



Solvency and Financial Condition Report 2025

Table of Contents

Table of Contents	2
A. Business and Performance	7
A.1 Business	8
A.2 Underwriting Performance	10
A.3 Investment Performance	11
A.4 Performance of Other Activities	11
A.5 Any Other Information	11
B. System of Governance	12
B.1 General Information on the System of Governance	13
B.2 Fit and Proper Requirements	20
B.3 Risk Management System including the Own Risk and Solvency Assessment	21
B.4 Internal Control System	26
B.5 Internal Audit Function	29
B.6 Actuarial Function	30
B.7 Outsourcing	31
B.8 Any Other Information	31
C. Risk Profile	32
C.1 Underwriting Risk	34
C.2 Market Risk	35
C.3 Credit Risk	36
C.4 Liquidity Risk	37
C.5 Operational Risk	38
C.6 Other Material Risks	39
C.7 Any Other Information	41
D. Valuation for Solvency Purposes	44
D.1 Assets	45
D.2 Technical Provisions	48
D.3 Other Liabilities	50
D.4 Alternative Methods for Valuation	51
D.5 Any Other Information	51
E. Capital Management	52
E.1 Own Funds	53
E.2 Solvency Capital Requirement and Minimum Capital Requirement	54
E.3 Use of the duration – based equity risk sub-module in the calculation of the Solvency Capital Requirement	54
E.4 Differences between the standard formula and any internal model used	54
E.5 Non-compliance with the Minimum Capital Requirement and non-compliance with the Solvency Capital Requirement	54
E.6 Loss Absorbing Capacity of Deferred Taxes	55
E.7 Any Other Information	55
Appendix: Quantitative Reporting Templates	56
Glossary	69

All amounts in the Solvency and Financial Condition Report, unless otherwise stated, are shown in Euros, rounded to the nearest thousand or million, with the consequence that the rounded amounts may not add to the rounded total in all cases. All ratios and variances are calculated using the underlying amounts rather than the round

Summary

Vhi Insurance DAC (“Vhi” or “Vhi Insurance” or the “Company”) is Ireland’s leading health insurance company by market share. It is the only health insurer that exists solely to meet the healthcare needs of its members and is unique in Ireland in that respect. All premium income received is dedicated to meeting the needs of our members through services provided. The Vhi Group is committed to the ongoing assessment and enhancement of its member product and service offerings and strives to provide cutting edge, premium healthcare and wellness solutions. Vhi supports its members to live longer, stronger and healthier lives through its partnership with a comprehensive network of healthcare and wellness facilities and professionals. Our aim is to maintain our position as the leading health insurance company while continuing to grow our reputation as a major healthcare provider.

Our ongoing commitment to improvement ensures that we remain responsive to the evolving needs of our members and deliver exceptional health coverage and support.

Business and Performance

Vhi Insurance generated a profit after tax for the financial year of €70.8m (2024: €39.8m), demonstrating continued financial resilience in a year marked by elevated healthcare utilisation and sustained inflationary pressures. This improvement reflects strong investment returns and prudent management actions taken to protect member value while maintaining high service standards.

In 2025, Vhi saw private hospital claims increase by approximately 13%, accompanied by an 8% uplift in volume relative to 2024, reflecting higher healthcare utilisation and the growing cost of delivering care. Cost pressures across the healthcare sector continue to be influenced by persistent medical inflation, demographic changes associated with an ageing population, and the introduction of new drugs, technologies, and clinical procedures. Major contributors to overall claims costs during the year included cancer care, orthopaedic treatments, cardiac care, digestive conditions and psychiatric care, highlighting the breadth and acuity of member healthcare needs.

Vhi continued to grow its membership portfolio and ended the year with 1,230k members (2024: 1,217k). This marks the eleventh consecutive year of membership growth, reflecting Vhi's sustained commitment to delivering high quality health insurance, innovative healthcare solutions and proactive engagement with members to support their access to appropriate care and their overall wellbeing.

[+ Further Information](#)

[A. Business & Performance](#)

System of Governance

The Board of Directors of Vhi Insurance (“Board”) holds ultimate responsibility for setting the strategy and oversight of Vhi Insurance. It recognises the importance of a robust governance system to support the Executive Management Team (“EMT”). Further details are available in Section B (System of Governance).

The Board seeks to ensure governance structures are appropriate to the scale and complexity of Vhi Insurance’s risks and operations. These structures also ensure compliance with regulatory requirements, including the Central Bank of Ireland’s Corporate Governance Requirements for Insurance Undertakings 2015, and the Code of Practice for the Governance of State Bodies. Vhi Insurance is regulated by the Central Bank of Ireland (“Central Bank”) and its products are subject to regulation by the Health Insurance Authority (“HIA”), the statutory regulator of the private medical insurance market in the Irish Republic.

The Board carried out its duties in 2025 with the support of:

- Four Board committees (Risk Management and Compliance Committee (“RMCC”), Audit Committee, Remuneration Committee, and the Nomination, Governance and Sustainability Committee), all of which are chaired by an Independent Non-Executive Director (“INED”).
- Three Executive committees: Reserving Committee (chaired by an INED), Investment Committee and the Executive Risk Committee (“ERC”), and
- The EMT, to whom day-to-day management of Vhi Insurance is delegated.

Vhi Insurance continually reviews its systems of governance and implements enhancements where appropriate.

[+ Further Information](#)

[B. System of Governance](#)

Risk Profile

The principal risks and uncertainties of Vhi Insurance have been determined by assessing potential risks in the categories of Finance and Capital, Operational, Strategic, People and Culture, Customer Value and Conduct and Climate and Nature. The level of regulatory capital required to be held by Vhi Insurance is determined by assessing Health Underwriting, Market, Operational and Counterparty Default risk components. Health underwriting risk and market risk are the biggest contributors to the level of solvency capital required to be held by Vhi Insurance. There were no material changes in risk profile over 2025. For further detail on our key risks, see Section C. Risk Profile.

Vhi Insurance’s risk tolerance levels are recorded in the Risk Appetite Statement (“RAS”) which is approved by the Board of Vhi Insurance. Risks are monitored and managed on an ongoing basis and overseen by the Board. Vhi Insurance recently reviewed its RAS in Quarter 4 2025 and there were no material changes. Updates were made to refine its risk appetite tolerances and key risk indicators in the short, medium and long term to reflect the current risk environment.

Vhi Insurance conducts, at least annually, an Own Risk and Solvency Assessment (“ORSA”), the purpose of which is to identify Vhi Insurance’s

risks and conduct stress tests on these. For the purposes of Solvency II, the ORSA enables Vhi Insurance to determine an appropriate level of solvency capital to protect policyholders and other beneficiaries. This capital level is called the Solvency Capital Requirement (“SCR”). The Company’s SCR coverage increased over 2025 and remains well above the levels required by regulations and is within the preferred range as defined by the Company’s RAS.

The 2025 assessment supports the continued use of the Standard Formula, as prescribed by the European Insurance and Occupational Pensions Authority (“EIOPA”), for the purposes of determination of Vhi Insurance’s regulatory capital requirements. Vhi Insurance’s capital cover projected over the medium term demonstrates that Vhi Insurance is well capitalised and projects continued compliance with Solvency II capital requirements and risk appetite tolerances approved by the Board. The ORSA continues to inform the development and progress of Vhi Insurance’s risk management plans.

[+ Further Information](#)

[C. Risk Profile](#)

Valuation for Solvency Purposes

Vhi Insurance prepares its annual statutory Financial Statements under the historical cost convention, modified to include certain items at fair value, and in accordance with the Companies Act 2014 and Financial Reporting Standard102 (FRS 102) “The Financial Reporting Standard applicable in the UK and Republic of Ireland” issued by the Financial Reporting Council. Vhi Insurance is also subject to the requirements of the Companies Acts 2014 and the European Union (Insurance Undertakings: Financial Statement) Regulations 2015.

For Solvency II, all assets and liabilities held at the reporting date are valued according to the rules prescribed in the Solvency II regulations. Additionally, the prescribed headings required for Solvency II disclosures differ from those used by Vhi Insurance in its statutory Financial Statements. The principal differences relate to the insurance technical provisions and deferred tax assets and liabilities.

Vhi Insurance’s excess of assets over liabilities for Solvency II purposes was €734.7m (2024: €686.3m).

The valuation basis for insurance technical provisions differs between the statutory Financial Statements and Solvency II. This valuation is detailed in section D.2 of this document. The valuation of the technical provisions under Solvency II gives rise to a revaluation of the related deferred tax assets and liabilities and these are detailed in section D.1 and section D.3 of this document.

Vhi Insurance submitted regulatory returns to the Central Bank during the period in accordance with Solvency II requirements and has materially complied with the regulations during 2025.

[+ Further Information](#)

[D. Valuation for Solvency Purposes](#)

Capital Management

It is a regulatory requirement that Vhi Insurance maintains a prudent level of capital which will secure its ability to meet its current and future commitments to policyholders and other beneficiaries. Vhi Insurance acknowledges that the maintenance of an appropriate level of capital is fundamental to meeting its obligations to policyholders.

On an ongoing basis, Vhi Insurance determines the appropriate amount and composition of its capital in line with its risk profile and performance objectives. In order to support this objective a Medium-Term Capital Plan is prepared on an annual basis.

Vhi Insurance's capital coverage at year end 2025, as measured under the Solvency II Solvency Capital Requirement, is within the risk appetite range for Vhi Insurance and comfortably exceeds the minimum requirement under Solvency II.

At 31 December 2025, the Solvency ratio was 182% (2024: 177%). Vhi Insurance had Eligible Own Funds of €734.7m (2024: €686.3m), comprising Tier 1 funds of accumulated insurance underwriting profits of €729.7m (2024: €681.3m) and €5.0m (2024: €5.0m) in equity.

[+ Further Information](#)

[E. Capital Management](#)

A. Business and Performance

A.1 Business

This is a solo Solvency and Financial Condition Report (“SFCR”) for Vhi Insurance Designated Activity Company trading as “Vhi Insurance” for the year end 31 December 2025. Vhi Insurance underwrites one line of business, private medical insurance (PMI). This report is published annually in accordance with Solvency II requirements to disclose information with regard to the solvency and financial condition of Vhi Insurance.

Supervisory Authority	The Central Bank of Ireland
Supervisor Contact Details	New Wapping Street, North Wall Quay, Dublin 1, D01 F7X3

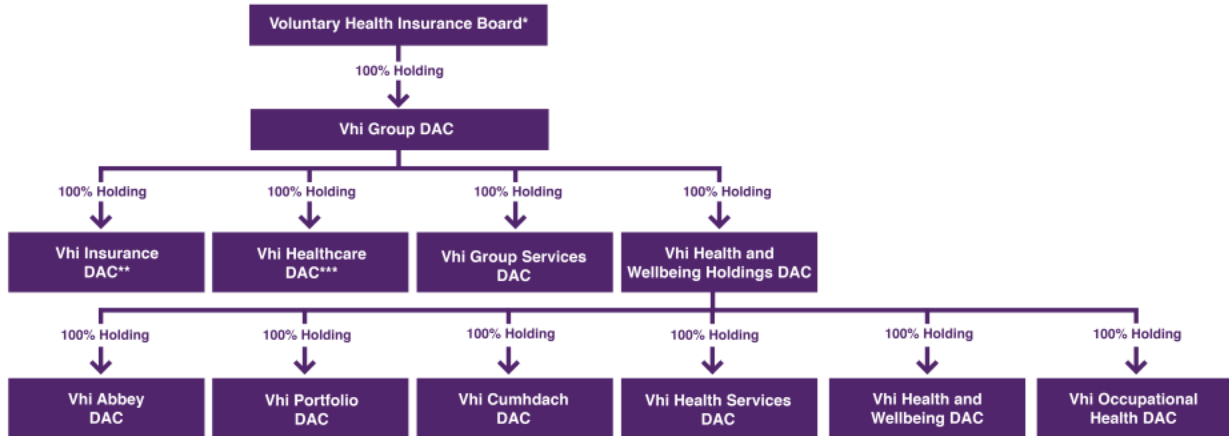
External Auditor	PricewaterhouseCoopers
External Auditor Contact Details	One Spencer Dock North Wall Quay Dublin 1 D02 KX20

This report was approved by the Board of Vhi Insurance on 27 March 2026 following the recommendation of its Audit Committee. Sections D and E of this report and the related Quantitative Reporting Templates attached have been subject to external audit.

A.1.1 Vhi Insurance DAC and the Vhi group

Vhi Insurance DAC is a part of the Vhi group, which operates exclusively in the Republic of Ireland. The corporate structure of the group and details of the activities of each entity in the group are summarised below.

Vhi Insurance DAC and the Vhi group, as at 31 December 2025



*Statutory Body
 **Non-life Insurance company regulated by the Central Bank of Ireland
 ***Retail Intermediary regulated by the Central Bank of Ireland

The Voluntary Health Insurance Board is a statutory body established under The Voluntary Health Insurance Act, 1957. The Voluntary Health Insurance Board oversees the activities of the Vhi group.

Vhi Group DAC is a wholly owned subsidiary of the Voluntary Health Insurance Board and acts as a holding company for the subsidiaries within the Vhi group, all of which are wholly owned. Vhi Group DAC is the sole shareholder of Vhi Insurance DAC. There are no other direct shareholders of Vhi Insurance DAC.

Company Number: 527605 Registered Office: VHI House, 20 Lower Abbey Street Dublin 1

Vhi Insurance DAC is a regulated subsidiary which trades as “Vhi Insurance”. It is the Relevant Subsidiary for the purposes of the Voluntary Health Insurance (Amendment) Act 2008 and it is responsible for the health insurance business as a regulated non-life insurance undertaking. PMI, which is classified under Solvency II as ‘Medical Expense’ insurance, is Vhi Insurance’s only line of business.

The Voluntary Health Insurance Board, which holds all shares in Vhi Group DAC, is an indirect qualifying shareholder of Vhi Insurance. The State’s ownership is held through the Voluntary Health Insurance Board. The Minister for Health is the “sponsoring” Minister of the Voluntary Health Insurance Board and is not deemed a shareholder, as no shares have ever been issued by the Voluntary Health Insurance Board. However, in terms of ownership and control, the Minister could be considered the ultimate qualifying shareholder of Vhi Insurance DAC.

Company Number: 527606 Registered Office: VHI House, 20 Lower Abbey Street Dublin 1

Vhi Healthcare DAC trading as Vhi Healthcare is regulated by the Central Bank of Ireland. Vhi Healthcare is tied to Vhi Insurance for health insurance in the Republic of Ireland which is underwritten by Vhi Insurance DAC. Vhi Healthcare is tied to Collinson Insurance Europe Limited (CIEL) for Vhi Multitrip Travel Insurance, Vhi International Health Insurance and Vhi Dental Insurance which are underwritten by CIEL. Collinson Insurance Solutions Europe Limited (CISEL) handles all claims and product-related complaints for Vhi MultiTrip, Vhi International and Vhi Dental sold by Vhi Healthcare. CIEL and CISEL are authorised by the Malta Financial Services Authority in Malta and are regulated by the Central Bank of Ireland for consumer protection rules. Vhi Healthcare is tied to and underwritten by Zurich Life Assurance plc for Vhi Life Term Insurance/Vhi Mortgage Protection.

Company Number: 527604 Registered Office: VHI House, 20 Lower Abbey Street Dublin 1

Vhi Group Services DAC is a subsidiary which provides shared services to each of the companies in the Vhi group.

Company Number: 538110 Registered Office: VHI House, 20 Lower Abbey Street Dublin 1

The Vhi Health and Wellbeing group companies supply medical, health and wellbeing services to Vhi Insurance members.

In 2025, there was one change to the group structure. Aras Sláinte Limited, previously in liquidation, was formally dissolved on 26 December 2025. Further information on the entities within the group is available from [Vhi.ie/about/corporate-structure](https://vhi.ie/about/corporate-structure).

A.2 Underwriting Performance

The table below gives a summary of the key components of Vhi Insurance's underwriting performance for the respective accounting years and the factors contributing to the change in underwriting performance in 2025 are outlined in the subsequent notes.

Underwriting Performance	Notes	2025 €'000	2024 €'000
Earned premium, net of reinsurance	1	1,978,967	1,842,629
Other technical income, net of reinsurance	2	76,207	93,009
Claims incurred, net of reinsurance	3	(1,811,012)	(1,741,570)
Operating expenses	4	(207,988)	(192,905)
Total underwriting result		36,174	1,163

Reconciliation of the total underwriting result to the Financial Statements	Notes	2025 €'000	2024 €'000
Total underwriting result		36,174	1,163
Net investment income	A3	45,021	45,698
Balance on the health insurance technical account		81,195	46,861

Please note there may be minor differences to the information included in the Appendix due to rounding.

Note 1: Earned premium

The earned premium net of reinsurance for Vhi Insurance has increased year-on-year. This is primarily due to price increases across its health insurance plans in 2025 plus an increase of 13k in our PMI membership to 1,230k (2024: 1,217k). Price increases were required in response to the sustained rise in the number of people accessing healthcare and the corresponding increase in the cost of delivering these services.

Note 2: Other technical income, net of reinsurance

Other technical income includes the net impact of risk equalisation premium credits, hospital utilisation credits, high-cost claims pool credits and levies under the Risk Equalisation Scheme ("RES").

Note 3: Claims incurred, net of reinsurance

Claims incurred net of reinsurance represents the estimated cost of claims which occurred during the year together with changes in estimate for prior years. The year-on-year increase is due to continued increases in healthcare costs, driven by more people accessing essential healthcare services along with increased costs in private hospitals, associated healthcare professional costs and the increasing costs of day-to-day care. In 2025, there was an increase of approximately 13% in private hospital claims costs compared to 2024.

Note 4: Operating Expenses

Operating expenses increased by €15m in 2025, reflecting Vhi's continued investment in the people, systems and change programmes required to support our strategic priorities. These investments strengthen our operational resilience, enhance customer experience and ensure we can continue to meet evolving regulatory and market expectations.

A.3 Investment Performance

The investment strategy of Vhi Insurance prioritises the protection of capital over the earning of high investment returns and we deem that this is in the best interest of both Vhi Insurance and its policyholders. As a result, Vhi Insurance primarily invests in highly rated and short-dated corporate and government bonds.

As of 31 December 2025, Vhi Insurance held €1,132.0m in investments on a Solvency II basis (2024: €1,112.3m). The increase in the value of our portfolio of investments is due to the positive investment return from the portfolio, partially offset by net cash outflows by the business.

In 2025, the investment return, net of related investment expenses, was a gain of €45.0m (2024: gain €45.7m). This performance was similar to the prior year, with limited change in the management or allocation of the portfolio in the year. Due to decreasing inflation, short-term interest rates continued to fall during 2025. Falling interest rates boost the market prices for our portfolio of fixed income bonds, however if they persist, they will result in lower investment returns in future years.

Investment expenses included in the net return were €1.0m for 2025 compared with €1.5m for 2024. The table below illustrates the investment return by asset class, net of related expenses:

Net investment return by asset class	2025 €'000	2024 €'000
Government Bonds	3,268	3,559
Corporate Bonds	17,256	28,784
Collective Investments Undertakings	9,012	12,582
Derivatives*	8,220	(1,592)
Deposits	1,026	1,799
Property (other than for own use)	6,239	565
Total investment return by asset class	45,021	45,698

*Vhi Insurance uses forward contracts, swaps and futures to hedge against adverse changes in interest rates or exchange rates.

Income from property (other than for own use) is primarily made up of rent charged by Vhi Insurance to other Vhi group companies for the use of properties that it owns, as well as gain or loss on revaluation to reflect any changes in market value.

A.3.1 Gains and/or Losses Recognised Directly in Equity

The total value of gains recognised directly in equity through the Statement of Other Comprehensive Income in 2025 was €(1.3)m (2024: €1.5m). These gains relate to mark-to-market gains on bonds that are purchased and held to match the insurance liabilities, and so are classified as 'available for sale' but are not expected to be sold prior to their maturity. Such securities are recorded at their market value in the Financial Statements, but any changes in market value are not included in the net investment return in the Statement of Profit or Loss unless the security is disposed of prior to maturity or impaired.

A.3.2 Investments in Securitisation

There were no direct or indirect investments in securitised assets during the year (2024: nil).

A.4 Performance of Other Activities

There are no items to note.

A.4.1 Leasing Arrangements

Vhi Insurance had no material financial or operating leasing arrangements in 2025.

A.5 Any Other Information

There are no other additional significant events or material information regarding business and performance that have not been disclosed above.

B. System of Governance

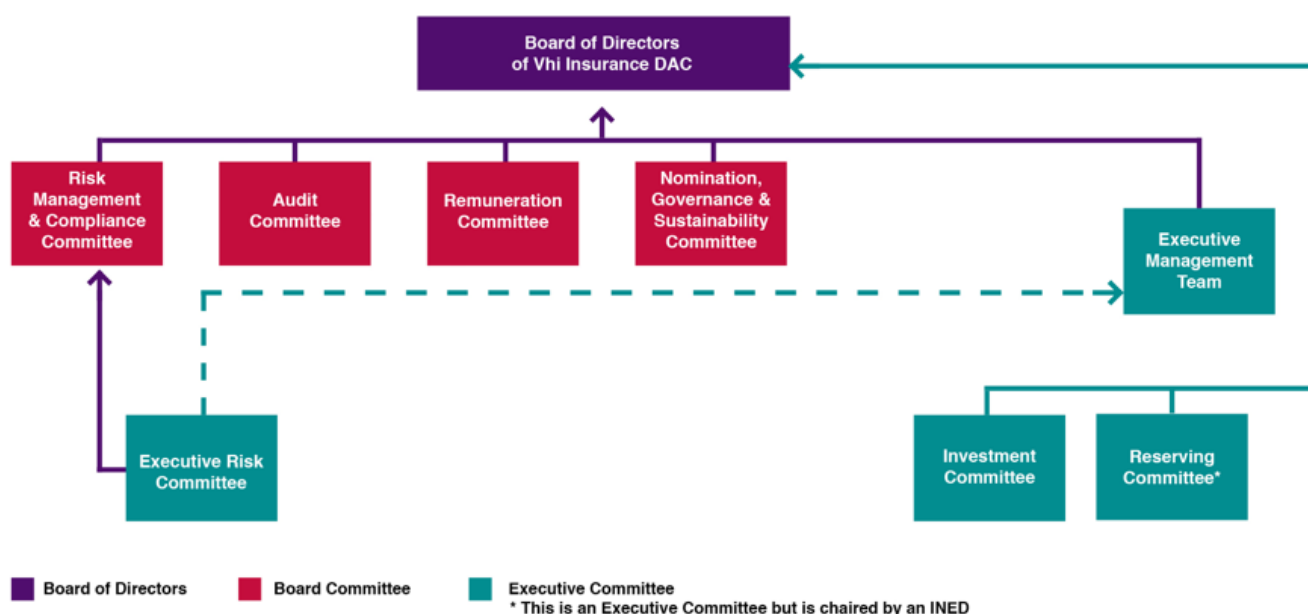
B.1 General Information on the System of Governance

The Board is committed to strong governance as a foundation for effective management. It seeks to ensure that governance structures are tailored to the scale and complexity of the business and aligned with Vhi Insurance’s strategic goals. The Board promotes high standards of integrity, transparency, and professionalism to support the company’s ambitions.

Vhi Insurance complies with the Central Bank of Ireland’s Corporate Governance Requirements for Insurance Undertakings 2015, the Code of Practice for the Governance of State Bodies and other relevant regulations, such as the Individual Accountability Framework (“IAF”). Pursuant to the Requirements of IAF, all members of the Board have agreed and accepted their inherent and (where applicable) their prescribed responsibilities which are documented in their individual Statements of Responsibility. Vhi Insurance also maintains, as required by IAF, a Management Responsibility Map which describes how roles and responsibilities are shared across the organisation. This is a live document, which is maintained and updated to reflect any governance changes.

The Board also attests to compliance with regulatory requirements in its annual Compliance Statements. Details of the core governance components are outlined in the sections below.

The Board, Committees, Executive Management Team and Executive Committees, at 31 December 2025



B.1.1 The Board of Directors of Vhi Insurance

At the end of 2025 the Board consisted of 13 members, of which a majority (10) are independent non-executive directors (“INED”) with 2 executive directors (“ED”) and 1 non-executive director (“NED”). Post year-end, on 31 January 2026, Dean Holden resigned as Chair and as a Director of Vhi Insurance DAC. On the same date, Karen Furlong was appointed Chair of the Board.

The Board believes its composition comprises an appropriate balance of executive and non-executive directors and it is suitably qualified to meet its strategic objectives and any applicable regulatory requirements.

The Board of Directors of Vhi Insurance, as at 31 December 2025

Director	Type
Catherine Doyle	INED
Mike Frazer	INED
Karen Furlong	INED
Mary Halton	INED
Dean Holden (Chair)	INED
Martin Kelly	ED
Aaron Keogh (MD of Insurance DAC)	ED
Jennifer Loftus	INED
Catherine Motherway	INED
Greg Sparks	INED
Brian Walsh	NED
Paul Whelan	INED
Paul Zollinger-Read	INED

B.1.2 Board and Committee Structure

The Board has established a number of board-level committees which support and report to the Board on specific matters, with ultimate decision making authority resting with the Board.

To support the Board and the Managing Director ("MD") of Vhi Insurance in carrying out their responsibilities, the Company has established several executive committees which meet regularly to discuss and take action on and/or escalate matters as appropriate.

Each committee operates under terms of reference ("ToRs") that define its role within the governance framework. The ToRs are reviewed annually by the committees to ensure continuing appropriateness and are required to be approved by the Board. Updates to the ToRs for the Reserving Committee, RMCC, Audit Committee, Remuneration Committee, and the Nomination, Governance and Sustainability Committee were approved by the Board in December 2025.

Board & Board Committees	Meeting Frequency Minimum (as set out in the Terms of Reference)	Responsibilities
Board of Directors	At least 6 meetings per annum and as required	<p>Responsible for the effective, prudent and ethical oversight of Vhi Insurance and the setting and oversight of:</p> <ul style="list-style-type: none"> • Vhi Insurance's business strategy plan and financial oversight. • Vhi Insurance's Risk Appetite Statement ("RAS"). • The amounts, types and distribution of both internal capital and own funds adequate to cover the risks of Vhi Insurance. • A robust and transparent organisational structure with effective communication and reporting channels. • A remuneration framework that is in line with the risk strategies of Vhi Insurance. • The Own Risk and Solvency Assessment ("ORSA") process. • An adequate and effective internal control framework. • The corporate culture in line with Vhi's values and People Strategy. • Agreeing and implementing Vhi's Sustainability ambitions. <p>The Board reserves certain decision making powers for key matters and delegates others (within specified limits) to management. These are detailed in its ToRs.</p>
Risk Management and Compliance Committee	At least 5 meetings per annum, and as required	<ul style="list-style-type: none"> • Monitors the ongoing development and maintenance of an effective enterprise-wide Risk Management Framework proportionate to Vhi Insurance's risks. • Promotes the overall effectiveness of corporate governance including a strong culture of compliance and risk management. • Monitors and reviews the scope, effectiveness, resources and activities of the Risk Management and Compliance functions. • Ensures the RAS is appropriate to the strategy and risk appetite of Vhi Insurance and its business. Reviews the ORSA on an annual basis. • Reviews the annual Risk Management and Compliance Plans and recommends to the Board for approval.

Audit Committee	At least 4 meetings per annum, and as required	<ul style="list-style-type: none"> • Provides independent oversight of financial reporting and reviews the integrity of Vhi Insurance’s financial statements, including published annual and regulatory financial statements. • Satisfies itself as to the effectiveness of Vhi Insurance’s internal control framework and evaluates the adequacy and sufficiency of both external and internal audits. • Monitors the work of the Internal Audit Function and recommends the annual Internal Audit Plan to the Board for approval. • Considers any annual recommendations of the Reserving Committee in respect of the appropriateness of Insurance DAC’s reserves and reviews the Peer Review Report. • Liaises with the external auditors in relation to the findings of their audit and any matters arising.
Remuneration Committee	At least 4 meetings per annum, and as required	<ul style="list-style-type: none"> • Oversees and approves the application of the Group Remuneration Framework and Policy to Vhi Insurance Executive Directors. • Ensures remuneration policies are designed to attract, retain and motivate senior management and Executive Directors of the calibre required to support the long-term success of Vhi Insurance. • Supports the Board in the appointment of senior executives and individuals performing Pre-Approved Control Functions (“PCFs”), and oversees succession planning for senior executive roles. • Review and recommends proposals for the remuneration of the Executive Directors of Vhi Insurance. • Oversees the implementation within Vhi Insurance of the organisational Inclusion, Diversity and Equity Policy and the Group People Strategy. • Monitors culture across Vhi Insurance to ensure alignment with expected behaviours and the broader Vhi group culture.
Nomination, Governance and Sustainability Committee	At least 4 meetings per annum, and as required	<ul style="list-style-type: none"> • Supports the Board by evaluating and nominating candidates for the role of Chair, and by reviewing the composition of the Board and its Committees. As part of board succession planning, recommends the renewal of director tenures for the Board and its Committees. • Oversees the implementation of the Vhi Group Sustainability Strategy within Vhi Insurance. • Monitors compliance with relevant Environmental, Social and Governance (“ESG”) or Climate Risk legislation and regulation. • Oversees the implementation of Vhi’s Climate Action Plan within Vhi Insurance.

Executive Committees:

Executive Committee	Meeting Frequency Minimum (as set out in the Terms of Reference)	Responsibilities
Reserving Committee	At least 4 meetings per annum, and as required	<ul style="list-style-type: none"> Oversees the governance of the setting of Vhi Insurance’s reserves and its compliance with the Board approved Reserving Policy. On a quarterly basis, the Committee considers the adequacy of the reserves, related governance, data and control considerations. Reviews the Actuarial Report on Technical Provisions on an annual basis and the Peer Review Report at least every two years.
Investment Committee	At least Quarterly, or as required	<ul style="list-style-type: none"> Reviews the investment strategy and makes recommendations for change to the Board. Reviews the risk management framework for investment management, and make recommendations for change to the Board and the RMCC. Sets appropriate guidelines for external investment manager(s) and the internal fund. Approves specific investment products (including pooled funds and exchange traded funds) that may be used by external investment managers in delivering the investment strategy. Reviews, monitors and makes recommendations to the Board on the investment policy, the investment mandate, the performance of investment managers and the custodian.
Executive Risk Committee	Monthly	<ul style="list-style-type: none"> Supports EMT, the RMCC and the Board, in fulfilling its oversight responsibilities with respect to risk management. Reviews the design and operating effectiveness of the enterprise-wide Risk Management Framework and the Risk Appetite Statement.
Executive Management Team	Fortnightly	<p>The EMT, led by the MD of Vhi Insurance, is the executive leadership team of Vhi Insurance. It is responsible for, in conjunction with the Board:</p> <ul style="list-style-type: none"> Promoting the corporate purpose, values, standards and culture of the Insurance Business. Developing the Insurance business strategy and plan for approval by the Board. Executing agreed strategic goals and objectives in line with the Group Strategy and business model, and reporting on performance to the Insurance Board and the Group Board (via the Group Leadership Team).

B.1.3 Key Functions

Vhi Insurance has four key functions that form an integral part of its governance system; Internal Audit, Risk Management, Compliance, and Actuarial. The four functions assist the Board in meeting its responsibilities to ensure proper management of Vhi Insurance DAC. Each key function is led by a senior manager, Pre Approval Controlled (“PCF”) role holder, employed by Vhi Insurance, who is assessed to ensure they are ‘fit and proper’. Key function colleagues have the appropriate skills, qualifications and experience to fulfil the requirements of their roles.

Each key function reports directly to a Committee chaired by an INED of the Board. They provide regular scheduled reports to their reporting Committee and may escalate issues of concern to the Committee(s) or the Board, as deemed appropriate. The Board is provided with updates as to the activities of the key functions from the Committee Chairs.

Key Functions and Reporting Lines, as at 31 December 2025



Key Function	Main Roles and Responsibilities
Internal Audit Function	<p>Provides an independent appraisal service to the Board and management. Internal Audit has no operational responsibility or authority over any of the activities audited. It provides independent assurance on the adequacy and effectiveness of the system of internal control and elements of the system of governance. Where appropriate, this role extends to the relevant controls surrounding outsourced service providers and other external parties, as well as Vhi Insurance's own internal controls. The Head of Internal Audit meets regularly with the Chair of the Audit Committee.</p> <p>+ Further Information Section B.5</p>
Risk Management Function	<p>Oversees the operation of the Risk Management Framework and the methodologies and standards to enable business units to identify, measure, monitor and manage their own risks and for providing advice, support and challenge to business units in relation to risk and associated controls. In addition, the function also monitors and reports on the overall risk profile of Vhi Insurance, including new and emerging risks to the Board in addition to monitoring the effectiveness of adherence to the requirements of the Risk Management Framework. The Risk Management Function is a second line function headed by the CRO who is responsible for the Risk Management Framework on behalf of the Board. The Chief Risk Officer ("CRO") meets regularly with the Chair of the RMCC.</p> <p>+ Further Information Section B.3</p>
Compliance Function	<p>The Compliance Function is an independent second line function established to act as strategic business partner, provide business advice, challenge, education and training, undertake second line of defence risk-based compliance monitoring and reporting and act as primary point of contact with regulators, authorities and industry bodies. It oversees and seeks to ensure that Vhi Insurance operates in accordance with the compliance objectives set by the Board, compliance with legislation, with guidelines issued by insurance supervisory authorities, and with approved internal processes and procedures. The Chief Compliance Officer ("CCO") meets regularly with the Chair of the RMCC.</p> <p>+ Further Information Section B.4.3</p>
Actuarial Function	<p>Coordinates the calculation of the technical provisions, capital management programme and supports the provision of pricing and management information. The function is accountable for setting actuarial methodology, reporting to the Board on the adequacy of reserves and capital requirements, on the adequacy of any underwriting and reinsurance arrangements, and provides an actuarial opinion on the relevant aspects of the Own Risk and Solvency Assessment process. The Head of Actuarial meets regularly with the Chair of Reserving Committee.</p> <p>+ Further Information Section B.6</p>

B.1.4 Material Changes in the System of Governance

No material changes in 2025.

B.1.5 Material Transactions with Shareholders, with persons who exercise a significant influence on Vhi Insurance and/or with members of the Board

- **Shareholders:** Vhi Insurance has one shareholder, Vhi Group DAC. In 2025, Vhi Insurance DAC declared and paid a dividend of €15.0m to its parent undertaking (2024: Nil).
- **Persons who exercise a significant influence on Vhi Insurance:** There were no material transactions with any persons who exercise a significant influence on Vhi Insurance in 2025.
- **Members of the Board of Directors of Vhi Insurance:** There were no material transactions with members of the Board of Directors of Vhi Insurance in 2025.

B.1.6 Remuneration Policy and Practices

Vhi Insurance's remuneration policies seek to ensure that the approach to remuneration is aligned with Vhi Insurance's operations, business environment, strategic objectives, effective risk management, best practice and any regulatory or legislative requirements.

Remuneration policies are designed to attract, retain and motivate colleagues of the required calibre for the successful delivery of Vhi Insurance's strategic and operational objectives. The remuneration framework and policy are kept under review to ensure they remain fit for purpose and are consistent with and promote sound and effective risk management. The remuneration arrangements for Board members and the Executive Management Team (EMT) are set out in section B.1.2 and section B.1.6. The table below sets out Vhi Insurance's remuneration framework which incorporates four components.

Fixed Pay Components	
Fixed Remuneration (Base Pay)	<p>Vhi Insurance aims to clearly define expected performance through a structured system of performance management and uses this as the basis for remuneration decisions. Any remuneration increases made are in line with National Wage Agreements or other collective negotiation procedures, subject to Vhi Insurance's ability to pay. Performance is reviewed at least annually.</p> <p>Fixed remuneration also includes specific role required supplements including car and travel allowances which are provided in accordance with approved expenses and company car policies.</p>
Pensions	<p>Pension schemes for Vhi Insurance colleagues are linked to the Voluntary Health Insurance Board, the ultimate parent entity of Vhi Insurance. The general terms of the pension schemes are subject to collective bargaining agreements and oversight from the Department of Health and the Department of Public Expenditure and Reform. The Scheme Rules of the Vhi Group's pension schemes do not permit supplementary pension or early retirement schemes.</p>
Benefits	<p>Colleagues are provided with a range of benefits based on individual employment contracts and market practice.</p>
Variable Pay Components	
Performance Based Remuneration	<p>Performance based remuneration is subject to the achievement of individual qualitative objectives, in certain cases quantitative objectives and the business performance of Vhi Insurance and the wider Vhi group. It is carefully managed with objectives designed and balanced to ensure they foster an appropriate culture that unwanted behaviour, including excessive risk taking, are not incentivised. There are no contractual commitments to pay a minimum level of performance based remuneration.</p>

There are no options for Executive Directors, or colleagues to acquire shares or share options in Vhi Insurance.

B.2 Fit and Proper Requirements

Vhi Insurance is committed to meeting all its fit and proper obligations. It adheres to the Central Bank's Fitness and Probity regime, including the Enhanced Fitness and Probity Regime as set out under the Individual Accountability Framework Act (2023). In addition to complying with these minimum standards, Vhi Insurance applies its own internal business requirements and standards and is responsible for ensuring that all colleagues meet the required standards, both on joining Vhi Insurance, and throughout their careers with Vhi Insurance.

Vhi Insurance gives effect to the fitness and probity regime through a Fitness and Probity Standards Policy and supporting processes. Vhi Insurance has identified and documented in the Fitness and Probity Standards Policy Vhi roles which are subject to the fitness and probity regime as controlled functions. There is a role profile for all such roles in Vhi. Typically, the job profile sets out the accountabilities for the job, the level of knowledge, skills and experience needed to do it, and the essential behavioural competencies.

For appointments to the Board of Directors of Vhi Insurance, the Nomination, Governance and Sustainability Committee take full account of the Central Bank's fitness and probity requirements and Corporate Governance Requirements for Insurance Undertakings, in addition to Vhi Insurance's internal requirements when making

recommendations for Board vacancies. The Committee takes into consideration factors including but not limited to:

- The time commitment required for the role,
- The challenges and opportunities facing Vhi Insurance,
- Possible conflicts of interests,
- Diversity and skills matrix,
- The independence of any proposed non-executive director; and
- The balance of executive and non-executive directors on the Board.

With regard to Vhi Insurance colleagues in controlled functions, Vhi carries out due diligence checks to ensure the person is fit and proper for the role. These checks are aligned to the Central Bank's guidance on fitness and probity standards as follows:

- Evidence of compliance with minimum competency code
- Evidence of professional qualifications where relevant,
- Evidence of continued professional development (CPD)
- Previous employer reference checks,
- Record of previous experience,
- Self-certification of potential conflicts of interest,
- Confirmation of directorships held
- Record of application and interview

Certain candidates for controlled functions are subject to pre-approval by the Central Bank before appointment ("PCFs"), including members of the Board and the heads of key functions.

The fitness and probity assessment processes are carried out in advance of final position offers and appointments. The assessment process for Board members is facilitated by the Nomination, Governance and Sustainability Committee, CCO and the Department of Health. The assessment process for other key function holders is carried out by the CCO and People & Sustainability Function.

Vhi Insurance does not allow a person to perform a controlled function unless it is satisfied that the person complies with the fitness and probity requirements of the Central Bank and has agreed to abide by them on an ongoing basis. This includes a commitment to continuing their professional development and continuing in their roles is contingent on their retention of required qualifications. Annually, persons in controlled functions attest, through the completion of an F&P questionnaire, to their adherence and ability to meet the fitness and probity requirements of the Central Bank. This questionnaire also requires persons in controlled functions to make any relevant declarations that may impact on their Fitness and Probity. Colleagues, including Board members or other key function holders, who no longer meet fitness and probity requirements can be removed from their position.

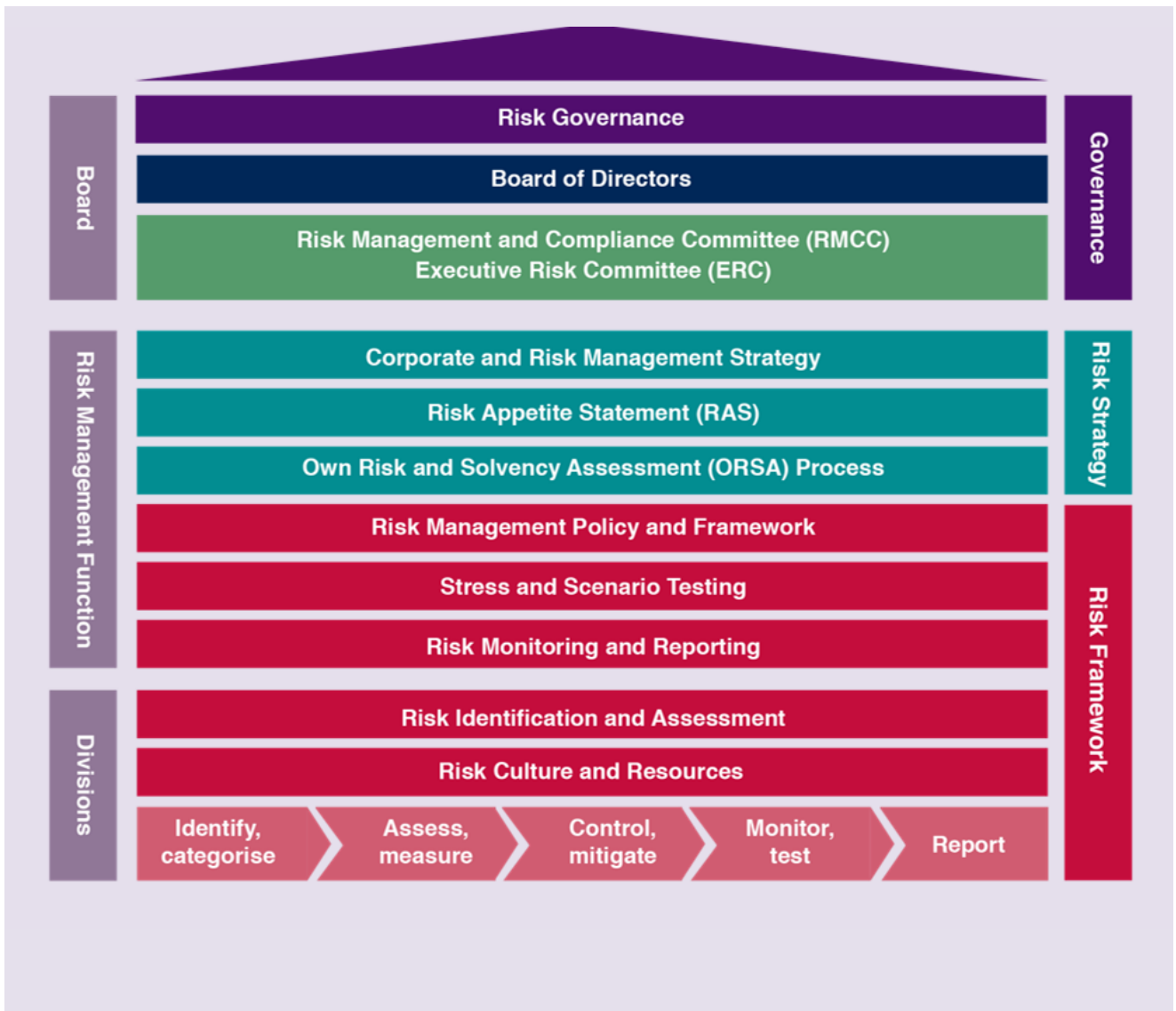
B.3 Risk Management System including the Own Risk and Solvency Assessment

B.3.1 The Risk Management System

The objective of risk management is to ensure that there is a clear understanding of the risk facing Vhi Insurance, to understand how much risk is acceptable and to manage these risks in accordance with Vhi's risk appetite.

Vhi Insurance operates a Risk Management Framework which ensures an integrated and consistent approach to managing risk in line with its risk appetite, with processes in place to identify, measure, control, monitor and report on risks. This is implemented through a 'Three Lines of Defence' approach, described in section B.4.1. Vhi Insurance reviews and enhances its Risk Management Policy and Framework on an ongoing basis.

Vhi Insurance Risk Management Framework



The Risk Management System is underpinned by:

Risk Governance

Risk Governance comprises the practice, procedures, attitudes, responsibilities and approaches to enable the consistent and effective operation and oversight of the management of risk. It includes rules, oversight, control and assurance in the management of risk principally through the setting of risk appetite, policies, roles and responsibilities with the 'Three Lines of Defence' model and oversight provided through reporting processes.

Risk Strategy

Vhi Insurance's Risk Management Strategy is to identify, understand and assess the risks to the business and stakeholders and monitor adherence to the risk appetite. Vhi Insurance assesses risks as part of business operations and decision making in order to decide where to take risk, where to avoid it, and how to manage it by implementing controls to prevent, detect, limit, and recover from risk events. The Risk Strategy also includes setting out a framework that enables all colleagues within Vhi to make risk weighted decisions in a timely manner with due consideration and recognition of risks.

Risk Appetite Statement

Vhi Insurance's Risk Appetite Statement sets the level and type of risk Vhi Insurance is prepared to accept to achieve its strategic objectives with limits and tolerances set for the main business risks. Risk appetite informs the strategy, business planning and operational processes and seeks to ensure their execution is in line with the risk appetite statements set by the Board.

The Risk Appetite Statement focuses on the following areas:

- Managing financial strength.
- Strategic risk and engaging in sustainable business activity.
- Operating in an effective and efficient manner.
- Treating members in a responsible, fair and compliant manner.
- Managing people and culture risks.
- Managing climate and nature risks.

The Risk Appetite Statement is reviewed at least annually and in the event of material changes to Vhi Insurance's activities or operating environment. Decision making in running the business is necessitated by change, including strategic change and changes in the business environment, with a risk assessment performed on business change proposals.

Risk Framework

Processes through which risk is managed as a continuous cycle of activity and enables understanding of the nature and significance of the risks (at an individual and aggregated level) to which Vhi Insurance is exposed, including the sensitivity to those risks and its ability to mitigate them.

Enterprise Risk Management (ERM) Life Cycle/ Risk Control Cycle



The Enterprise Risk Management (“ERM”) life cycle is embedded in the Risk Framework and aims to identify, assess, and prepare for potential risks or losses that may interfere with Vhi’s operations and objectives.

Risk Framework	
1. Identify and Categorise	Risks, including emerging risks, are identified at business unit (bottom-up) and organisational (top-down) level.
2. Assess and Measure	Risks are assessed in terms of likelihood of occurrence and impact, with key risk indicators and underlying drivers considered, to determine how they interact. Where risk appetite tolerance breaches or risk events are identified, a mitigation plan is put in place with controls assessed to determine adequacy and effectiveness. Business change proposals are subject to a risk assessment to ensure proposals are in line with risk appetite before the change is implemented.
3. Control and Mitigate	Controls are implemented to mitigate risk. Control effectiveness is assessed on a regular basis, with shortcomings reported to the Risk Management Function. The regular review and aggregation of risks identifies the amount of capital Vhi Insurance requires and any requirement for additional controls.
4. Monitor and Test	The business units monitor key risk indicators and underlying risk factors regularly to inform risk self-assessments, which includes an assessment of control adequacy and effectiveness. The Risk Management Function reviews and challenges these risk self-assessments. The internal and external auditors also test key controls and processes. The EMT, the ERC, RMCC and Board review the material risks, controls, mitigation plans and capital adequacy on a regular scheduled basis.
5. Report	Risk reporting is a key component of the Risk Management Life Cycle including regular (e.g. risk assessments) and ad-hoc (e.g. risk appetite tolerance breaches, risk events) reporting by business units to the Risk Management Function. The Risk Management Function provides the ERC, EMT, RMCC and the Board with regular updates on the effectiveness of the Risk Management Framework including details of the material risks facing Vhi Insurance and management’s implementation of mitigating actions. This is provided through the risk appetite, risk profile, control framework and risk event reporting.

B.3.2 How the risk management system including the risk management function are implemented and integrated into the organisational structure and decision-making

The Board is ultimately responsible for ensuring an appropriate Risk Management Framework is in place and operates effectively across Vhi Insurance. Oversight on the appropriateness and effectiveness of the Risk Management Framework is underpinned by a governance framework which includes:

- An organisational structure with responsibilities delegated from the Board to management.
- Clear Terms of Reference for the Board, its sub-committees and executive committees.
- An ERC which supports the EMT, Board and RMCC in their responsibilities.
- Right of access for the CRO to the Board and reporting on specific areas of risks initiated at the request of the Board or on the initiatives of the Risk Management Function.
- Clear ownership of policies to define the high-level rules, standards and underlying principles with roles and responsibilities allocated accordingly.
- The Risk Management Framework sets out the roles and responsibilities and accountability for ensuring that risk is managed appropriately and consistently across the organisation.

Vhi's risk management framework is predicated on the three-lines-of-defence model. Together with the other three key functions, Risk Management play a significant role in ensuring the effectiveness of the Risk Management Framework. These functions retain responsibility for taking the decisions necessary for the proper performance of their duties without undue interference from other functions or senior management.

B.3.3 The ORSA

Vhi Insurance considers the ORSA process to be a key part of its Risk Management Framework. It is a continuous process that considers risks, the drivers and correlations, the likelihood, and the potential impact on the business's solvency and financial sustainability as well as how we would manage risk events and is used to inform decision making and, in particular, business and financial planning.

Own: Reflects the business plan, business environment and strategy.

Risk: Provides a risk assessment of business plans, quantifies potential risk impact over the medium term and informs our review of our Risk Appetite Statement and Recovery Plan.

Solvency: Evaluates our solvency needs under normal and stressed conditions and our associated capital requirements.

Assessment: Assesses our current and projected risk position and solvency needs and makes recommendations for management actions within the business plan.

The ORSA process is an integral part of the company's business planning process. The business plan is stressed for risks that Vhi Insurance is or could be exposed to. A number of stresses and scenarios are developed to test the planning process and to determine the potential impacts on capital requirements and solvency cover. The stresses and scenarios selected cover the material risks (e.g. claims volatility, market, and operational risks) which Vhi Insurance is or could be exposed to and are designed to be plausible and sufficiently challenging in order to provide a sound basis upon which to assess the overall solvency needs of Vhi Insurance.

Vhi Insurance uses the Standard Formula to calculate the amount of capital Vhi Insurance must hold under Solvency II regulations. As part of the ORSA process, Vhi Insurance evaluates the risk profile of its business and tests the appropriateness of the Standard Formula for the business. This is an assessment of the significance of any deviations between the overall solvency needs and the SCR determined by the standard formula and defines our Own Solvency Needs. The assessment carried out in 2025 indicated that the Standard Formula continues to be appropriate for Vhi Insurance.

The ORSA process comprises annual and recurring activities undertaken over the year which informs decisions on risk appetite, strategy, growth, risk control and capital. The activities are:

Annual Activities	Recurring Activities
<ul style="list-style-type: none"> • Business planning • Risk appetite review • Stress and scenario testing • Risk policies review 	<ul style="list-style-type: none"> • Financial reporting • Capital projections • Risk assessment

The key components of the ORSA process, as detailed within the ORSA Policy, are:

Risk Identification	Material risks are identified through risk assessments conducted by business units and risks assessed as part of the strategic planning processes. This includes the consideration of emerging risks and trends and analysis of the economic environment.
Risk Assessment and Aggregation	Risk is considered on a forward-looking basis to determine the capital requirements and solvency, informed by stress and scenario testing.
Results	The results highlight the appropriateness of solvency cover, resilience of capital to stress tests and adequacy of capital to meet risk appetite requirements. They provide insights to focus mitigation and contingency planning.
Report	The final output, the ORSA Report, documents the risk and solvency assessment and includes a prospective assessment of the solvency position.

The outcome of the ORSA process determines the adequacy of capital to continue to meet regulatory capital requirements and Vhi Insurance's capital and risk appetite requirements over the period. It assists the Board and management in making decisions relating to strategy and planning, risk appetite changes, capital management and funding plans. Additionally, it informs management actions on growth, product development and pricing.

The CRO is ultimately responsible for the oversight and implementation of the ORSA process. The process requires the engagement and participation of a wide group of stakeholders, in particular the Actuarial Function. The Actuarial Function support the Risk Function in producing various aspects of the ORSA, including capital projections and stress testing, and the Head of Actuarial Function provides an actuarial opinion on the relevant aspects of the ORSA process to the Board as part of the annual process.

The Board, with significant support from RMCC, also take an active part in directing the ORSA process. The Board's review and challenge of the ORSA aims to ensure that a robust assessment of material risks facing Vhi Insurance has been performed and that Vhi Insurance can continue to meet its obligations and liabilities over the period of the assessment.

The ORSA process is performed on an annual basis. An ad-hoc ORSA may be performed where there is a significant change in the risk profile of Vhi Insurance or for significant strategic decisions that require Board approval. The CRO presents the ORSA Report to the RMCC, who review and recommend the report to the Board for approval. Following Board approval, it is submitted to the Central Bank.

B.4 Internal Control System

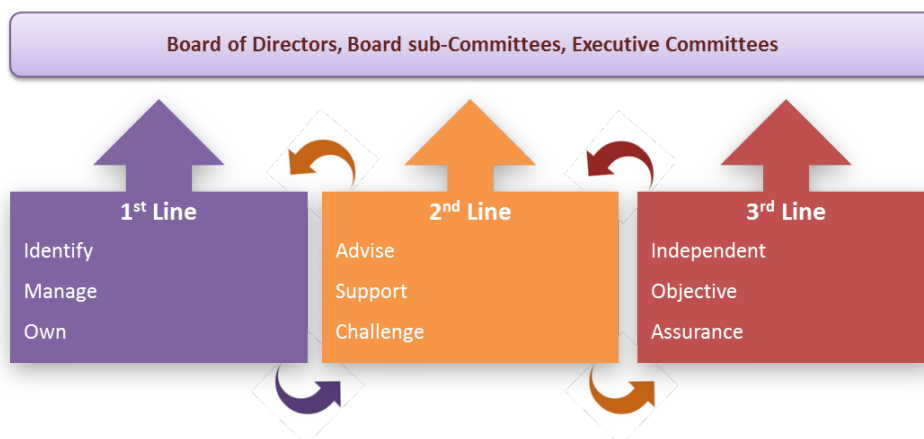
The Internal Control System within Vhi Insurance is designed to provide reasonable assurance regarding the achievement of business objectives with regard to:

- Effectiveness and efficiency of operations,
- Reliability, completeness and accuracy of financial and non-financial data and
- Compliance with legal and regulatory obligations.

For consistency internal control principles are set at a group level and applied group-wide in line with the Group Internal Control Policy. The Board is ultimately responsible for ensuring that adequate and effective internal controls exist within Vhi Insurance. However, responsibility for establishing and maintaining adequate internal controls is delegated to board sub-committees and executive management.

B.4.1 Three Lines of Defence

Vhi Insurance operates the ‘Three Lines of Defence’ model which is used to structure roles and responsibilities for risk and control activity, including risk governance and risk-based decision-making within the business.



The Three Lines of Defence	
Oversight	The Board, Board sub-Committees and the Executive Committees are the primary stakeholders served by the “three lines of defence”. They are the parties that ensure the three lines of defence are reflected in the Group’s risk management and control processes.
1st Line of Defence	Incorporates all of the business functions which carry out the day-to-day operations of Vhi Insurance. 1 st line activities require colleagues to operate in accordance with and adhere to policies and frameworks, and to identify, manage and report on own risks and controls.
2nd Line of Defence	Develops, maintains and implements control policies and frameworks across Vhi Insurance, along with monitoring, advising and supporting front line business operations. Risk Management and Compliance are part of the 2 nd Line of Defence.
3rd Line of Defence	The Internal Audit Function and the external auditors provide the Board and management with independent assurance that the policies, various frameworks and controls in place are appropriate, proportionate and adequately adhered to across the group in the 1st and 2nd lines of defence.

B.4.2 The Internal Control Framework

The Internal Control Policy sets out the principles, expectations, philosophy and framework of internal control within Vhi Insurance for all colleagues. The policy is intended to support the implementation and maintenance of a transparent and effective internal control system, underscored by accountability, sufficient in terms of the group’s business scale and complexity and facilitating the accomplishment of the group’s business goals. The Internal Control Framework of Vhi Insurance has five key elements, in line with the Committee of Sponsoring Organizations of the Treadway Commission (“COSO”) internal control principles.

Components of the Internal Control Framework

1. The Control Environment	This is the set of standards, processes and structures that provide the basis for internal control within Vhi. The control environment reflects organisational culture and encompasses the general attitude and behaviour towards internal control as set by the Board and executive management. It influences the integrity and control consciousness of all Vhi colleagues.
2. Risk Assessment	This is the identification and analysis of the risks that Vhi Insurance is exposed to in pursuit of its business objectives. It forms the basis for determining how risks should be managed and supports effective decision making.
3. Control Activities	These are the actions, policies and procedure-based process steps that help ensure management objectives are carried out in a risk-conscious manner. A combination of preventative, detective, directive and corrective control processes are required.
4. Monitoring	This is an ongoing process that assesses the quality and performance of internal controls over time, ensuring controls remain fit for purpose and operate as intended.
5. Information and Communication	This supports the identification, capture and exchange of information within an agreed timeframe, in a manner that enables colleagues to carry out their duties and responsibilities.

The Internal Control Policy is reviewed annually. It is approved by the Group CFO before being submitted to the Audit Committee and Board for final review and approval.

B.4.3 How the Compliance Function is implemented

The role of the Compliance Function is to manage the overall compliance risk of Vhi Insurance and to support Vhi Insurance to achieve its strategic objectives and:

- To conduct its business prudently and in accordance with both the letter and the spirit of relevant laws and regulation.
- To ensure compliance with those related internal policies and standards, designed to achieve Vhi Insurance's compliance objectives.
- To act ethically, professionally and with integrity, honestly and fairly in dealing with members.

The Compliance Function is led by the CCO (a PCF) and is an independent second line of defence assurance provider. This means it operates independently of day-to-day business operations. The Compliance Function reports directly to the RMCC, and administratively to the Group CFO. The planned activities of the function are detailed in an annual Compliance Plan which sets out the focus of the function for the coming year. The plan is presented annually to the RMCC and Board for approval. The Compliance Function has unfettered access to all information, data and systems across Vhi Insurance. Updates on Vhi Insurance's compliance profile with progress against the Compliance Plan are provided to the RMCC throughout the year.

The key responsibilities of the Compliance Function include:

- Developing and maintaining compliance standards and frameworks within which Vhi Insurance operates.
- Managing the compliance universe, including identification and assessment of the impact of any regulatory/legislative changes on Vhi Insurance and support the first line in co-ordinating the implementation of business changes required.
- Overseeing and investigating with management any potential or actual breaches of regulation.
- Guiding compliance implementation programmes.
- Implementation of the Compliance Monitoring Framework to provide assurance as to the levels of regulatory compliance.
- Managing Vhi Insurance's relationship with the Central Bank of Ireland, the Department of Health and the Health Insurance Authority.
- Being a strategic business partner in providing advice to the first line on regulatory matters, including regulatory requirements relating to marketing and member materials, product changes and business change initiatives.
- Building and promoting a culture of compliance and ethical business in Vhi Insurance through training and awareness programmes.
- Collaborating with Risk Management and Internal Audit to ensure there is an integrated assurance model.
- Overseeing remediation of any regulatory or internal audit compliance related findings.

B.5 Internal Audit Function

B.5.1 How the Internal Audit Function is implemented

The role of the Internal Audit Function is to support the achievement of Vhi Insurance's business objectives, by providing independent assurance on the adequacy and effectiveness of the system of internal control and identifying areas where improvements in efficiency can be made. This role extends to the relevant controls surrounding Vhi's outsourced service providers and other external parties.

The Internal Audit Function is an independent third line of defence assurance provider which reports functionally to the Audit Committee, and administratively to the Group CEO. The planned activities of the function are detailed in an annual Internal Audit Plan which sets out the focus of the function for the coming year. The plan is presented annually to the Audit Committee for its approval.

It is the policy of the Board that the Internal Audit Function operates to the best national and international professional standards. In this context, the Internal Audit Function is given the multi-disciplinary resources necessary to effectively discharge its responsibilities.

The Internal Audit Function discharges its responsibilities by critically reviewing, on a risk focussed basis:

- The effectiveness and efficiency of the system of internal control;
- The reliability, timeliness and integrity of financial and operating information, and the processes used to identify, measure and report such information;
- Compliance with policies, plans, procedures, laws and regulations;
- The means for safeguarding assets and information, including information stored on computer systems and databases; and
- The adequacy and effectiveness of management actions to address issues identified by both Internal Audit and the external auditors; and
- Value for money considerations.

The independence of the Internal Audit Function is achieved through:

- the objectivity of internal audit colleagues;
- the absence of executive responsibility or authority over the activities or operations it reviews and audits;
- the avoidance of conflicts of interest and compliance with the Vhi Conflict of Interest Policy;

- ensuring that internally recruited auditors do not audit activities or functions they previously performed during the timeframe covered by the audit;
- ongoing rotation of audit assignments across the audit team;
- the functional reporting line to the Audit Committee and the administrative reporting line to the Group CEO;
- attendance at meetings of the Audit Committee, including private meetings with the Audit Committee on a regular basis;
- regular private meetings with the Chair of the Audit Committee;
- attendance at meetings of the Risk Management and Compliance Committee and the Group Risk Committee;
- regular private meetings with the Group CEO; and
- right of access to the Board Chair at any time.

The Head of Internal Audit's year-end report to the Audit Committee includes a section concerning the independence of both the Head of Internal Audit and the Internal Audit Function.

B.6 Actuarial Function

B.6.1 How the Actuarial Function is implemented

The Actuarial Function supports the business primarily in three broad areas: reserving, capital and pricing. The Function is overseen by the Head of Actuarial Function ("HoAF"), a PCF who reports administratively to the Group CFO, and is responsible for the management and reporting of actuarial matters to the Board.

The Actuarial Function's responsibilities include, but are not limited to:

- Co-ordination of the calculation of the Technical Provisions, both on a statutory and Solvency II basis. A key component of this process is the determination of the best estimate Outstanding Claims Reserves ("OSCR"), which is calculated using a range of standard actuarial reserving methodologies using both paid and incurred claims data.
- Provision of a formal opinion on the adequacy of the Solvency II Technical Provisions. The Actuarial Opinion on Technical Provisions ("AOTP") is submitted to the regulator annually and the Actuarial Report on Technical Provisions ("ARTP"), which supports the AOTP, is provided to the Board by the HoAF.
- Management of the Board approved Reserving Policy for Vhi Insurance.
- The function prepares and presents an information pack to the Reserving Committee, which meets quarterly to review the Technical Provisions for appropriateness and compliance with the Reserving Policy.
- Management of the Board approved Capital Management Policy and Asset Liability Management Policy for Vhi Insurance. The capital requirements of Vhi Insurance are monitored continuously over the year through a number of processes either owned by the Actuarial Function or with input from the Actuarial Function. It is also responsible for the annual preparation of a Medium Term Capital Plan.
- Calculation of the SCR on a quarterly basis and also on an ad-hoc basis as may be required.

The HoAF also provides the following to the Board annually:

- Actuarial opinion on relevant aspects of the ORSA process.
- Actuarial opinion on the underwriting policy.
- Actuarial opinion on the adequacy of reinsurance arrangements.

In addition to the provision of an actuarial opinion on the underwriting policy, the Actuarial Function is also responsible for monitoring the experience of the portfolio and providing actuarial input for pricing decisions.

The Actuarial Function activities undertaken throughout the year are presented in the Actuarial Function Report which is submitted to the Board annually.

B.7 Outsourcing

B.7.1 Outsourcing Policy

The Vhi group's Outsourcing Policy, which applies to Vhi Insurance, sets out the principles used to manage internal and external outsourcing across not only Vhi Insurance but also Vhi Healthcare DAC and Vhi Group Services DAC. The policy is approved by the Board on an annual basis and sets out the general principles for identifying and managing outsourced risk. The policy addresses outsourcing roles and responsibilities, the due diligence to be performed, the contractual requirements, risk management requirements, operational supervision, monitoring and reporting requirements and business contingency/termination plans to be implemented to oversee outsourcing arrangements.

The policy requires the Board to approve the outsourcing of any critical or important outsourcing functions or activities in advance of any contract being signed. In addition, the Board approves material changes to existing critical or important outsourcing arrangements during the contract term or prior to the renewal. All new critical outsourcing arrangements or material changes to existing arrangements are pre-notified to the Central Bank in line with regulatory requirements. Regular updates on all approved critical or important outsourcing arrangements are provided to the Board as part of its ongoing oversight responsibilities.

B.7.2 Outsourced Functions/Activities

Vhi Insurance, Vhi Healthcare DAC and Vhi Group Services DAC outsource some critical or important operational functions or activities to outsourcing providers' external of the Vhi group. Such external outsourced arrangements include:

- Investment management arrangements which are outsourced to professional investment managers in France (Vhi Insurance but managed by Vhi Group Services DAC).
- Claims scanning services and claims third party recoveries, which are outsourced to providers in Ireland (Vhi Insurance).
- Claims data entry and ICD coding which are outsourced to a provider in the Republic of Mauritius (Vhi Insurance).

In addition to external outsourcing Vhi Insurance also engages in intra group outsourcing. Services outsourced to other Vhi group companies include the provision of services by the key control functions, Internal Audit, Risk Management, Actuarial and Compliance. Other internally outsourced critical or important operational functions include but are not limited to; Finance, People & Sustainability, IT, Legal and Secretarial, Marketing and Corporate Communications. All intra group services are conducted in Ireland.

Although not considered outsourcing, Vhi Insurance also has a tied agency agreement in place with Vhi Healthcare DAC, to act as its agent in Ireland for the promotion, marketing or sale of health insurance to members.

B.8 Any Other Information

No items to note.

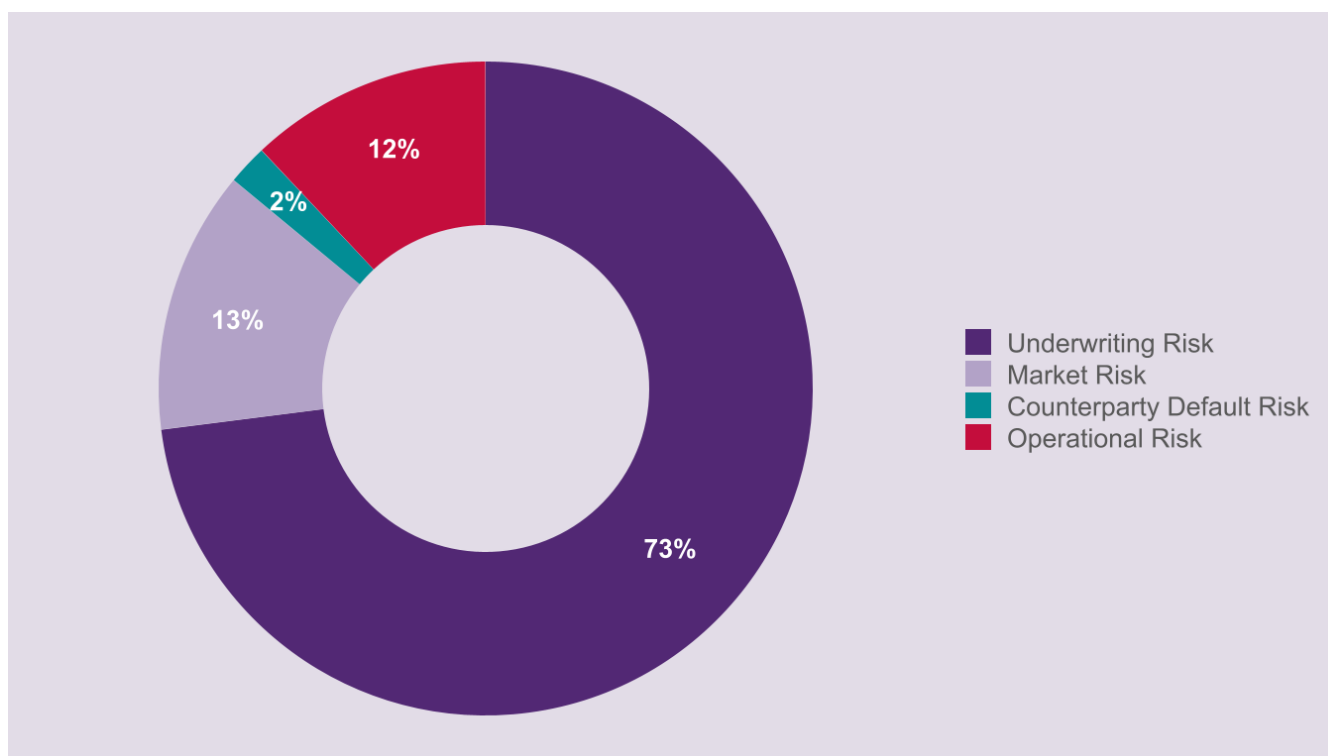
C. Risk Profile

The risk profile of Vhi Insurance includes all risks which could impact on the achievement of Vhi Insurance’s objectives, in particular those relating to Finance and Capital, Operational, Strategic, People and Culture, Conduct and Customer Value, and Climate and Nature. The main risks in Vhi Insurance’s risk profile are distributed in the SCR components as underwriting risk, market risk, counterparty default risk and operational risk. Vhi Insurance also monitors and manages other risks to its business model and strategy part of its Risk Management Framework, as noted in section B.3 above.

A description of the main risks together with the strategies to mitigate risk is set out in this section.

Risk Exposure

The SCR split by risk category is shown below. Underwriting and market risk are the main drivers of the SCR. Other components of the SCR include operational risk and counterparty default risk.



+ Further Information

The risk exposure by risk category is detailed in Section E.2 SCR and MCR. The risk sensitivities are discussed in Section C.7.

There are no off-balance sheet positions and no element of risk transferred to special purpose vehicles.

C.1 Underwriting Risk

Underwriting risk is the risk of loss or adverse change in the value of insurance liabilities, due to inadequate pricing and provisioning assumptions, e.g. value of claims is higher than assumed in the pricing basis. Factors affecting risk exposure include: macroeconomic trends, medical costs, lapse rates, longevity, morbidity risk, demographics, member and provider behaviour and technology developments.

The main underwriting risks are:

- Premium and reserve risk – risk of inadequate premiums and/or technical provisions for claims.
- Claims risk – risk of adverse future claims experience.
- Competition and regulation risk – risk of Vhi Insurance being at a competitive disadvantage and risk of adverse regulatory changes.

One of Vhi's main health underwriting risks is pricing risk which is the risk associated with inaccurate pricing. Other significant factors affecting underwriting risk are our business mix, claims volatility and reserving risk. Uncertainty in claims cost development is higher where medical inflation is high and where there are other disruptions to the provision of private healthcare such as, public policy & public hospital charges, shortages of skilled colleagues, energy costs and technology driven changes in treatments and setting.

Vhi Insurance gross written premium increased from 2024 due to two price increases applied in the year and an increase in membership. The higher premium volume is the main underlying cause of an increase in the health underwriting risk component of the SCR from €363.1m as at 31 December 2024 to €376.9m as at 31 December 2025.

Vhi Insurance assesses its underwriting risk using analysis of business mix and product profitability, pricing and reserving analysis, and stress and scenario testing, the results of which can be seen in Section C.7.

Risk Mitigation

Vhi Insurance uses the following risk mitigation techniques to ensure underwriting risk is in line with Vhi Insurance's overall risk profile:

- Pricing appropriate to the level of risk underwritten and in line with community rating requirements.
- Reserving control, with effective claims management to reduce exposure to large claims.
- Monitoring indicators of inflation and pricing.
- Managing our relationships with hospital providers.
- Ensuring our PMI plans are valuable for the target market sectors they are designed for.

The Board has responsibility for monitoring the effectiveness of these risk mitigation techniques and in doing so relies on reasonable assurance provided by:

- The Risk Management Function, which provides support and independent challenge to business units on the completeness, accuracy and consistency of risk self-assessments, reporting on adherence and compliance with risk appetite together with the outcome of the risk assessment process, which considers risk selection, pricing, claims management, reserving and related risks (credit risk, liquidity risk).
- The Actuarial Function, which provides an opinion annually for the Board on the adequacy of its reinsurance arrangements given the current and future business plans.

Risk Concentration

- Product concentration is monitored and reported regularly with mitigating actions taken on product design, as appropriate.
- Concentration of risk is not high given the scale of Vhi Insurance's portfolio. Vhi Insurance does underwrite large group arrangements, however there is a degree of profit divergence by plan.

C.2 Market Risk

Market risk is the risk of losses on the value of investments due to changes in financial markets e.g., increased interest rates resulting in fall of value in bond investments. In pursuit of its growth objectives, Vhi Insurance seeks some level of market risk as part of its investment strategy, however it does so on the basis that it does not introduce any significant solvency risk.

The main market risks are:

- Interest rate risk – risk of change in assets and liabilities caused by fluctuations in interest rates.
- Spread risk – risk of change caused by fluctuations in the level or the volatility of credit spreads.
- Equity risk – risk of adverse movements in equity prices.
- Concentration risk – risk of amplified losses that may occur from having a large portion of Vhi Insurance’s holdings in a particular investment, asset class or market segment relative to Vhi Insurance’s overall portfolio.
- Property risk – risk of adverse movements in property prices.

Vhi Insurance has an Investment Policy in place which was approved by the Board and is reviewed annually by the Investment Committee. All investments made by Vhi Insurance must adhere to the Investment Policy which is written in line with the Prudent Person Principle as required under Solvency II regulations. Vhi Insurance assesses its market risk by periodically reviewing its investment strategy, by regularly reviewing the performance of its investment manager(s) and by conducting stress and scenario testing - the results of which can be found in Section C.7.

Market risk is affected by uncertainty and volatility in financial markets, economic and geopolitical developments, the actions of central banks and changes in the economic environment (in particular for our portfolio, factors that impact the ability of companies to service their corporate bonds).

Vhi Insurance had total Solvency II investment assets of €1,132.0m as at 31 December 2025 (2024: €1,112.3m). The market risk component of the SCR was €68.3m as at 31 December 2025 (2024: €64.6m).

Market risk component has increased over the year due to the increase in Vhi Insurance’s assets over the year and changes in its asset mix implemented as part of its ongoing review of its investment strategy.

Risk Mitigation

To control its market risk, Vhi Insurance agrees an investment mandate with each investment manager it appoints that sets guidelines, including limits and restrictions, on the investments that they may make on its behalf. Vhi Insurance regularly monitors compliance with these guidelines. Vhi Insurance mitigates excessive interest rate risk by adopting asset and liability matching criteria and setting maximum limits.

To ensure its risk was appropriately managed, Vhi Insurance continually monitors its key risk exposures for market risk, regularly reviews its investment strategy and reviews the strategic asset allocation, benchmark and the relevant mandate guidelines provided to its investment managers at least annually.

The Board has responsibility for monitoring the effectiveness of these risk mitigation techniques and in doing so relies on reasonable assurance provided by:

- The executive Investment Committee that oversees the management of the investment portfolio and ensures that it is being managed in accordance with the investment policy, the investment mandate, any solvency requirements or other risk considerations. This includes reviewing the performance of the investment managers.
- The investment managers, who present to the Investment Committee, including members of the Finance and Risk Management Functions on performance, market and economic issues and risks.
- The Finance Function, which monitors the investment mandate and investment managers.
- The Risk Management Function, which provides support and independent challenge to business units.

Risk Concentration

- Interest rate risk arises primarily from Vhi Insurance's investment portfolio, which is largely in fixed rate corporate and government bonds. As Vhi Insurance's health insurance claims are typically settled within six months, there is limited interest rate risk arising from the insurance liabilities.
- There is no material concentration of interest rate risk from any one investment.
- Market price risk arises from fluctuations in the value of financial instruments as a result of changes in market prices and the risks inherent in making investments. There is limited concentration of price risk as investments are diversified by sector and geography.

Application of the Prudent Person Principle

Vhi Insurance invests in assets in accordance with the Prudent Person Principle as set out in Regulation 141 of the European Union (Insurance and Reinsurance) Regulations 2015. The company's investment strategy aims to ensure that assets are invested in a manner appropriate to the nature and duration of the insurance liabilities and to ensure the security, quality, liquidity and profitability of the investment portfolio as a whole, and that the invested assets are held in locations which ensure their availability. All assets are invested in the best interests of policyholders.

The portfolio consists of assets managed by an outsourced investment manager and short-term bank deposit and money-market investments managed within the Vhi group. The outsourced investment manager must manage assets within parameters as agreed between Vhi Insurance and the manager, as set out in a written investment mandate. Similarly, the internally managed short-term investments are managed within parameters approved by the Board.

The investment mandate agreed with the manager contains specific restrictions to ensure that Vhi Insurance only invests in assets that have risks that it can properly identify, measure, monitor, manage, control and report on. The parameters in the mandate ensure that the portfolio is appropriately diversified in such a way that avoids excessive reliance on any particular asset, issuer, geographical area or an accumulation of risk in the portfolio as a whole. The parameters are aligned with the Board's RAS and business strategy, and are set independently of third parties, such as financial institutions, asset managers and rating agencies.

Vhi Insurance invests in derivatives primarily to reduce the risks to which it is exposed, and to enable the Portfolio to be managed more efficiently. Investments in assets that are not admitted to trading on a regulated financial market are kept to prudent levels.

C.3 Credit Risk

Credit risk is the risk of a change in the value of assets and liabilities caused by an unexpected default or deterioration in the credit rating of counterparties and debtors. Debtors include policyholders (where premiums are overdue), corporate policyholders, reinsurers and other third parties. Factors affecting risk exposure include: volatility of asset prices, volatility of liabilities and economic contraction where default rates are elevated or the ability of individuals to pay premiums is impacted. Despite geopolitical events, favourable economic conditions have persisted over the period in relation to credit risk. The main credit risk is counterparty default risk.

Vhi Insurance's gross written premium has increased year-on-year reflecting higher membership. The counterparty default risk component of the SCR increased slightly from €11.2m as at 31 December 2024 to €11.4m as at 31 December 2025.

Methods of risk assessment include measuring and monitoring credit risk exposure (including monitoring debtor days and debtor values) and the credit ratings of counterparties. Vhi Insurance also undertakes stress and scenario testing, the results of which are shown in Section C.7.

Risk Mitigation

Vhi Insurance's investment mandate is limited by restrictions aligned to Vhi Insurance's Risk Appetite. Vhi Insurance monitors the appropriateness of credit ratings applied to its portfolio of assets. Vhi Insurance also monitors arrears with a view to ceasing cover if premiums are not paid within specific timelines.

The Board has responsibility for monitoring the effectiveness of these risk mitigation techniques and in doing so relies on reasonable assurance provided by:

- The Investment Committee, which engages with the investment manager to oversee the credit quality of the investment portfolio. This includes reviewing the performance of the investment manager.
- The Finance Function, which monitors the investment mandate and investment managers. It also monitors premium bookings and receipts and reports against credit management targets.
- The Risk Management Function, which provides support and independent challenge to business units on the completeness, accuracy and consistency of risk self-assessments, reporting on adherence and compliance with its risk appetite and policy management frameworks.
- The Credit Management team which monitors and reports on debtor days and debtor values.

Risk Concentration

There is no material concentration of credit risk, with Vhi Insurance exposure to credit risk managed through limits and diversification requirements in Vhi Insurance's investment mandate aligned to risk appetite.

C.4 Liquidity Risk

Liquidity risk is the risk that Vhi cannot meet its short-term financial or cashflow demands. This could result in the forced early realisation of assets causing Vhi Insurance a financial cost. Factors affecting risk exposure include net cash flows, investment strategy, credit cycles, external effects on the level of interest rates and other penalties charged on early realisation of assets. The main liquidity risk faced by Vhi Insurance is having insufficient liquid or realisable assets to meet liabilities as they fall due over the short or medium term. Vhi Insurance held €56.2m in cash and short-term deposits as at 31 December 2025 (2024: €48.3m), with an additional €76.4m (2024: €169.8m) available in money market funds.

The total amount of the expected profit included in future premiums is detailed in the appendix in QRT S.23.01.01.

There has been no material change to Vhi Insurance's liquidity risk exposure, with diversification limits and credit rating restrictions on banks, and limits on investment in illiquid assets.

Vhi Insurance assesses its liquidity risk through monitoring of short-term and medium-term liquidity. Vhi Insurance also monitors projected and actual cash flows and undertakes stress and scenario testing.

Risk Mitigation

Vhi Insurance maintains access to liquidity through its investment strategy, which sets limits for investment in high quality and liquid assets to ensure portfolio liquidity and sets minimum requirements for the maturity of its investments to ensure liabilities can be met as they arise by matching cash flows from maturing assets. Vhi Insurance also monitors and projects cash flows arising from premiums, claims, and other sources and, together with its investment managers, prepares plans to realise cash flows from its portfolio assets to meet any other shortfalls as they arise.

The Board has responsibility for monitoring the effectiveness of these risk mitigation techniques and in doing so relies on reasonable assurance provided by:

- The Investment Committee, which engages with the investment manager to oversee the management of Vhi Insurance's funds.
- The Finance Function, which provides cash flow projections to the investment managers, monitors the investment managers' performance and, seeks to ensure investments are being managed in accordance with the investment mandate, solvency requirements and other risk considerations.
- The Risk Management Function, which provides support and independent challenge to business units.

Risk Concentration

Vhi Insurance's liabilities arise from health insurance claims, which are by nature high in volume and comparatively low in value. There is low correlation between premium inflows, claims outflows and asset redemptions and, accordingly, the concentration of risk is very low.

C.5 Operational Risk

Operational risk is the risk of financial loss or reputational damage resulting from inadequate or failed internal processes, people or systems that affect Vhi group's business operations including but not limited to cybersecurity, data protection, and business continuity. Operational risk is inherent in all business units and can have many impacts, including but not limited to, unexpected losses, reputational damage due to negative publicity, legal, regulatory and compliance risks. The operational risk component of the SCR was €59.4m as at 31 December 2025 (2024: €55.3m).

We continue to improve our operational resilience through investment in automation, system & recovery testing and 3rd party oversight.

Whilst there has been some changes in the overall level of Vhi Insurance's operational risk component, the nature of the risk has not changed significantly and Vhi Insurance believes cyber-attack, data protection, 3rd party suppliers and operational resilience are risk areas that continue to merit attention. As a result, Vhi Insurance continues to implement plans to address potential risk increases in these areas taking account of the high degree of change in our business.

Vhi Insurance monitor incidents and near misses in relation to all operational risks and assesses the adequacy and effectiveness of controls in place to provide assurances regarding the effectiveness of the operating environment and business continuity plans and undertake stress and scenario testing.

Risk Mitigation

Vhi Insurance maintains an effective control environment which includes controls on IT security, data protection and third-party supplier contracts and have implemented a limits framework that is aligned to the risk appetite of Vhi Insurance.

The Board has responsibility for monitoring the effectiveness of these risk mitigation techniques and in doing so relies on reasonable assurance provided by the Risk Management Function. The Risk Management Function monitors and supports operational risk management activities, providing policies, guidance and independent challenge to business units on the completeness, accuracy and consistency of operational risk assessments and controls, reporting on adherence and compliance with risk appetite and company risk policies.

Risk Concentration

There is low risk concentration in operational risk outside of systemic risks.

C.6 Other Material Risks

Strategic risk including specific regulation risk

This is the risk that Vhi's Group strategy does not enable it to compete effectively. Strategic risk may result from both internal factors (such as incorrect assessment by Management of its market and environment), or external factors (such as changes in the market, economic conditions, or regulations).

Additional risks in our strategy and business model include: the partially effective Risk Equalisation Scheme ('RES') as Vhi covers a disproportionate share of higher health risk policy members in the market; supply and demand changes for private healthcare due to changing healthcare dynamics which may fundamentally impact our business model over the medium-to-long term; pressures on capacity in healthcare and public policy changes e.g. Sláintecare; risks associated with the successful delivery of our transformation programme; economic risks like affordability; automation, digitisation and artificial intelligence risks and changing member expectations in a competitive market environment which is heightened at present by new market entrants.

Conduct and Customer Value risk

This risk relates to the risk of anything that would threaten the business's objective to treat members fairly and with due skill, care and diligence. This could lead to damage to the Vhi brand and loss of members and impairment to Vhi Insurance's business model, reputation and financial condition. These risks include: members misunderstanding services and advice which increases where we are introducing new services and digitising; the risk that we fail to meet our members' reasonable expectations of access to product benefits, including cover from third party hospitals and other medical treatment providers which will be affected by developments affecting the wider healthcare community.

People and culture risk

These are risks that have an adverse impact on our members which primarily originate from colleagues behaviours and / or non-adherence to Vhi policies, procedures, practices and / or rules. Current people and culture risks include: the high level of competition for key skills which increases the risk that we cannot deliver improvements to the quality services for our members at the pace we would like; high wage and cost inflation leading to our pay scales becoming uncompetitive resulting in long job vacancy periods and risk of suboptimal appointments.

Climate and Nature risk

Vhi is subject to a range of Climate and Nature related risks, which can impact our strategy, operations and long-term sustainability. The principal Climate and Nature risks include: physical, transition and liability climate risks. These risks arise from our dependencies and impacts on nature; risks emerging from the transition to a low-carbon environment across our operations and value chain; and increasing member and talent expectations for sustainable healthcare.

Risk Mitigation

For these risks, the Board and RMCC have responsibility for monitoring the effectiveness of these mitigation techniques and in doing so relies on reasonable assurance provided by:

- The EMT, which seeks to ensure these risks are identified and managed across all business units with ownership assigned at executive level.
- The ERC, which fosters a culture of transparency and accountability.
- The Risk Management Function or CRO, which provides support and independent challenge to business units on the completeness, accuracy and consistency of risk self-assessments, reporting on adherence and compliance with its risk appetite and policy management frameworks together with the outcome of the risk assessment process quarterly.
- Business units, through Risk Coordinators in each unit, identify, measure and report on risk management, escalating material changes and breaches to the Risk Management function.

Vhi Insurance has risk control and compliance obligation monitoring programme and an effective control environment with contingency plans to deal with incidents that may arise.

Strategic risk including specific regulation risk

Vhi Insurance mitigates this risk through assessing product relevance, differentiated propositions, business mix and pricing. It conducts regular reviews of strategy, business plans and the performance of the underwriting portfolio.

Vhi Insurance actively reviews the support offered by risk equalisation to community rating and engages with the relevant regulatory bodies on a regular basis to improve regulation and its impact on market sustainability and long-term affordability for consumers.

Conduct and Customer Value risk

Vhi took a number of steps throughout 2025 to strengthen how we manage Conduct and Customer Value risks, ensuring members are treated fairly, receive good access to quality healthcare, and experience clear and timely communications across all channels, including digital. We expanded our definition of Conduct and Customer Value risk to focus on preventing customer detriment by assessing outcomes against customers' reasonable expectations and acting proactively on their behalf.

People and culture risk

The People & Sustainability team are the custodians of our Culture and Values, with strong leadership commitment across Vhi Insurance. We monitor people risks and cultural misalignment across the business and are seeing improvements in many of these measures as indicated by the various cultural diagnostics we undertake. Having a culture that is desirable to colleagues or potential future colleagues is important in ensuring Vhi is an attractive proposition as a workplace and enables us to attract and retain the calibre of colleagues, with the right capabilities, to enable business success.

We have continued to enhance our Internal Communications across the business. This is an important risk mitigant through ensuring there is clarity, transparency and colleagues across the business are well informed.

Climate and Nature risk

We mitigate climate and nature risks by embedding them into our Group-wide Risk Management Framework, ensuring they inform risk assessments, business planning and decision-making across all functions. In 2025, we strengthened leadership awareness through education, clearer communication and risk appetite monitoring. We advanced costed decarbonisation plans supported by systematic control assessments and continued to integrate climate considerations into our Investment Strategy and portfolio controls, reinforcing a consistent, organisation-wide approach to managing these risks.

Risk Concentration

- **Strategic including specific regulation risk:** Vhi Insurance's operations are based in Ireland, therefore, Vhi Insurance is exposed to macroeconomic conditions in Ireland and turbulence in the wider Eurozone and global economy. A deterioration in the effectiveness of the RES impacts value and profit concentrations, increasing Vhi Insurance's exposure to business mix risk.
- **Conduct and customer value risk:** We will not always be able to eliminate errors in member interactions. However, we focus on ensuring that systems we rely on to provide member advice are sound. We do this through activities such as training, maintaining policies and procedures, member communication standards and oversight.
- **People and Culture Risk:** The culture of an organisation relates to the way its colleagues operate, in general. There are variations and exceptions but Vhi Insurance particularly focuses on the manner in which things are done by the majority of colleagues given that behaviours can spread and become commonplace throughout organisations.
- **Climate and Nature risk:** Vhi Insurance's operations are based in Ireland, therefore, Vhi Insurance is exposed to sustainability conditions in Ireland in particular. Climate-related exposures arise predominantly from transition risks, with low exposure to physical climate risks.

Risk Sensitivity

Assessments utilising expertise across the business are used to agree relevant stresses for the components of the material risks, and to assess and validate impacts as well as controls and agreed management actions. This enables Vhi Insurance to quantify, in the ORSA, the solvency impact potential of risks using suitable scenarios that are plausible, sufficiently challenging, and provide a sound basis upon which to assess solvency for each material risk.

The main assumptions underlying the stress tests and scenario analysis are consistent with those used in the business and financial planning processes. The management actions are a key assumption in scenario testing as these are critical in containing the impact of the incidents modelled. Vhi Insurance ensures the management actions are validated by the relevant decision makers and consistent with Vhi Insurance's Recovery Plan and the ORSA process. In assessing solvency impact, Vhi Insurance look over the planning horizon and allow for the delay in the impact of rectifying management actions so that Vhi Insurance understand the timing of the most adverse impacts.

C.7 Any Other Information

	Stress / Scenario	
Underwriting Risk	<ul style="list-style-type: none"> Economic downturn Business mix changes adversely 	<ul style="list-style-type: none"> Claims surge
Market Risk	<ul style="list-style-type: none"> Equity risk Spread risk Interest rate risk 	<ul style="list-style-type: none"> Property risk Concentration risk
Credit Risk	<ul style="list-style-type: none"> Counterparty default risk 	
Liquidity Risk	<ul style="list-style-type: none"> Equity risk Spread risk 	<ul style="list-style-type: none"> Interest rate risk
Operational Risk	<ul style="list-style-type: none"> Cyber Risk 	
Other Material Risks	<ul style="list-style-type: none"> Strategic, Value Growth, Specific Regulation, Climate, Sustainability, and Reputation Risks 	

Stress tests are used to understand the sensitivity of the capital cover to material risks. Vhi Insurance calculates these for a range of risks in deriving and testing solvency cover. Vhi Insurance also performs more detailed scenario projections to allow better understanding of the impact of shocks and the management actions required to mitigate risk. High impact / low likelihood stress tests of this nature are used in the ORSA process to test the resilience of capital buffers.

The impact of the specific scenarios are summarised below and are all based on the Standard Formula parameters:

	Risk	Method description	Impact on Capital as % age of SCR	Impact on Capital (€000s)
Market and Liquidity Risk Sensitivities	Concentration Risk	<ul style="list-style-type: none"> Stress reflecting risk that arises from large investment in individual counterparties and single name exposures. 	0%	(55)
	Interest Rate Risk	<ul style="list-style-type: none"> Stress reflecting changes in the level of the basic risk free interest rates is captured. 	-9%	(34,675)
	Spread Risk	<ul style="list-style-type: none"> Stress reflecting sensitivity of the value of assets and liabilities to changes in the level or in the volatility of credit spreads over the risk-free interest rate term structure. 	-11%	(45,949)
	Property Risk	<ul style="list-style-type: none"> Stress reflecting risk that arises as a result of sensitivity of assets, liabilities and financial investments to the level or volatility of market prices of property. 	-2%	(7,830)
	Equity Risk	<ul style="list-style-type: none"> Stress reflecting risk that the value of an asset or liability will change due to fluctuations in the level or volatility of the market prices for equities. 	-4%	(16,162)
Credit Risk Sensitivities	Counterparty Default Risk	<ul style="list-style-type: none"> Stress to reflect possible losses due to unexpected default, or deterioration in the credit standing, of the counterparties and debtors of insurance undertakings. 	-2%	(8,127)

The ORSA considers a range of scenarios and the main scenarios for risks in this document are included below:

	Risk	Method description	Change in Solvency Cover as a %*	Change in Solvency Capital Requirements
ORSA Scenarios	Underwriting and Market	<ul style="list-style-type: none"> Stress test where claims increases materially both on a one off and recurring basis and investment losses. 	-44%	40,032
	Strategic	<ul style="list-style-type: none"> Stress test where we have a failure of our strategy delivery 	-27%	20,567
	Operational	<ul style="list-style-type: none"> Stress test under a cyber-attack scenario. 	-11%	5,963

Change in Solvency Cover as a percentage reflects the impact on both Solvency Capital Requirement and Own Funds, Vhi's regulatory capital.

Stress and scenario testing in the ORSA validates Vhi Insurance's SCR assessment and additional capital buffers and capital risk appetite as well as guiding the development of Vhi Insurance's business and risk management plans. Under each of the ORSA scenarios tested, Vhi Insurance continues to have adequate capital buffers over the business planning period after implementing considered management actions. Management actions include the possibility of increasing prices.

D. Valuation for Solvency Purposes

D.1 Assets

This section has been completed in the order of how the assets appear on QRT S.02.01.02 Balance Sheet.

Vhi Insurance DAC Solvency II Balance Sheet Extract*	Notes	Solvency II Value 2025 €'000	Statutory Accounts** 2025 €'000
Assets			
Deferred acquisition costs	1	—	43,838
Pension benefit surplus		184	184
Property, plant & equipment held for own use	2	3,650	5,422
Investments			
Property (other than for own use)		27,188	27,188
Equities		—	—
Government Bonds		166,989	166,989
Corporate Bonds		774,877	774,877
Collateralised securities		—	—
Collective Investments Undertakings		152,490	152,490
Derivatives***		1,951	1,951
Deposits other than cash equivalents		8,460	8,460
Total Investments	3	1,131,954	1,131,954
Deferred Tax		—	—
Insurance and intermediaries' receivables	4	230,340	937,220
Cash and cash equivalents	3	56,152	56,152
Any other assets, not elsewhere shown	5	4,029	161,350
Total Assets		1,426,309	2,336,121

*Please note there may be minor differences to the information included in the Appendix due to rounding.

** The statutory accounts figures shown have been reclassified to match prescribed SOL II Balance Sheet headings.

*** Vhi Insurance uses forward rate contracts to hedge against foreign exchange rate movements. It also uses interest rate futures and swaps to hedge against interest rate movements.

Note 1: Deferred Acquisition Costs

The costs incurred during the financial year that are directly attributable to the acquisition of new business are expensed in the same accounting period as the premiums to which they relate are earned.

Deferred acquisition costs are not recognised under Solvency II.

Asset	Solvency II Value 2025 €'000	Statutory Accounts** 2025 €'000	Difference 2025 €'000
Deferred acquisition costs	—	43,838	(43,838)

Note 2: Property Plant and Equipment Held For Own Use

Property, plant and equipment held for own use is a combination of 'Tangible assets' and 'Land and buildings' in the statutory accounts.

Asset	Solvency II Value 2025 €'000	Statutory Accounts** 2025 €'000	Difference 2025 €'000
Tangible Assets	—	1,772	(1,772)
Property - held for own use	3,650	3,650	—
Property, plant & equipment held for own use	3,650	5,422	(1,772)

Tangible Assets

For the statutory accounts, tangible assets are stated at cost less accumulated depreciation and impairment. Depreciation is calculated so as to write off the cost of the assets over their estimated useful lives on a straight line basis.

Under Solvency II guidelines, tangible assets are valued at economic fair value. Following a review of the recoverable and replacement value of these assets under Solvency II principles, Vhi Insurance has determined that the economic value of its tangible assets is nil. Accordingly, the Solvency II valuation for tangible assets is €0.

Property

Property is valued annually on an open market value basis. Valuations are made by independent, professionally qualified valuers with recent experience in the location and class of the properties held. These valuations are based on recent market prices adjusted to reflect the condition and location of the specific properties. Valuations are carried out as close as possible to each year end.

Most property held is shared by Vhi Insurance with other Vhi group companies. The property value is split between *Property - held for own use* and *Property - other than for own use* based on the occupation ratio of the buildings by colleagues of Vhi Insurance and colleagues of other Vhi group companies.

Asset	Solvency II Value 2025 €'000	Statutory Accounts** 2025 €'000	Difference 2025 €'000
Property - held for own use	3,650	3,650	—
Property - other than for own use	27,188	27,188	—
Total Property	30,838	30,838	—

Note 3: Investments and Cash

In line with the statutory accounts, investment assets under Solvency II are held at fair value. Fair value is determined as the market value which represents the bid price, inclusive of any accrued interest, at the balance sheet date.

Where available, market prices are determined by reference to publicly available prices of identical assets in active markets. Vhi Insurance considers a market active in which transactions for the asset or liability take place with sufficient frequency and volume to provide pricing information to market participants on an ongoing basis. Where actual market prices are not publicly available, valuations are calculated by valuation services with access to private market information. Where prices for identical assets are not available, valuations are calculated by reference to prices for similar assets trading on active markets, with appropriate adjustments for differences between the assets.

If the market for the asset is not active and recent transactions of an identical asset on their own are not a good estimate of fair value, the fair value is estimated by using a valuation technique. The objective of using a valuation technique is to estimate what the transaction price would have been on the measurement date in an arm's length exchange motivated by normal business considerations.

At 31 December 2025, all assets included in the categories of Government Bonds, Corporate Bonds, Collateralised Securities and Derivatives:

- were considered to be trading in active markets as prices were available to market participants; and/or
- were valued by valuation services using quoted prices for identical or similar assets; and
- were subject to minimal valuation uncertainty.

Bank deposits are carried at face value plus or minus any accrued interest at the balance sheet date. The directors believe that this value does not need to be further adjusted under Solvency II as all such accounts mature within less than one year.

+ Further Information

Section D.4. Alternative Methods for Valuation discusses the valuation of unlisted equities.

Asset	Solvency II Value 2025 €'000	Statutory Accounts** 2025 €'000	Difference 2025 €'000
Equities - unlisted	—	—	—
Government bonds	166,989	166,989	—
Corporate bonds	774,877	774,877	—
Collective investments undertakings	152,490	152,490	—
Derivatives	1,951	1,951	—
Investment portfolio assets at fair value	1,096,306	1,096,306	—
Deposits other than cash equivalents	8,460	8,460	—
Property (other than for own use)	27,188	27,188	—
Total investment assets	35,648	35,648	—
Cash and cash equivalents	56,152	56,152	—
Total	1,188,106	1,188,106	—

Note 4: Insurance and Intermediaries Receivables

Insurance and intermediaries' receivables include amounts receivable from policyholders via intermediaries and related tax relief-at-source and risk equalisation credits for insurance policies inception.

In the statutory accounts, receivables are valued at face value net of an allowance for potential doubtful debts estimated using historical data and regularly tested against experience.

Under Solvency II, cash flows in respect of unexpired insurance coverage are removed and included in the calculation of the premium provision. The cash flows include an amount for the unexpired risk equalisation as well as policyholder debtors. No other valuation adjustment is made as all receivables are receivable within one year.

Asset	Solvency II Value 2025 €'000	Statutory Accounts** 2025 €'000	Difference 2025 €'000
Insurance & intermediaries' receivables	230,340	937,220	(706,880)

Note 5: Any Other Assets, Not Elsewhere Shown

Other assets consist of deferred expenses under the Risk Equalisation Scheme and prepayments. Deferred risk equalisation expenses are included in the calculation of the premium provision under Solvency II. Prepayments are considered to be valued consistently for Solvency II purposes.

Asset	Solvency II Value 2025 €'000	Statutory Accounts** 2025 €'000	Difference 2025 €'000
Any other assets, not elsewhere shown	4,029	161,350	(157,321)

D.2 Technical Provisions

D.2.1 Technical Provisions Methodology and Bases

The main actuarial methodologies used in the calculation of Technical Provisions are described below. There have been no material changes in the use of these methods during the reporting period.

- Development Factor Method ("DFM")**

A DFM (or otherwise known as basic chain ladder method) assumes that for any particular Accident Period ("AccPeriod"), the proportion of the total ultimate claim costs, which has developed by each period, follows past trends. This method is applied using both paid and incurred claims data.
- Estimated Loss Ratio ("ELR") Method**

For this method, a projected Loss Ratio is estimated independently of the claims experience to date for that AccPeriod. The ELR method is used for recent AccPeriods which are relatively less developed as DFMs may not be appropriate given they have relatively less data at these early stages.
- Bornhuetter-Ferguson ("BF") Method**

This method combines features of the DFM and ELR methods, by creating a weighted average calculation. The DFM weight is linked to the proportion of claims which have developed to date for the relevant period. As such it places more emphasis on DFMs for older, more developed periods, and more on ELRs for more recent, less developed periods. This is most useful for more recent periods, reducing the reliance on less developed claims experience.

In calculating the Technical Provisions, the probability weighted discounted average of all possible future outcomes is considered, this includes an allowance for events not in historic claims data.

The Technical Provisions include a Provision for Claims Outstanding which represents the provision for unpaid cash flows relating to claim events prior to the valuation date with respect to expired business. It also includes the Premium Provision which covers all future cash flows associated with future risk which is bound to the business at the valuation date.

The payoff profile for the cash flows projected within the Technical Provisions is constructed using the historic claim payment trends. These cash flows are discounted using the year end 2025 risk free term structure of interest rates published by the European Insurance and Occupational Pension Authority (“EIOPA”).

+ Further Information

Section D.2.7 outlines the calculation of the Risk Margin.

Vhi has no reinsurance in place, and therefore when calculating the net Technical Provisions, no reinsurance recoverable is included.

Medical Expense Insurance	Gross 2025 €'000	Net 2025 €'000
Provision for Claims Outstanding	322,086	322,086
Premium Provision	48,998	48,998
Risk Margin	29,805	29,805
Total Technical Provisions	400,889	400,889

D.2.2 Level of uncertainty associated with the value of technical provisions

Vhi Insurance underwrites medical expense insurance which is short-tailed in nature and under a normal course of business experiences a relatively low degree of volatility. This is recognised in the volatility assumption applied under the Solvency II standard formula guidelines, which is one of the lowest, amongst other non-life business lines.

Claims costs continued to increase over 2025 due to more people accessing healthcare services as well as increased costs in private hospitals, associated healthcare professional costs and the increasing costs of day-to-day care. Claims cost inflation is a key source of uncertainty in the assumptions underlying the calculation of the Technical Provisions and appropriate allowances have been made for the current level of uncertainty. The Board are monitoring developments closely and will continue to seek to assure prudent conduct of business and fair member outcomes.

D.2.3 Explanation of any material differences between the bases, methods and main assumptions

The table below compares the valuation of Technical Provisions for both the Financial Statements and under Solvency II.

Medical Expense Insurance	2025 €'000	2024 €'000
Technical Provisions in Financial Statements	1,134,907	1,129,618
Solvency II Technical Provisions	400,889	439,612

The reasons for the difference in the Technical Provisions in Financial Statements and Solvency II Technical Provisions are due to different valuation bases for the respective calculations.

The Solvency II Technical Provisions are on a discounted, best estimate basis, allowing for all future cash flows associated with claims and expenses for all business to which Vhi Insurance is obligated as at 31 December 2025.

The Financial Statements Technical Provisions have been prepared in accordance with FRS 102 and FRS 103. These allow for reasonably foreseeable events and need not be on a best estimate basis.

The differences between the two bases are mainly explained by the allowance for future premium receivable in the Solvency II Technical Provisions, as well as the removal of any margins for prudence and the recognition of profits within unexpired risk and risk equalisation cash flows.

D.2.4 Matching adjustment, volatility adjustment or transitional measures applied to the technical provisions

Vhi Insurance does not apply:

- a matching adjustment;
- a volatility adjustment;
- transitional interest rate risk free structure; or
- transitional measures.

D.2.5 Description of recoverables from reinsurance contracts

The Company had no reinsurance contracts in place during 2025; accordingly, no reinsurance recoverables were recognised at year-end.

D.2.6 Material changes in the relevant assumptions made in the calculation of technical provisions compared to the previous reporting period

There have been no material changes to the assumptions underlying the technical provisions throughout the year.

D.2.7 Risk Margin

The Solvency II Risk Margin shall be such as to ensure that the value of the technical provisions is equivalent to the amount an insurance undertaking would be expected to require in order to take over and meet the insurance obligations of Vhi Insurance.

This component should be calculated using a cost of capital approach. The cost of capital approach requires the Solvency II Risk Margin to be calculated by determining the cost of providing an amount of eligible own funds equal to the SCR necessary to support the obligations over their lifetime.

In EIOPA's "Guidelines on the Valuation of Technical Provisions" a hierarchy of methods is specified for the estimation of future SCR. Vhi Insurance adopts the top method in this hierarchy, "Method 1".

The cost of capital applied in calculating the Solvency II Risk Margin is 6%. The Solvency II Risk Margin calculated at 31 December 2025 was €29.8m (2024: €28.7m).

D.3 Other Liabilities

This section has been completed in the order of how the liabilities appear on QRT S.02.01.02 Balance Sheet.

Vhi Insurance DAC Solvency II Balance Sheet Extract*	Notes	Solvency II Value 2025 €'000	Statutory Accounts** 2025 €'000
Other Liabilities			
Provisions Other Than Technical Provisions	10	2,478	2,478
Deferred tax liabilities	7	6,875	439
Derivatives		47	47
Debts owed to credit institutions		1,262	1,262
Debts owed to non-credit institutions resident domestically		126,577	126,577
Insurance & intermediaries payables	8	137,621	256,483
Any other liabilities, not elsewhere shown	9	15,871	124,292
Total Other liabilities		290,731	511,578

* Please note there may be minor differences to the information included in the Appendix due to rounding.

** The statutory accounts figures shown have been reclassified to match prescribed SOL II Balance Sheet headings.

Note 7: Deferred Tax Liabilities

Under GAAP Vhi Insurance recognises a deferred tax asset, as discussed in Section D.1 above.

Under Solvency II, the deferred tax liability is held for the taxable value of the unrealised gain which results from recalculation of the technical provisions in line with Solvency II principles.

Liability	Solvency II Value 2025 €'000	Statutory Accounts** 2025 €'000	Difference 2025 €'000
Deferred tax liabilities	6,875	439	6,436

Note 8: Insurance and Intermediaries Payables

Insurance and intermediaries' payables include amounts due to hospitals and doctors for policyholder claims assessed at the balance sheet date and not yet paid, along with amounts due for the Health Insurance Levy to fund the Risk Equalisation Scheme, and commission payable to intermediaries for policies sold.

Under Solvency II, commission payable and risk equalisation scheme creditors which relate to the unexpired portion of in force contracts are included in the calculation of the premium provision. No further adjustment is made to these values as all amounts are expected to settle within one year.

Liability	Solvency II Value 2025 €'000	Statutory Accounts** 2025 €'000	Difference 2025 €'000
Insurance & intermediaries' payables	137,621	256,483	(118,862)

Note 9: Any Other Liabilities, Not Elsewhere Shown

Deferred Risk Equalisation Scheme income is included in the calculation of the premium provision under Solvency II but included in Other Creditors in the statutory accounts. Accruals and other payables are valued at the undiscounted face value under GAAP and are considered to be valued consistently under Solvency II.

	Solvency II Value 2025 €'000	Statutory Accounts** 2025 €'000	Difference 2025 €'000
Any other Liabilities, not elsewhere shown	15,871	124,292	(108,421)

Note 10: Provisions other than technical provisions

Other provisions relate, in part, to expected payments to third parties. A provision is also held for committed Group restructuring in accordance with the Vhi Group Strategy. The timing of cash flows or release of this provision will occur in accordance with delivery of Vhi's strategic plan and is not expected to give rise to material losses beyond the amounts provided for as at 31 December 2025.

D.4 Alternative Methods for Valuation

Vhi Insurance uses alternative valuation methods to value assets and liabilities where markets are not active or quoted prices are not available. Maximum possible use is made of relevant market inputs where available. There were no such assets at 31 December 2025 (2024: €0m).

D.5 Any Other Information

There is no additional material information regarding the valuation of assets and liabilities for solvency purposes for Vhi Insurance that has not been disclosed above.

E. Capital Management

E.1 Own Funds

Vhi Insurance manages its own funds with the main objective of satisfying solvency requirements in line with Vhi Insurance's Risk Appetite Statement. Vhi Insurance prepares a Medium Term Capital Plan which is updated annually in line with the Board's Capital Management Policy. This includes the projection of own funds over a four-year time horizon and aims to ensure that Vhi Insurance continues to hold own funds within the preferred risk appetite range throughout this horizon.

E.1.1 The Structure, Amount and Quality of Own Funds

The below table sets out, separately for each tier, information on the structure, amount and quality of own funds at 31 December 2025 including the eligible amount of own funds to cover the SCR, classified by tiers and the eligible amount of basic own funds to cover the MCR, classified by tiers.

Basic Own Funds for SCR	2025 €'000	2024 €'000
Tier 1	734,690	686,305
Tier 2	—	—
Tier 3	—	—
Total Basic Own Funds	734,690	686,305
Eligible Own Funds for SCR		
Tier 1	734,690	686,305
Tier 2	—	—
Tier 3	—	—
Total Eligible Own Funds for SCR	734,690	686,305
Eligible Own Funds for MCR		
Tier 1	734,690	686,305
Tier 2	—	—
Tier 3	—	—
Total Eligible Own Funds for MCR	734,690	686,305

The increase in Tier 1 own funds is primarily due to general business performance.

E.1.2 Differences between equity as shown in the Financial Statements and the excess of assets over liabilities

The financial statements of Vhi Insurance show equity of €5.0m (2024: €5.0m) and retained earnings of €684.6m (2024: €630.1m). The breakdown of the movement between the Financial Statements and Solvency II are outlined in the table below.

Excess of assets over liabilities – Attribution of valuation difference	2025 €'000	2024 €'000
Total of reserves and retained earnings from financial statements	684,637	630,136
Difference in the valuation of assets	(909,812)	(836,317)
Difference in the valuation of technical provisions	734,018	690,006
Difference in the valuation of other liabilities	220,847	197,481
Reserves from Financial Statements adjusted for Solvency II valuation differences	729,690	681,305
Excess of assets over liabilities attributable to basic own fund items (excluding the reconciliation reserve)	5,000	5,000
Excess of assets over liabilities	734,690	686,305

The excess of assets over liabilities presented in the above tables are fully available for the absorption of policyholder losses.

E.1.3 Information on Own Fund Items

Tier 1	The Tier 1 own funds of Vhi Insurance comprise the reconciliation reserve and €5.0m equity. These funds can be called on demand and are fully available to absorb losses on a going concern basis and in the case of winding up.
Tier 2	Vhi Insurance held no Tier 2 own funds at year end.
Tier 3	Vhi Insurance held no Tier 3 own funds at year end.

Per Section E1.1 above, the movement in Tier 1 own funds over the year is due to general business performance.

The reconciliation reserve represents the net asset value under Solvency II for Vhi Insurance less equity and subordinated debt own fund items. The reconciliation reserve has increased from €681.3m in 2024 to €729.7m in 2025. There are no restrictions or adjustments applied to own fund items.

E.2 Solvency Capital Requirement and Minimum Capital Requirement

Vhi Insurance calculates the SCR using the standard formula. The table below sets out the SCR and MCR for Vhi Insurance as at year end 31 December 2025.

Capital Requirements	2025 €'000	2024 €'000
Solvency Capital Requirement (SCR)	404,409	387,596
Minimum Capital Requirement (MCR)	112,117	107,915

Solvency Capital Requirement (SCR) Requirements by sub-module	2025 €'000	2024 €'000
Market Risk	68,296	64,624
Counterparty Default Risk	11,378	11,250
Health Underwriting Risk	376,909	363,127
Operational Risk	59,369	55,277
Adjustments	(57,773)	(55,371)
Diversification	(53,771)	(51,311)
Solvency Capital Requirement (SCR)	404,409	387,596

No simplified calculations or undertaking specific parameters are applied in the calculation of the standard formula SCR for Vhi Insurance.

The MCR is bound by a maximum of 45% and a minimum of 25% of the SCR. Its calculation is based on a straight-line formula including net Technical Provisions and premium written for the previous 12 months.

The increase in SCR during the year is primarily as a result of higher premium volume.

E.3 Use of the duration – based equity risk sub-module in the calculation of the Solvency Capital Requirement

This section is not applicable to Vhi Insurance.

E.4 Differences between the standard formula and any internal model used

This section is not applicable to Vhi Insurance.

E.5 Non-compliance with the Minimum Capital Requirement and non-compliance with the Solvency Capital Requirement

This section is not applicable to Vhi Insurance.

E.6 Loss Absorbing Capacity of Deferred Taxes

The SCR has been reduced by €57.8m for the loss absorbing capacity of deferred taxes at 31 December 2025. This allows Vhi Insurance to reflect that a loss in profits may also result in a reduction in future tax liabilities. The majority of this related to an anticipated deferred tax asset of €43.8m after allowing for the loss absorbing capacity of deferred taxes. Vhi Insurance considers it probable that this tax asset will be recovered from future profits. This is based on assumptions around macro-economic conditions, the business strategy and possible and realistic management actions after an exceptional loss scenario.

The source of the loss absorbing capacity of deferred taxes is as follows:

Loss Absorbing Capacity of Deferred Taxes	2025 €'000	2024 €'000
Deferred Tax Liability	6,875	7,723
Probable Future Profits	43,800	47,648
Carry back against prior year tax payments	7,097	
Total Loss Absorbing Capacity of Deferred Taxes	57,773	55,371

E.7 Any Other Information

There is no additional material information regarding the capital management of Vhi Insurance that has not been disclosed above.

Appendix: Quantitative Reporting Templates

This appendix includes the annual Quantitative Reporting Templates (QRTs) for Vhi Insurance DAC in respect of year end 31 December 2025. All figures are shown in thousands (€'000). Please note there may be minor differences in totals due to rounding.

Reference	Template Name	Audited
S.02.01.02	Balance Sheet	✓
S.05.01.02	Premiums, Claims and Expenses by line of business	n/a
S.17.01.02	Non-Life Technical Provisions	✓
S.19.01.21	Non-Life Insurance Claims Information	✓
S.23.01.01	Own Funds	✓
S.25.01.21	Solvency Capital Requirement – for undertakings on Standard Formula	✓
S.28.01.01	Minimum Capital Requirement – Only Life or only non-life insurance or reinsurance activity	✓

S.02.01.02 Balance Sheet

		Solvency II Value 2025 C0010
CHM	Assets	
R0030	Intangible assets	
R0040	Deferred tax assets	
R0050	Pension benefit surplus	184
R0060	Property, plant & equipment held for own use	3,650
R0070	Investments (other than assets held for index-linked and unit-linked contracts)	1,131,954
R0080	Property (other than for own use)	27,188
R0090	Holdings in related undertakings, including participations	
R0100	Equities	
R0110	Equities - listed	
R0120	Equities - unlisted	0
R0130	Bonds	941,866
R0140	Government Bonds	166,989
R0150	Corporate Bonds	774,877
R0160	Structured notes	
R0170	Collateralised securities	
R0180	Collective Investments Undertakings	152,490
R0190	Derivatives	1,951
R0200	Deposits other than cash equivalents	8,460
R0210	Other investments	
R0220	Assets held for index-linked and unit-linked contracts	
R0230	Loans and mortgages	
R0240	Loans on policies	
R0250	Loans and mortgages to individuals	
R0260	Other loans and mortgages	
R0270	Reinsurance recoverables from:	
R0280	Non-life and health similar to non-life	
R0290	Non-life excluding health	
R0300	Health similar to non-life	
R0310	Life and health similar to life, excluding health and index-linked and unit-linked	
R0320	Health similar to life	
R0230	Life excluding health and index-linked and unit-linked	
R0340	Life index-linked and unit-linked	
R0350	Deposits to cedants	
R0360	Insurance and intermediaries' receivables	230,340
R0370	Reinsurance receivables	
R0380	Receivables (trade, not insurance)	
R0390	Own shares (held directly)	
R0400	Amounts due in respect of own fund items or initial fund called up but not yet paid in	
R0410	Cash and cash equivalents	56,152
R0420	Any other assets, not elsewhere shown	4,029
R0500	Total assets	1,426,309

CHM	Liabilities	Solvency II Value 2025 C0010
R0510	Technical provisions – non-life	400,889
R0520	Technical provisions – non-life (excluding health)	
R0530	TP calculated as a whole	
R0540	Best Estimate	
R0550	Risk margin	
R0560	Technical provisions - health (similar to non-life)	400,889
R0570	TP calculated as a whole	
R0580	Best Estimate	371,084
R0590	Risk margin	29,805
R0600	Technical provisions - life (excluding index-linked and unit-linked)	
R0610	Technical provisions - health (similar to life)	
R0620	TP calculated as a whole	
R0630	Best Estimate	
R0640	Risk margin	
R0650	Technical provisions – life (excluding health and index-linked and unit-linked)	
R0660	TP calculated as a whole	
R0670	Best Estimate	
R0680	Risk margin	
R0690	Technical provisions – index-linked and unit-linked	
R0700	TP calculated as a whole	
R0710	Best Estimate	
R0720	Risk margin	
R0740	Contingent liabilities	
R0750	Provisions other than technical provisions	2,478
R0760	Pension benefit obligations	
R0770	Deposits from reinsurers	
R0780	Deferred tax liabilities	6,875
R0790	Derivatives	47
R0800	Debts owed to credit institutions	1,262
R0810	Financial liabilities other than debts owed to credit institutions	126,577
R0820	Insurance & intermediaries payables	137,621
R0830	Reinsurance payables	
R0840	Payables (trade, not insurance)	
R0850	Subordinated liabilities	
R0860	Subordinated liabilities not in Basic Own Funds	
R0870	Subordinated liabilities in Basic Own Funds	
R0880	Any other liabilities, not elsewhere shown	15,871
R0900	Total liabilities	691,619
R1000	Excess of assets over liabilities	734,690

S.05.01.02.01 Premiums, Claims and Expenses by line of business

		Line of Business for: non-life insurance and reinsurance obligations (direct business and accepted proportional reinsurance)	Total
		Medical expense insurance	
CHM		C0010	C0200
	Premiums written		
R0110	Gross - Direct Business	2,014,379	2,014,379
R0120	Gross - Proportional reinsurance accepted		
R0130	Gross - Non-proportional reinsurance accepted		
R0140	Reinsurers' share		
R0200	Net	2,014,379	2,014,379
	Premiums earned		
R0210	Gross - Direct Business	1,978,967	1,978,967
R0220	Gross - Proportional reinsurance accepted		
R0230	Gross - Non-proportional reinsurance accepted		
R0240	Reinsurers' share		
R0300	Net	1,978,967	1,978,967
	Claims incurred		
R0310	Gross - Direct Business	1,788,617	1,788,617
R0320	Gross - Proportional reinsurance accepted		
R0330	Gross - Non-proportional reinsurance accepted		
R0340	Reinsurers' share		
R0400	Net	1,788,617	1,788,617
R0550	Expenses incurred	231,349	231,349
R1210	Balance - other technical expenses/income		(76,207)
R1300	Total technical expenses		231,349

S.17.01.02 Non-Life Technical Provisions

	Direct business and accepted proportional reinsurance	Total Non-Life obligation
	Medical expense insurance	
	C0020	C0180
Technical provisions calculated as a whole		
Total recoverables from reinsurance/SPV and Finite Re after the adjustment for expected losses due to counterparty default associated to TP as a whole		
Technical provisions calculated as a sum of BE and RM		
Best estimate		
Premium provisions		
Gross	48,998	48,998
Total recoverable from reinsurance/SPV and Finite Re after the adjustment for expected losses due to counterparty default		
Net Best Estimate of Premium Provisions	48,998	48,998
Claims provisions		
Gross	322,086	322,086
Total recoverable from reinsurance/SPV and Finite Re after the adjustment for expected losses due to counterparty default		
Net Best Estimate of Claims Provisions	322,086	322,086
Total Best estimate - gross	371,084	371,084
Total Best estimate - net	371,084	371,084
Risk margin	29,805	29,805
Technical provisions – total		
Technical provisions - total	400,889	400,889
Recoverable from reinsurance contract/SPV and Finite Re after the adjustment for expected losses due to counterparty default - total		
Technical provisions minus recoverables from reinsurance/SPV and Finite Re - total	400,889	400,889

S.19.01.21 Non-Life Insurance Claims Information

Total Non-Life Business

Z0010 Accident year / Underwriting year

Z0020	Accident year [AY]
--------------	--------------------

Gross Claims Paid (non-cumulative)
(absolute amount)

Development year														
Year	0	1	2	3	4	5	6	7	8	9	10 & +	In Current year	Sum of years (cumulative)	
	C0010	C0020	C0030	C0040	C0050	C0060	C0070	C0080	C0090	C0100	C0110	C0170	C0180	
R0100	Prior											-355	-355	-355
R0160	N-9	1,022,873	272,728	18,950	2,562	428	(353)	-244	-98	(139)	3,008	3,008	1,319,715	
R0170	N-8	1,016,955	259,881	16,400	2,947	(323)	539	-33	-224	977		977	1,297,117	
R0180	N-7	1,029,959	265,019	12,771	2,700	638	(73)	-704	-3,243			-3,243	1,307,068	
R0190	N-6	1,075,248	286,141	13,501	843	1,236	397	-348				-348	1,377,017	
R0200	N-5	829,927	216,534	8,261	3,423	744	164					164	1,059,052	
R0210	N-4	1,012,831	261,037	24,661	3,097	420						420	1,302,046	
R0220	N-3	1,135,823	298,479	15,378	3,108							3,108	1,452,789	
R0230	N-2	1,296,898	302,276	20,624								20,624	1,619,798	
R0240	N-1	1,383,340	312,315									312,315	1,695,656	
R0250	N	1,513,647										1,513,647	1,513,647	
R0260												1,850,317	13,943,550	

APPENDIX. QUANTITATIVE REPORTING TEMPLATES

Development year													
Year	0	1	2	3	4	5	6	7	8	9	10 & +	Year end (discounted data)	
		C0200	C0210	C0220	C0230	C0240	C0250	C0260	C0270	C0280	C0290	C0300	C0360
R0100	Prior											2,466	2,433
R0160	N-9	269,346	32,233	12,045	7,867	7,201	6,527	4,833	4,291	4,394	626		618
R0170	N-8	260,558	27,698	8,522	6,080	4,733	2,845	-111	-220	522			515
R0180	N-7	237,860	21,524	6,310	1,833	-350	(1,825)	-2,809	536				529
R0190	N-6	266,616	25,983	9,535	5,239	2,840	2,279	833					822
R0200	N-5	228,925	21,926	7,324	3,880	3,008	2,507						2,474
R0210	N-4	246,353	28,405	6,463	4,171	3,269							3,226
R0220	N-3	252,445	22,528	7,535	5,125								5,057
R0230	N-2	287,112	27,857	8,788									8,671
R0240	N-1	300,089	28,839										28,456
R0250	N	272,909											269,284
R0260													322,086

S.23.01.01 Own Funds

		Total	Tier 1 - unrestricted	Tier 1 - restricted	Tier 2	Tier 3
CHM		C0010	C0020	C0030	C0040	C0050
	Basic own funds before deduction for participations in other financial sector as foreseen in article 68 of Delegated Regulation 2015/35					
R0010	Ordinary share capital (gross of own shares)	5,000	5,000	—	—	—
R0030	Share premium account related to ordinary share capital			—	—	—
R0040	Initial funds, members' contributions or the equivalent basic own - fund item for mutual and mutual-type undertakings			—	—	—
R0050	Subordinated mutual member accounts			—	—	—
R0070	Surplus funds			—	—	—
R0090	Preference shares			—	—	—
R0110	Share premium account related to preference shares			—	—	—
R0130	Reconciliation reserve	729,690	729,690	—	—	—
R0140	Subordinated liabilities			—	—	—
R0160	An amount equal to the value of net deferred tax assets			—	—	—
R0180	Other own fund items approved by the supervisory authority as basic own funds not specified above			—	—	—
	Own funds from the Financial Statements that should not be represented by the reconciliation reserve and do not meet the criteria to be classified as Solvency II own funds			—	—	—
R0220	Own funds from the financial statements that should not be represented by the reconciliation reserve and do not meet the criteria to be classified as Solvency II own funds			—	—	—
	Deductions			—	—	—
R0230	Deductions for participations in financial and credit institutions			—	—	—
R0290	Total basic own funds after deductions	734,690	734,690	0	0	0
	Ancillary own funds			—	—	—
R0300	Unpaid and uncalled ordinary share capital callable on demand			—	—	—
R0310	Unpaid and uncalled initial funds, members' contributions or the equivalent basic own fund item for mutual and mutual - type undertakings, callable on demand			—	—	—
R0320	Unpaid and uncalled preference shares callable on demand			—	—	—
R0330	A legally binding commitment to subscribe and pay for subordinated liabilities on demand			—	—	—

APPENDIX. QUANTITATIVE REPORTING TEMPLATES

R0340	Letters of credit and guarantees under Article 96(2) of the Directive 2009/138/EC			—	—	—
R0350	Letters of credit and guarantees other than under Article 96(2) of the Directive 2009/138/EC			—	—	—
R0360	Supplementary members calls under first subparagraph of Article 96(3) of the Directive 2009/138/EC			—	—	—
R0370	Supplementary members calls - other than under first subparagraph of Article 96(3) of the Directive 2009/138/EC			—	—	—
R0390	Other ancillary own funds			—	—	—
R0400	Total ancillary own funds			0	0	0
	Available and eligible own funds			—	—	—
R0500	Total available own funds to meet the SCR	734,690	734,690	—	—	—
R0510	Total available own funds to meet the MCR	734,690	734,690	—	—	—
R0540	Total eligible own funds to meet the SCR	734,690	734,690	—	—	—
R0550	Total eligible own funds to meet the MCR	734,690	734,690	—	—	—
R0580	SCR	404,409		—	—	—
R0600	MCR	112,117		—	—	—
R0620	Ratio of Eligible own funds to SCR	1.8167		—	—	—
R0640	Ratio of Eligible own funds to MCR	6.5529		—	—	—
	Reconciliation reserve			—	—	—
R0700	Excess of assets over liabilities	734,690		—	—	—
R0710	Own shares (held directly and indirectly)			—	—	—
R0720	Foreseeable dividends, distributions and charges			—	—	—
R0730	Other basic own fund items	5,000		—	—	—
R0740	Adjustment for restricted own fund items in respect of matching adjustment portfolios and ring fenced funds			—	—	—
R0760	Reconciliation reserve	729,690		—	—	—
	Expected profits			—	—	—
R0770	Expected profits included in future premiums (EPIFP) - Life business			—	—	—
R0780	Expected profits included in future premiums (EPIFP) - Non- life business			—	—	—
R0790	Total Expected profits included in future premiums (EPIFP)			—	—	—

S.25.01.21 Solvency Capital Requirement – for undertakings on Standard Formula

		Gross solvency capital requirement 2025
CHM		C0110
R0010	Market risk	68,296
R0020	Counterparty default risk	11,378
R0030	Life underwriting risk	
R0040	Health underwriting risk	376,909
R0050	Non-life underwriting risk	
R0060	Diversification	(53,771)
R0070	Intangible asset risk	
R0100	Basic Solvency Capital Requirement	402,812
CHM	Calculation of Solvency Capital Requirement	C0100
R0130	Operational risk	59,369
R0140	Loss-absorbing capacity of technical provisions	
R0150	Loss-absorbing capacity of deferred taxes	(57,773)
R0160	Capital requirement for business operated in accordance with Art. 4 of Directive 2003/41/EC	
R0200	Solvency capital requirement excluding capital add-on	404,409
R0210	Capital add-on already set	
R0211	Of which, capital add-ons already set – Article 37 (1) Type a	
R0212	Of which, capital add-ons already set – Article 37 (1) Type b	
R0213	Of which, capital add-ons already set – Article 37 (1) Type c	
R0214	Of which, capital add-ons already set – Article 37 (1) Type d	
R0220	Solvency capital requirement	404,409
	Other information on SCR	
R0400	Capital requirement for duration-based equity risk sub-module	
R0410	Total amount of Notional Solvency Capital Requirement for remaining part	
R0420	Total amount of Notional Solvency Capital Requirements for ring fenced funds	
R0430	Total amount of Notional Solvency Capital Requirement for matching adjustment portfolios	
R0440	Diversification effects due to RFF nSCR aggregation for article 304	
		Yes/No

APPENDIX. QUANTITATIVE REPORTING TEMPLATES

	Approach to tax rate	C0109
R0590	Approach based on average tax rat	2 - No
	Calculation of loss absorbing capacity of deferred taxes	
		LAC DT
		C0130
R0600	DTA	
R0610	DTA carry forward	
R0620	DTA due to deductible temporary differences	
R0630	DTL	
R0640	LAC DT	-57,773
R0650	LAC DT justified by reversion of deferred tax liabilities	-6,875
R0660	LAC DT justified by reference to probable future taxable economic profit	-43,800
R0670	LAC DT justified by carry back, current year	-7,097
R0680	LAC DT justified by carry back, future years	
R0690	Maximum LAC DT	-57,773

S.28.01.01 Minimum Capital Requirement – Only Life or only non-life insurance or reinsurance activity

Linear formula component for non-life insurance and reinsurance obligations

CHM		C0010
R0010	MCRNL Result	112,117

		Net (of reinsurance/SPV) best estimate and TP calculated as a whole	Net (of reinsurance) written premiums in the last 12 months
		C0020	C0030
R0020	Medical expenses insurance and proportional reinsurance	371,084	2,014,379
R0030	Income protection insurance and proportional reinsurance		
R0040	Workers' compensation insurance and proportional reinsurance		
R0050	Motor vehicle liability insurance and proportional reinsurance		
R0060	Other motor insurance and proportional reinsurance		
R0070	Marine, aviation and transport insurance and proportional reinsurance		
R0080	Fire and other damage to property insurance and proportional reinsurance		
R0090	General liability insurance and proportional reinsurance		
R0100	Credit and suretyship insurance and proportional reinsurance		
R0110	Legal expenses insurance and proportional reinsurance		
R0120	Assistance and proportional reinsurance		
R0130	Miscellaneous financial loss insurance and proportional reinsurance		
R0140	Non-proportional health reinsurance		
R0150	Non-proportional casualty reinsurance		
R0160	Non-proportional marine, aviation and transport reinsurance		
R0170	Non-proportional property reinsurance		

Linear formula component for life insurance and reinsurance obligations

		C0040
R0200	MCRL Result	0

		Net (of reinsurance/SPV) best estimate and TP calculated as a whole	Net (of reinsurance/SPV) total capital at risk
		C0050	C0060
CHM			
R0210	Obligations with profit participation - guaranteed benefits	0	
R0220	Obligations with profit participation - future discretionary benefits	0	
R0230	Index-linked and unit-linked insurance obligations	0	
R0240	Other life (re)insurance and health (re)insurance obligations	0	
R0250	Total capital at risk for all life (re)insurance obligations		0

		C0070
CHM	Overall MCR calculation	
R0300	Linear MCR	112,117
R0310	SCR	404,409
R0320	MCR cap	181,984
R0330	MCR floor	101,102
R0340	Combined MCR	112,117
R0350	Absolute floor of the MCR	2,700

R0400	Minimum Capital Requirement	112,117
-------	------------------------------------	---------

Glossary

Community rating	PMI policyholders are charged the same premium for a particular PMI contract irrespective of age, gender or state of health, subject to certain prescribed exceptions.
Loss Absorbing Capacity of Deferred Taxes (LAC DT)	LAC DT reflects the extent that an insurer can reduce the SCR by taking account of the reduction in future tax liabilities arising as a result of a loss in future profits.
Lifetime cover	PMI policyholders are entitled to renew their PMI contracts irrespective of factors such as age, health status or claims history.
Minimum benefits	PMI policyholders must be provided with certain minimum in-patient hospital cover.
Minimum Capital Requirement (MCR)	The level of capital below which an insurer is not permitted to go. It represents the final threshold that triggers supervisory action in the event that it is breached.
Generally Accepted Accounting Principles (GAAP) / Financial Reporting Standard (FRS)	These are accounting standards used for the preparation of Financial Statements.
Open enrolment	PMI insurers must accept all applicants for cover regardless of current age, sex or state of health, subject to certain waiting periods before claims may be made.
Own Funds	Own Funds are comprised of basic and ancillary own funds. Basic own funds refer to the excess of assets over liabilities, valued in accordance with Solvency II requirements. Ancillary own funds consist of items other than basic own funds which can be called up to absorb losses. They are categorised, i.e. tiered, based on set criteria.
Own Risk and Solvency Assessment (ORSA)	A set of processes used to provide insight, over the business planning time horizon, into the risk profile, capital requirements and strategy of an insurer. The information produced by these processes is used to support decision making.
Private medical insurance (PMI)	Insurance providing cover for costs incurred by private medical treatment or care due to illness, accident, infirmity or disability. Under Solvency II this is classified as Medical Expense Insurance.
Quantitative Reporting Templates (QRTs)	A set of standardised templates detailing financial and monetary information about an insurer.
Reinsurance	Insurance purchased by an insurer, used to transfer risk.
Risk Appetite Statement	The document which sets out the level and type of risk that an insurer is willing to take in order to achieve its business objectives.

Risk Profile	The specific risks to which an insurer is exposed. The risk profile of every insurer is different.
Risk-mitigation techniques	The methods used by an insurer to reduce risk exposure.
Solvency Capital Requirement (SCR)	<p>The amount of capital that an insurer must hold that will enable them to absorb significant losses and gives reasonable assurance to policyholders and stakeholders that claims will be paid as they fall due. This amount is set at the worst 1 year loss that would be expected to occur in 200 years.</p> <p>The SCR can be calculated using the Standard Formula, an internal model or a partial internal model.</p>
Solvency II	A harmonising risk-based prudential regulatory regime that applies to all insurance and reinsurance undertakings in the European Union, which came into force on 1 January 2016.
Solvency II Risk Margin	The value above the best estimate technical provisions equivalent to a theoretical amount of money needed for a third party to take over and meet all of the insurance obligations.
Solvency II Technical Provisions	A liability on the Solvency II Balance Sheet. Technical provisions are a 'probability weighted best estimate' of the future cash flows associated with insurance obligations, which have been recognised at the valuation date.
Standard Formula	<p>A formula set out within the Solvency II regime which details the calculations for generating the Solvency Capital Requirement (SCR).</p> <p>An insurer which chooses not to use the standard formula to calculate the SCR may use an internal model or partial internal model, subject to supervisory approval.</p>
System of Governance	The system through which an insurer is organised and controlled.