

Bank of America, National Association
Hong Kong Branch
Disclosure Statement
December 31, 2025

Bank of America, N.A, Hong Kong Branch

Pillar 3 Disclosure

SECTION A – BRANCH INFORMATION (HONG KONG OFFICE ONLY)

I. INCOME STATEMENT INFORMATION

	31-Dec-25	31-Dec-24
	HK\$'000	HK\$'000
Interest income	4,333,150	5,368,366
Interest expense	(3,571,615)	(4,282,316)
Net interest income	<u>761,535</u>	<u>1,086,050</u>
Other operating income		
Gains arising from trading in foreign currencies	39,025	45,153
(Losses)/Gains on securities held for trading purposes	(57,769)	114,462
Gains/(Losses) arising from trading in interest rate derivatives	171,133	(651)
Gains arising from trading in other derivatives	2,524	5,432
Fees and commissions		
Income	1,803,042	1,574,619
Expense	(4,483)	(3,746)
Other Income	1,053	1,168
	<u>1,954,525</u>	<u>1,736,437</u>
Total revenue	2,716,060	2,822,487
Operating expenses		
Staff expenses	(663,855)	(591,001)
Rental expenses	(119,212)	(144,122)
Other operating expenses		
Depreciation expenses	(4,020)	(2,223)
Group servicing fee	(501,469)	(389,901)
Telecom expenses	(10,201)	(8,983)
Equipment expenses	(1,526)	(5,876)
Legal and Professional fee	(10,784)	(10,304)
Travel expenses	(10,838)	(7,590)
Subscription fee	(8,539)	(7,626)
Other miscellaneous expenses	(326,775)	(324,861)
	<u>(1,657,219)</u>	<u>(1,492,487)</u>
Operating profit before provisions	1,058,841	1,330,000
Impairment allowance credit	218,964	118,265
Profit before taxation	<u>1,277,805</u>	<u>1,448,265</u>
Tax expense	(217,452)	(275,857)
Profit after taxation	<u><u>1,060,353</u></u>	<u><u>1,172,408</u></u>

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II. BALANCE SHEET DATA

	31-Dec-25 HK\$'000	30-Jun-25 HK\$'000
ASSETS		
Cash and balances with banks	4,072,256	5,859,567
Due from Exchange Fund	2,353,891	3,587,673
Placements with banks and financial institutions maturing		
- Within one month	38,978	221,364
- Between one and twelve months	5,818,299	7,222,337
Amount due from overseas offices of the institution	35,071,457	46,852,073
Trade bills, net of impairment allowance	—	599
Trading securities, at fair value		
- Other securities	18,900,533	20,478,528
Advances to customers and other receivables, net of impairment allowance	22,592,851	25,380,182
Property, plant & equipment	34,462	28,930
Other assets	2,100,963	2,409,510
	<u>90,983,690</u>	<u>112,040,763</u>
TOTAL ASSETS	<u><u>90,983,690</u></u>	<u><u>112,040,763</u></u>
LIABILITIES		
Deposits and balances from banks	400,195	359,591
Current, savings and other deposit accounts of customers		
- Demand deposits and current accounts	39,803,917	53,294,904
- Saving deposits	1,167,043	1,406,429
- Time, call and notice deposits	11,586,395	10,413,886
Amount due to overseas offices of the institution	35,999,748	42,885,200
Provision for commitments and contingent liabilities	6,962	4,475
Other accounts & accruals	2,019,430	3,676,278
	<u>90,983,690</u>	<u>112,040,763</u>
TOTAL LIABILITIES	<u><u>90,983,690</u></u>	<u><u>112,040,763</u></u>

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III. ADDITIONAL BALANCE SHEET INFORMATION

	31-Dec-25	30-Jun-25
	HK\$'000	HK\$'000
(i) Trade bills, net of impairment allowance		
Trade bills	75,643	76,893
Impairment allowance		
Collective assessment	—	(12)
Individual assessment	(75,643)	(76,282)
	<u>—</u>	<u>599</u>
(ii) Advances to customers and other receivables, net of impairment allowance		
Advances to customers	23,163,439	26,082,110
Impairment allowance		
Collective assessment	(240,514)	(260,423)
Individual assessment	(389,207)	(523,333)
	<u>22,533,718</u>	<u>25,298,354</u>
Provision on accrued interest	(673)	(2,840)
Accrued interests	59,806	84,668
	<u>22,592,851</u>	<u>25,380,182</u>
(iii) Commitments and contingent liabilities, net of impairment allowance		
Commitments and contingent liabilities	10,994,923	11,322,130
Impairment allowance		
Collective assessment	(6,962)	(4,475)
Individual assessment	—	—
	<u>10,987,961</u>	<u>11,317,655</u>

For Branch level, we adopted the internal risk rating and observed the provisioning guidelines issued by Hong Kong Monetary Authority (“HKMA”) to assess the collective impairment allowance for loans and advances. Individual allowances are made against individual loans and advances as and when the management have doubts on the ultimate recoverability of principal or interest in full. Both individual and collective assessment allowances are deducted from “Trade bills”, “Advances to customers and other receivables” and “Commitments and contingent liabilities” in the balance sheet.

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SECTION A – BRANCH INFORMATION (HONG KONG OFFICE ONLY)

III. ADDITIONAL BALANCE SHEET INFORMATION (Continued)

	31-Dec-25 HK\$'000	30-Jun-25 HK\$'000
(iv) Analysis of overdue and rescheduled advances		
Overdue advances to customers		
More than one year	389,192	392,479
	<u>389,192</u>	<u>392,479</u>
Individually assessed allowance made in respect of overdue advances to customers		
More than one year	389,192	392,479
	<u>389,192</u>	<u>392,479</u>
Overdue advances to customers as a percentage of total advances to customers		
More than one year	1.68 %	1.50 %
	<u>1.68 %</u>	<u>1.50 %</u>

As at Dec 31, 2025 and Jun 30, 2025, there were no overdue and rescheduled advances to banks. The Branch had no rescheduled advances and there was no collateral held in respect of those overdue advances to customers.

	31-Dec-25 HK\$'000	30-Jun-25 HK\$'000
(v) Impaired advances to customers and allowance		
Impaired advances to customers	389,253	915,895
Individually assessed allowance	389,207	523,333
Impaired advances to customers as a percentage of total advances to customers	1.68 %	3.51 %
(vi) Analysis of other assets which have been overdue		
Overdue trade bills		
More than one year	75,643	76,282
	<u>75,643</u>	<u>76,282</u>
Individually assessed allowance made in respect of		
More than one year	75,643	76,282
	<u>75,643</u>	<u>76,282</u>
Overdue trade bills as a percentage of total trade bills	100.00 %	99.21 %

(vii) As at Dec 31, 2025 and Jun 30, 2025, the Branch had no repossessed assets.

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IV. OFF-BALANCE SHEET EXPOSURES

	31-Dec-25 HK\$'000	30-Jun-25 HK\$'000
(i) The notional amounts of each of the following class of off-balance sheet exposures outstanding:		
Contingent liabilities and commitments		
- Direct credit substitutes	131,260	2,059,878
- Transaction-related contingencies	200,021	201,972
- Trade-related contingencies	2,240,084	2,598,074
- Other commitments	18,793,472	19,142,125
	<u>21,364,837</u>	<u>24,002,049</u>
The notional amount of derivatives contracts are as follow:		
- Exchange rate contracts	133,045,241	187,479,905
- Interest rate contracts	180,914,724	106,124,826
	<u>313,959,965</u>	<u>293,604,731</u>
(ii) The fair value of the above derivatives contracts are as follow:		
Fair value assets		
- Exchange rate contracts	1,249,490	1,651,002
- Interest rate contracts	247,186	316,650
	<u>1,496,676</u>	<u>1,967,652</u>
Fair value liabilities		
- Exchange rate contracts	939,755	1,732,493
- Interest rate contracts	246,553	323,042
	<u>1,186,308</u>	<u>2,055,535</u>

The contractual amount and fair value above do not take into account the effect of bilateral netting arrangements. Exchange rate contracts exclude forward foreign exchange contracts arising from swap deposit arrangements.

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V. SEGMENTAL INFORMATION

- (i) Analysis of gross amount of advances to customers by industry sectors according to the categories and definitions used by the HKMA are as follow:

	31-Dec-25		30-Jun-25	
	Outstanding balance HK\$'000	Balance covered by Collateral HK\$'000	Outstanding balance HK\$'000	Balance covered by collateral HK\$'000
By industry categories:				
Advances for use in Hong Kong				
Industrial, Commercial and Financial				
- Financial Concerns	190,000	—	190,000	—
- Wholesale & Retail Trade	51,105	—	9,471	—
- Manufacturing	2,374,790	—	1,832,513	—
- Transport & Transport equipment	1,580,197	—	1,699,176	—
- Information Technology	—	—	245,433	—
- All others	1,805,680	—	1,918,360	—
	<u>6,001,772</u>	<u>—</u>	<u>5,894,953</u>	<u>—</u>
Individual Loans (Credit Card advances)	34,307	—	34,743	—
Trade Finance	5,477,598	—	5,495,340	—
Advances for use outside Hong Kong	<u>11,649,762</u>	<u>—</u>	<u>14,657,075</u>	<u>—</u>
	<u><u>23,163,439</u></u>	<u><u>—</u></u>	<u><u>26,082,111</u></u>	<u><u>—</u></u>

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SECTION A – BRANCH INFORMATION (HONG KONG OFFICE ONLY)

V. SEGMENTAL INFORMATION (Continued)

(ii) Analysis of gross amount of advances to customers by countries or geographical areas are as follow:

	31-Dec-25	30-Jun-25
	HK\$'000	HK\$'000
By countries or geographical areas:		
- Hong Kong	7,285,589	6,903,939
- India	6,042,644	6,779,051
- United States	5,435,398	5,393,948
- China	2,231,191	4,758,210
- Mauritius	972,994	981,213
- United Kingdom	779,236	785,511
- Luxemborg	142,477	129,981
- British Virgin Islands	115,625	116,596
- Japan	77,839	78,497
- Cayman Islands	73,394	74,014
- Australia	6,996	7,551
- Italy	40	23
- Switzerland	7	18
- Ireland	7	14
- France	2	3
- Netherlands	—	34
- Bermuda	—	73,508
	<u>23,163,439</u>	<u>26,082,111</u>

Advances to customers by countries or geographical area are classified according to the location of the counterparties after taking into account the transfer of risk. In general, risk transfer applies when an advance is guaranteed by a party located in an area that is different from that of the counterparty.

(iii) Analysis of overdue advances to customers by countries or geographical areas:

	31-Dec-25	30-Jun-25
	HK\$'000	HK\$'000
- Hong Kong	277,122	279,462
- Cayman Islands	73,394	74,014
- China	38,676	39,003
	<u>389,192</u>	<u>392,479</u>

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(iv) Analysis of impaired advances to customers, which are individually assessed by countries or geographical areas:

	31-Dec-25	30-Jun-25
	HK\$'000	HK\$'000
- Hong Kong	277,183	279,565
- Cayman Islands	73,394	74,014
- China	38,676	39,003
- Mauritius	—	523,313
	<u>389,253</u>	<u>915,895</u>

(v) Analysis of overdue trade bills by countries or geographical areas:

- Hong Kong	<u>75,643</u>	<u>76,282</u>
	<u>75,643</u>	<u>76,282</u>
	31-Dec-25	30-Jun-25
	HK\$'000	HK\$'000

(vi) Analysis of impaired trade bills by countries or geographical areas:

- Hong Kong	<u>75,643</u>	<u>76,282</u>
	<u>75,643</u>	<u>76,282</u>

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VI. INTERNATIONAL CLAIMS

	Banks	Official Sector	Non-bank private sector		Total
			Non-bank financial institutions	Non-financial private sector	
As at 31 Dec, 2025	HK\$ Million				
- Developed countries	36,268	389	353	6,528	43,538
of which: - United States	36,242	389	229	5,514	42,374
- Offshore centers	(1)	—	77	4,780	4,856
of which: - Hong Kong SAR	(1)	—	77	3,618	3,694
- Mauritius	—	—	—	973	973
- Developing Asia-Pacific	9,852	10,235	549	7,752	28,388
of which: - China	3,949	4,752	549	1,689	10,939
- India	3,678	—	—	6,063	9,741
- South Korea	1,815	5,482	—	—	7,297
- Indonesia	410	—	—	—	410
	46,119	10,624	979	19,060	76,782

	Banks	Official Sector	Non-bank private sector		Total
			Non-bank financial institutions	Non-financial private sector	
As at 30 Jun, 2025	HK\$ Million				
- Developed countries	48,402	391	235	6,476	55,504
of which: - United States	48,389	391	82	5,465	54,327
- Offshore centers	(1)	—	3	5,035	5,037
of which: - Hong Kong SAR	(1)	—	3	3,784	3,786
- Mauritius	—	—	—	986	986
- Developing Asia-Pacific	13,287	11,787	36	11,583	36,693
of which: - China	5,788	6,699	—	4,776	17,262
- India	4,999	—	—	6,807	11,806
- South Korea	1,721	5,089	36	—	6,845
- Indonesia	779	—	—	—	779
	61,688	12,178	274	23,094	97,234

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SECTION A – BRANCH INFORMATION (HONG KONG OFFICE ONLY)

VI. INTERNATIONAL CLAIMS (Continued)

The information of international claims discloses exposures to foreign counterparties on which the ultimate risk lies, and is derived according to the location of the counterparties after taking into account any transfer of risk. In general, transfer of risk from one country to another is recognized if the claim against counterparties is guaranteed by another party in a different country or if the claim is on an overseas branch of a bank whose head office is located in a different country. A country or geographical segment (including Hong Kong) should generally be reported individually if it constitutes 10% or more of the aggregated international claims.

Claims arising between head office, branches and subsidiaries are excluded.

VII. CURRENCY RISK

The net position of the following foreign currency constitutes 10% or more of the total net position in all foreign currencies arising from those trading, non-trading and structural position.

	<u>USD</u>	<u>CNY</u>	<u>OTH</u>	<u>Total</u>
As at 31 Dec, 2025		HK\$ Million		
Spot assets	55,137	9,579	11,318	76,034
Spot liabilities	(58,440)	(5,959)	(5,758)	(70,157)
Forward purchases	65,386	20,435	28,868	114,689
Forward sales	(61,914)	(23,603)	(34,455)	(119,972)
Net option position	—	—	—	—
Net (short)/long position	<u>169</u>	<u>452</u>	<u>(27)</u>	<u>594</u>
Net structural position	<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>
As at 30 Jun, 2025		HK\$ Million		
Spot assets	70,634	12,591	11,910	95,135
Spot liabilities	(76,084)	(9,593)	(6,781)	(92,458)
Forward purchases	94,134	26,816	56,366	177,316
Forward sales	(89,422)	(29,017)	(61,477)	(179,916)
Net option position	—	—	—	—
Net (short)/long position	<u>(738)</u>	<u>797</u>	<u>18</u>	<u>77</u>
Net structural position	<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>

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VIII. LIQUIDITY INFORMATION

(i) Liquidity Ratio

	<u>Quarter ended</u> 31-Dec-25	<u>Quarter ended</u> 31-Dec-24
The average liquidity maintenance ratio for the financial period (“Average LMR”)	64.34 %	58.71 %
Average Core Funding ratio (“CFR”) for 3 months period	428.86 %	347.72 %

The average LMR and average CFR for the period are the arithmetic mean of the average value for each calendar month of the reporting period in accordance with the Banking (Liquidity) Rules.

(ii) Liquidity risk management process

The Company’s management of liquidity is conducted in accordance with the corporate strategy on liquidity and in compliance with the rules, regulations and guidelines stipulated by the local regulatory authority. The process, as carried out within the Company and monitored by the Treasury unit, includes:

- Day-to-day funding, managed by monitoring future cash flows to ensure liquidity requirements can be met;
- Maintaining a portfolio of marketable assets that can easily be liquidated as protection against any unforeseen interruption to cash flow;
- Monitoring balance sheet liquidity against internal and regulatory requirements;
- Management review on balance sheet profile and maturity gaps; and
- Reporting of non-compliance on internal and regulatory requirements

(iii) Source of Funding

	As at 31 Dec, 2025		As at 31 Dec, 2024	
	Total amount HK\$'000	As % of total liabilities	Total amount HK\$'000	As % of total liabilities
Significant funding instruments				
- Funding raised from connected parties	48,009,937	52.77 %	55,782,954	59.17 %
- Funding raised from banks	380,958	0.42 %	348,451	0.37 %
- Deposit from customers	39,713,197	43.65 %	35,036,093	37.16 %

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IX. MAINLAND ACTIVITIES

The analysis of non-bank Mainland activities is based on the categories of non-bank counterparties and the type of direct exposures defined by the HKMA under the Banking (Disclosures) Rules with reference to the HKMA Return of Mainland activities.

As at 31 Dec, 2025	Items in HKMA Return	On-balance sheet exposure HK\$'000	Off-balance sheet exposure HK\$'000	Total HK\$'000
Central government, central government-owned entities and their subsidiaries and joint ventures (JVs)	1	5,733,629	—	5,733,629
Local governments, local government-owned entities and their subsidiaries and JVs	2	—	—	—
PRC nationals residing in Mainland China or other entities incorporated in Mainland China and their subsidiaries and JVs	3	4,758,918	1,951,239	6,710,157
Other entities of central government not reported in item 1 above	4	—	—	—
Other entities of local government not reported in item 2 above	5	—	—	—
PRC nationals residing outside Mainland China or entities incorporated outside Mainland China where the credit is granted for use in Mainland China	6	784,856	532,161	1,317,017
Other counterparties where the exposures are considered by the reporting institution to be non-bank Mainland China exposures	7	—	194,599	194,599
Total	8	11,277,403	2,677,999	13,955,402
Total assets after provision	9	90,976,728		
On-balance sheet exposures as percentage of total assets	10	12.40 %		

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SECTION A – BRANCH INFORMATION (HONG KONG OFFICE ONLY)

IX. MAINLAND ACTIVITIES (CONTINUED)

As at 30 Jun, 2025	Items in HKMA Return	On-balance sheet exposure HK\$'000	Off-balance sheet exposure HK\$'000	Total HK\$'000
Central government, central government-owned entities and their subsidiaries and joint ventures (JVs)	1	7,797,905	—	7,797,905
Local governments, local government-owned entities and their subsidiaries and JVs	2	—	—	—
PRC nationals residing in Mainland China or other entities incorporated in Mainland China and their subsidiaries and JVs	3	6,214,763	1,962,428	8,177,191
Other entities of central government not reported in item 1 above	4	—	—	—
Other entities of local government not reported in item 2 above	5	—	—	—
PRC nationals residing outside Mainland China or entities incorporated outside Mainland China where the credit is granted for use in Mainland China	6	751,731	813,206	1,564,937
Other counterparties where the exposures are considered by the reporting institution to be non-bank Mainland China exposures	7	—	196,243	196,243
Total	8	14,764,399	2,971,878	17,736,277
Total assets after provision	9	112,036,288		
On-balance sheet exposures as percentage of total assets	10	13.18 %		

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X. OTHER INFORMATION

(i) Principal Activities

The principal activities of Bank of America, National Association, Hong Kong Branch (“BANA HK”) are Corporate Banking and Global Markets. Corporate Banking includes Cash Management, Loans, Deposits; Trade Finance and Treasury solutions to Financial Institution (“FIs”) and corporate clients. Global Market includes Foreign Exchange and Bonds trading and funding for BANA HK.

(ii) Remuneration System

Introduction

The following information sets forth the remuneration disclosures required under Section 3 of the Guideline on a Sound Remuneration System (CG-5) issued by the Hong Kong Monetary Authority (“HKMA”) (the “Guideline”) and the Banking (Disclosure) (Amendment) Rules (Division 9 - Remuneration) , to reflect the Pillar 3 requirements for remuneration disclosure published by the Basel Committee on Banking Supervision in March 2017. The information relates to the incentive remuneration programs operated in respect of performance year 2025 by Bank of America Corporation (“Bank of America” or the “Company”). Annex A of the Guideline outlines the qualitative remuneration disclosure requirements under paragraphs (a) to (f) as exhibited in the following information. The quantitative remuneration disclosures required under the Amendment paragraphs (16ZR) to (16ZV) in respect of Bank of America operations in Hong Kong appear after this section.

The disclosures relate to employees located in Hong Kong providing service to the Bank of America, N.A. Hong Kong Branch, with specific regard to senior management and Key Personnel as defined in Section 2 of the Guideline.

The Company applies prudent risk management practices to its incentive remuneration programs across the enterprise and is committed to a remuneration governance structure that effectively contributes to its overall risk management policies.

In order to provide an appropriate balance of risk and reward, incentive compensation plans are developed in accordance with the Company’s Compensation Governance Policy and the Global Compensation Principles therein:

Principle 1: Compensation should be comprised of an appropriate mix of salary, benefits and incentives paid over time that properly aligns employee and stockholder interests.

Principle 2: Criteria for payment of incentive compensation should take into account Company-wide, business unit and individual factors.

Principle 3: Compensation should be determined on the basis of a combination of financial and non-financial factors that reflect both the current period and a longer period.

Principle 4: Compensation programs should incorporate appropriate governance processes and procedures.

These principles work in conjunction with broader compensation practices, including the Company’s overall commitment to pay-for-performance, remuneration policies and risk management processes set forth in the Company’s Risk Framework.

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SECTION A – BRANCH INFORMATION (HONG KONG OFFICE ONLY)

X. OTHER INFORMATION (CONTINUED)

(ii) Remuneration System (continued)

Governance and the Decision-making Process for Determining the Remuneration Policy

The Company applies its remuneration policy on a global basis and has four primary levels for the governance of remuneration plans:

- (i) the Company's Board of Directors (the "Board"),
- (ii) the Board's Compensation and Human Capital Committee (the "Committee"), which is wholly made up of independent directors and functions as the Company's global remuneration committee,
- (iii) the Management Compensation Committee ("MCC"), and
- (iv) governance by line of business management and independent control functions aligned to the line of business and regional governance.

The Committee oversees the establishment, maintenance and administration of the Company's remuneration programs and employee benefit plans, including approving the remuneration of the direct reports of the Chief Executive Officer (the "CEO") and approving and recommending the remuneration of the CEO to the Board for its further approval. Under the supervision of the Committee, oversight, review and responsibility for remuneration decision-making is allocated to the appropriate level of the Company's structure so that the most relevant level of management makes remuneration decisions with documented input from the Company's independent control functions.

The Committee has adopted and annually reviews the Bank of America Compensation Governance Policy ("CGP"), which is designed to be consistent with global regulatory initiatives so that the Company's incentive remuneration plans do not encourage excessive risk taking. As described in the CGP, line of business incentive remuneration plans are also periodically reviewed and evaluated by line of business management, independent control functions aligned to the line of business and the MCC. In addition, the Committee reviews senior executive officer remuneration programs. Each of these reviews ensures that the remuneration plans and programs do not encourage excessive risk taking.

The Committee receives, from time to time, direct feedback from the independent control functions on remuneration programs. For performance year 2025, in addition to reviewing the individual incentive remuneration awards for executive officers and other senior executives who report directly to the CEO, the Committee also reviewed the outcomes of the Company's robust control function feedback process, conduct reviews and individual incentive remuneration awards for certain highly compensated employees. As part of its governance routine, the Committee met with the heads of the Company's independent control functions (including the Chief Risk Officer ("CRO") and business lines to discuss their feedback on the pay-for-performance process, including their experience managing risk and conduct matters. In addition, the Company's CRO also certifies all incentive plans across the Company as part of the MCC's governance process.

As a result of these processes and reviews, and in combination with the risk management and clawback features of the Company's remuneration programs, Bank of America believes that its remuneration programs appropriately balance risks and rewards in a manner that does not encourage excessive risk taking or create risks that are reasonably likely to have a material adverse effect on the Company. Moreover, oversight by the Committee, MCC, independent control functions, and line of business management help the Company maintain a remuneration program that is intended to mitigate the potential for conflicts of interest.

As authorized under its charter, the Committee has engaged Semler Brossy as its independent remuneration consultant. The independent remuneration consultant meets regularly with the Committee outside of the presence of management and alone with the Committee Chair, and reviews management's incentive plan certifications with the Committee.

During performance year 2025, the Committee held eight (8) meetings. Additional information regarding the Committee is included in the annual Proxy Statement available on Bank of America's Investor Relations website.

Bank of America, N.A, Hong Kong Branch

Pillar 3 Disclosure

SECTION A – BRANCH INFORMATION (HONG KONG OFFICE ONLY)

X. OTHER INFORMATION (CONTINUED)

(ii) Remuneration System (continued)

The link between pay and performance

The cornerstone of Bank of America's remuneration philosophy across all lines of business is to pay for performance – Company, line of business and individual performance. Through the Company's Performance Management process, employees understand performance expectations for their role through ongoing dialogue with their manager. The Performance Management process is designed and monitored by the Global Talent function in The Chief People Organization. This process is reviewed periodically so that it meets the needs of managers to assess and communicate performance expectations. Throughout the year, employees receive coaching on their performance and ultimately receive a rating for their full year of performance based upon their achievement of goals for their job. .

In addition, the Company does not remunerate or assess employees' performance in a way that encourages employees to act in a manner that conflicts with the duties owed to the Company's clients and performance assessment routines are designed to reflect this. Each employee's performance is assessed on quantitative and qualitative objectives as well as specific behaviors, and performance is factored into each employee's incentive remuneration award. Depending on the employee, quantitative performance objectives may be focused on Company-wide, line of business or individual results. Qualitative performance objectives may include quality and sustainability of earnings, successful implementation of strategic initiatives, contribution of Responsible Growth (including being client-focused), adoption of risk culture/adherence to the Risk Framework and operating principles, adherence to the Company's Code of Conduct and other core values of the Company.

Employees receive two ratings – a Result rating, which measures what the employee has achieved, and a Behavior rating, which measures the behaviors demonstrated to achieve results. The scale for both ratings is Exceeds Expectations, Meets Expectations and Does Not Meet Expectations. Both the Result and Behavior ratings are used in determining employees' remuneration. As a result, an employee's remuneration can be influenced not only by what the employee achieves, but how the employee achieves it and the employee may receive no variable award if performance is not sufficiently strong.

The Company's pay-for-performance program also requires that all employees complete annual mandatory risk and compliance training.

Risk Management and Incentive Plans

Risk is inherent in every material business activity that the Company undertakes. The Company's business exposes it to strategic, credit, market, liquidity, compliance, operational and reputational risks, which incorporate environmental and social considerations. The Company must manage these risks to maximize its long-term results by ensuring the integrity of its assets and the quality of its earnings. To support Responsible Growth and the Company's corporate goals and objectives, risk appetite and business and risk strategies, the Company maintains a governance structure that delineates the responsibility for risk management activities, as well as governance and oversight of those activities, by management and the Company's Board.

Executive management develops for Board approval the Company's Risk Framework, which defines the accountability of the Company and its employees in managing risk; the Company's Risk Appetite Statement, which defines the parameters under which the Company will take risk; and the Company's strategic and financial operating plans. Management monitors, and the Board oversees directly and through its committees, including local governance (remuneration) committees, as applicable, the Company's financial performance, execution against the strategic and financial operating plans, compliance with risk appetite metrics and adequacy of internal controls. The Company continually evaluates the design of its remuneration programs in accordance with the Risk Framework. Also, Risk conducts an annual review of the Company's remuneration programs and processes

Bank of America, N.A, Hong Kong Branch

Pillar 3 Disclosure

SECTION A – BRANCH INFORMATION (HONG KONG OFFICE ONLY)

X. OTHER INFORMATION (CONTINUED)

(ii) Remuneration system (continued)

Risk Management and Incentive Plans (continued)

The Company has also established the Environmental and Social Risk Policy Framework and the Climate Risk Framework, which are aligned to the Company's Risk Framework and provide clarity and transparency around how the Company approaches climate-related, environmental and social risks

The Company applies prudent risk management practices to its incentive remuneration programs and is committed to a remuneration governance structure that effectively contributes to the Company's overall risk management policies

The Company's incentive plans are designed to compensate employees based on their performance ratings for results against their individual performance plan and behaviors, as well as overall Company and line of business performance. Annual budgets for discretionary incentive pools are established as part of the overall financial planning process so that planned incentives align to the overall anticipated performance of the Company. Incentive pools, which can be taken to zero if warranted are based on a combination of financial, risk and non-financial measures and performance. The determination of incentive pools is also subject to management discretion, taking into account overall performance, inclusive of risk management, of the Company and/or specific lines of business and other factors including the achievement of strategic objectives and a qualitative assessment of the quality and sustainability of earnings over time. Incentive pools may be adjusted to reflect all current and long-term risks, considering the Company's Risk Framework, arising through line of business and product performance.

Risk is also taken into account and managed in connection with the Company's incentive remuneration programs through arrangements permitting performance adjustment of deferred variable remuneration. Employees in positions where the greatest risk is being taken are subject to higher levels of deferral and potential performance adjustments.

The remuneration of the independent control functions operates independently from the lines of business they support. To this end, independent control functions will operate as separate lines of business, and remuneration of independent control function employees (including salary levels and incentive awards) is not based on the financial performance of the individual lines of business they support.

Employee Pay

Bank of America remuneration is comprised of a balanced mix of fixed remuneration, benefits, annual cash incentives and deferred incentives (which are delivered in equity, equity-based instruments or cash). In general, the higher an employee's management level or amount of incentive remuneration award, the greater the proportion of incentive remuneration that should be (i) subject to deferral and (ii) delivered in the form of equity remuneration. The Company believes equity-based awards are the simplest, most direct way to align employee interests with those of stockholders. A portion of the incentive award is provided as a deferred incentive that generally becomes earned and payable over a period of four years after grant. Deferred incentives will be cancelled in specific circumstances set out in the Company's award terms and conditions including, but not limited to, in case of detrimental conduct. For certain key risk takers, deferred incentives may also be cancelled if the Company, line of business or business unit (as applicable) fails to remain profitable during the vesting period. If risks taken as part of approved business strategies do not result in sustainable profits, or if the employee fails to behave according to the Company's standards, the value of the deferred incentive award made may be impacted.

Bank of America, N.A, Hong Kong Branch

Pillar 3 Disclosure

SECTION A – BRANCH INFORMATION (HONG KONG OFFICE ONLY)

X. OTHER INFORMATION (CONTINUED)

(ii) Remuneration system (continued)

Key Personnel Identification and Pay

The Company operates an enterprise-wide approach in the identification of material risk takers, which has included determining where senior management and Key Personnel (or equivalent designations) are located. Senior management, for the purposes of the Guideline, are those employees “who are responsible for oversight of the Company’s firm-wide strategy or activities or those of the Company’s material business lines (including, by not limited to, executive directors, the chief executive and other senior executives).” Key Personnel includes individual employees “whose duties or activities in the course of their employment involve the assumption of material risk or the taking on of material exposures on behalf of the [Company or their local employing entity].” The Company considers that it applies its remuneration policies (including the determination of senior management and Key Personnel) in a way that is appropriate to the size, internal organization and the nature, scope and complexity of its activities in all the countries in which it operates.

Variable pay for Key Personnel generally consists of a mixture of payments and deferred awards. Variable pay for Key Personnel generally consists of a mixture of payments and deferred awards. Deferred awards will be cancelled in case of detrimental conduct and, for certain key risk takers may be cancelled if the Company, line of business or business unit (as applicable) fails to remain profitable during the vesting period. If risks taken as part of approved business strategies do not result in sustainable profits, or if the employee fails to behave according to Company standards, the value of the deferred incentive award made may be impacted. The deferral rates for Key Personnel range from approximately 41%-50% of total variable remuneration.

By combining cancellation and detrimental conduct clawback provisions, the Company believes that it places a strong focus on sustainable long-term results and appropriate behaviors

Quantitative Disclosures and Tables

The Committee held eight (8) meetings in 2024 and eight (8) in 2025. The 2024 remuneration of the Committee members is disclosed in the 2025 Proxy statement available on Bank of America’s Investor Relations website. 2025 remuneration of the Committee members will similarly be disclosed in the 2026 Proxy statement, anticipated to be available in first quarter 2026, based on past precedent.

Bank of America, N.A. Hong Kong Branch is one of the banking businesses operated in Hong Kong by Bank of America. For performance year 2025, the Bank of America, N.A. Hong Kong Branch employed approximately 420 employees.

The following disclosure tables contain the information required under paragraphs (16ZR) to (16ZV) of the Banking (Disclosure) (Amendment) Rules (Division 9 - Remuneration) in respect of Bank of America, N.A. Hong Kong Branch related to employees identified as Key Personnel. There were no employees of the Bank of America, N.A. Hong Kong Branch identified as senior management. Senior employees, including risk control functions, at Bank of America, N.A. Hong Kong Branch have functional reporting lines to more senior Bank of America employees in other countries who are covered by local and/or regional regulations and who are reported as senior management and/or Key Personnel equivalents in their respective countries.

Bank of America, N.A, Hong Kong Branch

Pillar 3 Disclosure

SECTION A – BRANCH INFORMATION (HONG KONG OFFICE ONLY)

X. OTHER INFORMATION (CONTINUED)

(ii) Remuneration system (continued)

Quantitative Disclosures and Tables (continued)

16ZT. Remuneration awarded during financial year - annual disclosures

(USD 000's)			2025*	2024
Remuneration amount and quantitative information			Key personnel	Key personnel
1	Fixed remuneration	Number of employees	4	4
2		Total fixed remuneration	1,671	1,616
3		- Of which: cash-based	1,671	1,616
4		Of which: deferred	—	—
5		- Of which: shares or other share-linked instruments	—	—
6		Of which: deferred	—	—
7		- Of which: other forms	—	—
8		Of which: deferred	—	—
9	Variable remuneration	Number of employees	4	4
10		Total variable remuneration	1,051	1,743
11		- Of which: cash-based	566	755
12		Of which: deferred	—	—
13		- Of which: shares or other share-linked instruments	486	988
14		Of which: deferred	486	988
15		- Of which: other forms	—	—
16		Of which: deferred	—	—
17	Total remuneration		2,722	3,359

*Remuneration decreases in 2025 are due, in part, to the resignation of one of the key personnel who did not receive year end incentive.

16ZU. Special payments - annual disclosures

(USD 000's)				(e)	(f)		
Special payments		Guaranteed bonuses		Sign-on awards		Severance payments	
		Number of Employees	Total amount	Number of Employees	Total amount	Number of Employees	Total amount
2025*	Key personnel	—	—	—	—	—	—
2024	Key personnel	—	—	—	—	—	—

Bank of America, N.A, Hong Kong Branch

Pillar 3 Disclosure

SECTION A – BRANCH INFORMATION (HONG KONG OFFICE ONLY)

X. OTHER INFORMATION (CONTINUED)

(ii) Remuneration system (continued)

Quantitative Disclosures and Tables (continued)
16ZV. Deferred remuneration - annual disclosures

(USD 000's)	(a)	(b)	(c)	(d)	(e)
Deferred and retained remuneration	Total amount of outstanding deferred remuneration (as of Dec 31)	Of which: Total amount of outstanding and deferred and retained remuneration exposed to ex post explicit and/or implicit adjustment (as of Dec 31)	Total amount of amendment during the year due to ex post explicit adjustments	Total amount of amendment during the year due to ex post implicit adjustments	Total amount of deferred remuneration paid out in the financial year
2025* Key personnel					
1 - Cash	—	—	—	—	—
2 - Shares	2,855	2,855	—	—	1,318
3 - Cash-linked instruments	—	—	—	—	—
4 - Other	—	—	—	—	—
2024 Key personnel					
5 - Cash	—	—	—	—	—
6 - Shares	4,558	4,558	—	—	635
7 - Cash-linked instruments	—	—	—	—	—
8 - Other	—	—	—	—	—

* Remuneration decreases in 2025 are due, in part, to the resignation of one of the key personnel who did not receive year end incentive.

Bank of America, N.A, Hong Kong Branch

Pillar 3 Disclosure

SECTION B – BRANCH INFORMATION (HONG KONG OFFICE ONLY)

XI. SUPPLEMENTARY INFORMATION (Liquidity Risk Management)

Liquidity risk management

Liquidity risk is the risk of the inability to meet expected or unexpected cash flow and collateral needs while continuing to support our businesses and customers under a range of economic conditions

It is present in each of our lines of business and in enterprise activities conducted by Bank of America Corporation (“BAC” or the “Parent”) and its Subsidiaries. The Bank of America Corporation Enterprise Liquidity Risk Policy (“BAC LRP”) establishes requirements and accountabilities for managing liquidity risk at BAC and its Subsidiaries in conformity with applicable laws, rules and regulations. The BAC LRP also outlines requirements for uniformity in liquidity risk management practices in alignment with the Bank of America Risk Framework and BAC Risk Appetite Statement.

Bank of America, National Association Hong Kong Branch (“BANA Hong Kong”) is a branch of Bank of America, National Association that adheres to global standards for liquidity risk management, as established by the BAC LRP. The BAC LRP permits Subsidiary- or branch-specific liquidity risk policies as deemed necessary by Global Risk Management (“GRM”) or by regulatory requirement. The purpose of BANA Hong Kong Liquidity Risk Policy (“BANA Hong Kong LRP”) is to establish specific local governance, controls, and risk management practices necessary to monitor and manage liquidity risk within BANA Hong Kong in accordance with local regulatory requirements and tailored to BANA Hong Kong’s unique liquidity risk profile. The BANA Hong Kong LRP is used to articulate differences from the BAC LRP and should be reviewed in conjunction with the BAC LRP to provide comprehensive background and context.

As described in the Risk Framework, BAC assigns clear accountability for managing risk across three lines of defense: 1) Front Line Units (“FLUs”); 2) Independent Risk Management; and 3) Corporate Audit. All of BANA Hong Kong’s lines of business are categorized as FLUs; in addition, certain areas within Company-wide control functions are also categorized as FLUs. For example, Treasury is a FLU responsible for managing BANA Hong Kong’s liquidity and funding position.

FLUs are the first line of defense and have primary responsibility for managing liquidity risk inherent in their businesses. FLUs actively identify, escalate and debate liquidity risks related to their activities both internally and to independent risk management.

GRM, a second line of defense, oversees the risk management governance structure, establishes liquidity risk policies, reports and monitors all liquidity risk related limits, and provides effective challenge and an independent view of BANA Hong Kong’s liquidity risk management processes. GRM is also accountable for providing timely and accurate liquidity risk reporting to risk governance committees.

Corporate Audit, in its role as the third line of defense, provides independent assessment and validation through testing of key processes and controls across BANA Hong Kong.

The BANA Hong Kong Asset and Liability Council (“ALCO”) is a council responsible for monitoring and management of interest rate, liquidity and capital and the market and business trends that impact them, at the local, branch level. The Council escalates any issues requiring the attention of a risk management committee to the Asset and Liability Governance Committee (“ALGC”) of BANA.

The BAC LRP and BANA Hong Kong LRP determine the approach to liquidity risk management and combined with local liquidity risk limits define the overall liquidity risk appetite for BANA Hong Kong. BANA Hong Kong LRP is approved by ALCO.

BANA Hong Kong performs periodic liquidity reporting which enables liquidity risk monitoring and appropriate risk escalation, which includes defined protocols for limit breaches and emerging risks and issues. Regular liquidity risk reports are sent to the ALCO.

Bank of America, N.A, Hong Kong Branch

Pillar 3 Disclosure

SECTION B – BRANCH INFORMATION (HONG KONG OFFICE ONLY)

XI. SUPPLEMENTARY INFORMATION (Liquidity Risk Management) (Continued)

For liquidity risk mitigation, BANA Hong Kong has below key components:

- BANA Hong Kong LRP, which formally articulates the principles for managing liquidity risk within BANA Hong Kong, including requirements for internal stress testing, limits and risk indicators, reporting and monitoring, roles and accountabilities and regulatory requirements;
- Liquidity risk limits, established by Enterprise Financial Risk and approved by ALCO, requiring BANA Hong Kong to maintain sufficient excess liquidity resources and to comply with regulatory requirements; and
- The Hong Kong Financial Contingency and Recovery Plan ("HK FCRP"), which details management's strategy to address potential liquidity shortfalls during periods of stress.

BANA Hong Kong has funding strategy documented and reviewed at ALCO. The document highlights how different products are funded, including its source, currency, funding instrument, funding tenor, and funding source concentration.

BANA Hong Kong has developed a robust internal liquidity stress testing approach to monitor and measure liquidity stress impacts across several time horizons. It progressively has severe scenarios that incorporate market wide and Company-specific events. The stress tests are used to monitor and analyze the level of cash inflows and outflows including contractual and contingent flows, and to estimate the LMR position during a stress event. The results are reviewed by ALCO regularly. The Hong Kong's Financial Contingency and Recovery Plan describes a cohesive financial contingency planning framework to effectively respond to financial stress in an organised and coordinated manner. The Plan provides details of quantitative and qualitative indicators, protocols, and a set of potential options that may be taken to raise cash during various liquidity stress environments.

BANA Hong Kong has reviewed and approved via the local ALCO Short Term and Long Term Cash Flow forecast assumptions which highlights the customized tools and methodologies at which BANA Hong Kong's balance sheet and cash flow are projected.

For Liquidity exposure and funding, BANA Hong Kong has monthly process of forward looking forecasts of balance sheet by product, by currency, and by business line allows determination of liquidity exposures and funding needs for BANA Hong Kong.

BANA Hong Kong relies on funding from the Parent and its centralized liquidity pool. BANA Hong Kong performed an assessment to demonstrate sufficiency, availability and transferability of funds from the Parent to meet liquidity needs in Hong Kong in a timely manner.

Bank of America, N.A, Hong Kong Branch

Pillar 3 Disclosure

SECTION B – BRANCH INFORMATION (HONG KONG OFFICE ONLY)

XI. SUPPLEMENTARY INFORMATION (Liquidity Risk Management) (Continued)

BANA Hong Kong's analysis of on- and off-balance sheet items by remaining maturity and the resultant liquidity gaps as at 31st December 2025 is show as follow:

(HK \$ million)	Repayable on Demand	Within 1 month	>1 month up to 3 months	>3 months up to 1 year	>1 year up to 5 years	over 5 years	undated or overdue
Placement with banks and other financial institutions	39,874	859	1,947	3,119	1,586	—	—
Advances to customers, acceptances and bills of exchange held	186	4,619	4,293	3,313	10,423	—	465
Debt securities, prescribed instruments and structured financial instruments held	18,973	—	—	—	—	—	—
Other assets	432	688	666	6,461	10,327	152	185
Total on-balance sheet assets	59,465	6,166	6,906	12,893	22,336	152	650
Total off-balance sheet claims	—	—	—	—	—	—	—
Deposit with banks and other financial institutions	4,179	2,892	10,657	6,093	11,722	—	—
Deposit from customers	46,934	5,508	120	—	—	—	—
Other liabilities and capital	692	1,590	671	6,308	10,415	150	865
Total on-balance sheet liabilities	51,805	9,990	11,448	12,401	22,137	150	865
Total off-balance sheet obligations	633	441	673	2,205	16,316	770	327
Contractual maturity mismatch	7,027	(4,265)	(5,215)	(1,713)	(16,117)	(768)	
Cumulative contractual maturity mismatch	7,027	2,762	(2,453)	(4,166)	(20,283)	(21,051)	

Bank of America, N.A, Hong Kong Branch

Pillar 3 Disclosure

SECTION C – CONSOLIDATED INFORMATION (BANK OF AMERICA CORPORATION)

I. CAPITAL AND CAPITAL ADEQUACY

	31-Dec-25	30-Jun-25
- Common Equity Tier 1 Capital ratio (Standardized Approach)	11.40 %	11.50 %
- Common Equity Tier 1 Capital ratio (Advanced Approach)	12.80 %	13.00 %
- Tier 1 Capital Ratio (Standardized Approach)	12.80 %	12.80 %
- Tier 1 Capital Ratio (Advanced Approach)	14.50 %	14.50 %
- Total Capital Ratio (Standardized Approach)	14.70 %	14.80 %
- Total Capital ratio (Advanced Approach)	16.00 %	16.10 %
	US\$ Million	US\$ Million
- The aggregate amount of shareholders' equity	303,243	299,599
- Risk-weighted assets (Standardized Approach)	1,773,059	1,749,857
- Risk-weighted assets (Advanced Approach)	<u>1,568,062</u>	<u>1,547,694</u>

The capital adequacy ratio is calculated in accordance with the Basel Capital Accord. In addition, the Bank has incorporated a measure for market risk in their regulatory capital calculations in accordance with the regulatory capital guidelines jointly issued by the Federal Reserve Bank, the Office of the Comptroller of the Currency and the Federal Deposit Insurance Corporation. Besides, the Regulatory capital ratios reflect the transition provisions of Basel 3.

II. OTHER FINANCIAL INFORMATION

	31-Dec-25 US\$ Million	30-Jun-25 US\$ Million
- Total assets	3,410,394	3,441,142
- Total liabilities	3,107,151	3,141,543
- Total advances (net of allowances)	1,172,497	1,133,765
- Total customer deposits	2,018,729	2,011,613
	31-Dec-25 US\$ Million	31-Dec-24 US\$ Million
- Pre-tax profit	<u>43,370</u>	<u>35,075</u>

A copy of the Disclosure Statement has been lodged with the Hong Kong Monetary Authority's Public Registry and is available on the website <https://www.bofam.com/en-us/content/apac-hongkong.html>, for public inspection.