

INDEPENDENT AUDITOR REPORT ON THE COMPLETENESS OF THE REMUNERATION REPORT ACCORDING TO THE ARTICLE 112 OF LAW 4548/2018

[Translated From the Original in Greek]

To the Board of Directors of
Eurobank S.A.

Subject Matter

Based on our engagement letter dated 10 February 2026, we undertook the limited assurance assignment to determine if and to what extent the attached Remuneration Report (Appendix A) of Eurobank S.A. (the "Bank") includes for the year ended 31 December 2025 the information (hereinafter the "Subject Matter") as required by the Article 112 of Law 4548/2018, which are defined in this case as Applicable Criteria.

Applicable Criteria

Under the provisions of Article 112 of Law 4548/2018, entities with shares listed on a regulated market are obliged to prepare a clear and comprehensive Remuneration Report, which includes a complete overview of the total remuneration as stipulated in the remuneration policy of the entity, in accordance with Article 110 of the same Law. The Remuneration Report shall be submitted for discussion to the Annual General Meeting of Shareholders as a separate item in the agenda. Following the discussion held at the Annual General Meeting of Shareholders, the Remuneration Report is published in accordance with paragraph 4 of Article 112 of Law 4548/2018 and it is publicly available for a period of ten (10) years.

Responsibilities of Bank's Management

The Bank's Board of Directors is responsible for the preparation and the overall fair presentation of the Remuneration Report in accordance with Article 112 of Law 4548/2018, and for designing all necessary internal controls to ensure Bank's compliance with the provisions of Articles 109 to 113 of Law 4548/2018, as in force.

Auditor's Responsibility

Our responsibility is limited to the issuance of this Report regarding whether and to what extent the attached Remuneration Report provides the information of Article 112 of Law 4548/2018, based on our work performed as described below in the "Scope of Work Performed" section.

Our work has been performed as assigned by the Board of Directors of the Bank, in accordance with the International Standard on Assurance Engagements 3000 (Revised), "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information" (hereinafter "ISAE 3000"), and the terms of engagement, which are described in the contract between us dated 10 February 2026.

ISAE 3000 requires from us to design and perform our engagement in order to obtain limited assurance about the assessment of the Subject Matter, in accordance with the Applicable Criteria. As part of the procedures performed, we assess the risk of material misstatement in the information related to the Subject Matter.

We believe that the evidence we have gathered is sufficient and appropriate to support the conclusion expressed in this assurance report.

Professional ethics and quality standards

We are independent of the Bank throughout this engagement and have complied with the requirements of the International Code for Professional Accountants issued by the International Ethics Standards Board Accountants (IESBA Code), the ethics and independence requirements of Law 4449/2017 and of Regulation (EU) 537/2014.

Our firm applies the International Standard on Quality Management (ISQM) 1 "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance Engagements or Related Services Engagements" and consequently maintains a comprehensive quality management system that includes documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Scope of work

Our work exclusively covers the limited assurance procedures below and has been performed for the purpose of assessing whether the Remuneration Report includes, as a minimum, the following information regarding the remuneration of each individual member of the Bank's Board of Directors, the Chief Executive Officer, and the Deputy Chief Executive Officers:

- (a) total remuneration awarded, with a breakdown of their individual remuneration, the relative percentages of fixed and variable remuneration including remuneration of paragraph 2 of Article 109 of Law 4548/2018, providing analysis of the implementation of performance criteria and how total remuneration complies with the approved remuneration policy,
- (b) the annual change in remuneration for each member of the Board of Directors, the Chief Executive Officer and the Deputy Chief Executive Officers, the performance of the Bank and the average remuneration, on a full-time equivalent basis, of the employees of the Bank, other than directors, over the last five (5) financial years, presented in a manner that allows comparison from the shareholders,
- (c) any remuneration of all kinds from any company under the same group, as defined in Article 32 of Law 4308/2014,
- (d) the number of shares and share options granted or offered to the members of the Board of Directors, the Chief Executive Officer and the Deputy Chief Executive Officers and the main conditions for the exercise of these rights, including the exercise price and date and any change thereof,
- (e) any share options vested by the members of the Board of Directors, the Chief Executive Officer and the Deputy Chief Executive Officers under the Bank's share-based remuneration plans,
- (f) information in relation to the use of the capacity to recover variable remunerations,
- (g) information in relation to any deviation from the remuneration policy, pursuant to paragraph 7 of Article 112 of Law 4548/2018, with an explanation of the exceptional nature of the circumstances and the indication of the specific elements of the remuneration policy, against which the deviation was noted.

In the context of a limited assurance engagement, the procedures performed differ in nature and timing and are less extensive than in a reasonable assurance engagement. Accordingly, the level of assurance obtained from such an engagement is significantly lower than the level of assurance that would have been obtained if a reasonable assurance engagement had been performed.

Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all of the evidence that would be required to provide a reasonable level of assurance.

Conclusion

Based on the work we have performed and the evidence obtained, nothing has come to our attention that causes us to believe that the attached Remuneration Report (Appendix A) of Eurobank S.A. for the year ended 31 December 2025, does not include the information required by the Article 112 of Law 4548/2018.

Restriction of use

This Report is provided solely for the purpose stated in the first paragraph above and it is addressed exclusively to the Bank's Board of Directors and no other use is permitted.

Athens, 26 March 2026

KPMG Certified Auditors S.A.
AM SOEL 186

Nikolaos Vouniseas, Certified Auditor Accountant
A.M. SOEL 18701

Appendix A

Remuneration Report **2025**

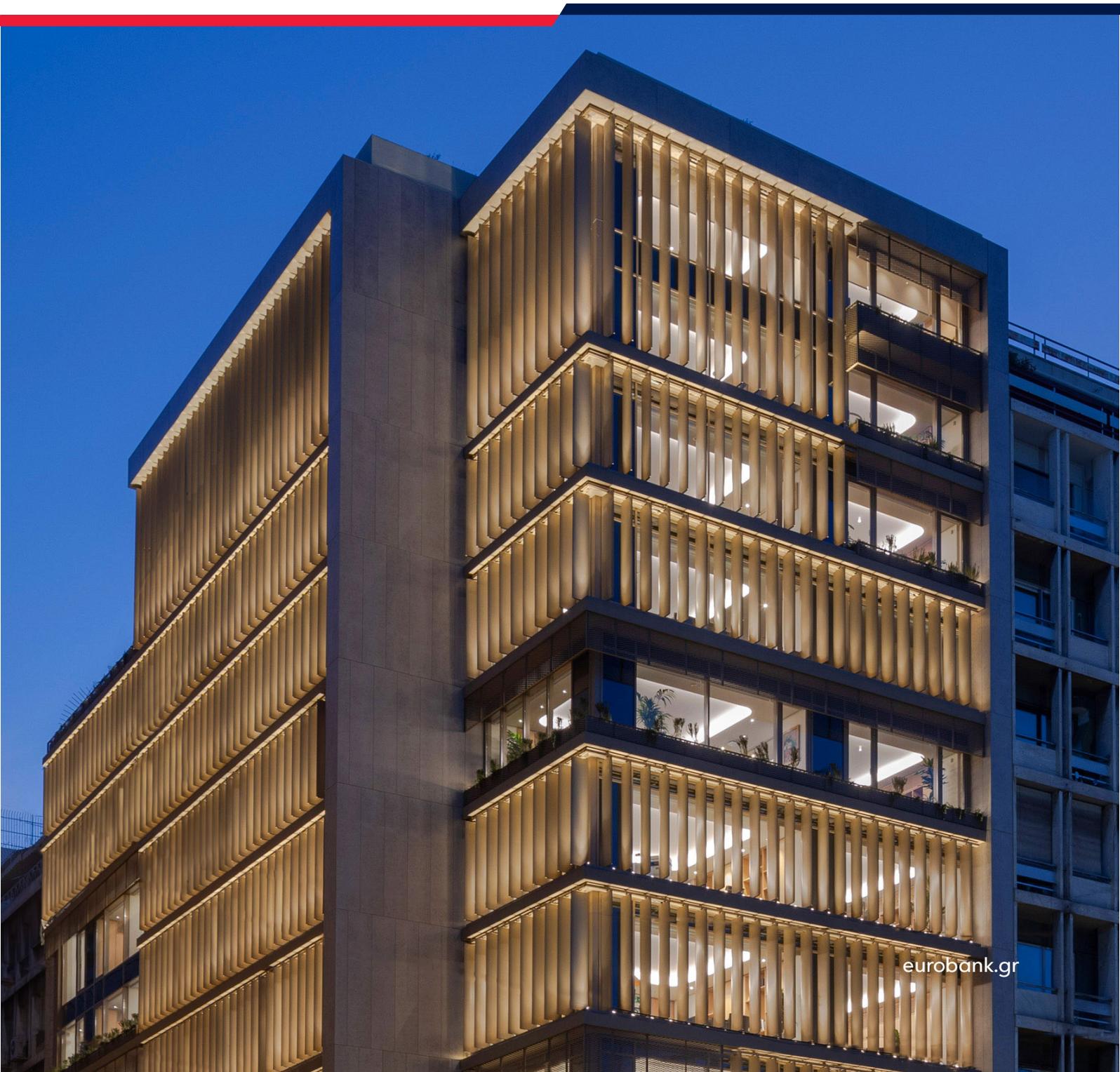
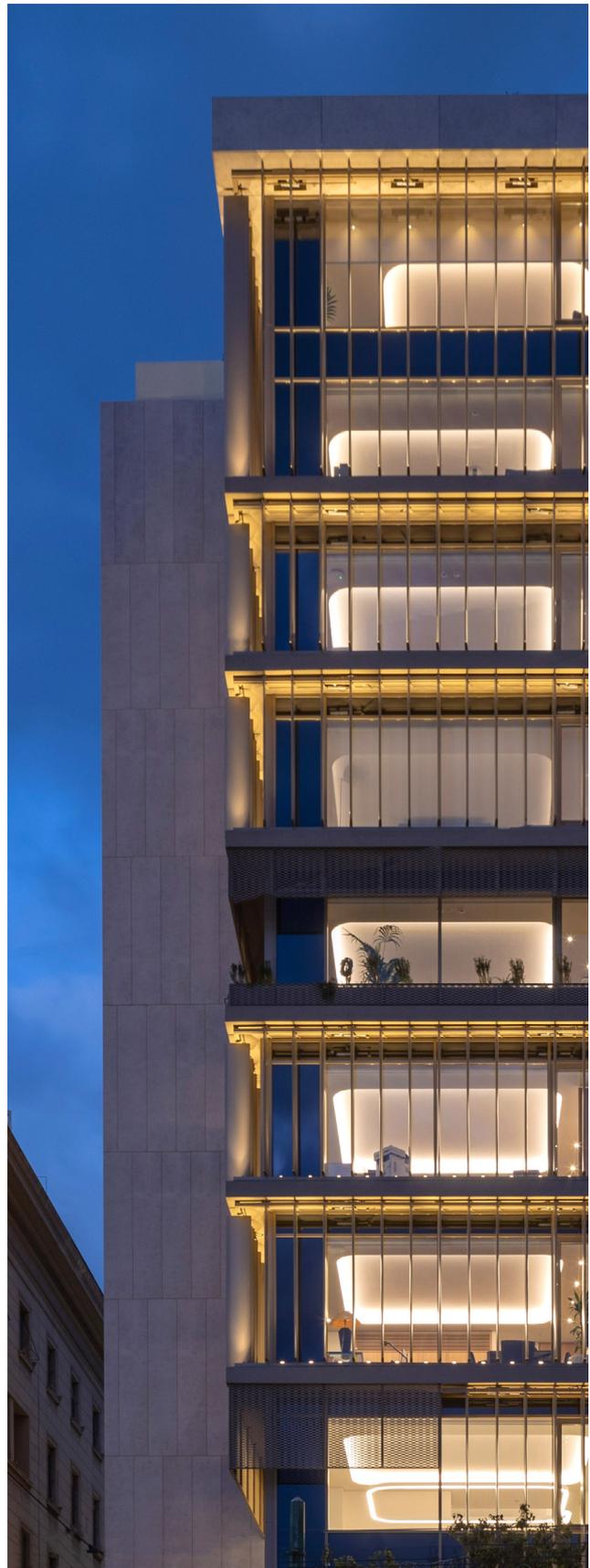


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1. Letter from the Chair of the Remuneration Committee

Dear Shareholders,

On behalf of the Remuneration Committee, I am pleased to present Eurobank's S.A. Remuneration Report for the financial year 2025.

During 2025, the Remuneration Committee continued to exercise independent and rigorous oversight of Eurobank's S.A. remuneration framework, ensuring full alignment with the applicable legal and regulatory framework, including Law 4261/2014, Law 4548/2018, Bank of Greece Executive Committee Act 231/2024 and the European Banking Authorities Guidelines ("EBA") on sound remuneration policies (EBA/GL/2021/04). Remuneration governance at Eurobank S.A. remains firmly anchored in risk alignment, capital sustainability and long-term value creation.

Following the full formal review and approval of the Remuneration Policy in December 2024, the updated framework continued to apply throughout 2025 on a group wide basis. It integrates enhanced regulatory expectations, Environmental, Social and Governance ("ESG") considerations and climate related risks. Eurobank's S.A. results for 2025 support this framework, with profitability and capital strength ensuring the sustainability of variable remuneration practices, including the 55% payout ratio to shareholders announced for the year.

Eurobank's S.A. solid performance during 2025 provided a stable backdrop for the continued application of the remuneration framework which, in response to shareholder feedback, was subject to targeted enhancements by the Remuneration Committee. These included the introduction of a Long Term Incentive Plan ("LTIP") that will be implemented from 2026, to further strengthen Eurobank's S.A. ability to attract, motivate and retain senior talent, as well as revisions to annual variable incentive mechanisms to ensure alignment with the new performance rating practice. These enhancements were implemented during a year of sustained business growth marked with organic loan expansion and increased customer deposits, which reinforced Eurobank's S.A. operational momentum and strategic trajectory. Improvements in asset quality and capital strength, in part through the contribution of the diversified performance across Greece, Cyprus and Bulgaria, supported the broader resilience of the Group, while consistent business growth across key markets contributed to a balanced operating environment.

The remuneration architecture is grounded in clear principles of gender neutrality, internal equity and transparency. An annual gender pay-gap analysis is conducted across all jurisdictions and submitted to the Remuneration Committee for review. The Remuneration Committee maintains oversight of the findings and, where necessary, ensures that appropriate corrective actions are implemented.

Eurobank S.A. maintains a disciplined approach to variable remuneration. Variable awards are granted only where financially sustainable and are aligned with profitability, cost of capital, risk-adjusted performance and qualitative criteria such as conduct, compliance and leadership behaviour. In line with regulatory requirements, between 40% and 60% of variable remuneration is deferred over a minimum period of four years – five years for senior management – with at least 50% delivered in shares or share-linked instruments. All deferred and vested awards remain subject to malus and clawback provisions of up to 100% in cases of misconduct, regulatory breaches or material risk failures.

In accordance with Article 86 of Law 4261/2014 and following the recommendation of the Remuneration Committee, the Annual General Meeting ("AGM") held on 30 April 2025, approved a higher than 100% maximum ratio between the fixed and variable components of remuneration for eight Senior Executives for the financial year 2025, within the limits permitted by the applicable legal framework. Non-Executive Directors receive fixed remuneration only, approved annually by the AGM, and are not eligible for variable remuneration.

Throughout 2025, the Remuneration Committee continued to monitor the effectiveness of the remuneration framework, the identification of Material Risk Takers ("MRTs"), the calibration of performance criteria and the alignment of incentives with Eurobank's S.A. evolving risk profile and strategic priorities. This oversight was exercised during a year in which capital adequacy remained robust and Eurobank S.A. achieved further improvement in asset quality, supporting the alignment between remuneration outcomes and the Group's long term risk and performance profile.

During 2025, Eurobank S.A. continued to invest in senior leadership development through the Leadership Development Programme, strengthening innovation capabilities, strategic

thinking and transformational leadership across Senior Executives. This focus is aligned with the Group's broader strategy and the evolving demands of its regional footprint.

I wish to acknowledge the dedication and discernment of my fellow Committee members, whose judgement and independence continue to underpin the integrity of our remuneration governance. I also extend my appreciation to the management team, our control functions and all colleagues across the Group. Their professionalism, resilience and commitment to excellence are fundamental

to Eurobank's sustained progress and responsible growth.

To our shareholders, I express my sincere gratitude for your ongoing confidence and thoughtful engagement. Your perspective remains invaluable in shaping a remuneration framework that is transparent, balanced and aligned with long-term value creation. The Remuneration Committee remains steadfast in its commitment to upholding the highest standards of governance, ensuring that our policies evolve prudently in step with the Group's strategic ambitions, regulatory expectations and the interests of all stakeholders.



Cinzia Basile
Chair of the Remuneration Committee



2. Background and Scope of the Remuneration Report

The Remuneration Report sets out the remuneration framework applicable to the members of the Board of Directors (“Board”) of Eurobank S.A. for the financial year 2025. Its purpose is to provide shareholders with a clear, transparent and comprehensive understanding of how remuneration decisions are structured, governed and implemented.

The Remuneration Report explains the principles underlying the approved Board Remuneration Policy and describes how these principles were applied in practice during the year under review. In doing so, it highlights the link between pay and performance, the balance between fixed and variable remuneration, as well as the alignment with Eurobank S.A. and its subsidiaries (“Group”) risk management and strategic priorities. Particular attention is given to the consistency of remuneration outcomes with the Group’s financial results, capital strength and risk profile. The objective is not only compliance with regulatory requirements but also transparency and accountability toward investors and other stakeholders.

The Remuneration Report has been prepared in accordance with the applicable European and Greek legal and regulatory framework, including Directive (EU) 2017/828 on long-term shareholder engagement as transposed into Greek Law, Law 4548/2018, Law 4261/2014, Bank of Greece Executive Committee Act 231/2024 and the EBA Guidelines on sound remuneration policies (EBA/GL/2021/04). It also takes into consideration the principles of the Hellenic Corporate Governance Code (“HCGC”), as applicable, as well as established market practice within banking sector.

Throughout 2025, Eurobank S.A. operated in a demanding economic and regulatory environment that required

disciplined execution and strong governance standards. Within this context, remuneration decisions were taken on the basis of careful consideration of Eurobank’s S.A. profitability, capital adequacy and overall risk management framework. The emphasis remained on stability, resilience and strategic continuity.

In 2025, Eurobank S.A. completed the merger by absorption of Eurobank Ergasias Services and Holdings S.A., following the required corporate and regulatory approvals and its registration with the General Commercial Registry on 12 December 2025. As a result of the reverse merger, Eurobank S.A. succeeded by universal succession to all assets and liabilities of the absorbed entity, which was dissolved without liquidation and delisted from the Athens Stock Exchange. The shareholders of the former holding company became shareholders of Eurobank S.A. on the basis of a one-for-one exchange ratio. Following the completion of the merger, new Eurobank’s S.A. shares were admitted to trading on the Athens Stock Exchange, with trading on the Cyprus Stock Exchange expected shortly thereafter.

Accordingly, throughout this Remuneration Report, any reference to Eurobank Holdings and Eurobank S.A. shall be treated as a single reference, hereinafter referred to as “Eurobank”.

Eurobank continues to engage actively with institutional investors and proxy advisors on remuneration matters. Feedback received through this dialogue is reviewed and, where appropriate, incorporated into the ongoing refinement of remuneration practices. This continuous engagement supports transparency and reinforces confidence in Eurobank’s governance framework.

3. Group Key Developments

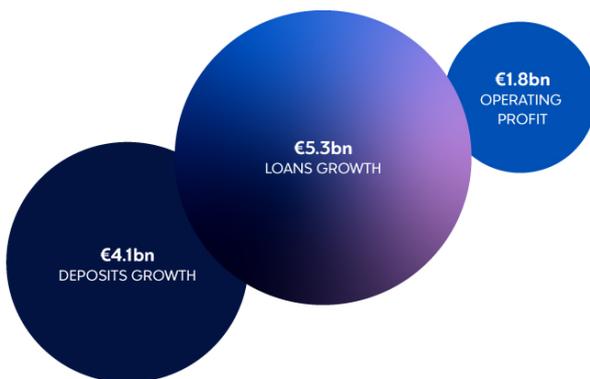
3.1 Annual Performance of the Group

In 2025, the Group delivered a strong financial and operational performance, supported by disciplined execution of its strategic priorities, and continued focus on asset quality, liquidity, and sustainability. Across all key dimensions (profitability, efficiency, asset quality, risk management, capital strength, liquidity and ESG progress), the Group maintained robust momentum, creating the basis for sustainable value generation for shareholders and stakeholders.

The Key Performance Indicators (“KPIs”) and Key Risk Indicators (“KRIs”) for 2025 are reflected below:

Profitability and Business Growth

The Group delivered strong underlying profitability in 2025, with core operating profit before tax reaching €1.8 bn, supported by solid recurring revenue generation and resilient margins. The annual increase in loans reflects healthy demand from households and businesses, while the deposits growth demonstrates strong customer confidence and franchise strength.



This robust commercial performance underpins the Group’s capacity to support growth while maintaining prudent risk standards.

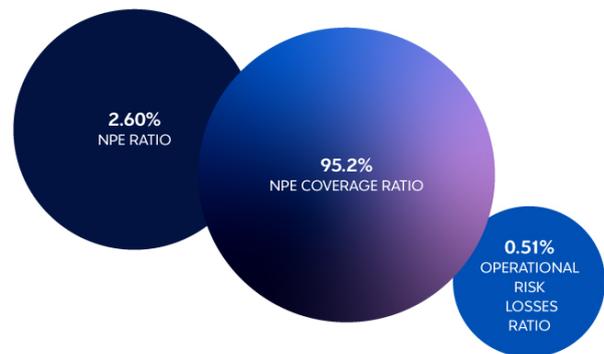
Cost Efficiency and Operational Discipline

The Group continued to execute on cost efficiency initiatives, maintaining strong control over operating expenses. This is evidenced by a Cost/Core Income ratio of 37.90%, a level that positions the Group competitively versus European peers, especially banks with peripheral or international presence. A ratio below 40% demonstrates strengthened operating leverage, disciplined cost management, and the benefits of ongoing digital transformation and process simplification efforts.

Asset Quality and Risk Management

The Group maintained a high quality risk profile, driven by prudent underwriting, active portfolio management,

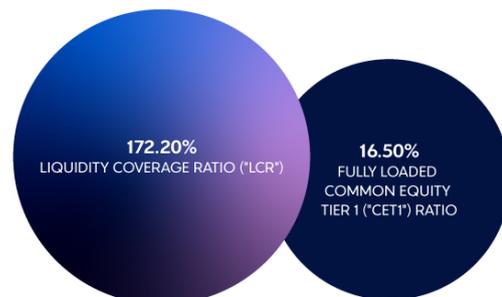
and continued de-risking efforts. Key indicators reflect the sustained progress:



The low Non-Performing Exposures (“NPE”) ratio and high NPE coverage ratio highlight the resilience of the loan book and effective collections and monitoring frameworks, while the low operational risk losses ratio confirms that control mechanisms remain robust across the Group.

Capital Strength and Liquidity Position

The Group maintained a strong capital and liquidity profile, ensuring resilience and readiness to support lending activity. Key indicators include:



Both metrics significantly exceed regulatory requirements, reflecting prudent capital planning, strong internal capital generation, and sound liquidity management. In addition, the Return on Normalized Equity (Recurring) reached 18.24%, demonstrating the Group’s ability to generate competitive, sustainable returns for shareholders.

Sustainability Performance

Consistent with the Group's long term sustainability commitments, significant progress was made in environmental initiatives. The reduction in CO₂ emissions by 28.64% reflects

ongoing efforts to manage the Group's environmental footprint, while the strong proportion of green lending of 19.83% for new Corporate and Investment Banking disbursements demonstrates the Group's contribution to the sustainable finance agenda and the transition of the real economy.

3.2 Workplace Culture - Fostering an Ethical and Inclusive Environment

Eurobank is committed to promoting an ethical, inclusive, and respectful environment, grounded in diversity, human rights, workplace safety, and fair labor standards. This commitment is supported by robust oversight and monitoring mechanisms that ensure accountability and transparency across Eurobank. Guided by its Human Rights Statement, Diversity, Equity & Inclusion ("DEI") Policy, Code of Conduct and Ethics, and Policy Against Violence and Harassment, Eurobank upholds zero tolerance for discrimination, inequality, and workplace misconduct, while fostering trust-based relationships with employees, customers, and partners throughout its value chain. Respect for human dignity is at the core of Eurobank's workplace culture.

Diversity and Inclusion

Eurobank is committed to building a diverse, equitable, and inclusive workplace, guided by its "Diversity, Equity & Inclusion in Eurobank" policy. The policy promotes equal opportunities, merit-based advancement, transparent processes, and accountable, inclusive leadership. The Group maintains a strict zero tolerance stance on harassment, discrimination, and intimidation, providing multiple safe channels for reporting concerns. The DEI policy includes targeted commitments across key areas:

- Gender Equity - Participation in Bloomberg's Gender Equality Index and internal programs, such as the award-winning Leadership Acceleration Program "Women in Banking" and sponsorship of organizations like "the Boardroom" support female leadership and career progression in Eurobank and other corporations in the Greek market.
- Parents & Families - Broad benefits support employees

with diverse family needs, regardless of gender, age, or marital status.

- Age Diversity - Eurobank values multigenerational teams and supports effective knowledge transfer.
- People with Disabilities - Eurobank ensures accessibility, equal opportunities for growth, and fair compensation.

The policy applies broadly across Eurobank, its international subsidiaries, governance bodies, employees, and external partners such as contractors, suppliers, and customers. The Nomination & Corporate Governance Committee oversees its implementation and reviews effectiveness annually.

Eurobank has launched within 2025, a pay transparency self assessment exercise, in accordance with the respective EU Pay Transparency Directive, in order to ensure structured monitoring of pay differentials across its operations.

Code of Conduct and Workplace Culture

Eurobank integrates diversity, inclusion, and respect into its core values and Code of Conduct and Ethics, which applies to all staff, including senior management, Board Members, and external advisors. All employees must read and acknowledge the Code via an electronic platform, while Compliance and internal audit units oversee its implementation.

The Group promotes a workplace built on human dignity and enforces a strict zero tolerance policy for violence, harassment, and sexual harassment. Employees are encouraged to report any such incidents through established channels, with all reports handled confidentially, investigated thoroughly, and subject to disciplinary action when needed.

Human Rights Statement

Eurobank's Human Rights Statement applies across its value chain, encompassing employees, customers, and suppliers. A key priority is ensuring all employees are treated with respect and dignity, promoting fairness, equitable compensation, reasonable working hours,

and upholding freedom of association and data privacy. With customers, Eurobank fosters a relationship of trust, offering fair and transparent services while encouraging feedback through accessible complaint procedures.

Health & Safety

The Group prioritizes Occupational Health and Safety, recognizing employee well being as essential to organizational growth. It proactively identifies and manages health and safety risks in line with national and EU regulations, sets annual objectives, and monitors performance to foster continuous improvement. Through crisis response plans, regular medical check ups, employee

training, and ongoing safety assessments, it promotes a strong safety culture and aims to lead the banking sector in this area. Eurobank implements all legally required health and safety measures and operates a certified Health and Safety Management System aligned with ISO 45001:2018. Its prevention and safety programs apply to all employees and activities across the organization.

Wellbeing

Eurobank continued to strengthen the integration of wellbeing into its people strategy, in collaboration with external partners, recognizing it as a strategic lever for employee engagement, organizational resilience and sustainable performance. Eurobank maintains a holistic and preventive approach, combining structured programs, accessible support mechanisms and ongoing assessment of employee needs to ensure relevance and effectiveness.

- For my body – Promoting physical health, prevention and healthy lifestyle habits.
- For my soul – Strengthening emotional resilience and supporting mental wellbeing.
- For my community – Fostering social connection, inclusion and mutual support.
- For my future – Enhancing financial wellbeing and financial literacy.

The  myPROSPERITY framework remains the cornerstone of Eurobank's wellbeing agenda, supporting employees across all stages of their personal and professional lives through four interconnected pillars:

All initiatives are designed to ensure equal access, flexibility and strict confidentiality, empowering employees to proactively manage their wellbeing in line with their individual needs and life circumstances.

Leadership Development Programme Initiative

The Senior Leadership Development Programme is a strategic upskilling initiative addressed to Eurobank's senior leadership population. The programme is designed to strengthen innovation capability, broaden external market insight and reinforce fit-for-purpose leadership aligned with Eurobank's strategic priorities.

Co-designed and delivered in collaboration with INSEAD Business School, the Programme combines academic expertise with practical application. It consists of face-to-face modules and a dedicated Leadership Lab,

complemented by a field trip to innovative companies abroad. This structure enables participants to engage with contemporary business thinking while gaining exposure to international best practices and evolving market dynamics. The Programme spans a duration of four months and has delivered approximately 2,200 learning hours in total.

The curriculum focuses on core leadership capabilities, including Innovation, Transformational Leadership, Strategy, Change Management, Executive Communication, Decision Making and Digital Transformation, supporting the continuous development of Eurobank's senior leadership bench.

4. Remuneration Framework and Governance

4.1 Remuneration Committee

Governance & Operation

The Remuneration Committee is a Committee established by the Board of Eurobank, constituted under formally approved Terms of Reference and operating in full alignment with the applicable legal and regulatory framework.

The Remuneration Committee assists the Board in the structured oversight of the design, implementation and regular review of the Group's remuneration framework, ensuring its coherence with Eurobank's business strategy, risk appetite, capital adequacy and long-term shareholder interests.

Composition

As of the date of this Remuneration Report, the Remuneration Committee consists of four Independent Non-Executive Directors of the Board, as follows:

CINZIA BASILE CHAIR	ALICE GREGORIADI MEMBER
	IRENA ROUVITHA PANOU MEMBER
	JOHN ARTHUR HOLLOWS MEMBER

It is noted that, Mr. Jawaid A. Mirza was also Independent Non-Executive Director of the Remuneration Committee until 27 June 2025, when he resigned from the position of member of Eurobank's Board and of Eurobank's Board Committees.

The members collectively possess appropriate expertise and professional experience in remuneration policies, risk management, governance and control functions, ensuring effective oversight of the remuneration framework in alignment with Eurobank's risk and capital profile.

Key Responsibilities and Activities

The Remuneration Committee provides independent and specialized oversight on remuneration matters at Bank and Group level.

Key Responsibilities

- Review and recommend the Remuneration Policy and its amendments at Group level, including alignment with supervisory expectations.
- Ensure remuneration structures appropriately incorporate risk considerations, ESG factors and long-term sustainability factors.
- Review and propose the annual Variable Remuneration Framework, including KPIs, KRIs and the total Variable Remuneration Pool.
- Oversee the identification and remuneration framework of MRTs.
- Review and propose remuneration matters concerning Executive Directors and Senior Executives, as well as Independent Control Functions, including Chief Executive Officer ("CEO") performance evaluation and objective setting.
- Monitor the consistent implementation of remuneration policies across subsidiaries.
- Review gender pay gap analysis and ensure remuneration independence for control functions.
- Propose Board and Board Committee fees for approval by the Board and the AGM.

Main Activities within 2025

During 2025, the Remuneration Committee held 11 meetings and was consistently updated on issues within its remit. The Remuneration Committee remained fully engaged in discussions and key decision-making for certain aspects included in the below non-exhaustive list:

- Board's Remuneration Policy safeguarding the applicable regulatory provisions.
- Group Greece Annual Base Salary Framework embedding continuous monitoring of domestic and international market trends and best practices.
- Group KPIs and KRIs and Group Variable Remuneration Pool in alignment with the Group performance, the approved Risk Appetite Framework ("RAF") and the Group's 3-year plan.
- MRTs list and Remuneration Disclosures for 2024 at Bank and Group level to ensure that a risk-aligned remuneration framework in the Group is implemented, maintained and further developed in line with the regulatory requirements.
- Fees Framework of Eurobank's Board ensuring that the remuneration of the Board is reasonable, gender neutral, and appropriately calibrated to attract and retain directors.
- CEO's Performance Evaluation for the financial 2024 and the setting of the financial and non-financial objectives

for the financial year 2025 combining financial, risk, strategic, customers and sustainability metrics with a structured qualitative leadership evaluation.

- Group Separation Policy at Group level to align Senior Executives' separation arrangements with market practice, while also promote equitable treatment among executives.
- Remuneration Exercise Benchmarking in order to safeguard that Eurobank maintains appropriate salary levels to support the attraction and retention of high-calibre individuals.
- Structured sessions over the subsidiaries' remuneration oversight assuring Group compliance to the Group Remuneration Policy implementation.

In addition, Remuneration Committee received dedicated training on evolving trends in remuneration and regulatory compliance.

Remuneration Committee's Performance Evaluation

The 2025 self-evaluation, conducted by Remuneration Committee members, reflects a steady improvement in overall effectiveness. This positive development indicates strengthened leadership, improved meeting's discipline, and more consistent engagement by the Remuneration Committee members, while also confirming that the Remuneration Committee has responded constructively to all areas for enhancement identified in the previous year.

In addition, the evaluation by the non-members highlighted a framework of heightened expectations from all stakeholders resulting in further strengthening the Remuneration Committee's visibility, clarity of outcomes and communication to the Board, particularly in the context of ongoing pressure on remuneration competitiveness, regulatory constraints and talent retention considerations.

4.2 Incentive Plan Committee

In order to ensure heightened governance in support of the activity of the Remuneration Committee, the Incentive Plan Committee ("IPC") has been established. Comprising the CEO, Group Chief Financial Officer ("GCFO"), Group Chief Risk Officer ("GCRO"), Group Chief Compliance Officer ("GCCO"), Group Chief Human Resources Officer ("GCHRO") and shadowed by the Group Chief Audit Executive ("GCAE"), it plays a central role in the governance, assessment, and proposal of the Group KPIs and KRIs, the determination of the Annual Group Variable Remuneration Pool and its allocation to subsidiary Banks.

Its primary responsibility is the qualitative and quantitative evaluation of the Group's annual performance against the Group KPIs and KRIs. Based on this assessment, the IPC determines and proposes the appropriate level of the Group Variable Remuneration Pool, as well as its allocation among countries and business units, to the Remuneration Committee, which is subsequently approved by the Non-Executive Members of the Board.

In fulfilling its mandate, the IPC ensures that remuneration outcomes are aligned with financial performance, risk outcomes, and the Group's overall business and Human Resources ("HR") strategy. Where performance falls below approved targets or risk indicators are not fully met, the

IPC recommends ex-ante adjustments to the Variable Remuneration Pool.

Risk and compliance oversight are embedded in the IPC's deliberations, with the GCRO and GCCO confirming that appropriate risk and control criteria have been duly considered. The IPC's approach reflects a prudent governance framework, even where financial results are strong.

In addition, the IPC oversees the consistency of methodology underpinning the Variable Remuneration Pool, safeguarding that both bottom-up factors (including role, seniority, market practices, performance distribution) and top-down considerations (including budget alignment and management discretion) are appropriately applied. It also ensures consistency in remuneration structure, including the application of upfront and deferred award methodologies across senior ranks and international subsidiaries.

Overall, the IPC serves as the principal executive governance body linking performance, risk, market dynamics, and strategic priorities to remuneration outcomes, ensuring that the Variable Remuneration Pool remains performance-based, risk-aligned, market-competitive, and prudently managed.

4.3 Group Remuneration Policy

The Remuneration Policy forms a core component of Eurobank's broader remuneration governance framework. It sets the standards and mechanisms by which remuneration is designed, applied, and overseen at Bank and Group level. Furthermore, the general principles of sound remuneration practices apply to the remuneration for individuals working on behalf of Eurobank (e.g. affiliated representatives) and include specific provisions for staff whose professional activities materially impact Eurobank's risk profile ("MRTs").

Scope and Guiding Principles

The Remuneration Policy aims to create a competitive and equitable remuneration framework that attracts, develops, and retains talent, while ensuring remuneration outcomes support sustainable performance and effective risk management. Key principles include:

- Avoiding excessive risk taking and promoting a sound risk culture.
- Linking remuneration with long-term performance.
- Gender neutrality and non-discrimination in any aspect of its implementation.
- Ensuring internal equity and market competitiveness by the continuous monitoring of market trends and best practices at the domestic and global level.
- Safeguarding that remuneration is sufficient to retain and attract executives with appropriate skill and experience.

Remuneration Structure

Fixed Remuneration

Fixed remuneration is predicated on job responsibilities, skills, experience, and market benchmarks. It is predetermined, permanent, and non-revocable (cannot be reduced, suspended or cancelled), independent of performance and may be supplemented by benefits aligned with the Benefits Framework (e.g., pension, medical insurance, life insurance).

Variable Remuneration

Variable remuneration is designed to reward performance at individual, business unit, and bank level, while safeguarding financial resilience and alignment with Eurobank’s risk profile. Further details are analytically described in the Variable Remuneration Framework chapter.

Variable pay is discretionary and based on predefined parameters such as:

- Eurobank’s and units’ profitability.

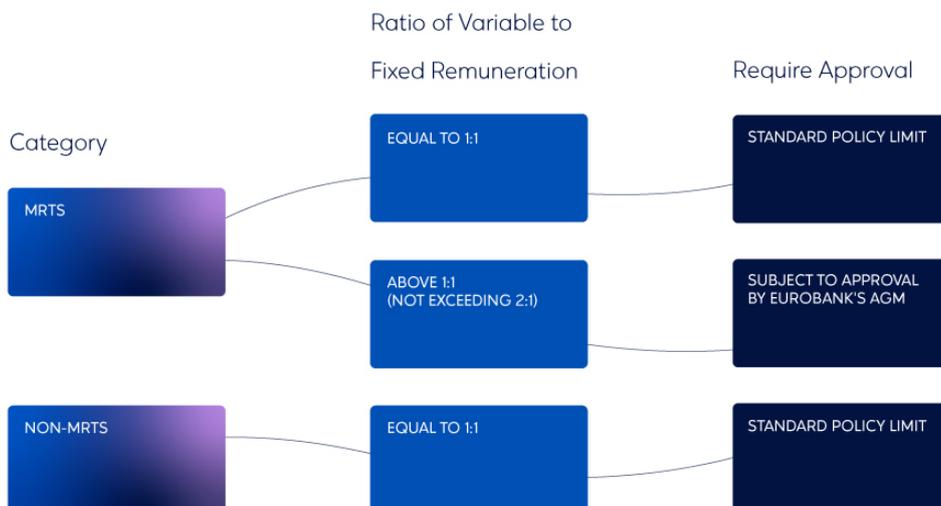
- The cost of capital tied to risks undertaken, in line with regulatory requirements.
- Key developments in credit, market, and liquidity risk.
- Employee performance and effectiveness, considering both qualitative factors (skills, contributions, teamwork, leadership, compliance) and risk management.

At bank level, the following types of variable remuneration have been defined, differentiated by time horizon and strategic purpose:

- **Incentive Schemes:** Targeted commercial campaigns for Retail, Wholesale, Private Clients, and Investment Firm activities. These schemes promote client centric behaviour, teamwork, compliance, and prudent risk-taking. Incentives are granted against clear performance standards.
- **Annual Bonus:** Awarded based on performance of the bank, unit and individual, supported by a hybrid pool calculation and a structured set of KPIs and KRIs. The approach ensures alignment with financial capacity, risk appetite and strategic priorities, as outlined below in the Variable Remuneration Framework chapter.
- **LTIP:** Eurobank is introducing a new long term incentive plan starting in 2026 to align executive pay with long term performance through share based awards linked to multi-year performance goals, as described below in the Variable Remuneration Framework chapter.
- **Non Standard Variable Remuneration:** Awarded only in exceptional cases (e.g. sign up awards, guaranteed bonuses, retention bonuses, severance payments). These types of remuneration occur only under the provision that Eurobank has a sound and strong capital base, are limited in scope and are only granted once to a single employee and are fully aligned with legal and regulatory framework provisions.

Ratio Between Fixed and Variable Remuneration

Provided that variable remuneration is awarded to MRTs, the following rules are applied:



Performance Management

Eurobank has in place a Performance Management framework that translates corporate strategy into tangible quantitative business priorities (“what”) for all employees and supports a common culture by driving Eurobank organizational capabilities and qualitative behaviours / competencies (“how”) throughout Eurobank. Performance Management framework emphasizes the impact reflected either on Eurobank’s results or on professional behaviours / competencies and focuses on future orientation and personal development.

Eurobank has two Performance management tools, which are formally implemented on an annual basis in a Human Resources Management System (“HRMS”) cloud platform operating under strict access rights processes. Both tools provide a lean and relevant assessment and use the following elements that have been designed in order to support the strategy of a high performing organization:

- A dynamic & interactive Priorities Plan that focuses on KPI’s and metrics.
- A Continuous Feedback functionality, that enables managers and employees to ask and provide feedback to anyone timely and easily.
- E-capabilities utilization in order to manage performance on the go via smart devices and assist the new digital ways of working.

“AXIOPIO”

“AXIOPIO” is implemented annually and it is defined by two assessment parameters with the same weight, Performance Priorities and Professional Behaviours. Performance Priorities are specific critical objectives on which employees have to focus in order to contribute to Eurobank’s success, whereas Professional Behaviours are qualitative indicators which demonstrate the way that the employees bring results and are driven by Eurobank’s values.

Senior Management Performance Feedback

The Senior Management Performance Feedback framework comprises two core components: the 180° Priorities Assessment and the 360° Performance Feedback. The 180° assessment evaluates the achievement of Performance

Priorities through a structured review conducted by the executive and their direct manager, whereas the 360° Performance Feedback focuses on the assessment of leadership competencies and is conducted through multi-source input.

The 360° methodology is a key element of the framework, designed to support both performance evaluation and leadership development. By gathering feedback from multiple stakeholders, it provides Senior Executives with a comprehensive perspective on how their leadership is perceived and experienced within Eurobank. This process helps identify strengths and potential blind spots, enhances self-awareness, and supports targeted development actions through structured coaching, aligned with Eurobank’s strategic and organizational priorities.

The Senior Management Performance Feedback process is conducted annually in respect to performance priorities, while a full assessment covering both priorities and leadership competencies is carried out on a biennial basis, ensuring continuous performance monitoring and sustained leadership development.

GCRO, GCAE, GCCO and GCFO - Performance Feedback

Furthermore, to the Senior Management Performance Feedback for the GCRO, GCAE, GCCO and GCFO, the assessment includes extra questionnaires to ensure that respective committees provide feedback. More specific:

- Audit Committee assesses role related functional and leadership behavioural elements and the Audit Committee’s Chair provides one to one feedback to the GCAE and GCCO.
- Board Risk Committee assesses role related functional and leadership behavioural elements and the Board Risk Committee’s Chair provides one to one feedback to the GCRO.

With regards to the Nomination Committee and Corporate Governance’s key responsibilities, the Committee ensures that the formal performance evaluation of Key Function Holders is performed on an annual basis, while a semi-annual feedback process takes place ahead of the final evaluation.

4.4 Variable Remuneration Framework

The Variable Remuneration Framework of Eurobank constitutes a central pillar of the Group’s remuneration governance architecture. It establishes the principles, mechanisms, and control processes governing all forms of variable remuneration, ensuring alignment between reward outcomes and sustainable performance across short, medium, and long term horizons. It applies to all employees eligible for variable pay, with enhanced and more conservative provisions for MRTs.

Risk Alignment

The core function of the Variable Remuneration Framework is the rigorous alignment of variable remuneration with Eurobank’s risk profile. This is achieved through a structured, multi stage, continuous risk adjustment process incorporating:

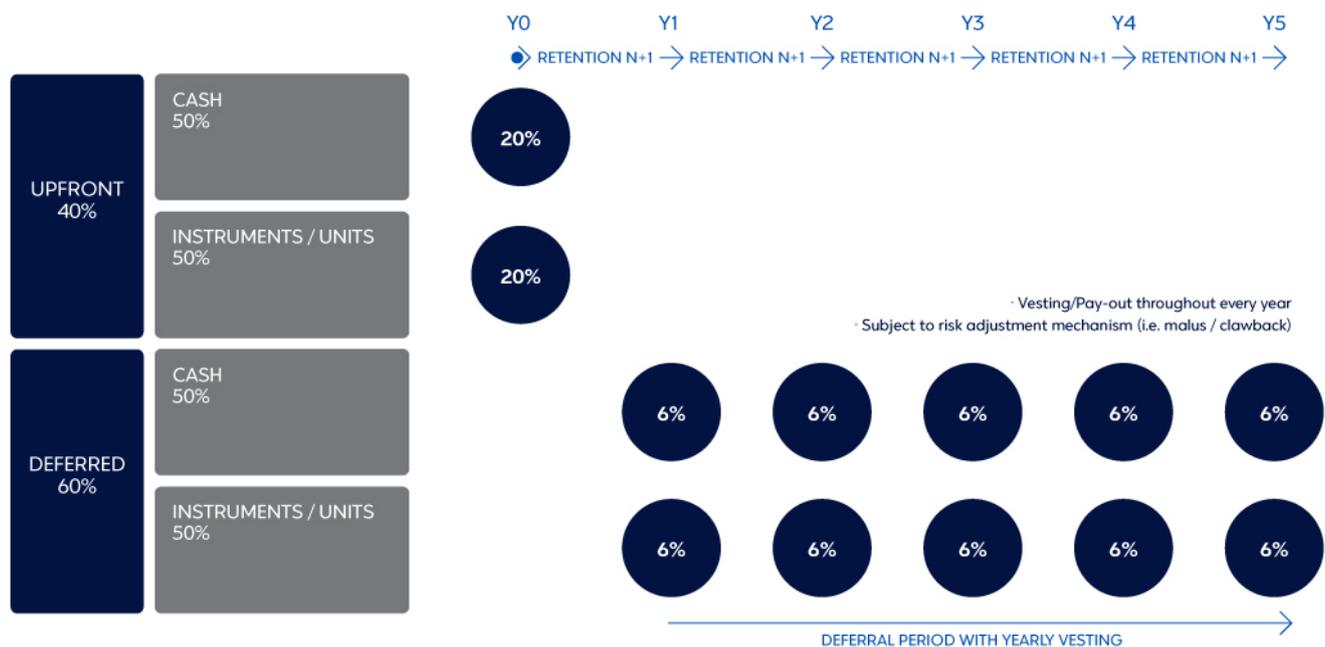
- Integration of KRIs alongside financial and strategic KPIs at bank, unit, and individual levels.
- Review and oversight by control functions (Group Risk Management, Group Compliance, Group Internal Audit), through the IPC.
- Application of ex ante risk adjustments and ex post risk adjustments via malus and clawback.
- Design of performance measures that balance short, medium, and long term outcomes and discourage excessive risk taking.
- Mandatory 1:1 ratio limit between fixed and variable remuneration for all employees (unless higher ratio approved by shareholders).
- The malus and the clawback clauses that condition payments of the deferred, vested or even paid variable remuneration, whether in cash or in instruments,

Eurobank retains the ability to reduce or recover deferred remuneration where warranted, thereby preserving its capital adequacy, liquidity and regulatory compliance. The remuneration framework includes provisions for zero variable remuneration in cases of non-compliant behaviour or substantiated disciplinary action, in accordance with the approved internal rules and policies. For impacted roles, payout remains subject to the absence of any proceeding undertaken by Eurobank for irregular activities or misconduct with particular reference to risk underwriting, sales processes of banking and financial products and services, internal code of conduct or values’ breach.

This robust risk alignment ensures that remuneration outcomes promote sustainable financial performance, capital and liquidity strength, and reinforce responsible conduct across the organization.

Pay-out Methodology, Deferral, and Instruments

For MRTs, remuneration is subject to enhanced prudential safeguards, with regards to deferral percentage, as depicted in the below table:



Definitions:

Deferral period: The period of time between the award and the vesting of the variable remuneration during which the employee is not the legal owner of the remuneration awarded.

Vesting: The effect by which the employee becomes the legal owner of the variable remuneration awarded, independent of the instrument which is used for the payment, subject to additional retention periods or clawback arrangements.

Retention period: A period of time after the vesting of instruments that have been awarded as variable remuneration during which they cannot be sold or accessed.

Variable Remuneration Pool – Methodology Overview

The Variable Remuneration Pool is determined using a hybrid methodology that combines a bottom-up calculation at employee level with top-down approach, ensuring alignment with Eurobank’s financial capacity, market practices and internal equity principles.

Bottom-up intervention: The pool structuring is formatted by the formulaic consolidation of the following factors: (i) the nature of each role, (ii) the seniority level and contribution to results of each role, and (iii) the differentiated market pay practices across distinct business lines.

Therefore, the variable remuneration pool for each unit is calculated by applying predefined multipliers to employees’ actual salaries, in accordance with career family and grade (level) concentration, thereby reflecting both individual remuneration positioning and market differentials across functions. The aggregation of these elements results in the initial Variable Remuneration Pool per unit, prior to the application of management discretion.

Top-down intervention: The initial Variable Remuneration

Pool is subject to horizontal adjustments across units to ensure alignment with overall budgetary constraints. Furthermore, a discretionary element may be implemented by senior management to better reflect units’ performance in business priorities and the KPIs and KRIs framework.

Group KPIs and KRIs for Variable Remuneration

As part of its annual top-down annual review process, the Remuneration Committee, following the proposition of the IPC, assessed and endorsed the Group KPIs and KRIs framework for the financial year 2025, taking into consideration the approved RAF and the Group’s 3-year plan. The review was conducted in alignment with supervisory expectations and external benchmarking practices.

The framework continues to incorporate all material categories of risk, including credit risk, market risk, liquidity risk, operational risk, conduct risk, climate related risk and compliance, and Anti-Money Laundering (“AML”) risk. The objective is to ensure that variable remuneration outcomes remain balanced between financial performance and prudent risk management, as shown in the table below:

KPI / KRI	Description of KPI and KRI
Core Operating Profit (KPI)	Measures the Group’s underlying recurring profitability from core banking operations, excluding extraordinary or one-off items. It indicates the strength of the Group’s sustainable earnings capacity.
Deposits Growth (KPI)	Represents the year-on-year change in total customer deposits, reflecting customer confidence, liquidity inflows, and franchise strength.
Group Performing Loans Evolution (KPI)	Measures the annual change in performing loans across the Group, indicating credit expansion and commercial performance in both retail and corporate portfolios.
Cost / Core Income (KRI)	Efficiency indicator comparing operating expenses to core income. Demonstrates the effectiveness of cost discipline and operating leverage improvement.
NPE Ratio (KRI)	Ratio of non-performing exposures to total loans. Key measure of asset quality and credit risk profile.
Liquidity Coverage Ratio – (“LCR”) (KRI)	Regulatory ratio showing the Group’s ability to meet short-term liquidity needs under stress conditions. Reflects strength of liquidity buffers.
Return on Normalized Equity (Recurring) (KRI)	Measures recurring profitability relative to equity, adjusted for non-recurring items. Indicates the Group’s ability to generate sustainable returns for shareholders.
Fully Loaded CET1 Ratio (KRI)	The Group’s strongest measure of capital adequacy, calculated on a fully loaded basis under CRR/CRD rules. Reflects resilience and capacity to absorb losses.
Operational Risk Losses Ratio (KRI)	Measures operational losses relative to income or assets. Indicates the effectiveness of internal controls, processes, and risk mitigation frameworks.
Number of Audit & 3rd-Party Findings Overdue (KRI)	Counts overdue issues identified by internal audit or external assessors. Reflects control environment robustness and timely remediation.
Bank’s CO ₂ Emissions (KRI)	Tracks year-on-year change in scope-level emissions of the Bank. Demonstrates progress on environmental footprint reduction.
New CIB Disbursements in Green / Environmentally Sustainable Loans (Climate Risk) (KRI)	Measures the share of new corporate & investment banking lending directed toward green or sustainable purposes. Key climate-risk and ESG indicator.

For 2026, targeted refinements were introduced to further strengthen regulatory alignment and strategic relevance. In particular:

- The Group level KPI “Deposits Growth” was replaced by “Deposits Market Share Growth” at bank level, incorporating peer benchmarking to enhance comparative performance assessment.
- The KRI “Fully Loaded CET1 Ratio” was replaced by the “Phased in CET1 Ratio (Accrued Dividend)”, reflecting supervisory emphasis on phased capital metrics.
- Selected climate related indicators were streamlined to reinforce the linkage between sustainability objectives and Group’s broader business strategy.
- A strategic profitability indicator, namely “Net Fees and Commission Income Growth over Total Core Income”, was introduced to better capture the quality diversification and sustainability of earnings.

These adjustments were reviewed prior to submission to the Board for approval and reflect Eurobank’s ongoing effort to maintain a robust, risk sensitive and forward-looking variable remuneration framework.

The Group KPIs / KRIs objectives and targets are reviewed annually by the Remuneration Committee and approved by Eurobank’s Board.

LTIP

In line with evolving European banking practice and to further strengthen the alignment between executive remuneration and Eurobank’s long-term strategic objectives, Eurobank is introducing an LTIP commencing in 2026.

The LTIP is designed to enhance Eurobank’s ability to retain and motivate senior leadership, support the delivery of sustained performance, and reinforce alignment with

shareholder interests, while maintaining the overall competitiveness of the remuneration framework.

The LTIP will operate in parallel with the existing annual variable remuneration arrangements. The first performance cycle will cover the period 2026–2028 and will apply to the Group’s top management.

Awards will be defined as a percentage of Annual Fixed Remuneration and will be subject to performance assessment against predefined KPIs over the 3-year period. Payout levels will be calibrated based on the degree of achievement against these KPIs, subject to an overall cap.

The KPIs of the LTIP are:

- **Return on Tangible Book Value**, which captures Eurobank’s ability to generate sustainable profitability and efficient use of capital.
- **Relative Total Shareholder Return**, to ensure strong alignment with shareholder interests.
- **Transition planning coverage of NFC and RRE portfolios (sustainability metric)**, which links Eurobank’s commitment to sustainable finance and responsible portfolio management.

The LTIP will be delivered in Eurobank shares, reinforcing long-term alignment with shareholder value creation, and the plan will operate on a rolling basis, with annual grants subject to ongoing review and potential adjustment in line with the Group’s strategic priorities.

The introduction of the LTIP is intended to support sustainable long-term performance, strengthen executive retention, and further align remuneration with Eurobank’s strategic objectives and shareholder value creation, while remaining consistent with regulatory requirements and market practices.

4.5 Board Remuneration Policy

Eurobank has established a Board Remuneration Policy (“Policy”), in line with related requirements of the Law 4548/2018 (articles 110 and 111) and describes key components and considerations of the remuneration framework for the Board. The Policy is applicable to the Executive and Non-Executive Directors.

The objective of the Policy is to safeguard that remuneration is reasonable, gender neutral and sufficient to retain and attract Directors with appropriate skills and experience to develop and implement Eurobank’s business strategy and ensure its long-term interests and sustainability, while avoiding excessive risk taking. This is achieved through the continuous monitoring of market trends and best practices on domestic and global levels.

The Policy also provisions that the Board must avoid situations where their own interests may come into conflict with the interests of Eurobank. In this context, they must report timely and sufficiently the existence of conflicts of interest as well as abstaining from participating and intervening in deliberations and voting on resolutions or decisions in which they have a conflict of interest.

Remuneration of Executives and Non- Executive Directors of Eurobank's Board

In accordance with the structure and remuneration framework of Eurobank, the remuneration framework applicable to Non-Executive Directors and Executive Directors of Eurobank's Board are separately described below.

Executive Directors

Fixed Remuneration

Executive Directors of the Board are employed by Eurobank based on permanent, indefinite contracts that include a required notice period on behalf of the Directors (three months period). Executive Directors of the Board receive remuneration pursuant to their above-mentioned contracts.

Variable Remuneration

Any variable remuneration that may be awarded to the Executive Director of the Board follows the variable remuneration provisions of Eurobank's Remuneration Policy and Variable Remuneration Framework and is awarded subject to the approval at a general meeting of the shareholders.

Other Financial Benefits

Eurobank aims to offer competitive and fair benefits to the Executive Directors of the Board, as well as covering professional expenses, in line with market practices. The range of benefits to which they are entitled to (but not limited to) may include private pension scheme, private life insurance scheme, private medical scheme, company car, etc.

In particular, Eurobank's monthly contributions to the Occupational Insurance Fund ("Pension Scheme") of Eurobank Group are set at 2.7% (2.9% as of 01.01.2026) for the part of the gross monthly salary up to € 2,432.25 and 15% for the part of the gross monthly salary that exceeds this amount. An Annual Pension Component of € 75,000 is also provided on an annual basis to each of the Executive Members of the Board, primarily in the form of contribution to the Pension Scheme up to the maximum amount allowed by law or through payroll.

Non-Executive Directors

Fixed Remuneration

Non-Executive Directors receive fixed remuneration, which is annually approved by the general meeting of shareholders and are not eligible to receive variable remuneration. Their fixed remuneration consists of Board Fees, which are set according to the individual's position(s) on the Board and Board Committees.

Additionally, a breach of the attendance requirements, which are set out in detail within the Board & Board Committees Attendance Policy of Eurobank, will result in the adjustment of fees based on the corresponding attendance ratio at the end of the year. More specifically, if a Director's attendance ratio is 85% and above, then the member will receive the 100% of the annual remuneration they are entitled to receive, whereas, if the attendance ratio is below 85%, then there will be a proportional payment of remuneration (e.g. in case the attendance ratio is 84%, then the Director will receive the 84% of the annual remuneration they are entitled to receive).

Variable Remuneration

The Non-Executive Directors of the Board are not eligible to receive any variable remuneration, and they have not received any variable remuneration during the financial year 2025.

Other Financial Benefits

Eurobank covers the travel, accommodation and other expenses incurred by the Non-Executive Directors of the Board in relation to Board and Board Committees' meetings and in the course of Eurobank's business.

The Non-Executive Directors of the Board are not entitled to supplementary pension neither early retirement schemes nor any payments linked to the termination of their Board or Board Committee positions with the exception of the Board Chair to whom the following provisions apply: (i) Bank's contributions to the Pension Scheme of Eurobank Group for the Board Chair are set at 2.7% (2.9% as of 01.01.2026) for the part of the gross monthly fees up to € 2,432.25 and 8.5% (9.25% as of 01.01.2026) for the part of the gross monthly fees that exceed this amount, (ii) Bank's contributions to the private medical scheme for the Board Chair, and (iii) the Board Chair who leaves Eurobank before the ordinary term of his mandate (such ordinary term being determined during his election process) following the initiative of Eurobank, without a valid legal reason for such initiative, is entitled to a payment amounting to 12 gross monthly fees.

Finally, Eurobank's private medical scheme may cover the rest of the Non-Executive Directors of the Board, at their own expense.

4.6 Separation Policy

The Group maintains a formal Separation Policy (“Policy”) designed to ensure consistent, fair and transparent treatment of Senior Executives in the event of employment termination. The Policy supports stability at senior leadership level, aligns with European and Greek market practice and is structured in accordance with sound governance standards and the applicable regulatory framework. The Remuneration Committee is reviewing the market developments regarding severance policies through regular benchmarking studies.

The Senior Executives are entitled to a severance payment according to the provisions of the Policy. A severance pay is awarded only to the Senior Executives who leave the Group in good terms excluding the case of resignation or termination due to misconduct, disciplinary matters or ethical violations and according to their total years of service in the Group as follows:

- For the Senior Executives who have up to 10 years of service in the Group, a lump sum equal to 12 average gross monthly fixed remuneration is awarded.
- For the Senior Executives who have equal to or more than 10 and less than 15 years of service in the Group, a lump sum equal to 18 average gross monthly fixed remuneration is awarded.
- For the Senior Executives who have equal to or more than 15 years of service in the Group, a lump sum equal to 24 average gross monthly fixed remuneration is awarded. Especially for the Group CEO and the Group Deputy CEOs, that have more than 15 years of service in the Group the respective lump sum is equal to 30 average gross monthly fixed remuneration.

The average gross monthly fixed remuneration derives from the annual fixed remuneration, which includes the Annual Base Salary and Eurobank’s contributions to the Pension Scheme of Eurobank Group, on a monthly basis.

The lump sum is taxed according to the tax scale applicable to the severance pay and the tax will be borne by the Senior Executive. Alternatively, the Senior Executive, instead of the lump sum, could opt for a paid long-term leave equal in duration to the number of monthly salaries corresponding to their years of service bracket.

The severance payment is subject to governance safeguards to ensure alignment with Eurobank’s long-term interests.

A mandatory six-month non-compete clause applies before payment is released.

Any awarded severance is subject to malus or clawback arrangements in specific circumstances, including activation of Eurobank’s recovery plan, post departure findings of misconduct, breach of internal policies or values, failure to meet fitness and propriety standards or assumption of a competitive role.

Where Senior Executives have outstanding borrowing exposures to Eurobank, part of the severance amount should be allocated toward loan repayment.

5. Board Framework and Governance

Governance and Operation

Eurobank is managed by the Board, which bears collective responsibility for its long-term success. The Board exercises its duties in compliance with Greek legislation, international best practices, its Articles of Association and the legitimate decisions of the shareholders' General Meetings.

The Board's role is to provide entrepreneurial leadership at Bank and Group level within a framework of prudent and effective controls, enabling the identification, assessment and management of risks. It establishes the Group's strategic objectives, ensures the availability of financial and human resources necessary to achieve these objectives, and evaluates management performance. Additionally, the Board defines the Group's values and standards, ensuring that its responsibilities towards shareholders and other stakeholders are recognized and fulfilled. All members of the Board are required to act in the best interests of the Group, in full alignment with their legal duties.

Composition

The members of the Board are elected by the General Meeting of Eurobank, which determines the exact number of Directors of the Board and their term of office, in accordance with legal provisions and the Articles of Association. The Board comprises both Executive and Non-Executive members. The General Meeting also designates the Independent Non-Executive Directors of the Board.

As of the 12th of December 2025, the Board consisted of twelve Directors, categorized as follows:

- Three Executive Directors – representing 25% of the Board.
- Two Non-Executive Directors – representing 17% of the Board.
- Seven Independent Non-Executive Directors – representing 58% of the Board.

Name	Position	First appointment	End of Term
Georgios P. Zantias	Board Chair, Non-Executive Director	Mar. 2019	2027
Fokion C. Karavias	Chief Executive Officer	Jun. 2014	2027
Stavros E. Ioannou	Deputy Chief Executive Officer	Apr. 2015	2027
Konstantinos V. Vasileiou	Deputy Chief Executive Officer	July 2018	2027
Bradley Paul L. Martin	Non-Executive Director	Jun. 2014	2027
Rajeev K. L. Kakar	Non-Executive Independent Director	July 2018	2027
Alice K. Gregoriadi	Non-Executive Independent Director	Apr. 2020	2027
Irene Rouvitha Panou	Non-Executive Independent Director	Apr. 2020	2027
Cinzia Basile	Non-Executive Independent Director	Dec. 2020	2027
Burkhard Eckes	Non-Executive Independent Director	Jul. 2023	2027
John Arthur Hollows	Non-Executive Independent Director	Jul. 2023	2027
Evangelos Kotsovinos	Non-Executive Independent Director	Jul. 2024	2027

Mr. Jawaid A. Mirza, Non-Executive Independent Director of Eurobank's Board submitted his resignation, effective as of 27 June 2025, due to no longer fulfilling the independence criteria of Article 9 of Law 4706/2020.

Key Duties and Responsibilities and Activities

Key Duties and Responsibilities

The principal duties and responsibilities of Eurobank's Board, encompass a wide range of strategic, oversight, and governance functions:

- Review, guide, and approve the strategy and the key policies, major plans of action, risk policy and risk culture, business and restructuring plans, and set performance objectives taking into account long-term financial interests and solvency.
- Monitor performance and oversee major capital expenditures, acquisitions, divestitures, and formation of new entities, including special purpose vehicles and set targets for the liquidity management.
- Ensure the availability of necessary financial and human resources, as well as an internal control system.
- Approve the 3-year business plan and monitor its implementation.
- Develop and deliver objectives in agreed restructuring plans under applicable laws.
- Set standards shaping corporate culture and integrate desired culture into systems, policies, and behaviours.
- Select, compensate, monitor, and replace key executives as needed and oversee succession planning.
- Align executive and Board remuneration with long-term interests of Group and shareholders.
- Facilitate formal and transparent Board nomination and election processes, as well as the Key Function Holders in line with the applicable and regulatory framework.
- Monitor and manage potential conflicts of interest among management, Board, and shareholders.
- Oversee disclosure.
- Identify and engage with important stakeholders, understanding their interests and interactions with Group strategy.
- Approve and oversee the implementation of the Remuneration Policy in line with the applicable legal and regulatory framework.

The above, non-exhaustive list of duties, collectively

contribute to the effective governance, strategic direction, risk management, and sustainable growth of Eurobank and its operations.

Main Activities within 2025

During 2025, the Board of Eurobank conducted a comprehensive review of the corporate strategy, the main risks to business and the system of internal controls.

Indicative issues discussed by Eurobank's Board in 2025 are included in the below non-exhaustive list:

- Discussed the 2024 annual evaluation of the Board and Board Committees and reviewed/acknowledged the Action Plan.
- Reviewed the attendance of Directors at Board and Board Committee meetings.
- Non-Executive Directors approved the CEO's performance evaluation for 2024 and his financial and non-financial objectives for 2025.
- Non-Executive Directors approved the Board Remuneration Policy, the Group Greece Annual Base Salary Framework, the evaluation of Group KPIs and KRIs for Full Year ("FY") 2024 and the Variable Remuneration Pool and its allocation among countries, as well as the setting of Group KPIs & KRIs for FY2025 variable remuneration.
- Approved the Board and Board Committees' fees for Non-Executive Directors, which were subsequently submitted to the AGM for approval.
- Non-Executive Directors approved the Group Separation Policy at Group level.
- Non-Executive Directors approved the Group Subsidiary Board Remuneration Policy and reviewed the implementation of this Policy during 2024.
- Addressed remuneration matters, including variable remuneration and remuneration increases for Senior Executives of international subsidiaries.
- Approved Eurobank's dividend distribution to Eurobank Holdings (the sole shareholder of Eurobank at that time) and the amendment of the Dividend Policy.
- Approved the Corporate Investment Banking ("CIB") International Expansion strategy.
- Approved the Hellenic Bank integration plan.
- Approved the establishment of a branch in Abu Dhabi.
- Approved the acquisition of Eurolife FFH Life Insurance.
- Approved the financing of the Greek schools renovation program "Marietta Giannakou".

5.1 Attendance of the Directors of the Board

In accordance with Eurobank's Board and Board Committees Attendance Policy, and within the scope of the responsibility of the Nomination & Corporate Governance Committee to regularly monitor the Board attendance and assess whether escalation to the Board is necessary in cases of inadequate participation, the Nomination & Corporate Governance Committee conducted reviews of Directors' attendance on 16 December 2025.

During 2025, at individual level, the attendance of the members of the Board stood above the 85% threshold. In addition, it is noted that all Directors with missed Board attendance provided representation proxies, leading to an attendance rate (physical and under representation) of 100%.

In particular, the Directors' attendance rates at the Board meetings in 2025 were the following:

Name	Eurobank Holdings Board			Eurobank Board		
	Eligible to attend	Attended in person (# and %)		Eligible to attend	Attended in person (# and %)	
Georgios Zantias, Board Chair, Non-Executive Director	15	15	100%	18	18	100%
Fokion Karavias, CEO	15	15	100%	18	18	100%
Stavros Ioannou, Deputy CEO	15	15	100%	18	18	100%
Konstantinos Vasileiou, Deputy CEO	15	14	93%	18	18	100%
Bradley Paul Martin, Non-Executive Director	15	14	93%	18	17	94%
Rajeev K. L. Kakar, Non-Executive Independent Director	15	15	100%	18	18	100%
Jawaid A. Mirza, Non-Executive Independent Director*	9	9	100%	8	8	100%
Alice Gregoriadi, Non-Executive Independent Director	15	15	100%	18	18	100%
Irene Rouvitha Panou, Non-Executive Independent Director	15	14	93%	18	17	94%
Cinzia Basile, Non-Executive Independent Director	15	15	100%	18	18	100%
Burkhard Eckes, Non-Executive Independent Director	15	15	100%	18	18	100%
John Arthur Hollows, Non-Executive Independent Director	15	13	87%	18	17	94%
Evangelos Kotsovinos, Non-Executive Independent Director	15	14	93%	18	17	94%

* On 18 June 2025, Mr. Jawaid A. Mirza, Non-Executive Independent Member of the Board Eurobank, submitted his resignation, effective as of 27 June 2025, due to no longer fulfilling the independence criteria of Article 9 of Law 4706/2020, as he has cumulatively served nine years as a member of the Eurobank's Board

6. Board Members Performance Evaluation

6.1 Evaluation of the Board and Board Committees – Overall Effectiveness Assessment

Board and Board Committees Evaluation

In accordance with Eurobank Board and Board Committees Evaluation Policy, the Nomination & Corporate Governance Committee is responsible for evaluating the structure, size, composition, and performance of the Board and its Committees and making recommendations for necessary changes. The Nomination & Corporate Governance Committee oversees the annual self-evaluation of the Board's and Committees' effectiveness (Internal Evaluation), typically using a self-assessment questionnaire as the primary tool.

Key Findings of the Internal Evaluation

The 2025 Internal Evaluation confirmed that the Board of Eurobank continued to operate effectively, maintaining a high level of performance consistent with the previous year's assessment.

The Board demonstrated effective oversight of the Bank's strategy, with members noting the improved integration of strategic, financial, and ESG-related information, which has enhanced monitoring of execution. The relationship with Management remained strong, characterized by trust, open communication, and effective follow-up, reinforcing the Board's supervisory role. The Board also showed robust oversight in areas of strategic human resources, banking culture, leadership capability, and the alignment of remuneration with strategy and risk appetite, with risk culture oversight continuing to be a clear strength.

In terms of composition and functioning, the Board was recognized for its appropriate mix of knowledge, skills, experience, and diversity, including strong financial and international expertise, supporting effective supervision of a complex, multi-jurisdictional banking group. Governance processes remain well structured, supported by thorough annual agenda planning and constructive, well-balanced discussions. The Board Chair's leadership was identified as a key contributor to the Board's effectiveness, while the Board Secretariat was commended for its professionalism, reliability, and the quality of materials and documentation provided.

While the evaluation results were overwhelmingly positive, certain opportunities for further strengthening were identified. These include sharpening the Board's medium to long term strategic focus in light of the Group's expanding

international presence, strengthening discussions around innovation, digital leadership, and competitive positioning, and enhancing the monitoring of subsidiary performance through more strategic and in-depth discussions.

Overall, the evaluation confirms a high-performing and effective Board, with clear commitment to continuous improvement and governance excellence.

Assessment of the knowledge, skills and experience (“KSE”) of the Board collectively as well as the KSE and contribution of individual Board members

In accordance with the Bank Board and Board Committees Evaluation Policy, the Nomination and Corporate Governance Committee is also responsible for assessing the KSE of the Board collectively, as well as the KSE and contribution of individual Board members and reporting to the Board accordingly.

Individual Evaluations

The individual evaluations (assessment of the Board Chair, Non-Executive Directors and Executive Directors) is considering factors such as the status of the member (Executive, Non-Executive, Independent), participation in committees, specific responsibilities / projects undertaken, time commitment, behaviour, and the application of knowledge and experience.

- **Board Chair:** Conducted by all other Board members through the Board and Board Committees' self-evaluation questionnaire. The 2025 assessment remained very strong, consistent with 2024.
- **Non-Executive Directors** (excluding the Board Chair): Assessed by the Board Chair through self-evaluation questionnaire and confidential one-on-one interviews, with findings reported to the Nomination and Corporate Governance Committee. The 2025 assessment demonstrated that Non-Executive Directors adequately meet expectations and effectively fulfil their roles.
- **Executive Directors (including the CEO and Deputy CEOs):** The evaluation follows a structured process involving the CEO, the Nomination and Corporate Governance Committee, and the Remuneration Committee. This annual evaluation is based on qualitative and quantitative KPIs approved by the Non-Executive Directors, with the Remuneration Committee proposing the CEO's KPIs and reviewing

performance outcomes, which are then submitted to the Non-Executive Directors for approval.

Collective Suitability Assessment

In 2025, alongside the Board performance evaluation, an assessment of the Board's collective suitability was conducted in accordance with the Joint European Securities and Markets Authority ("ESMA") / EBA Guidelines on the assessment of the suitability of the management Board and Key Function Holders (EBA/GL/2021/06). This assessment was supported by the Nomination & Corporate Governance Committee.

The evaluation examined whether the Board in 2025, collectively possessed the necessary knowledge, skills, and experience to understand the business model, strategy, risks, and governance-related matters. The assessment confirmed that the Board was collectively suitable to effectively address these areas.

The evaluation also identified potential areas for improvement in specific business lines and products, various geographies and subsidiaries, and risk management, particularly regarding cybersecurity and outsourcing risks. It was suggested that initiatives should be considered to address these observations and ensure alignment with Bank strategic goals. To enhance understanding in these areas, presentations at the Board and Board Committees level, along with targeted external training and internal sessions, will continue to play a central role in strengthening Eurobank Board's expertise.

For the 2025 Internal Evaluation, all twelve Directors of Board participated by completing anonymous self-assessment questionnaires, which were administered via Diligent's secure web-based platform. These questionnaires covered

various areas, including strategy oversight, engagement with management, risk management, Board composition, dynamics, Board Chair's role, secretarial support, and effectiveness of Board Committees.

Directors' Induction and Continuous Professional Development

In accordance with the Directors' Induction and Continuous Professional Development Process of Eurobank all Directors of the Board who joined the Board undergo a comprehensive Induction Program designed to achieve several key objectives.

As part of the continuous professional development framework, in 2025, Board Directors participated in formal training sessions on:

- Artificial Intelligence and Algorithmic Risk Governance.
- Cybersecurity Awareness Session (incl. Digital Operational Resilience Act ("DORA")).
- Risk Data Aggregation and Risk Reporting ("RDARR") for decision making.

Additionally, the Board engaged in in-house meetings and discussions on Strategy, Business Planning, and Budgeting. They received regular updates, reports, and presentations from senior management on operational and strategic targets, market developments, and updates on risk, audit, compliance, financial, human resources, legal, and regulatory matters.

Board members also received regular and ad-hoc research and economic bulletins from Bank's Economic Analysis and Financial Markets Research.

6.2 Performance Evaluation of the CEO

The Remuneration Committee proposes the financial and non-financial objectives of the CEO and evaluates his performance against these indicators on an annual basis. The assessment framework combines financial, risk, strategic, customers and sustainability metrics with a structured qualitative leadership evaluation. The final assessment is submitted to the Non-Executive Directors of the Board for consideration and approval in line with the approved Remuneration Policy.

CEO's Scorecard for the financial years 2024 and 2025

The Non-Executive Directors of the Board endorsed the CEO's financial and non-financial objectives using the same scorecard for the financial years 2024 and 2025. As evaluated against their respective targets for the financial year 2024, the results are depicted below:

Weight	Key Indicators	Objective	2024 Target	2024 Actual
10%	Financials	Total Shareholder Return	10% and performance versus relevant peers	42.1% (2.09 performance vs peer average)
15%		Return on Tangible Book Value	14.9%	18.5%
15%		Core Operating Profit Increase	5.4%	21.1%
15%	Risk	Fully loaded CET1 ratio	17.2%	16.8%
		Total Capital ratio (phased in)	20.2%	19.5%
		MREL ratio	26.6%	27.4%
15%		NPE ratio	< 3.5%	2.9%
		LCR	166%	188%
15%		Amount of Gross OpLosses	Early Warning € 41 mn Risk Appetite € 58.5 mn	€ 7.33 mn
		Number of Internal Audit & 3rd party Findings Overdue	0	4 Internal audit and 1 3rd party findings overdue at evaluation
5%	Strategic	Transformation of Operating & Business Model	Timely Achievement of Major Transformation Deliverables as set in the Business Plan	All Major Transformation Deliverables timely achieved
5%	Customers	Customer Satisfaction and Loyalty	Total R-NPS:> 11	Total R-NPS: 9.3
			Primary R-NPS:> 39	Primary R-NPS: 39.1
			Consideration:> 56%	Consideration: 57%
			Brand Equity Index:> 25.3	Brand Equity Index: 25.4
5%	Sustainability	Environmental targets	Adherence of Sustainability Strategy Targets 2024 towards Net Zero 2050	All Targets are met as per Board submitted plans
		Social and Governance targets	Adherence to a defined set of Social and Governance Targets, as per Board strategy	All Social and Governance targets have been met
Overall CEO Evaluation 2024: 3- Exceeds Expectations				

6.3 Evaluation of other Executives within the Board

The evaluation of the other Executives within the Board who oversee major business and operational units is performed in alignment with the Group Variable Remuneration Framework. In accordance with the model applied across Eurobank, the assessment is conducted at unit level, using the KPIs and KRIs structure.

Evaluations follow the overarching Variable Remuneration Framework, ensuring that:

- KPIs and KRIs are aligned with the approved RAF and the Group's 3-year plan.
- The assessment reflects both quantitative and qualitative metrics.

The 360° Performance Feedback is also integral part of their evaluation. This ensures that the evaluation captures operational effectiveness, international performance, cost management discipline, IT delivery capabilities, compliance oversight, and the strategic environmental objectives of the Group.

7. Total Remuneration of the Board

In accordance with the structure and remuneration framework of Eurobank, the remuneration framework applicable to Non-Executive Directors and Executive Directors of Eurobank are separately described below.

7.1 Benchmarking of CEO and Non-Executives Remuneration

Eurobank conducts benchmarking exercises on a regular basis to assess the competitiveness and market positioning of remuneration for Executive and Non-Executive Directors of the Board.

The review is carried out with the support of an independent, reputable global advisory firm and considers an appropriate peer group of institutions based on objective criteria, including size, market capitalisation and geographic footprint.

The analysis covers fixed pay, total remuneration and pay mix structure, ensuring alignment with prevailing market practices while supporting Eurobank’s strategic objectives, risk profile and long-term sustainability. The insights serve as an input to the

Remuneration Committee’s deliberations regarding potential adjustments to remuneration levels and structure.

For 2025, the Remuneration Committee has reviewed multiple consulting firms and appointed Korn Ferry, a global consulting firm specializing in organizational strategy, leadership development, and talent advisory services, to conduct the benchmarking exercise.

For the purpose of this review, Korn Ferry applied a structured peer group selection methodology, taking into account factors, which included geographical location, size, business mix and international footprint of European banking institutions. This process resulted in the following peer group:

Overall Peer Group



Size-Adjusted Peer Group



The benchmarking analysis concluded that:

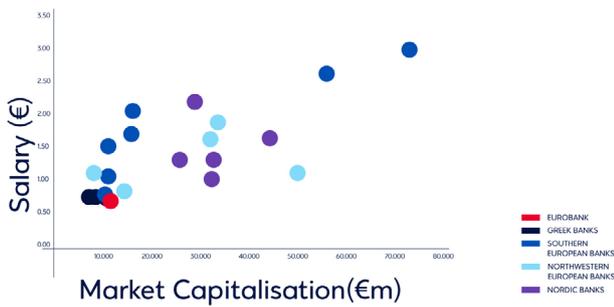
- The CEO base salary is positioned below the median of both the Greek and broader European peer group for institutions of comparable size. Total compensation is more closely aligned although it remains towards the lower end of the observed range.
- The Deputy CEOs are broadly aligned with market practice in terms of base salary and competitiveness

with respect to total compensation.

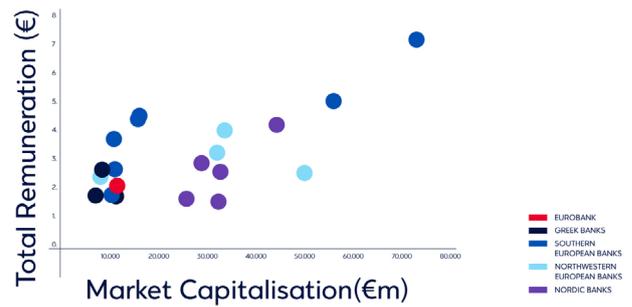
- Board Fees for Non-Executive Directors generally fall within the expected market range with some margin for increase, relative to the selected peer group.

The charts below provide an overview of the CEO’s remuneration positioning relative to the peer group, taking into account differences in size and regional market dynamics.

Salary by Region and Market Capitalisation



Total Remuneration by Region and Market Capitalisation



7.2 Remuneration Report of Executive Directors

In accordance with Article 86 of Law 4261/2014 and following the recommendation of the Remuneration Committee, the AGM held on Wednesday, 30 April 2025, approved, with the required quorum and majority, a higher maximum ratio between the fixed and variable components of remuneration for eight Senior Executives for the financial year 2025.

The approved ratios range between 117% and 175% of fixed remuneration, depending on the responsibilities, scope and strategic importance of each role. The positions concerned include the CEO and selected members of senior management with Group-wide accountability.

The approval of a higher ratio reflects the evolving competitive landscape for executive talent, the expanded scope of responsibilities at Group level, and the need to ensure alignment with international market practices for comparable financial institutions. It also supports Eurobank's ability to attract and retain experienced leadership capable of executing its long-term

transformation and growth strategy.

Importantly, the approved ratios do not imply automatic payments at those levels. Variable remuneration remains strictly performance-based and subject to financial, risk, strategic and sustainability criteria. A significant portion of variable remuneration is deferred over multiple years and is subject to malus and clawback provisions, ensuring continued alignment with long-term performance, risk outcomes and capital strength.

The structure of variable remuneration remains balanced and prudent, combining cash and share-based components with multi-year deferral periods. This approach reinforces accountability, supports sustainable value creation and ensures compliance with the applicable regulatory framework.

The table below provides an analysis of the Executive Directors' total remuneration paid (in Gross Amounts in €) in 2025:

Name of Director, Position	Financial Year	Fixed Remuneration	Pension Contribution	Variable Remuneration (*)	Total Remuneration	% vs Previous Year
Fokion Karavias ¹ CEO	2021	298,032	40,079	-	338,111	0%
	2022	381,788	52,273	-	434,061	28%
	2023	383,268	127,375	811,000	1,321,643	204%
	2024	553,078	152,644	1,230,000	1,935,721	46%
	2025	601,058	159,837	1,230,000	1,990,895	3%

(*) Variable Remuneration has been awarded by 50% in cash and by 50% in Stock Options, whereas the percentage of 70% is deferred for a duration of five years.

Stavros Ioannou ² Deputy CEO Group Chief Operating Officer (COO) & International Activities	2021	374,203	51,433	-	425,636	0%
	2022	376,023	51,433	-	427,456	0%
	2023	377,143	126,535	700,500	1,204,178	182%
	2024	494,828	144,244	950,000	1,589,071	32%
	2025	495,868	144,312	950,000	1,590,179	0%

(*) Variable Remuneration has been awarded by 50% in cash and by 50% in Stock Options, whereas the percentage of 60% is deferred for a duration of five years.

Konstantinos Vasileiou ³ Deputy CEO Head of Corporate & Investment Banking	2021	374,203	51,433	-	425,636	0%
	2022	375,743	51,433	-	427,176	0%
	2023	376,923	126,535	700,500	1,203,958	182%
	2024	493,948	144,244	950,000	1,588,191	32%
	2025	499,308	144,312	950,000	1,593,619	0%

(*) Variable Remuneration has been awarded by 50% in cash and by 50% in Stock Options, whereas the percentage of 60% is deferred for a duration of five years.

¹CEO since February 2015

²Deputy CEO since April 2015

³Deputy CEO since July 2018

Stock Options are deferred in accordance with the terms and conditions of the Plan and are exercisable in portions during 2024-2028. It should be noted that the Executive Directors have been awarded stock options in years 2021 and 2022, which were under the condition that at the time of their exercise the restriction of article 10 par. 3 of L. 3864/2010, as amended by L. 4941/2022, will not be applicable to the beneficiaries. Following the HFSF divestment from Eurobank this restriction is no longer applicable and therefore the Executive Directors can exercise the respective stock options.

It is noted that the variable remuneration is provided as recognition of the Executive Directors' strong commitment to the Group's results whereas the responsibilities of the Executive Directors as well as the variable remuneration paid in the banking sector, but also in businesses of other

important sectors of the economy, in Greece and abroad, were taken into consideration. In addition, although the Group net profit for the financial year 2025 were increased by 27% versus the previous financial year, the variable remuneration of the Executive Directors remained the same.

7.3 Remuneration Report of Non-Executive Directors

The table below provides a consolidated overview for 2025 of the Non-Executive Directors of the Board and their respective memberships across the Board Committees, highlighting cases where Directors held multiple roles:

Full Name	Board	Audit Committee	Risk Committee	Remuneration Committee	Nomination and Corporate Governance Committee	Digital & Transformation Committee
Georgios P. Zanias	Chair	-	-	-	Member	-
Bradley Paul L. Martin	Member	-	-	-	-	-
Rajeev K. L. Kakar	Member	Member	Chair	-	Member	-
Alice K. Gregoriadi	Member	Member	-	Member	-	Chair
Irene Rouwitha Panou	Member	Member	-	Member	Chair	-
Cinzia Basile	Member	-	Member	Chair	-	Member
Burkhard Eckes	Member	Chair	Member	-	Member	-
John Arthur Hollows	Member	-	Vice Chair	Member	-	Member
Evangelos Kotsovinos	Member	-	Member	-	-	Member
Jawaid A. Mirza*	Member	Member	-	Member	Member	-

*Jawaid A. Mirza served as an Independent Non Executive Director until 27 June of 2025. He resigned on 18 June of 2025 (effective 27 June of 2025) after nine years of service, no longer meeting independence criteria under Law 4706/2020.

Taking into consideration the Board Remuneration Policy as approved by the AGM on 30 April of 2025 and the remuneration benchmarking performed with the support of Korn Ferry, the below table illustrates Board and Board Committee Fees framework for the financial years 2025 and 2026:

Board & Board Committees' Fees Framework 2026	2025			2026	
	Chair	Vice-Chair	Member	Chair	Member/ Vice-Chair
Board	362,000	-	82,000	390,000*	100,000
Audit Committee	60,000	35,000	17,500	60,000	22,500
Board Risk Committee	60,000	35,000	17,500	60,000	22,500
Nomination and Corporate Governance Committee	40,000	-	15,000	40,000	17,500
Remuneration Committee	40,000	-	15,000	40,000	17,500
Board Digital & Transformation Committee	30,000	-	10,000	30,000	10,000

The table describes the fees applicable for the various Board and Board Committee positions for the Directors of Eurobank. (fees are per annum gross).
* Including Eurobank's contribution to the Pension Scheme of Group

In formulating the Board Fees framework for the financial year 2026, due consideration was given to the significant level of engagement required by the Board members, as well as their expanded responsibilities in relation to the development and oversight of the Group's strategy. The Board Fees framework also remains aligned with market benchmarking, which indicates an upward trend in remuneration levels across both the Greek and broader European markets.

Overall, the 2026 Board Fees framework results in an annualized increase of approximately 13% compared to the 2025 framework.

These adjustments are intended to better align remuneration with the heightened demands and

complexity of Board and Board Committees' roles, while ensuring Eurobank maintains a competitive remuneration position in the Greek market at the individual Non-Executive Director level.

For governance and disclosure purposes, it is noted that the Board Chair is not entitled to receive Committee membership fees for his participation in Board Committees while a part of his fees continues is included in Eurobank's contribution to the Pension Scheme of Eurobank Group.

The table below presents the total annual remuneration of each Non-Executive Director of the Board, detailing their fixed remuneration, pension expenses, total remuneration (in Gross Amount and €), and the year on year percentage change:

Name of Director, Position	Financial Year	Fixed Remuneration	Pension Contribution	Total Remuneration	% vs Previous Year (*)
George Zanias Board Chair Non-Executive Director (Member since March 2019)	2021	295,000	-	295,000	0%
	2022	279,827	15,173	295,000	0%
	2023	295,059	21,941	317,000	7%
	2024	307,906	23,724	331,630	12%
	2025	329,671	26,329	356,000	7%
Jawaid A. Mirza Independent Non-Executive Director (Member since June 2016)	2021	162,296	-	162,296	7%
	2022	149,200	-	149,200	-8%
	2023	162,500	-	162,500	9%
	2024	154,483	-	154,483	-5%
	2025	67,500	-	67,500	-56%
Bradley Paul Martin Non-Executive Director (Member since June 2014)	2021	122,595	-	122,595	-7%
	2022	95,700	-	95,700	-22%
	2023	90,000	-	90,000	-6%
	2024	76,958	-	76,958	-14%
	2025	76,000	-	76,000	-1%
Rajeev K. L. Kakar Independent Non-Executive Director (Member since July 2018)	2021	170,897	-	170,897	0%
	2022	147,500	-	147,500	-14%
	2023	164,500	-	164,500	12%
	2024	163,613	-	163,613	-1%
	2025	168,500	-	168,500	3%
Alice Gregoriadi Independent Non-Executive Director (Member since April 2020)	2021	91,304	-	91,304	63%
	2022	98,100	-	98,100	7%
	2023	112,500	-	112,500	15%
	2024	121,367	-	121,367	8%
	2025	138,500	-	138,500	14%
Irene Rouvitha Panou Independent Non-Executive Director (Member since April 2020)	2021	93,410	-	93,410	76%
	2022	113,400	-	113,400	21%
	2023	117,183	-	117,183	3%
	2024	123,017	-	123,017	5%
	2025	148,500	-	148,500	21%

Cinzia Basile Independent Non-Executive Director (Member since December 2020)	2021	104,497	-	104,497	-
	2022	114,800	-	114,800	10%
	2023	125,000	-	125,000	9%
	2024	130,542	-	130,542	4%
	2025	143,500	-	143,500	10%
Burkhard Eckes Independent Non-Executive Director (Member since July 2023)	2021	-	-	-	-
	2022	-	-	-	-
	2023	41,717	-	41,717	-
	2024	127,708	-	127,708	206%
	2025	168,500	-	168,500	32%
John Arthur Hollows Independent Non-Executive Director (Member since July 2023)	2021	-	-	-	-
	2022	-	-	-	-
	2023	29,208	-	29,208	-
	2024	100,775	-	100,775	245%
	2025	136,000	-	136,000	35%
Evangelos Kotsovinos Independent Non-Executive Director (Member since July 2024)	2021	-	-	-	-
	2022	-	-	-	-
	2023	-	-	-	-
	2024	43,225	-	43,225	-
	2025	103,500	-	103,500	139%

(*) Differences are mainly due to timing differences between appointment and resignation dates, YoY increase of Board Fees, change of Director's role at a Board Committee.

8. Eurobank's Performance Over Time

The performance of Eurobank, as determined, over the last five reported financial years is described by the indicators presented below:

Quantitative indicators	Actuals				
	2025	2024	2023	2022	2021
Core Profit	1,753.5	1,781.9	1,471.0	868.5	482.2
Net Profit (before one offs)	1,412.2	1,484.4	1,256.1	1,178.1	424.3
Core Income	3,319.4	3,172.8	2,717.5	2,001.7	1,776.4
Operating Income	3,371.8	3,242.0	2,803.4	2,715.8	1,904.2
Net Interest Income	2,549.0	2,507.0	2,173.7	1,479.7	1,320.6
NPEs Coverage (%)	95.2%	88.4%	86.4%	75.5%	69.2%
FTEs	12,408	12,406	10,728	9,857	11,935
Cost to Income ratio	37.3%	33.0%	32.2%	31.6%	46.0%
Cost of Risk over net loans	0.59	0.69	0.85	0.71	1.11
Qualitative indicators	Scoring				
	2025	2024	2023	2022	2021
S&P	63	56	52	50	48
MSCI	AA	A	A	BBB	BBB
Sustainalytics	Evaluation underway	9.7	10.6	12.1	15.3

The performance measures are designed to correspond with shareholder reported metrics as well as the Eurobank's strategic priorities, which increases transparency and relevance. These measures deliver more precise insight into operational effectiveness and support the alignment of performance monitoring with investor expectations and long-term strategic objectives.

Average Annual Remuneration of Employees

The average remuneration on a full-time equivalent basis of employees of Eurobank, other than the Executive Directors of the Board is as follows:

Average Annual Remuneration of Employees	Actuals				
	2025	2024	2023	2022	2021
Actuals	56,955	48,468	44,109	42,528	36,389
Change from previous year	18%	10%	4%	17%	-5%

2024 comparative figures have been adjusted, reflecting an increase in staff costs and a corresponding decrease in administrative expenses.

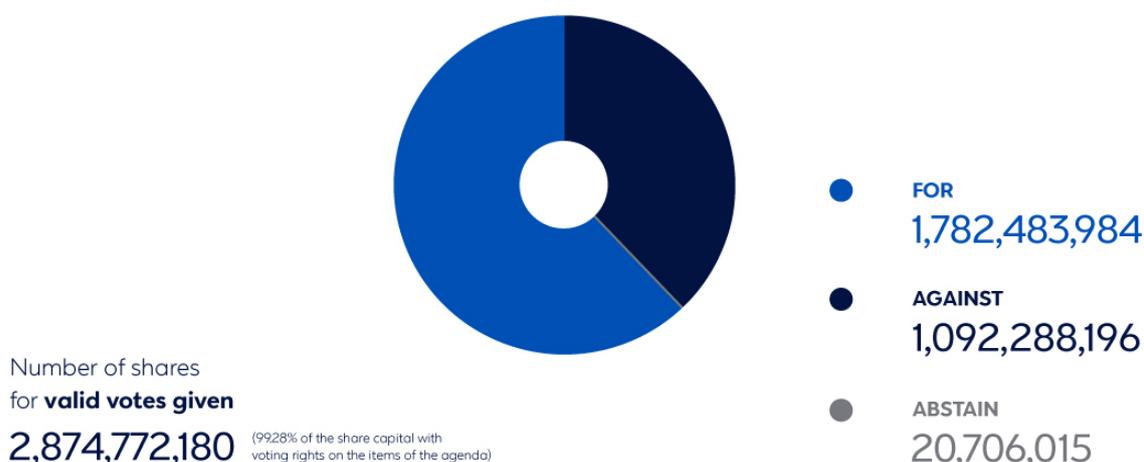
9. Review and Disclosure of the Remuneration Report

The Remuneration Committee reviewed the present Remuneration Report prior to submitting its recommendation to Eurobank’s Board. The Board approved the Report and resolved to submit it to the AGM of Shareholders for discussion and ratification, in accordance with Article 112 of Law 4548/2018.

The Remuneration Report is reviewed on an annual basis for compliance with the requirements of article 112 by the statutory auditors, submitted at the AGM for discussion

and made publicly available, on Eurobank’s website for a period of at least ten years, as required by law (taking into consideration some specific requirements regarding personal data protection). The Board has collective responsibility to ensure that the Remuneration Report is drawn up and published in line with the requirements of the Law.

The AGM of 30 April of 2025 casted a positive vote on the Remuneration Report for the financial year 2024. The voting results on the respective item were as follows:



10. Appendix - Abbreviations

Abbreviation	Description
AGM	Annual General Meeting of Shareholders
AML	Anti-Money Laundering
Board	Board of Directors
CAE	Chief Audit Executive
CEO	Chief Executive Officer
CET1	Common Equity Tier 1
CIB	Corporate and Investment Banking
DEI	Diversity, Equity, and Inclusion
DORA	Digital Operational Resilience Act
EBA	European Banking Authority
ESG	Environmental Social and Governance
ESMA	European Securities and Markets Authority
FY	Full Year
GCAE	Group Chief Audit Executive
GCCO	Group Chief Compliance Officer
GCFO	Group Chief Financial Officer
GCHRO	Group Chief Human Resources Officer
GCRO	Group Chief Risk Officer
HR	Human Resources
HRMS	Human Resources Management System
IPC	Incentive Plan Committee
KPIs	Key Performance Indicators
KRIs	Key Risk Indicators
KSE	Knowledge, Skills and Experience
LCR	Liquidity Coverage Ratio
LTIP	Long Term Incentive Plan
MREL	Minimum Requirement for Own Funds and Eligible Liabilities
MRTs	Material Risk Takers
NPE	Non-Performing Exposures
NPS	Net Promoter Score
RAF	Risk Appetite Framework
RDARR	Risk Data Aggregation & Risk Reporting
RoTBV	Return on Tangible Book Value
TBV/S	Tangible Book Value per Share
TSR	Total Shareholder Return
VRF	Variable Remuneration Framework