
Basel III Pillar 3 Disclosures

As at December 31, 2024

Table of contents

Document Overview	3
Reporting Entity	3
Financial Risk Management	4
Risk Management Overview	4
Risk Governance	4
Credit risk	5
Market risk	5
Equity risk	5
Interest Rate Risk	5
Liquidity risk	5
Operational risk	6
Capital Management	7
Regulatory Capital Position	7
Appendix A	8
Basel III Common Disclosures	9
Appendix B / Credit Risk	11
General and Quantitative Disclosures	11
Allowance For Credit Losses	13
Disclosures for Portfolios Subject to the Standardized Approach	14
Disclosures for Portfolios Subject to IRB Approaches	14
Credit Risk Mitigation	14
General Disclosure for Exposures Related to Counterparty Credit Risk	14
Securitization: Disclosure for Standardized Approach	15
Appendix C / Interest Rate Risk	17
Appendix D / Remuneration	18

Document Overview

This document represents the Basel III Pillar 3 disclosures for Fairstone Bank of Canada (the "Bank") as at December 31, 2024 pursuant to OSFI's Pillar 3 Disclosure Requirements. This report is unaudited and is reported in thousands of Canadian Dollars, unless otherwise disclosed.

Reporting Entity

The Bank is a Schedule I Canadian chartered bank governed by the Bank Act (Canada), and is a wholly owned subsidiary of Fairstone Group Inc. (the "Parent"). The Bank received orders to commence and carry on business on June 1, 2010 and launched the Walmart Rewards™ Mastercard® in June 2010.

In September 2019, the Bank launched a broker originated GIC program. These GIC's are eligible for deposit insurance from Canadian Deposit Insurance Corporation.

On January 4, 2021, the Bank completed the acquisition of Fairstone Financial Holdings Inc ("Fairstone"), a Canadian non-bank provider of responsible lending solutions, with a network of branches and retail / auto partners. OSFI formally approved the transaction in October of 2021.

On September 1, 2022, the Bank acquired EdenPark Inc., an Ontario-based provider of automobile financing to near-prime consumers across Canada.

In May 2023, the Bank and Fairstone, announced the latest addition to the growing product offering with the launch of FIG Financial Inc. ("Fig"), a fully digital lending platform.

The Bank's service offerings are provided through four business lines: Direct Lending, Card Services, Auto Financing and Digital Lending. Our Direct Lending business offers near-

prime customers unsecured personal loans, secured personal loans, mortgages and optional ancillary products such as creditor insurance to consumers online and in over 250 branches from coast to coast. Our Card Services business encompasses credit cards, rewards programs and related protection services, and retail point-of-sale ("RPOS") financing through merchants. Our Auto Financing business offers instalment loan financing for the purchase of vehicles through dealerships. Finally, through Fig we offer personal installment loans with a fully digital experience, mainly through partners.

The Bank is not considered a Domestic Systemically Important Bank (D-SIB) by OSFI.

On March 22, 2024, the Bank and Home Capital Group ("HCG"), a wholly owned company of Smith Financial Corporation ("SFC"), entered into a definitive agreement to merge their respective businesses.

Following regulatory approval in December 2024, on January 1, 2025, the Parent company of the Bank completed the acquisition of 100% interest in HCG, and SFC became the controlling owner of the Parent company. Immediately following the acquisition, the Bank acquired Home Trust Company ("HTC"), HCG's principal operating entity, from Parent company.

Financial Risk Management

The Bank is exposed to credit risk, interest rate risk, and liquidity risk arising from its operations and use of financial instruments. The Bank does not have any trading book portfolios, and as such, has low exposure overall to market risk.

Risk Management Overview

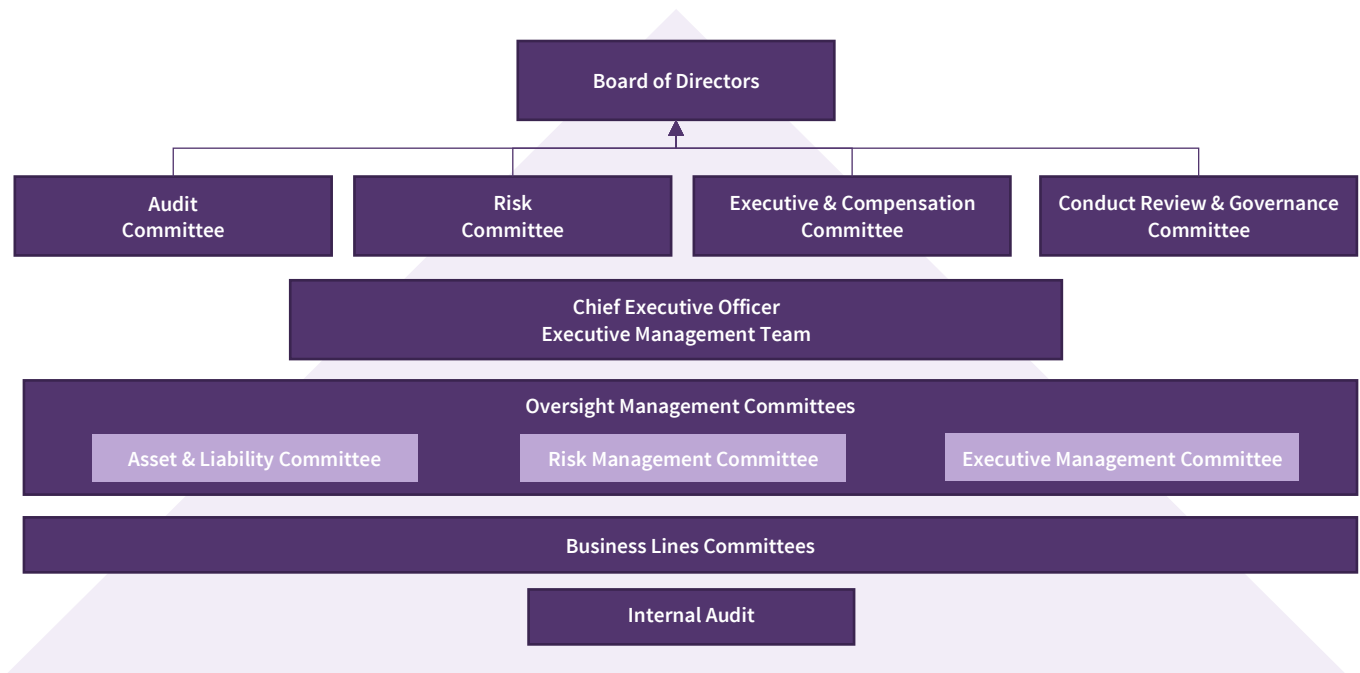
The Enterprise Risk Management Framework (the “Framework” or “ERMF”) describes the Bank’s approach to risk management by providing an overview of the principles, requirements, programs, and responsibilities that reinforce the organization’s values and commitment to integrating strong risk management principles into its strategic planning process and business operations.

The ERMF reinforces the Bank’s risk culture and risk environment and supports a common understanding amongst stakeholders of how the Bank manages risk in each of the following areas:

- Risk Culture
- Risk Inventory
- Risk Appetite
- Governance & Organization
- Program Objectives

Risk Governance

Risk Management Governance exists at the Company through its Board of Directors, Board Committees, Management Committees and Senior Management. Each play a role in the Company’s *Three lines of Defense*.



Credit risk

Credit risk is the risk of financial loss to the Bank if a customer or counterparty to a financial instrument fails to meet its contractual obligations. The risk is primarily that of the lender and includes lost principal and interest, disruption to cash flows, and increased collection costs. The loss may be complete or partial and can arise in a number of circumstances. Credit risk for the Bank arises principally from the Bank's consumer loans to customers.

The Board is responsible for the oversight of credit risk management. The Risk Management Committee (RMC), under the oversight of the Board, monitors and approves the credit risk management program. The RMC supports the Chief Risk Officer and the credit department in the following:

Development and implementation of sound and prudent policies and procedures to effectively manage and control credit risk. Policies include credit assessment criteria, risk grading and reporting, documentation and compliance for legal, regulatory or statutory requirements.

Development and implementation of effective credit granting, account management and collection processes. Processes include approval authority management, diversification of credit limits, credit risk assessment, credit application evaluation, fraud identification and management, and write-offs.

Development and implementation of comprehensive procedures to effectively monitor and control the nature, characteristics, and quality of the credit portfolio. This includes reporting, portfolio characteristic monitoring, concentration reviews, risk grading monitoring, and credit review processes.

Metrics used to measure against the Risk Appetite Statement for credit risk can include but are not limited to the following:

- Net Charge-off rate
- Portfolio distribution: exception approval
- Geographic distribution
- Product Concentration: product distribution
- Portfolio distribution: credit quality

Detailed disclosures pertaining to Credit Risk are located in Appendix B.

Market risk

Market risk is risk arising from our exposure to a gain or loss in the value of our financial instruments because of changes in market prices. The Bank does not have any trading book portfolios, and as such, has low exposure overall to market risk.

Equity risk

Equity risk is risk arising from holding equity in a particular investment. The Bank has low exposure to equity risk since it does not have material equity holdings.

Interest Rate Risk

Interest rate risk is risk of loss arising from changes in interest rates or in the volatility of interest rates. The Bank is exposed to interest rate risk through its variable rate debt financing and from repricing of future financings. The Asset & Liability Committee (ALCO) monitors this mismatch to the Bank's fixed rate consumer loans, as well as interest rate movements in Canada, and reports to the Board. The management of interest rate risk against interest rate gap limits is supplemented by monitoring the sensitivity of the Bank's financial assets and financial liabilities to rate shift scenarios. Detailed disclosures pertaining to Interest Rate Risk are located in Appendix C.

Liquidity risk

Liquidity risk is the risk that the Bank will not be able to meet commitments and obligations when due or may incur significant costs in meeting obligations. The Bank manages its exposure to short-term and long-term liquidity by ensuring that adequate governance, policies, and procedures are in place to manage cash on a daily, weekly, and monthly basis. Long-range planning and forecasting tools are used to monitor long-term funding needs. The ALCO monitors both short-term and long-term needs. A liquidity contingency plan is also in place to ensure funding needs are met during a crisis.

Operational risk

Operational risk is the risk of loss resulting from inadequate or failed internal processes, systems or human factors, or from external events. It includes the reputation and Company's risk associated with business practices or market conduct in which the Company is involved. Operational risk is inherent in the Company's business activities and as with other risk types, is managed through an overall framework designed to balance strong corporate oversight with well-defined independent risk management. This framework includes recognized ownership of the risk by the business; oversight by the Company's risk management and compliance teams; and a compliance review as part of the Company's quarterly assessment of management's internal control processes. The Bank uses the basic indicator approach to measure operational risk.

The following risk management policies provide governance over operational risk:

- Operational Risk Management Framework
- Internal Control Policy
- Outsourcing Risk Management Policy
- Enterprise Model Risk Management Policy
- Business Continuity Management Policy
- Information Security Policy
- Fraud Risk Management Policy

Capital Management

The Capital Management Policy of the Bank requires management to annually submit a 3-year Business Plan and Capital Plan to the Board for approval. These plans outline the Bank's Capital needs, target Capital levels and the sources of additional Capital required after considering planned growth, economic factors, and the adequacy of Capital relative to material risks. The Bank's stress testing program is intimately aligned with Capital planning. The stress tests are used to gauge the appropriate amount of Capital to maintain and inject, when appropriate, to ensure that the Bank is adequately capitalized to withstand standardized and management informed stresses.

The Bank ensures sufficient Capital to:

- Exceed regulatory requirements
- Support the Bank's risk appetite
- Allow continued growth
- Absorb unexpected losses
- Remain in excess of regulatory minimums in the event of a potential stress event(s)

The capital structure of the Bank consists of the following which combine to form the Bank's Gross Common Equity Tier I Capital:

- Common Shares;
- Contributed Surplus;
- Retained Earnings; and
- Accumulated Other Comprehensive Income ("AOCI")

The Bank is authorized to issue an unlimited number of preferred shares, without nominal or par value, for unlimited consideration. These have preference over common shares. There were no preferred shares outstanding at December 31, 2024.

The Bank is authorized to issue an unlimited number of its common shares, without nominal or par value, for unlimited consideration. As of December 31, 2024, the Bank had 1,658,383,882 common shares issued and outstanding.

Regulatory Capital Position

The Bank calculates its regulatory capital based on the following methodologies:

The Bank manages its credit risk using the standardized approach and the Bank's operational risk is monitored using the Basic Indicator Approach.

The Bank's regulatory capital consists of Tier 1 and Tier 2 capital. Tier 1 capital includes ordinary share capital, retained earnings and accumulated other comprehensive income. Tier 2 capital includes the OSFI-approved amounts relating to the Bank's IFRS 9 General Allowances, up to a maximum of 1.25% of Credit Risk Weighted Assets.

The Bank has complied with all externally and internally imposed capital requirements throughout the year. Management uses regulatory capital ratios in order to monitor its capital base. These capital ratios remain the international standards for measuring capital adequacy. The Bank's policies in respect of capital management are reviewed regularly by the Board.

Banking operations are categorized as either trading book or banking book, and risk-weighted assets are determined according to specified requirements that seek to reflect the varying levels of risk attached to assets and exposures not recognized in the statement of financial position.

The Bank's regulatory capital position under Basel III as at December 31, 2024 is outlined in Appendix A.

Appendix A

KM1 – Key Metrics

As at 31 December 2024

		a	b	c	d	e
Available Capital (amounts)		Q4 2024	Q3 2024	Q2 2024	Q1 2024	Q4 2023
1	Common Equity Tier 1 (CET1)	997,397	1,032,470	987,764	986,023	958,325
2	Tier 1	997,397	1,032,470	987,764	986,023	958,325
3	Total Capital	1,077,213	1,110,643	1,063,968	1,060,371	1,031,444
Risk Weighted Assets (Amounts)						
4	Total Risk Weighted Assets (RWA)	7,113,771	6,949,737	6,755,199	6,582,729	6,461,252
4a	Total Risk Weighted Assets (pre-floor)	7,113,771	6,949,737	6,755,199	6,582,729	6,461,252
Risk Based Capital Ratios as a percentage of RWA						
5	CET1 Ratio (%)	14.02%	14.86%	14.62%	14.98%	14.83%
6	Tier 1 Ratio (%)	14.02%	14.86%	14.62%	14.98%	14.83%
7	Total Capital Ratio (%)	15.14%	15.98%	15.75%	16.11%	15.96%
Additional CET1 buffer requirements as a percentage of RWA						
8	Capital conservation buffer requirements	2.5%	2.5%	2.5%	2.5%	2.5%
11	Total of bank CET1 specific buffer requirements (%)	2.5%	2.5%	2.5%	2.5%	2.5%
12	CET1 available after meeting the banks minimum capital requirements (%)	7.02%	7.86%	7.62%	7.98%	7.83%
Basel III Leverage Ratio						
13	Total Basel III Leverage Ratio exposure measure	9,549,280	9,331,552	9,005,779	8,738,394	8,630,584
14	Basel III Leverage Ratio	10.44%	11.06%	10.97%	11.28%	11.10%

Modified CC1 – Composition of capital for SMSBs

Basel III Common Disclosures

As at December 31, 2024

BCAR CALCULATIONS		
1	Directly issued qualifying common share capital (and equivalent for non-joint stock companies) plus related stock surplus	1,630,630
2	Retained earnings	124,169
3	Accumulated other comprehensive income (and other reserves)	3,657
6	Common Equity Tier 1 capital before regulatory adjustments	1,758,456
28	Total regulatory adjustments to Common Equity Tier 1	(761,058)
29	Common Equity Tier 1 capital (CET1)	997,397
29a	Common Equity Tier 1 capital (CET1) with transitional arrangements for ECL provisioning not applied	997,397
45	Tier 1 capital (T1 = CET1 + AT1)	997,397
45a	Tier 1 capital (T1 = CET1 + AT1) with transitional arrangements for ECL provisioning not applied	997,397
51	Tier 2 capital before regulatory adjustments	79,815
57	Total regulatory adjustments to Tier 2 capital	0
58	Tier 2 capital (T2)	79,815
59	Total capital (TC = T1 + T2)	1,077,213
59a	Total capital (TC = T1 + T2) with transitional arrangements for ECL provisioning not applied	1,077,213
60	Total risk-weighted assets	7,113,771
61	Common Equity Tier 1 (as percentage of risk-weighted assets)	14.02
62	Tier 1 (as percentage of risk-weighted assets)	14.02
63	Total capital (as percentage of risk-weighted assets)	15.14
61a	Common Equity Tier 1 (as percentage of risk-weighted assets) with transitional arrangements for ECL provisioning not applied	14.02
62a	Tier 1 (as percentage of risk-weighted assets) with transitional arrangements for ECL provisioning not applied	14.02
63a	Total capital (as percentage of risk-weighted assets) with transitional arrangements for ECL provisioning not applied	15.14
69	Common Equity Tier 1 capital all-in target ratio	7.0
70	Tier 1 capital all-in target ratio	8.5
71	Total capital all-in target ratio	10.5

Leverage Ratio Framework

On-balance sheet exposures		Q4 2024	Q3 2024
1	On-balance sheet items (excluding derivatives, SFTs and grandfathered securitization exposures but including collateral)	8,011,904	7,853,727
4	(Asset amounts deducted in determining Basel III “all-in” Tier 1 capital)	(761,058)	(767,448)
5	Total on-balance sheet exposures (excluding derivatives and SFTs)	7,250,846	7,086,279
Derivative exposures			
6	Replacement cost associated with all derivative transactions (i.e. net of eligible cash variation margin)	48	2,044
7	Add-on amounts for PFE associated with all derivative transactions	6,965	7,019
11	Total derivative exposures	7,013	9,062
Other off-balance sheet exposures			
17	Off-balance sheet exposure at gross notional amount	9,187,448	8,968,106
18	(Adjustments for conversion to credit equivalent amounts)	(6,896,027)	(6,731,895)
19	Off-balance sheet items	2,291,421	2,236,211
Capital and Total Exposures			
20	Tier 1 capital	997,397	1,032,470
20a	Tier 1 capital with transitional arrangements for ECL provisioning not applied	997,397	1,032,470
21	Total Exposures	9,549,280	9,331,552
Leverage Ratios			
22	Basel III leverage ratio	10.44%	11.06%
22a	Basel III leverage ratio with transitional arrangements for ECL provisioning not applied	10.44%	11.06%

Appendix B / Credit Risk

General and Quantitative Disclosures

The following information provides quantitative analysis of the Bank's total consumer loan portfolio by account balance, delinquency and geography.

Account Balances	Receivables Outstanding	% of Receivables
Credit Balance	\$(27,667)	-0.4%
Less than or equal to \$500.00	\$83,473	1.2%
\$500.01 - \$1,000.00	\$159,496	2.2%
\$1,000.01 - \$3,000.00	\$708,354	10.0%
\$3,000.01 - \$5,000.00	\$639,966	9.0%
\$5,000.01 - \$10,000.00	\$1,441,134	20.2%
\$10,000.01 - \$20,000.00	\$1,930,563	27.1%
Greater than \$20,000.01	\$2,187,078	30.7%
Total¹	\$7,122,397	100%

Note 1: As reported on the BH regulatory submission.

Days Delinquent	Receivables Outstanding	% of Receivables
Current ¹	\$6,290,919	88.3%
1 day to 29 days	\$490,467	6.9%
30 days to 59 days	\$104,062	1.5%
60 days to 89 days	\$67,011	0.9%
90 days to 119 days	\$53,179	0.7%
120+ days	\$116,759	1.7%
Total²	\$7,122,397	100%

Note 1: Current category includes zero balance and credit balances.

Note 2: As reported on the BH regulatory submission.

By Province	Receivables Outstanding	% of Receivables
Alberta	\$955,379	13.4%
British Columbia	\$703,566	9.9%
Manitoba	\$298,872	4.2%
New Brunswick	\$281,231	3.9%
Newfoundland	\$258,830	3.6%
Northwest Territory	\$8,646	0.1%
Nova Scotia	\$282,601	4.0%
Nunavut Territory	\$499	0.0%
Ontario	\$2,707,615	38.0%
Prince Edward Island	\$39,629	0.6%
Quebec	\$1,355,069	19.0%
Saskatchewan	\$219,553	3.1%
Yukon Territory	\$10,842	0.2%
US	\$65	0.0%
Total¹	\$7,122,397	100%

Note 1: As reported on the BH regulatory submission.

Allowance For Credit Losses

The allowance for credit card losses is established using an Expected Credit Loss (“ECL”) model in accordance with IFRS 9. The ECL allowances reflect an unbiased and probability-weighted amount which is determined by evaluating a range of possible outcomes, the time value of money and reasonable and supportable information about past events, current conditions and forecast of future economic conditions. The allowance for credit losses is maintained at a level that management considers appropriate to cover estimated credit related losses in the consumer loan portfolio. The ECL model requires considerable judgment, including the use of macroeconomic forecasts across multiple growth scenarios.

Loans are considered impaired when there is objective evidence of deterioration in the credit quality to the extent that there is no longer reasonable assurance of the timely collection of the full amount of principal and interest. Loans are written-off based on product type, as detailed in the below chart:

Loan Product	Write-off Policy
Credit Cards Loans	Credit card balances are written off on the account cycle date after a payment is 180 or more days in arrears. Credit card loans in bankruptcy are written off in the month following notification of bankruptcy.
Unsecured Personal Loans	Personal unsecured loans are written off when payments are 180 days contractually past due and there have been no payments within the last six months, but in no event can these loans exceed 360 days contractually past due. Personal unsecured loans in bankruptcy are written off in the month following notification of bankruptcy.
Secured Personal Loans	Personal secured and real estate mortgage loans that are in process of foreclosure (a process that typically commences when payments are 60 days contractually past due) are written down to the estimated value of the property, less costs to sell. Personal secured and real estate mortgage loans that are not in process of foreclosure, including the loans in bankruptcy are written off at the earlier of being both six months contractually delinquent and six months without a contractual payment, but in no event can these loans exceed 360 days contractually past due.
Retail-Point of Sale Loans	RPOS loans are written off when the account is 180 days contractually past due. RPOS in bankruptcy are charged off in the month following notification of bankruptcy.
Automobile Financing Loans	Automobile financing loans are evaluated for repossession after 60 days contractually past due. If repossession is pursued, expected losses are recognized at that time by estimating the value of the vehicle, less estimated costs to sell. Auto financing loans are written off when the account is 120 days contractually past due.

The following are the changes in the allowance for credit losses for the quarter ended December 31, 2024:

Allowance for Credit Losses, beginning of quarter	\$527,610
Provision for Credit Losses	\$148,297
Recoveries	\$21,753
Write-offs	(\$157,599)
Allowance for Credit Losses, end of quarter¹	\$540,061

Note 1: As reported on the C3 regulatory submission.

Disclosures for Portfolios Subject to the Standardized Approach

The Bank invests in government issued securities, cash deposits and short-term investments with regulated financial institutions (see details in General Disclosure for Exposures Related to Counterparty Credit Risk table below).

Disclosures for Portfolios Subject to IRB Approaches

The Bank manages credit risk using the standardized approach, and as such, the Bank does not have any portfolios subject to the Internal Ratings-Based (IRB) approach.

Credit Risk Mitigation

The Bank invests in government issued or guaranteed securities and deposits with regulated financial institutions. The Bank's loans receivable consists of credit card loans, unsecured personal loans, secured personal loans, retail-point of sale loans, real estate mortgages and automobile financing loans. The majority of the loan portfolio is unsecured, and the entire portfolio is not guaranteed. However, based on the controls that are specified in the Credit Risk section in the first part of this document, the Bank is active in mitigating its credit risk.

General Disclosure for Exposures Related to Counterparty Credit Risk

The Bank does not have large counterparty exposure to financial guarantors, investment banks or derivative counterparties. The Bank does not invest or enter into derivative transactions for speculative purposes.

The Bank uses derivative financial instruments in the form of interest rate swap contracts to mitigate its current and anticipated exposure to fluctuations in interest rate. Terms of the derivative instruments coincide with the term of underlying contracts for which risk is being mitigated.

Counterparty credit risk exposure	Amount	Risk Weight
Deposits with Regulated Financial Institutions	\$156,120	20%
Derivative Instruments	\$7,013	20%
Government Issued or Guaranteed Securities	\$136,288	0%
Total	\$299,421	

Securitization: Disclosure for Standardized Approach

The Bank utilizes securitization as part of its diverse funding strategy and for capital efficiency purposes.

In March 2017, Fairstone established FFIT I to issue notes secured by a pool of secured and unsecured personal loans as well as RPOS loans.

In April 2019 the Bank established Canvas Cards Trust (CCT) and issued floating rate notes “Series 2019-1”, which contain provisions that allow the outstanding debt to revolve for a specified period of time. During the revolving period, the monthly collection of credit card receivables is used to service the notes and any excess collection creates availability to fund further credit card loans extended to customers. Upon expiration of the revolving period, the floating rate notes begin amortizing.

Subsequent to the acquisition of EdenPark, the Bank’s financing arrangements include securitized debt facilities of EdenPark, “EP Securitization Liabilities”. EdenPark entered into a master purchase and servicing agreement (“MPSA”) with several lenders to finance loan originations by pooling finance receivables and selling them directly to the lenders. Securitization liabilities is reduced on a monthly basis by scheduled payments and repayments based on the amounts collected from securitized finance receivables during the month. Tranches of securitization liabilities have fixed maturities, fixed interest rates and fixed repayment schedules based on the underlying securitized finance receivables.

In EP Securitization Liabilities, the Company retains prepayment risk. As a protection against the risk of prepayment and credit losses, the lenders maintain, in trust, a Cash Reserve account. The lenders have recourse to draw down on the Cash Reserve balance held by the lenders in the event of individual finance receivables default or prepayment.

On September 12, 2023, and November 9, 2023, EP Securitization Liabilities were partially redeemed.

For legal purposes, the Bank has sold a co-ownership interest in the loans which are beyond the reach of the Bank’s creditors. However, as the Bank retains exposure to substantially all the risks and rewards of the transferred co-ownership interest in the loans and continues to control the structured entities, for financial reporting purposes, the Bank does not derecognize the transferred interest in the loans and consolidates CCT and FFIT I. The securitized interest in the loans therefore remain on the Bank’s consolidated financial statements, subject to continued measurement at amortized cost and assessment for impairment. In addition, upon consolidation of the structured entities, the notes issued by the structured entities are included as liabilities on the Bank’s consolidated financial statements and carried at amortized cost.

For regulatory capital purposes, the loans transferred to securitization facilities are considered part of risk weighted assets no differently than had they not been securitized.

As at December 31, 2024, the following table sets out the carrying value and fair value of the Bank's transferred co-ownership interest in the loans and the associated notes issued:

December 31, 2024	Carrying Value	Fair Value
Loans receivable transferred	2,823,271	2,806,487
Associated note liabilities	1,556,441	1,555,047

The investors in the notes are external parties and are not related to the Bank. The notes issued have the following terms and carrying value at December 31, 2024.

Notes in Issue	Issuance Date	Maturity Date	Interest Rate	December 31, 2024
EP Securitization Liabilities	Jul-18	Dec-28	5.31%	37,665
Canvas 2019-1	Apr-19	Apr-26	Variable	555,250
FFIT I Series 2020-1	Oct-20	Oct-39	4.33%	141,354
FFIT I Series 2019-2	Oct-19	Oct-38	Variable	830,970
Unamortized Issuance Costs				(8,798)
				1,556,441

Appendix C / Interest Rate Risk

The Asset & Liability Committee oversees and assesses the following impacts resulting from a plus or minus 200 bps parallel shift in interest rates:

- Projected Net Interest Income (NII) over the next 12 months
- Net Economic Value (NEV)

The impacts have a close linear relation to the basis point shift. Consequently, a 100bps shift would impact NII and NEV half as much as a 200bps shift.

The limits for the interest rate impact are set at -4% for NII, and -5% for NEV. The results as at December 31, 2024 are as follows:

	Limit	% Impact
Net Interest Income	-4.0%	-2.1%
Net Economic Value	-5.0%	-4.1%

Appendix D / Remuneration

Overall Components of Compensation

The Bank structures its approach to compensation to be aligned with market practices for the financial services industry while adhering to related regulatory requirements. Rewards are based on business performance objectives and are structured to incentivize associates to meet strategic business objectives.

Senior management remuneration is overseen by the Executive & Compensation Committee of the Board of Directors. None of the members of the Executive Committee are employees or officers of the Bank.

Compensation for senior management is comprised of base salary, short-term cash incentives, and long-term share-based incentives. Base salary is reviewed annually and as required by market conditions.

Short Term Incentive Plan

The Bank's short-term incentive plan is called the Discretionary Bonus Program and is designed to motivate senior management to meet annual business and financial objectives. It is a variable, cash-based, incentive plan.

Every fiscal year, the business results are measured against specific financial and performance goals. To avoid

inappropriate risks, senior management's bonus is based on the financial performance against a variety of measures. This all-encompassing approach to bonus compensation ensures alignment across the senior management team and avoids risks that arise when senior management personnel have isolated performance targets. The control and oversight functions within the Bank have objectives consistent with their mandates.

The bonus program is a self-funded program that is expressed as a percentage of base salary determined by position and level within the organization. Depending on actual performance relative to set performance targets, cash payouts range from zero to the maximum target within each range.

Long-Term Incentive Plan

The Bank's equity-based long-term incentive plan is part of senior management's overall compensation structure. Awards are granted based on performance against annual objectives. Long-term incentives are awarded in the form of stock options, restricted share units (RSUs), and deferred share units (DSUs). The value of the stock options, RSUs and DSUs are directly linked to the change in value of Fairstone Group Inc.'s Common Shares.

Key management and Director compensation	2024
Salaries, Director fees, and other short-term benefits	\$4,186,878
Share-based compensation	\$2,853,206
Other long-term benefits	\$115,264
	\$7,155,348