for the Company.

Template 2 – Banking book - Climate change transition risk: Loans collateralized by immovable property - Energy efficiency of the collateral

Template 2 aims to show the relevant stakeholders the Adyen's banking book exposure to loans that are collateralized by immovable property and its energy efficiency. This template, however, is not applicable for Adyen. As per 31st December 2022, Adyen does not hold any loan products with physical collateral in its banking book.

Template 4 – Banking book - Climate change transition risk: Exposures to top 20 carbon-intensive firms

The purpose of template 4 is to show institutions' exposures towards the top 20 carbon-intensive companies in the world. It is complementary to the sectoral approach applied in the previous templates and provides a deeper insight with more granular data. Adyen does not have any exposures towards any of the companies in the top 20 carbon-intensive firms list, therefore, this disclosure is not applicable for Adyen.

Template 5 – Banking book - Climate change physical risk: Exposures subject to physical risk

The disclosure requirements applied to template 5 is meant to give stakeholders information on exposures in the banking book (including loans and advances, debt securities and equity instruments not held for trading and not held for sale) towards non- financial corporates, on loans collateralized with immovable property and on repossessed real estate collateral that are exposed to chronic and acute climate-related hazards. However, similar to the assessments for template 2, this template is also not applicable for Adyen. On 31 December 2022, Adyen does not hold any loan product that entails any physical collateral, meaning that Adyen does not experience additional physical risks exposure from loan collaterals.

Annexes

Please note all annexes are denoted in EUR amounts, unless stated otherwise.

Annex OV1 - Overview of total risk exposure amounts

Template EU OV1
Overview of total risk exposure amounts

		Total risk exposure amounts (TREA)		Total own funds requirements
		a	b	c
		31-Dec-22	30-Sep-22	31-Dec-22
1	**Credit risk (excluding CCR)**	**1,152,647,893**	**1,126,222,896**	**92,211,831**
2	Of which the standardised approach	1,152,647,893	1,126,222,896	92,211,831
3	Of which the Foundation IRB (F-IRB) approach			
4	Of which slotting approach			
EU 4a	Of which equities under the simple risk-weighted approach			
5	Of which the Advanced IRB (A-IRB) approach			
6	**Counterparty credit risk - CCR**			
7	Of which the standardised approach			
8	Of which internal model method (IMM)			
EU 8a	Of which exposures to a CCP			
EU 8b	Of which credit valuation adjustment - CVA			
9	Of which other CCR			
10	*Not applicable*			
11	*Not applicable*			
12	*Not applicable*			
13	*Not applicable*			
14	*Not applicable*			
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% / deduction			
20	**Position, foreign exchange and commodities risks (Market risk)**	**386,077,587**	**423,171,446**	**30,886,207**
21	Of which the standardised approach	386,077,587	423,171,446	30,886,207
22	Of which IMA			
EU 22a	Large exposures			
23	**Operational risk**	**1,883,388,559**	**1,372,435,948**	**150,671,085**
EU 23a	Of which basic indicator approach	1,883,388,559	1,372,435,948	150,671,085
EU 23b	Of which standardised approach			
EU 23c	Of which advanced measurement approach			
24	Amounts below the thresholds for deduction (subject to 250% risk weight)			
25	*Not applicable*			
26	*Not applicable*			
27	*Not applicable*			
28	*Not applicable*			
29	**Total**	**3,422,114,039**	**2,921,830,290**	**273,769,123**

Annex KM 1 – Key metrics[33]

Template EU KM1
Key metrics template

		a	b	c	d	e
		31-Dec-22	30-Sep-22	30-Jun-22	31-Mar-22	31-Dec-21
	Available own funds (amounts)					
1	Common Equity Tier 1 (CET1) capital	1,972,191,130	1,972,429,654	1,683,820,112	1,681,666,080	1,675,810,613
2	Tier 1 capital	1,972,191,130	1,972,429,654	1,683,820,112	1,681,666,080	1,675,810,613
3	**Total capital**	**1,972,191,130**	**1,972,429,654**	**1,683,820,112**	**1,681,666,080**	**1,675,810,613**
	Risk-weighted exposure amounts					
4	**Total risk exposure amount**	**3,422,114,039**	**2,921,830,290**	**2,852,492,633**	**2,739,325,665**	**2,600,447,424**
	Capital ratios (as a percentage of risk-weighted exposure amount)					
5	Common Equity Tier 1 ratio (%)	57.63 %	67.51 %	59.03 %	61.39 %	64.44 %
6	Tier 1 ratio (%)	57.63 %	67.51 %	59.03 %	61.39 %	64.44 %
7	**Total capital ratio (%)**	**57.63 %**	**67.51 %**	**59.03 %**	**61.39 %**	**64.44 %**
	Additional own funds requirements to address risks other than the risk of excessive leverage (as a percentage of risk-weighted exposure amount)					
EU 7a	Additional own funds requirements to address risks other than the risk of excessive leverage (%)	4.50 %	8.50 %	7.20 %	7.20 %	7.20 %
EU 7b	of which: to be made up of CET1 capital (percentage points)	2.60 %	4.80 %	4.05 %	4.05 %	4.05 %
EU 7c	of which: to be made up of Tier 1 capital (percentage points)	3.40 %	6.40 %	5.40 %	5.40 %	5.40 %
EU 7d	**Total SREP own funds requirements (%)**	**12.50 %**	**16.50 %**	**15.20 %**	**15.20 %**	**15.20 %**
	Combined buffer and overall capital requirement (as a percentage of risk-weighted exposure amount)					
8	Capital conservation buffer (%)	2.50 %	2.50 %	2.50 %	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 (%)	0.05 %	0.01%	0.01%	0.01%	0.01%
EU 9a	Systemic risk buffer (%)	— %	— %	— %	— %	— %
10	Global Systemically Important Institution buffer (%)	— %	— %	— %	— %	— %
EU 10a	Other Systemically Important Institution buffer (%)	— %	— %	— %	— %	— %
11	Combined buffer requirement (%)	2.55 %	2.51 %	2.51 %	2.51 %	2.51 %
EU 11a	Overall capital requirements (%)	15.05 %	19.01 %	17.71 %	17.71 %	17.71 %
12	**CET1 available after meeting the total SREP own funds requirements (%)**	**42.58 %**	**48.50 %**	**41.32 %**	**43.68 %**	**46.73 %**
	Leverage ratio					
13	Total exposure measure	7,509,698,409	6,881,882,751	6,555,904,166	5,992,891,239	5,702,826,270
14	**Leverage ratio (%)**	**26.26 %**	**28.66 %**	**25.68 %**	**28.06 %**	**29.39 %**
	Additional own funds requirements to address the risk of excessive leverage (as a percentage of total exposure measure)					
EU 14a	Additional own funds requirements to address the risk of excessive leverage (%)	0%	0%	0%	0%	0%
EU 14b	of which: to be made up of CET1 capital (percentage points)	0%	0%	0%	0%	0%
EU 14c	Total SREP leverage ratio requirements (%)	3%	3%	3%	3%	3%
	Leverage ratio buffer and overall leverage ratio requirement (as a percentage of total exposure measure)					
EU 14d	Leverage ratio buffer requirement (%)	0%	0%	0%	0%	0%
EU 14e	Overall leverage ratio requirement (%)	3%	3%	3%	3%	3%

[33] As per 18 July 2022 DNB and Adyen agreed a new calculation method for the LCR ratio on the basis of the application of Article 26 LCR DA. Adyen reports its LCR on the basis of this revised calculation from July 2022 onwards. For more information see Liquidity and funding section.

Template EU KM1
Key metrics template

		a	b	c	d	e
		31-Dec-22	30-Sep-22	30-Jun-22	31-Mar-22	31-Dec-21
	Liquidity Coverage Ratio					
15	Total high-quality liquid assets (HQLA) (Weighted value)*	2,532,534,559	2,293,383,900	1,998,484,154	2,955,624,677	2,819,916,652
EU 16a	Cash outflows - Total weighted value	489,699,888	372,065,447	352,835,680	204,082,143	196,318,169
EU 16b	Cash inflows - Total weighted value	893,556,640	734,434,581	737,877,083	1,794,166,585	1,774,897,425
16	Total net cash outflows (adjusted value)	122,424,972	93,016,362	88,208,920	51,020,536	49,079,542
17	**Liquidity coverage ratio (%)**	**2,068.64 %**	**2,465.57 %**	**2,265.63 %**	**5,793.01 %**	**5,745.61 %**
	Net Stable Funding Ratio					
18	Total available stable funding	2,651,784,071	2,576,027,037	2,241,581,943	2,246,694,869	2,226,819,159
19	Total required stable funding	968,913,862	983,935,169	984,227,680	902,555,487	784,953,974
20	**NSFR ratio (%)**	**273.69 %**	**261.81 %**	**227.75 %**	**248.93 %**	**283.69 %**

*Please note that quarter-end numbers are reported here.

Annex EU CCyB1 - Geographical distribution of credit exposures relevant for the calculation of the countercyclical buffer

Template EU CCyB1
Geographical distribution of credit exposures relevant for the calculation of the countercyclical buffer

		a	b	c	d	e	f	g	h	i	j	k	l	m
		General credit exposures		Relevant credit exposures – Market risk		Securitisation exposures		Own fund requirements						
		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	Exposure value for non-trading book	Total exposure value	Relevant credit risk exposures - Credit risk	Relevant credit exposures – Market risk	Relevant credit exposures – Securitisation positions in the non-trading book	Total	Risk-weighted exposure amounts	Own fund requirements weights (%)	Countercyclical buffer rate (%)
010	**Country**													
0101	AE	94,725					94,725	9,990			9,990	124,875	0.01 %	
0102	AI	275					275	29			29	363	— %	
0103	AR	176,591					176,591	18,545			18,545	231,813	0.03 %	
0104	AT	892,116					892,116	78,692			78,692	983,650	0.11 %	
0105	AU	7,735,088					7,735,088	673,197			673,197	8,414,963	0.94 %	
0106	BE	33,717,791					33,717,791	828,102			828,102	10,351,275	1.16 %	
0107	BG	330					330	40			40	500	— %	1.00%
0108	BR	1,978,846					1,978,846	193,303			193,303	2,416,288	0.27 %	
0109	CA	1,369,852					1,369,852	129,150			129,150	1,614,375	0.18 %	
0110	CH	2,758,092					2,758,092	228,185			228,185	2,852,313	0.32 %	
0111	CL	17,703					17,703	2,081			2,081	26,013	— %	
0112	CN	4,328,044					4,328,044	354,171			354,171	4,427,138	0.49 %	
0113	CO	529					529	63			63	788	— %	
0114	CY	19					19	2			2	25	— %	
0115	CZ	19,613					19,613					0		1.50%
0116	DE	14,557,992					14,557,992	1,246,631			1,246,631	15,582,888	1.74 %	
0117	DK	296,501					296,501	30,287			30,287	378,588	0.04 %	2.00%

		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			
0118	EE	2,672,224					2,672,224	199,203			199,203	2,490,038	0.28 %	1.00%
0119	EG	105					105	8			8	100	— %	
0120	ES	1,494,808					1,494,808	143,587			143,587	1,794,838	0.20 %	
0121	FI	1,155,716					1,155,716	93,162			93,162	1,164,525	0.13 %	
0122	FR	4,113,506					4,113,506	362,196			362,196	4,527,450	0.51 %	
0123	GB	80,190,849					80,190,849	3,105,222			3,105,222	38,815,275	4.33 %	1.00%
0124	GE	28,032					28,032	3,143			3,143	39,288	— %	
0125	GG	24,999					24,999	2,000			2,000	25,000	— %	
0126	GR	4,746					4,746	380			380	4,750	— %	
0127	HK	549,753					549,753	62,082			62,082	776,025	0.09 %	1.00%
0128	HR	597					597	48			48	600	— %	
0129	HU	353,952					353,952	36,605			36,605	457,563	0.05 %	
0130	ID	1,168,099					1,168,099	95,205			95,205	1,190,063	0.13 %	
0131	IE	381,382					381,382	38,701			38,701	483,763	0.05 %	
0132	IL	930					930	74			74	925	— %	
0133	IN	2,346					2,346	274			274	3,425	— %	
0134	IS	6,055					6,055	700			700	8,750	— %	2.00%
0135	IT	151,587					151,587	13,066			13,066	163,325	0.02 %	
0136	JP	1,257,646					1,257,646	103,060			103,060	1,288,250	0.14 %	
0137	KP	360					360	34			34	425	— %	
0138	KR	18,937					18,937	1,750			1,750	21,875	— %	
0139	LT	992,778					992,778	79,719			79,719	996,488	0.11 %	
0140	LU	32,759					32,759	3,517			3,517	43,963	— %	0.50%

		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			
0141	LV	4,482					4,482	357			357	4,463	— %	
0142	MA	3,773					3,773	414			414	5,175	— %	
0143	MT	3,748					3,748	293			293	3,663	— %	
0144	MX	2,063,394					2,063,394	209,269			209,269	2,615,863	0.29 %	
0145	MY	595,648					595,648	51,357			51,357	641,963	0.07 %	
0146	NL	710,611,531					710,611,531	56,901,710			56,901,710	711,271,375	79.40 %	
0147	NO	124,145					124,145	10,339			10,339	129,238	0.01 %	2.00%
0148	NZ	11,359					11,359	910			910	11,375	— %	
0149	PH	199,778					199,778	18,063			18,063	225,788	0.03 %	
0150	PL	106,738					106,738	8,797			8,797	109,963	0.01 %	
0151	PT	236,140					236,140	18,882			18,882	236,025	0.03 %	
0152	SE	1,490,265					1,490,265	121,720			121,720	1,521,500	0.17 %	1.00%
0153	SG	1,377,604					1,377,604	128,805			128,805	1,610,063	0.18 %	
0154	SK	1,121					1,121	134			134	1,675	— %	1.00%
0155	TH	2,224					2,224	243			243	3,038	— %	
0156	TR	670,030					670,030	53,602			53,602	670,025	0.07 %	
0157	TW	93					93	7			7	88	— %	
0158	US	122,224,927					122,224,927	5,997,125			5,997,125	74,964,063	8.37 %	
0159	VN	97,557					97,557	9,012			9,012	112,650	0.01 %	
0160	ZA	3,432					3,432	396			396	4,950	— %	
020	**Total**	**1,002,374,262**					**1,002,374,262**	**71,667,641**			**71,667,641**	**895,845,502**	**100.00 %**	

Annex EU CCyB2 - Amount of institution-specific countercyclical capital buffer

Template EU CCyB2
Amount of institution-specific countercyclical capital

		a
1	Total risk exposure amount	3,422,114,039
2	Institution specific countercyclical capital buffer rate	0.05 %
3	**Institution specific countercyclical capital buffer requirement**	**1,706,010**

Annex EU LI1 - Differences between the accounting scope and the scope of prudential consolidation and mapping of financial statement categories with regulatory risk categories

Template EU LI1

Differences between the accounting scope and the scope of prudential consolidation and mapping of financial statement categories with regulatory risk categories

		a	b	c	d	e	f	g
		Carrying values as reported in published financial statements	Carrying values under scope of prudential consolidation	Carrying values of items				
				Subject to the credit risk framework	Subject to the CCR framework	Subject to the securitisation framework	Subject to the market risk framework	Not subject to own funds requirements or subject to deduction from own funds
	Breakdown by asset classes according to the balance sheet in the published financial statements							
1	Total assets	7,616,351,194	7,616,351,194	7,608,210,795			7,608,210,795	
	Breakdown by liability classes according to the balance sheet in the published financial statements							
2	Total liabilities	5,204,232,288	5,204,232,288				5,204,232,288	

Annex EU LI2 - Main sources of differences between regulatory exposure amounts and carrying values in financial statements

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

		a	b	c	d	e
		Total	Items subject to			
			Credit risk framework	Securitisation framework	CCR framework	Market risk framework
1	Assets carrying value amount under the scope of prudential consolidation (as per template LI1)	7,616,351,194	7,608,210,795			7,616,351,194
2	Liabilities carrying value amount under the scope of prudential consolidation (as per template LI1)	5,204,232,288				5,204,232,288
3	**Total net amount under the scope of prudential consolidation**	**2,412,118,906**	**7,608,210,795**			**2,412,118,906**
4	Off-balance-sheet amounts					
5	Differences in valuations					
6	Differences due to different netting rules, other than those already included in row 2					
7	Differences due to consideration of provisions					
8	Differences due to the use of credit risk mitigation techniques (CRMs)					
9	Differences due to credit conversion factors					
10	Differences due to Securitisation with risk transfer					
11	Other differences					
12	**Exposure amounts considered for regulatory purposes**	**7,616,351,194**	**7,608,210,795**			**2,412,118,906**

Annex EU LI3 - Outline of the differences in the scopes of consolidation (entity by entity)

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

a	b	c	d	e	f	g	h
		Method of prudential consolidation					
Name of the entity	Method of accounting consolidation	Full consolidation	Proportional consolidation	Equity method	Neither consolidated nor deducted	Deducted	Description of the entity
Adyen N.V	Full consolidation	X					Credit institution
Adyen International B.V.	Full consolidation	X					Financial institution
Adyen UK Limited	Full consolidation	X					Financial institution
Adyen Brazil Ltda	Full consolidation	X					Financial institution
Adyen Services Inc.	Full consolidation	X					Financial institution
Adyen Canada Ltd.	Full consolidation	X					Financial institution
Adyen Singapore PTE LTD.	Full consolidation	X					Financial institution
Adyen Korea Chusik Hoesa	Full consolidation	X					Financial institution
Adyen Mexico S.A. de C.V.	Full consolidation	X					Financial institution
Adyen Australia PTY Limited	Full consolidation	X					Financial institution
Adyen (China) Software Technology Co. Ltd.	Full consolidation	X					Financial institution
Adyen New Zealand Ltd.	Full consolidation	X					Financial institution
Adyen Malaysia Sdn. Bhd.	Full consolidation	X					Financial institution
Adyen Hong Kong Limited	Full consolidation	X					Financial institution
Adyen India Technology Services Private Limited	Full consolidation	X					Financial institution
Adyen Japan K.K.	Full consolidation	X					Financial institution
Adyen MEA FZ-LLC	Full consolidation	X					Financial institution
Adyen Middle East Limited	Full consolidation	X					Financial institution

Annex EU CC1 - Composition of regulatory own funds[34]

Template EU CC1

Composition of regulatory own funds

		(a) Amounts
Common Equity Tier 1 (CET1) capital: instruments and reserves		
1	Capital instruments and the related share premium accounts	352,708,628.00
	of which: Paid-up capital	309,863.00
	of which: Share premium	352,398,765.00
2	Retained earnings	1,338,717,786.00
3	Accumulated other comprehensive income (and other reserves)	130,977,715.00
EU-3a	Funds for general banking risk	
4	Amount of qualifying items referred to in Article 484 (3) CRR 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	282,136,664.00
6	**Common Equity Tier 1 (CET1) capital before regulatory adjustments**	**2,104,540,793.00**
Common Equity Tier 1 (CET1) capital: regulatory adjustments		
7	Additional value adjustments (negative amount)	(47,264.00)
8	Intangible assets (net of related tax liability) (negative amount)	(8,140,398.00)
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) CRR are met) (negative amount)	(124,162,000.00)
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	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)	
16	Direct, indirect and synthetic holdings by an institution of own CET1 instruments (negative amount)	
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) CRR 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	

[34] Upon formal confirmation, Adyen's net profit for H2 2022 (EUR 282 million) may be included in its CET1 calculation. At that point, Adyen's CET1 capital becomes EUR 2,254 million.

		(a) Amounts
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)	
27a	Other regulatory adjustments	
28	Total regulatory adjustments to Common Equity Tier 1 (CET1)	(132,349,662.00)
29	**Common Equity Tier 1 (CET1) capital**	**1,972,191,131.00**
Additional Tier 1 (AT1) capital: instruments		
30	Capital instruments and the related share premium accounts	
31	of which: classified as equity under applicable accounting standards	
32	of which: classified as liabilities under applicable accounting standards	
33	Amount of qualifying items referred to in Article 484 (4) CRR and the related share premium accounts subject to phase out from AT1	
EU-33a	Amount of qualifying items referred to in Article 494a(1) CRR subject to phase out from AT1	
EU-33b	Amount of qualifying items referred to in Article 494b(1) CRR 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	
Additional Tier 1 (AT1) capital: regulatory adjustments		
37	Direct, indirect and synthetic 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)	
42a	Other regulatory adjustments to AT1 capital	
43	Total regulatory adjustments to Additional Tier 1 (AT1) capital	
44	Additional Tier 1 (AT1) capital	
45	**Tier 1 capital (T1 = CET1 + AT1)**	**1,972,191,131.00**
Tier 2 (T2) capital: instruments		
46	Capital instruments and the related share premium accounts	
47	Amount of qualifying items referred to in Article 484(5) CRR 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) CRR subject to phase out from T2	
EU-47b	Amount of qualifying items referred to in Article 494b(2) CRR 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	

		(a) Amounts
51	Tier 2 (T2) capital before regulatory adjustments	
Tier 2 (T2) capital: regulatory adjustments		
52	Direct, indirect and synthetic 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, indirect and synthetic 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, indirect and synthetic 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	
59	**Total capital (TC = T1 + T2)**	**1,972,191,131.00**
60	**Total Risk exposure amount**	**3,422,114,039.00**
Capital ratios and requirements including buffers		
61	Common Equity Tier 1 capital	57.63 %
62	Tier 1 capital	57.63 %
63	Total capital	57.63 %
64	Institution CET1 overall capital requirements	9.65 %
65	of which: capital conservation buffer requirement	2.50 %
66	of which: countercyclical capital buffer requirement	— %
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 requirement	— %
EU-67b	of which: additional own funds requirements to address the risks other than the risk of excessive leverage	— %
68	Common Equity Tier 1 capital (as a percentage of risk exposure amount) available after meeting the minimum capital requirements	45.13 %
National minima (if different from Basel III)		
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)	
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) CRR are met)	

		(a) Amounts
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	
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	
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)	

Annex EU CCA - Main features of regulatory own funds instruments and eligible liabilities instruments

Template EU CCA

Main features of regulatory own funds instruments and eligible liabilities instruments

		a Qualitative or quantitative information - Free format
1	Issuer	Adyen N.V.
2	Unique identifier (e.g. CUSIP, ISIN or Bloomberg identifier for private placement)	NL0012969182
2a	Public or private placement	Public
3	Governing law(s) of the instrument	The shares are governed by the laws of the Netherlands
3a	Contractual recognition of write down and conversion powers of resolution authorities	N/A
	Regulatory treatment	
4	Current treatment taking into account, where applicable, transitional CRR rules	Common Equity Tier 1
5	Post-transitional CRR rules	Common Equity Tier 1
6	Eligible at solo/(sub-)consolidated/ solo&(sub-)consolidated	Consolidated
7	Instrument type (types to be specified by each jurisdiction)	CET1 as published in the EBA list (art. 26(3))
8	Amount recognised in regulatory capital or eligible liabilities (Currency in million, as of most recent reporting date)	80,000,000
9	Nominal amount of instrument	0.01
EU-9a	Issue price	240
EU-9b	Redemption price	Not applicable
10	Accounting classification	Shareholders' equity
11	Original date of issuance	13 June 2018
12	Perpetual or dated	Perpetual
13	Original maturity date	No maturity
14	Issuer call subject to prior supervisory approval	No
15	Optional call date, contingent call dates and redemption amount	Not applicable
16	Subsequent call dates, if applicable	Not applicable
	Coupons / dividends	
17	Fixed or floating dividend/coupon	Floating
18	Coupon rate and any related index	Not applicable
19	Existence of a dividend stopper	No
EU-20a	Fully discretionary, partially discretionary or mandatory (in terms of timing)	Fully discretionary - no dividend pushers, dividend stoppers or ACSM
EU-20b	Fully discretionary, partially discretionary or mandatory (in terms of amount)	Fully discretionary
21	Existence of step up or other incentive to redeem	No
22	Noncumulative or cumulative	Non-cumulative
23	Convertible or non-convertible	Non-convertible
24	If convertible, conversion trigger(s)	Not applicable
25	If convertible, fully or partially	Not applicable
26	If convertible, conversion rate	Not applicable
27	If convertible, mandatory or optional conversion	Not applicable
28	If convertible, specify instrument type convertible into	Not applicable
29	If convertible, specify issuer of instrument it converts into	Not applicable

		a Qualitative or quantitative information - Free format
30	Write-down features	No
31	If write-down, write-down trigger(s)	Not applicable
32	If write-down, full or partial	Not applicable
33	If write-down, permanent or temporary	Not applicable
34	If temporary write-down, description of write-up mechanism	Not applicable
34a	Type of subordination (only for eligible liabilities)	Subordinated to all claims
EU-34b	Ranking of the instrument in normal insolvency proceedings	Subordinated to all claims
35	Position in subordination hierarchy in liquidation (specify instrument type immediately senior to instrument)	Subordinated to all claims
36	Non-compliant transitioned features	No
37	If yes, specify non-compliant features	Not applicable
37a	Link to the full term and conditions of the instrument (signposting)	https://www.adyen.com/investor-relations/financials

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

Template EU LR1 - LRSum

Summary reconciliation of accounting assets and leverage ratio exposures

		a Applicable amount
1	**Total assets as per published financial statements**	**7,616,351,194**
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	Adjustment for derivative financial instruments	
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)	25,649,614
11	(Adjustment for prudent valuation adjustments and specific and general provisions which have reduced Tier 1 capital)	
EU-11a	(Adjustment for exposures excluded from the total exposure measure in accordance with point (c) of Article 429a(1) CRR)	
EU-11b	(Adjustment for exposures excluded from the total exposure measure in accordance with point (j) of Article 429a(1) CRR)	
12	Other adjustments	(132,302,398)
13	**Total exposure measure**	**7,509,698,409**

Annex EU LR2 - LRCom: Leverage ratio common disclosure

Template EU LR2 - LRCom

Leverage ratio common disclosure

		CRR leverage ratio exposures	
		a	b
		31-Dec-22	30-Sep-22
On-balance sheet exposures (excluding derivatives and SFTs)			
1	On-balance sheet items (excluding derivatives, SFTs, but including collateral)	7,616,351,194	6,982,100,675
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)	(132,302,398)	(114,750,369)
7	**Total on-balance sheet exposures (excluding derivatives and SFTs)**	**7,484,048,796**	**6,867,350,306**
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 approach		
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 standardised approach		
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**	-	-
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		
20	(Adjustments for conversion to credit equivalent amounts)	25,649,614	14,532,445
21	(General provisions deducted in determining Tier 1 capital and specific provisions associated with off-balance sheet exposures)		
22	**Off-balance sheet exposures**	**25,649,614**	**14,532,445**

		CRR leverage ratio exposures	
		a	b
		31-Dec-22	30-Sep-22
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 units))		
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 429a(1) CRR)		
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	1,972,191,130	1,972,429,654
24	Total exposure measure	7,509,698,409	6,881,882,751
Leverage ratio			
25	**Leverage ratio (%)**	**26.26 %**	**28.66 %**
EU-25	Leverage ratio (excluding the impact of the exemption of public sector investments and promotional loans) (%)	26.26 %	28.66 %
25a	Leverage ratio (excluding the impact of any applicable temporary exemption of central bank reserves) (%)	26.26 %	28.66 %
26	Regulatory minimum leverage ratio requirement (%)	3%	3%
EU-26a	Additional own funds requirements to address the risk of excessive leverage (%)	0%	0%
EU-26b	of which: to be made up of CET1 capital	0%	0%
27	Leverage ratio buffer requirement (%)	0%	0%
EU-27a	Overall leverage ratio requirement (%)	3%	3%
Choice on transitional arrangements and relevant exposures			
EU-27b	Choice on transitional arrangements for the definition of the capital measure	N/A	N/A
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 receivable	-	-
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)	7,509,698,409	6,881,882,751
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)	7,509,698,409	6,881,882,751

		CRR leverage ratio exposures	
		a	b
		31-Dec-22	30-Sep-22
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)	26.26 %	28.66 %
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)	26.26 %	28.66 %

Annex EU LR3 - LRSpl: Split-up of on balance sheet exposures

Template EU LR3 - LRSpl
Split-up of on balance sheet exposure (excluding derivatives, SFTs and exempted exposures)

		a CRR leverage ratio exposures
EU-1	**Total on-balance sheet exposures (excluding derivatives, SFTs, and exempted exposures), of which:**	**7,608,210,796**
EU-2	Trading book exposures	
EU-3	Banking book exposures, of which:	7,608,210,796
EU-4	Covered bonds	
EU-5	Exposures treated as sovereigns	4,595,560,775
EU-6	Exposures to regional governments, MDB, international organisations and PSE, not treated as sovereigns	
EU-7	Institutions	2,173,215,410
EU-8	Secured by mortgages of immovable properties	
EU-9	Retail exposures	
EU-10	Corporates	427,526,320
EU-11	Exposures in default	23,006,708
EU-12	Other exposures (e.g. equity, securitisations, and other non-credit obligation assets)	388,901,583

Annex EU LIQ1 – Quantitative information of LCR[35]

Template EU LIQ1

Quantitative information of LCR

		a	b	c	d	e	f	g	h
		Total unweighted value (average)				Total weighted value (average)			
EU 1a	Quarter ending on (DD Month YYY)	31-Dec-22	30-Sep-22	30-Jun-22	31-Mar-22	31-Dec-22	30-Sep-22	30-Jun-22	31-Mar-22
EU 1b	Number of data points used in the calculation of averages	3	3	3	3	3	3	3	3
HIGH-QUALITY LIQUID ASSETS									
1	**Total high-quality liquid assets (HQLA)**					**2,454,064,863**	**2,172,442,591**	**2,716,208,562**	**2,976,531,006**
CASH - OUTFLOWS									
2	Retail deposits and deposits from small business customers, of which:								
3	Stable deposits								
4	Less stable deposits								
5	Unsecured wholesale funding								
6	Operational deposits (all counterparties) and deposits in networks of cooperative banks	982,682,488.58	884,993,571.40	851,744,563.37	839,126,596.87	227,209,521.64	204,267,930.53	196,302,635.01	193,641,114.50
7	Non-operational deposits (all counterparties)	39,220,007.71	40,504,437.85	13,865,233.96	—	39,220,007.71	40,504,437.85	13,865,233.96	—
8	Unsecured debt								
9	Secured wholesale funding								
10	Additional requirements								
11	Outflows related to derivative exposures and other collateral requirements								
12	Outflows related to loss of funding on debt products								
13	Credit and liquidity facilities								
14	Other contractual funding obligations	521,733,041.97	369,590,096.20	300,168,756.32	236,363,504.87	180,745,167.71	40,497,349.99	40,506,214.06	—
15	Other contingent funding obligations	—	105,615,076.61	2,302,983,159.89	3,490,197,888.79	—	105,615,076.61	—	—
16	**TOTAL CASH OUTFLOWS**					**447,174,698.00**	**390,884,796.00**	**250,674,083.00**	**193,641,115.00**

[35] As per 18 July 2022 DNB and Adyen agreed a new calculation method for the LCR ratio on the basis of the application of Article 26 LCR DA. Adyen reports its LCR on the basis of this revised calculation from July 2022 onwards. For more information see Liquidity and funding section.

		a	b	c	d	e	f	g	h
		Total unweighted value (average)				Total weighted value (average)			
EU 1a	Quarter ending on (DD Month YYY)	31-Dec-22	30-Sep-22	30-Jun-22	31-Mar-22	31-Dec-22	30-Sep-22	30-Jun-22	31-Mar-22
CASH - INFLOWS									
17	Secured lending (e.g. reverse repos)								
18	Inflows from fully performing exposures	1,013,458,962.61	879,382,841.18	2,292,590,784.14	3,057,661,002.62	899,860,659.84	767,525,029.12	1,761,786,719.83	2,324,899,415.99
19	Other cash inflows								
EU-19a	(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)								
EU-19b	(Excess inflows from a related specialised credit institution)								
20	**TOTAL CASH INFLOWS**	**1,013,458,963.00**	**879,382,841.00**	**2,292,590,784.00**	**3,057,661,003.00**	**899,860,660.00**	**767,525,029.00**	**1,761,786,720.00**	**2,324,899,416.00**
EU-20a	Fully exempt inflows								
EU-20b	Inflows subject to 90% cap								
EU-20c	Inflows subject to 75% cap	1,013,458,963.00	879,382,841.00	2,292,590,784.00	3,057,661,003.00	899,860,660.00	767,525,029.00	1,761,786,720.00	2,324,899,416.00
TOTAL ADJUSTED VALUE									
EU-21	**LIQUIDITY BUFFER**					**2,454,064,863.00**	**2,172,442,591.00**	**2,716,208,562.00**	**2,976,531,006.00**
22	**TOTAL NET CASH OUTFLOWS**					**111,793,674.50**	**97,721,199.00**	**62,668,520.75**	**48,410,278.75**
23	**LIQUIDITY COVERAGE RATIO**					**2,195 %**	**2,223 %**	**4,334 %**	**6,149 %**

Annex EU LIQ2 – Net Stable Funding Ratio

Template EU LIQ2
Net Stable Funding Ratio

		a	b	c	d	e
			Unweighted value by residual maturity			
		No maturity	< 6 months	6 months to < 1yr	≥ 1yr	Weighted value
Available stable funding (ASF) Items						
1	Capital items and instruments	2,104,493,528				2,104,493,528
2	Own funds	2,104,493,528				2,104,493,528
3	Other capital instruments					
4	Retail deposits					
5	Stable deposits					
6	Less stable deposits					
7	Wholesale funding:		1,071,890,499			535,945,249
8	Operational deposits		1,071,890,499			535,945,249
9	Other wholesale funding					
10	Interdependent liabilities					
11	Other liabilities:		4,132,342,226		11,345,294	11,345,294
12	*NSFR derivative liabilities*					
13	*All other liabilities and capital instruments not included in the above categories*		*4,132,342,226*		*11,345,294*	*16,400,705*
14	**Total available stable funding (ASF)**					**2,651,784,071**
Required stable funding (RSF) Items						
15	Total high-quality liquid assets (HQLA)					1,574,404
EU-15a	Assets encumbered for a residual maturity of one year or more in a cover pool					
16	Deposits held at other financial institutions for operational purposes					
17	Performing loans and securities:		2,518,761,473		12,263,502	321,044,449
18	*Performing securities financing transactions with financial customers collateralised by Level 1 HQLA subject to 0% haircut*					
19	*Performing securities financing transactions with financial customer collateralised by other assets and loans and advances to financial institutions*		*2,376,499,476*			*237,649,948*

		a	b	c	d	e
		Unweighted value by residual maturity				Weighted value
		No maturity	< 6 months	6 months to < 1yr	≥ 1yr	
20	*Performing loans to non- financial corporate clients, loans to retail and small business customers, and loans to sovereigns, and PSEs, of which:*		*142,261,998*			*71,130,999*
21	*With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk*					
22	*Performing residential mortgages, of which:*					
23	*With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk*					
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				12,263,502	12,263,502
25	Interdependent assets					
26	Other assets:				646,295,009	646,295,009
27	*Physical traded commodities*					
28	*Assets posted as initial margin for derivative contracts and contributions to default funds of CCPs*					
29	*NSFR derivative assets*					
30	*NSFR derivative liabilities before deduction of variation margin posted*					
31	*All other assets not included in the above categories*				*646,295,009*	*646,295,009*
32	Off-balance sheet items					
33	**Total Required Stable Funding (RSF)**					**968,913,862**
34	**Net Stable Funding Ratio (%)**					**273.69 %**

Annex EU CR1 - Performing and non-performing exposures and related provisions

Template EU CR1

Performing and non performing exposures and related provisions

		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	6,522,344,622	6,522,344,622													
010	Loans and advances	435,447,864	435,447,864		23,006,708											
020	Central banks															
030	General governments															
040	Credit institutions	102,762,886	102,762,886													
050	Other financial corporations	190,420,002	190,420,002		13,592											
060	Non-financial corporations	142,264,976	142,264,976		22,993,116											
070	Of which SMEs															
080	Households															
090	Debt securities															

100	Central banks															
110	General governments															
120	Credit institutions															
130	Other financial corporations															
140	Non-financial corporations															
150	Off-balance-sheet exposures															
160	Central banks															
170	General governments															
180	Credit institutions															
190	Other financial corporations															
200	Non-financial corporations															
210	Households															
220	**Total**	**6,957,792,486**	**6,957,792,486**	**-**	**23,006,708**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

Annex EU CR1A - Maturity of exposures

Template EU CR1-A
Maturity of exposures

		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	102,762,886				332,684,978	435,447,864
2	Debt securities						
3	**Total**	**102,762,886**				**332,684,978**	**435,447,864**

Annex EU CR3 - CRM techniques overview: Disclosure of the use of credit risk mitigation techniques

Template EU CR3

CRM techniques overview: Disclosure of the use of credit risk mitigation techniques

		Unsecured carrying amount	Secured carrying amount			
				Of which secured by collateral		
					Of which secured by financial guarantees	
						Of which secured by credit derivatives
		a	b	c	d	e
1	Loans and advances	6,980,799,194	—	—	—	—
2	Debt securities					
3	**Total**	**6,980,799,194**	**—**	**—**	**—**	**—**
4	Of which non-performing exposures	23,006,708				
EU-5	Of which defaulted	23,006,708				

Annex EU CR4 - Standardized Approach: Credit risk exposure and CRM effects

Template EU CR4
Standardized approach - Credit risk exposure and CRM effects

		Exposures before CCF and before CRM		Exposures post CCF and post CRM		RWAs and RWAs density	
	Exposure classes	On-balance-sheet exposures	Off-balance-sheet exposures	On-balance-sheet exposures	Off-balance-sheet exposures	RWAs	RWAs density (%)
		a	b	c	d	e	f
1	Central governments or central banks	4,595,560,775		4,595,560,775	–	3,108,647	0.1 %
2	Regional government or local authorities						
3	Public sector entities						
4	Multilateral development banks						
5	International organisations						
6	Institutions	2,173,215,410		2,173,215,410		429,144,025	19.7 %
7	Corporates	427,526,320		427,526,320		309,487,286	72.4 %
8	Retail						
9	Secured by mortgages on immovable property						
10	Exposures in default	23,006,708		23,006,708		34,510,062	150.0 %
11	Exposures associated with particularly high risk						
12	Covered bonds						
13	Institutions and corporates with a short-term credit assessment						
14	Collective investment undertakings						
15	Equity	12,263,502		12,263,502		12,263,502	100.0 %
16	Other items	376,638,080		376,638,080		364,134,371	96.7 %
17	**Total**	**7,608,210,796**		**7,608,210,796**	**–**	**1,152,647,893**	**15.2 %**

Annex EU CR5 – Standardized approach: exposures by risk weight

Template EU CR5

Standardized approach

	Exposure classes	Risk weight							
		0%	2%	4%	10%	20%	35%	50%	70%
		a	b	c	d	e	f	g	h
1	Central governments or central banks	4,595,560,775							
2	Regional government or local authorities								
3	Public sector entities								
4	Multilateral development banks								
5	International organisations								
6	Institutions					2,170,821,285		2,394,125	
7	Corporates					147,548,792		—	
8	Retail exposures								
9	Exposures secured by mortgages on immovable property								
10	Exposures in default								
11	Exposures associated with particularly high risk								
12	Covered bonds								
13	Exposures to institutions and corporates with a short-term credit assessment								
14	Units or shares in collective investment undertakings								
15	Equity exposures								
16	Other items								
17	**Total**	**4,595,560,775**	**—**	**—**	**—**	**2,318,370,077**	**—**	**2,394,125**	**—**

		Risk weight							Total	Of which unrated
		75%	100%	150%	250%	370%	1250%	Others		
		i	j	k	l	m	n	o	p	q
1	Central governments or central banks								4,595,560,775	
2	Regional government or local authorities								—	
3	Public sector entities								—	
4	Multilateral development banks								—	
5	International organisations								—	
6	Institutions		—						2,173,215,410	
7	Corporates		279,977,528						427,526,320	371,766,170
8	Retail exposures								—	
9	Exposures secured by mortgages on immovable property								—	
10	Exposures in default			23,006,708					23,006,708	23,006,708
11	Exposures associated with particularly high risk								—	
12	Covered bonds								—	
13	Exposures to institutions and corporates with a short-term credit assessment								—	
14	Units or shares in collective investment undertakings								—	
15	Equity exposures		12,263,502						12,263,502	
16	Other items		376,638,080						376,638,080	334,975,452
17	**Total**	**-**	**668,879,110**	**23,006,708**	**—**	**—**	**—**	**—**	**7,608,210,796**	**729,748,330**

Annex EU CQ3 - Credit quality of performing and non-performing exposures by past due days

Template EU CQ3

Credit quality of performing and non-performing exposures by past due days

		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	6,522,344,622	6,522,344,622										
010	Loans and advances	435,447,864	425,677,037	9,770,827	23,006,708	—	7,294,584	8,915,190	5,104,898	1,692,035			23,006,708
020	Central banks												
030	General governments												
040	Credit institutions	102,762,886	102,762,886										13,592
050	Other financial corporations	190,420,002	190,370,144		13,592		—	10,670	2,542	380			22,993,116
060	Non-financial corporations	142,264,976	132,544,007	9,720,969	22,993,116		7,294,584	8,904,520	5,102,356	1,691,656			
070	Of which SMEs												
080	Households												
090	Debt securities												
100	Central banks												
110	General governments												
120	Credit institutions												

		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
130	Other financial corporations												
140	Non-financial corporations												
150	Off-balance-sheet exposures												
160	Central banks												
170	General governments												
180	Credit institutions												
190	Other financial corporations												
200	Non-financial corporations												
210	Households												
220	**Total**	**6,957,792,486**	**6,948,021,659**	**9,770,827**	**23,006,708**	**—**	**7,294,584**	**8,915,190**	**5,104,898**	**1,692,035**	**—**	**—**	**23,006,708**

Annex EU CQ4 - Quality of non-performing exposures by geography

Template EU CQ4

Quality of non-performing exposures by geography

		a	b	c	d	e	f	g
		Gross carrying/nominal amount				Accumulated impairment	Provisions on off-balance-sheet commitments and financial guarantees given	Accumulated negative changes in fair value due to credit risk on non-performing exposures
			Of which non-performing		Of which subject to impairment			
				Of which defaulted				
010	**On-balance-sheet exposures**	**458,454,572**	**23,006,708**	**23,006,708**	**458,454,572**			
020	BR	98,429,235	961,419	961,419	98,429,235			
030	GB	80,190,849	2,511,802	2,511,802	80,190,849			
040	US	113,329,794	9,121,268	9,121,268	113,329,794			
070	Other countries	166,504,694	10,412,220	10,412,220	166,504,694			
080	**Off-balance-sheet exposures**	-	-	-				
090	GB							
100	NL							
110	US							
120	Other countries							
150	**Total**	**458,454,572**	**23,006,708**	**23,006,708**	**458,454,572**	**-**	**-**	**-**

Annex EU CQ5 - Credit quality of loans and advances to non-financial corporations by industry

Template EU CQ5

Credit quality of loans and advances to non-financial corporations by industry

		a	b	c	d	e	f
		Gross carrying amount				Accumulated impairment	Accumulated negative changes in fair value due to credit risk on non-performing exposures
			Of which non-performing		Of which loans and advances subject to impairment		
				Of which defaulted			
010	Agriculture, forestry and fishing	77,651	32,791	*32,791*	77,651		
020	Mining and quarrying	—	—	—	—		
030	Manufacturing	838,426	524,863	*524,863*	838,426		
040	Electricity, gas, steam and air conditioning supply	6,107	2,756	*2,756*	6,107		
050	Water supply	69,166	55,489	*55,489*	69,166		
060	Construction	24	—	—	24		
070	Wholesale and retail trade	31,782,903	10,886,418	*10,886,418*	31,782,903		
080	Transport and storage	14,220,056	2,995,724	*2,995,724*	14,220,056		
090	Accommodation and food service activities	8,559,147	3,749,067	*3,749,067*	8,559,147		
100	Information and communication	28,106,101	1,661,678	*1,661,678*	28,106,101		
110	Financial and insurance activities	—	—	—	—		
120	Real estate activities	—	—	—	—		
130	Professional, scientific and technical activities	22,528	11,844	*11,844*	22,528		
140	Administrative and support service activities	14,464,957	557,701	*557,701*	14,464,957		
150	Public administration and defense, compulsory social security	160,019	135,640	*135,640*	160,019		
160	Education	10,837	10,784	*10,784*	10,837		
170	Human health services and social work activities	59,643	38,566	*38,566*	59,643		
180	Arts, entertainment and recreation	962,019	602,714	*602,714*	962,019		
190	Other services	65,918,507	1,727,080	*1,727,080*	65,918,507		
200	**Total**	**165,258,092**	**22,993,116**	*22,993,116*	**165,258,092**		

Annex EU MR1 - Market risk under the standardized approach

Template EU MR1
Market risk under the standardized approach

		a
		RWEAs
	Outright products	
1	Interest rate risk (general and specific)	
2	Equity risk (general and specific)	
3	Foreign exchange risk	386,077,587
4	Commodity risk	
	Options	
5	Simplified approach	
6	Delta-plus approach	
7	Scenario approach	
8	Securitisation (specific risk)	
9	**Total**	**386,077,587**

Annex EU IRRBB - Interest rate risks of non-trading book activities

Template EU IRRBB

Interest rate risks of non-trading book activities

		a	b	c	d
	Supervisory shock scenarios	Changes of the economic value of equity		Changes of the net interest income	
		Current period	Last period	Current period	Last period
1	Parallel up	67,446,867	567,378	134,893,734	1,134,757
2	Parallel down	—	(11,618,371)	—	(11,618,371)
3	Steepener				
4	Flattener				
5	Short rates up				
6	Short rates down				

Annex EU OR1 - Operational risk own funds requirements and risk-weighted exposure amounts

Template EU OR1

Operational risk own funds requirements and risk-weighted exposure amounts

	Banking activities	a	b	c	d	e
		Relevant indicator			Own funds requirements	Risk exposure amount
		Year-3	Year-2	Last year		
1	**Banking activities subject to basic indicator approach (BIA)**	**676,127,670**	**989,768,262**	**1,347,525,762**	**150,671,085**	**1,883,388,559**
2	Banking activities subject to standardised (TSA) / alternative standardised (ASA) approaches					
3	Subject to TSA:					
4	Subject to ASA:					
5	Banking activities subject to advanced measurement approaches AMA					

Annex EU AE1 - Encumbered and unencumbered assets

Template EU AE1
Encumbered and unencumbered assets

		Carrying amount of encumbered assets		Fair value of encumbered assets		Carrying amount of unencumbered assets		Fair value of unencumbered assets	
			of which notionally eligible EHQLA and HQLA		of which notionally eligible EHQLA and HQLA		of which EHQLA and HQLA		of which EHQLA and HQLA
		010	030	040	050	060	080	090	100
010	**Assets of the disclosing institution**	**72,233,735**				**7,544,117,458**	**4,407,539,955**		
030	Equity instruments					12,263,502		12,263,502	
040	Debt securities								
050	of which: covered bonds								
060	of which: securitisations								
070	of which: issued by general governments								
080	of which: issued by financial corporations								
090	of which: issued by non-financial corporations								
120	Other assets	72,233,735				7,531,853,956	4,407,539,955		

Annex EU AE2 - Collateral received and own debt securities issued

Template EU AE2
Collateral received and own debt securities issued

		Fair value of encumbered collateral received or own debt securities issued		Unencumbered Fair value of collateral received or own debt securities issued available for encumbrance	
			of which notionally eligible EHQLA and HQLA		of which EHQLA and HQLA
		010	030	040	060
130	Collateral received by the disclosing institution				
140	Loans on demand				
150	Equity instruments				
160	Debt securities				
170	of which: covered bonds				
180	of which: securitisations				
190	of which: issued by general governments				
200	of which: issued by financial corporations				
210	of which: issued by non-financial corporations				
220	Loans and advances other than loans on demand				
230	Other collateral received				
240	Own debt securities issued other than own covered bonds or securitisations				
241	Own covered bonds and securitisations issued and not yet pledged				
250	**Total collateral received and own debt securities issued**	72,233,735			

Annex EU AE3 - Sources of encumbrance

Template EU AE3

Sources of encumbrance

		Matching liabilities, contingent liabilities or securities lent	Assets, collateral received and own debt securities issued other than covered bonds and securitisations encumbered
		010	030
010	**Carrying amount of selected financial liabilities**	72,233,735	72,233,735

Annex EU REM1 - Remuneration awarded for the financial year

Template EU REM1

Remuneration awarded for the financial year

			a	b	c	d
			MB Supervisory function	MB Management function	Other senior management	Other identified staff
1	Fixed remuneration	Number of identified staff	5	6	3	18
2		**Total fixed remuneration**	**386,000**	**4,029,010**	**2,049,388**	**7,022,464**
3		Of which: cash-based	386,000	3,590,010	1,372,556	5,887,163
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		439,000	676,832	1,135,301
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		**Total variable remuneration**				**2,903,921**
11		Of which: cash-based				2,344,517
12		Of which: deferred				223,761
EU-13a		Of which: shares or equivalent ownership interests				
EU-14a		Of which: deferred				
EU-13b		Of which: share-linked instruments or equivalent non-cash instruments				559,403
EU-14b		Of which: deferred				223,761
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)		386,000	4,029,010	2,049,388	9,926,385

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

Template EU REM4

Remuneration of EUR 1 million or more per year

	EUR	a Identified staff that are high earners as set out in Article 450(i) CRR
1	1 000 000 to below 1 500 000	7
2	1 500 000 to below 2 000 000	
3	2 000 000 to below 2 500 000	
4	2 500 000 to below 3 000 000	
5	3 000 000 to below 3 500 000	
6	3 500 000 to below 4 000 000	
7	4 000 000 to below 4 500 000	
8	4 500 000 to below 5 000 000	
9	5 000 000 to below 6 000 000	
10	6 000 000 to below 7 000 000	
11	7 000 000 to below 8 000 000	

Annex EU REM5 - Information on remuneration of identified staff

Template EU REM5

Information on remuneration of staff whose professional activities have a material impact on institution's risk profile (identified staff)

		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**										**32**
2	Of which: members of the MB	5	6	11							
3	Of which: other senior management										
4	Of which: other identified staff							8	3	10	
5	**Total remuneration of identified staff**	**386,000**	**4,029,010**	**4,415,010**				**1,812,346**	**920,864**	**9,242,563**	
6	Of which: variable remuneration									2,903,921	
7	Of which: fixed remuneration	386,000	4,029,010	4,415,010				1,812,346	920,864	6,338,642	

Annex ESG 1: Transition risks from counterparty exposure

		a	b	c	d	e	f	g	h	l	m	n	o	p
	Sector/sub- sector	Gross carrying amount (in Thousand EUR)[36]						Accumulated impairment[37]						
			Of which exposures towards companies excluded from EU Paris-aligned Benchmarks[38]	Of which environmentally sustainable (CCM):	Of which stage 2 exposures	Of which non-performing exposures		Of which Stage 2 exposures	Of which non-performing exposures	<= 5 years	5 - 10 years	10 - 20 years	> 20 years	Average weighted maturity
1	**Exposures towards sectors that highly contribute to climate change*[39]**	55,475,829	6,107	69,166	—	18,214,317	—	—	—	55,475,829	—	—	—	60,536
2	**A - Agriculture, forestry and fishing**													
3	**B - Mining and quarrying**													
4	B.05 - Mining of coal and lignite													
5	B.06 - Extraction of crude petroleum and natural gas													
6	B.07 - Mining of metal ores													
7	B.08 - Other mining and quarrying													
8	B.09 - Mining support service activities													
9	**C - Manufacturing**													
10	C.10 - Manufacture of food products													
11	C.11 - Manufacture of beverages													
12	C.12 - Manufacture of tobacco products													
13	C.13 - Manufacture of textiles													
14	C.14 - Manufacture of wearing apparel													
15	C.15 - Manufacture of leather and related products													
16	C.16 - Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials													

[36] The gross carrying amount, as defined in Part 1 of Annex V to Commission Implementing Regulation (EU) 2021/4514, of those exposures towards non- financial corporates, including loans and advances, debt securities and equity instruments, classified in the accounting portfolios in the banking book according to that Regulation, excluding financial assets held for trading or held for sale assets.
[37] Accumulated negative changes in fair value due to credit risk and provisions.
[38] In accordance with points (d) to (g) of Article 12.1 and in accordance with Article 12.2 of Climate Benchmark Standards Regulation
[39] In accordance with the Commission delegated regulation EU) 2020/1818 supplementing regulation (EU) 2016/1011 as regards minimum standards for EU Climate Transition Benchmarks and EU Paris-aligned Benchmarks -Climate Benchmark Standards Regulation - Recital 6: Sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006

		a	b	c	d	e	f	g	h	l	m	n	o	p
			Gross carrying amount					Accumulated impairment						
	Sector/sub- sector		Of which exposures towards companies excluded from EU Paris-aligned Benchmarks	Of which environmentally sustainable (CCM):	Of which stage 2 exposures	Of which non-performing exposures		Of which Stage 2 exposures	Of which non-performing exposures	<= 5 years	5 - 10 years	10 - 20 years	> 20 years	Average weighted maturity
17	C.17 - Manufacture of pulp, paper and paperboard													
18	C.18 - Printing and service activities related to printing													
19	C.19 - Manufacture of coke oven products													
20	C.20 - Production of chemicals													
21	C.21 - Manufacture of pharmaceutical preparations													
22	C.22 - Manufacture of rubber products													
23	C.23 - Manufacture of other non-metallic mineral products													
24	C.24 - Manufacture of basic metals													
25	C.25 - Manufacture of fabricated metal products, except machinery and equipment													
26	C.26 - Manufacture of computer, electronic and optical products													
27	C.27 - Manufacture of electrical equipment													
28	C.28 - Manufacture of machinery and equipment n.e.c.													
29	C.29 - Manufacture of motor vehicles, trailers and semi-trailers													
30	C.30 - Manufacture of other transport equipment													
31	C.31 - Manufacture of furniture													
32	C.32 - Other manufacturing	838,426				524,863				838,426				829
33	C.33 - Repair and installation of machinery and equipment													
34	**D - Electricity, gas, steam and air conditioning supply**													
35	D35.1 - Electric power generation, transmission and distribution	6,107	6,107			2,756				6,107				392

		a	b	c	d	e	f	g	h	l	m	n	o	p
	Sector/sub- sector		Gross carrying amount					Accumulated impairment						
			Of which exposures towards companies excluded from EU Paris-aligned Benchmarks	Of which environmentally sustainable (CCM):	Of which stage 2 exposures	Of which non-performing exposures		Of which Stage 2 exposures	Of which non-performing exposures	<= 5 years	5 - 10 years	10 - 20 years	> 20 years	Average weighted maturity
36	D35.11 - Production of electricity													
37	D35.2 - Manufacture of gas; distribution of gaseous fuels through mains													
38	D35.3 - Steam and air conditioning supply													
39	**E - Water supply; sewerage, waste management and remediation activities**	**69,166**		**69,166**		**55,489**				**69,166**				**573**
40	**F - Construction**													
41	F.41 - Construction of buildings													
42	F.42 - Civil engineering													
43	F.43 - Specialised construction activities	24								24				6
44	**G - Wholesale and retail trade; repair of motor vehicles and motorcycles**	**31,782,903**				**10,886,418**				**31,782,903**				**2,167**
45	**H - Transportation and storage**													
46	H.49 - Land transport and transport via pipelines	14,199,914				2,995,724				14,199,914				6,019
47	H.50 - Water transport													
48	H.51 - Air transport	20,142								20,142				50,355
49	H.52 - Warehousing and support activities for transportation													
50	H.53 - Postal and courier activities													
51	**I - Accommodation and food service activities**	**8,559,147**				**3,749,067**				**8,559,147**				**195**
52	**L - Real estate activities**													
53	**Exposures towards sectors other than those that highly contribute to climate change***	**109,782,262**	**—**	**—**	**—**	**4,795,863**	**—**	**—**	**—**	**109,782,262**	**—**	**—**	**—**	**3,776**
54	**K - Financial and insurance activities**													

		a	b	c	d	e	f	g	h	l	m	n	o	p
			Gross carrying amount (in Thousand EUR)					Accumulated impairment						
	Sector/sub- sector		Of which exposures towards companies excluded from EU Paris-aligned Benchmarks	Of which environmentally sustainable (CCM):	Of which stage 2 exposures	Of which non-performing exposures		Of which Stage 2 exposures	Of which non-performing exposures	<= 5 years	5 - 10 years	10 - 20 years	> 20 years	Average weighted maturity
55	Exposures to other sectors (NACE codes J, M - U)	109,782,262				4,795,863				109,782,262				3,776
56	TOTAL	165,258,091	6,107	69,166	—	23,010,180	—	—	—	165,258,091	—	—	—	64,312