

**AUDIT COMMITTEE ACTIVITY REPORT
FOR THE YEAR 2025**

Purpose

1. In accordance with the Law 4449/2017 as amended, the Audit Committee (AC) of Eurobank S.A. (Eurobank or Bank) should submit an annual report to the Shareholders' Annual General Meeting on the issues dealt with by the AC during the previous year, also including therein a description of the sustainability policy followed by the entity.
2. The current 2025 AC Activity Report of Eurobank which is also part of the 2025 Annual Financial Report, refers to the AC activity during 2025 and the issues addressed. In addition, it describes Eurobank's sustainability policy.
3. In addition, taking into consideration that:
 - a) in accordance with the Law 4449/2017 as amended, the Audit Committee (AC) of Eurobank Ergasias Services and Holdings S.A. (Eurobank Holdings or HoldCo or Company) had also the responsibility to submit an annual report to the Shareholders' Annual General Meeting on the issues dealt with by the HoldCo AC during the previous year, also including therein the description of its sustainability policy,
 - b) Eurobank Holdings was absorbed by Eurobank on 12 December 2025, pursuant to the General Meeting approvals of the shareholders of both entities, and the receipt of all necessary permits and approvals from the competent authorities,the current 2025 AC Activity Report of Eurobank also covers the respective matters of Eurobank Holdings until the date of the merger.
4. No deviations from the AC's Terms of Reference (ToR) have been identified.

AC Composition / Membership

5. Following Mr. Jawaid Mirza's resignation dated 18.06.2025 from the position of member of the Bank and HoldCo BoD and member of the Bank and HoldCo BoD Committees he served, effective as of 27.06.2025 and the Bank and HoldCo Nomination & Corporate Governance Committee's relevant recommendation, the Bank and HoldCo BoD of 27.06.2025 decided the Bank and HoldCo ACs to continue their operation with the remaining independent non-executive directors. In this context, the Bank and HoldCo ACs decided on their constitution and on the appointment of their Chairman,
6. Following the above, the AC consists exclusively of BoD members, four (4) in total, all of which are independent non-executive Directors, according to the provisions of article 9 of L. 4706/2020. In particular, AC consists of the following members: **1. Burkhard Eckes (Chairperson of the Audit Committee, independent non-executive BoD member), 2. Irene Rouvitha-Panou (Audit Committee member, independent non-executive BoD member), 3. Rajeev Kakar (Audit Committee member, independent non-executive BoD member) and 4. Alice Gregoriadi (Audit Committee member, independent non-executive BoD member).**
7. All AC members have sufficient knowledge in the field of Bank activities and the necessary skills and experience to carry out their duties. Moreover, it is noted that the Chairman of the AC has adequate knowledge and solid experience in accounting and auditing, while participated at the AC meetings for the approval of the Bank and HoldCo financial statements.
8. Information regarding current Bank AC composition and short biographical details of its members may be found at the Bank's website (www.eurobank.gr).

Bank and HoldCo AC Meetings Held During the Period & Attendance

9. During 2025, the Bank Audit Committee held seventeen (17) meetings (vs. fourteen (14) meetings in 2024), while the HoldCo Audit Committee held fourteen (14) meetings (vs. fifteen (15) meetings, in 2024).

10. The average ratio of attendance at the meetings by the Bank AC members stood at 100% (vs. 98% in 2024), while the average ratio of attendance at the meetings by the HoldCo AC members stood at 98% (vs. 97% in 2024). The Bank and HoldCo AC members provided proxies for all missed AC meetings, they were eligible to attend.
11. The quarterly meetings were attended in person and the rest were held via conference calls. This practice was allowed by the Bank and HoldCo AC ToR and was consistent across all Bank and HoldCo BoD Committees.
12. The submissions for the Bank and HoldCo AC meetings have become available to all Bank and HoldCo BoD Members through the Diligent platform.
13. The Bank and HoldCo BoD Chair has regularly attended the Bank and HoldCo AC meetings as a guest. All Bank and HoldCo AC meetings were attended by the Internal Audit and Group Compliance.
14. The External Auditor of 2024 and 2025 financial statements (KPMG) has been invited and attended meetings as required.
15. The Bank and HoldCo AC Chair updated the Bank and HoldCo Board members, at the respective meetings of the Bank and HoldCo Board, on the material matters covered during the Bank and HoldCo AC meetings.
16. In 2025, the Bank and HoldCo AC members have been invited and participated in the Bank and HoldCo Board Risk Committee (BRC) meetings and similarly the members of the Bank and HoldCo BRC have been invited and participated in the Bank and HoldCo Audit Committee meetings (joint Bank and HoldCo Audit Committee and Board Risk Committee meetings) for the discussion / approval of items that fall under the responsibility of both Committees.
17. The AC Chair had regular private meetings with the Head of Group Internal Audit, Head of Group Compliance and Group CFO as well as the External Auditors and with the chairs of the AC of subsidiaries.
18. The AC Chair informed the AC on his annual meeting with the JST.

Highlights of Issues of Importance during 2025

Internal Controls System and Risk Management

Eurobank

19. The AC, in accordance with its Terms of Reference, reviews the adequacy of the Internal Control and Risk Management systems and the compliance with rules and regulations of the monitoring process.
20. During 2025, the Bank AC:
 - received recurring and non-recurring reports, covering matters of the System of Internal Controls, Risk Management and Compliance with rules and regulations and updates on legal and regulatory issues.
 - acknowledged the annual Group Internal Audit (Group IA) Evaluation Report of the System of Internal Controls of the Bank, a requirement of the Bank of Greece Act 2577/9.3.2006 (in force that time). The said report along with the AC's own assessment of the evaluation was further submitted to the BoD and subsequently to BoG in June 2025.
 - ensured that the issues regarding weaknesses in internal controls and the progress on actions taken to address them, were monitored by Group IA. In addition, the AC discussed with Management several pending issues and ensured that the time plans and deadlines were followed up.

- In 2025, the members of the AC have been invited and participated in the Board Risk Committee (BRC) meetings and similarly the members of the BRC have been invited and participated in the Audit Committee meetings (joint Audit Committee and Board Risk Committee meetings) for the discussion / approval of items that fall under the responsibility of both Committees. More specifically, at the BRC meetings the AC members have participated, among others various issues including risk related accounting policies, risk related issues such as the operational and non-financial risks, Group Top ten non-financial risks report, Semi-annual COO/CIO report, Risk Culture policy, the Information and Communication Technology risk (ICT risk) and security (incl. Cyber Security and Digital Operational Resilience Act (DORA)), the climate-related and environmental risks, the Minimum Requirement for Own Funds and Eligible Liabilities (MREL) plan, the Resolvability Progress Report, the Outsourcing report the Environmental and Social Governance (ESG) and the General Data Protection Regulation (GDPR) have been discussed.
- reviewed and further submitted to the BoD for approval the Related Party Transactions Policy.
- Reviewed the Corporate and Sustainability report
- in accordance with the provisions of Law 2533/1997, was informed of the substantial stock transactions performed by the Bank's Directors and General Managers in listed securities and notified the Board.
- received quarterly the Customer Complaints Report prepared by the Client Relations Office.

Eurobank Holdings

21. The Eurobank Holdings AC, in accordance with its Terms of Reference, reviewed the adequacy of the Internal Control and Risk Management systems and the compliance with rules and regulations of the monitoring process.
22. From the beginning of 2025 until 12 December 2025, the HoldCo AC:
 - received update by IA and Compliance and other Bank Units as required, covering matters of the System of Internal Controls, Risk Management, Compliance with rules and regulations and legal issues.
 - through the Group IA Activity Report, received updates on the significant weaknesses in internal controls and the progress of actions taken to address them, discussed with Management several pending issues (including External Auditors' Management Letter) and ensured that the time plans and deadlines will be followed up.
 - acknowledged the annual Internal Audit Evaluation Report of the System of Internal Controls, a requirement of the Bank of Greece Act 2577/9.3.2006 (in force that time). The said report along with the AC's own assessment of the evaluation was further submitted to the BoD and subsequently to BoG in June 2025.
 - In 2025, the members of HoldCo AC have been invited and participated in the HoldCo Board Risk Committee (BRC) meetings and similarly the members of the HoldCo BRC have been invited and participated in the HoldCo Audit Committee meetings (joint HoldCo Audit Committee and Board Risk Committee meetings) for the discussion / approval of items that fall under the responsibility of both Committees. More specifically, at the HoldCo BRC meetings that the HoldCoAC members have participated, among others various issues including, the operational and non-financial risks, the Information and Communication Technology (ICT risk) and security risk Management Framework, the climate-related and environmental risks and outsourcing have been discussed.
 - Reviewed the Corporate and Sustainability report

- reviewed and submitted to the HoldCo BoD for approval the revised Related Party Transactions Policy.
- in accordance with the provisions of Law 2533/1997, reviewed reports on substantial stock transactions performed by the Company's Directors and General Managers in listed securities and notified the Board.

Internal Audit

Eurobank

23. Group Internal Audit (Group IA) of Eurobank is an independent objective assurance and consulting function (third line of defense) designed to add value and improve the operations of Eurobank and its subsidiaries. In order to safeguard its independence, the Group IA reports functionally to the Audit Committee and administratively (for example, day-to-day operations) to the CEO. It is adequately organized, has unrestricted access to any pertinent information and operates efficiently and effectively in compliance with the Standards of the Institute of Internal Auditors.

24. During 2025, the Bank AC:

- approved the revised Group Internal Audit Mandate and Terms of Reference.
- received confirmation from the Chief Audit Executive (CAE) regarding Group IA's independence for 2024.
- approved and submitted to the BoD for info, the Group IA Annual Plan for 2026 and the Group IA Mid Term Plan (2026-2028).
- monitored the progress of the Group IA Audit Plan through the receipt of quarterly Group IA Activity and Performance reports. In addition, through the Group IA Activity reports monitored the progress of the foreign banking subsidiaries' IA Audit Plans.
- at the quarterly AC meetings, Group IA has submitted the Group IA Activity Reports and presented the key highlights. Group IA submitted and presented also, on a quarterly basis to the AC, the status and follow up of IA, competent authorities, external auditors' and other third party findings as well as information on Management Accepts Risk (MAR) findings. Similarly, Group IA presented special investigations and reviews in the AC meetings as required.
- received information on the Special Audit Assignments, covering the period from 1st January 2024 until 31st December 2024, to ensure completeness and transparency.
- regarding the Quality Assurance Issues, the AC discussed the Quality Assurance activities for 2024, received update on the review of Quality Assurance & Improvement Program and approved the Quality Assurance Plan 2026.
- discussed the annual review of Internal Audit Activities for 2024 including its overall performance, human resources developments, Quality Assurance, training and Data Analytics Center of Excellence (DAnCoE) initiatives in 2024.
- received information on Group IA Budget 2025 - Submitted vs. Allocated and discussed any changes and rationale
- received update on the progress of Group IA budget consumption.
- approved Group IA Strategy (2026-2028)
- approved the Group IA Training Strategy for 2025, Group IA Human Resources and Training Strategy for 2026 and Group IA Financial Budget for 2026.

- received update on Group IA "Next-Gen Audit Lab" (NGAL) (previous Data Analytics Center of Excellence (DAnCoE) which has been renamed as part of the transition to the new organizational structure). NGAL presented, among others, the Team's purpose, their achievements in 2024 and 2025, the key goals and actions for 2025 and 2026 and the exploratory initiatives for new tools and functionalities.
- received updates regarding Group IA's meetings with the SSM.
- received regular updates, separately or through the Group IA Activity Report, on the integration of the Internal Audit function of the Hellenic Bank.
- Monitored, through the Group IA Activity Report, the Supervisory Review and Evaluation Process (SREP) 2024 Report of Internal Audit, including action taken to address the 2024 decision on Internal Audit staffing and noted that the goals set, had been achieved in June 2025, as planned.
- with the assistance of Group IA, continued and improved its initiatives to strengthen its monitoring of the effectiveness of the IA functions of subsidiaries (in Greece and abroad).
- carried out the assessment for 2024, of the Chief Audit Executive.

Eurobank Holdings

25. The Internal Audit (IA) function of HoldCo was independent (Internal Audit had a functional reporting line to the AC and a dotted reporting line for administrative matters to the CEO), adequately organized, had unrestricted access to any pertinent information and operated efficiently and effectively in compliance with the Standards of the Institute of Internal Auditors.

26. From the beginning of 2025 until 12 December 2025, the Eurobank Holdings AC:

- received confirmation from the Chief Internal Auditor (CIA) regarding IA's independence for 2024.
- discussed the performance of the IA Annual Plan for 2024.
- monitored the progress of the IA Audit Plan for 2025 through the IA Activity Reports.
- at the Quarterly AC meetings, discussed the key highlights of the IA Activity Reports (including the follow-up of the external auditors' Management Letter points).
- Discussed the progress of the actions for the resolution of IA findings.
- Carried out the assessment of the Internal Auditor's performance for 2024.

Compliance

Eurobank

27. The Group Compliance of the Bank is a permanent and independent function (second line of defense) (it reports functionally to the Audit Committee and for administrative purposes to the CEO of the Bank), is adequately organized, has unrestricted access to any pertinent information and operates efficiently and effectively.

28. During 2025, the Bank AC:

- approved the revised Group Compliance Mandate.
- approved the amended Group Compliance Organizational Structure and discussed the Group Compliance skillset mapping.

- approved and further submitted to the BoD for information the Compliance Medium Term Plan (2025-2027).
- jointly with the BRC discussed and further submitted to the BoD for discussion the Business Risk Assessment Exercise (AML, CFT, Sanctions) and the Compliance Risk Assessment for the Bank and international subsidiaries. In addition, approved and further submitted to the BoD for information the Compliance Annual Plan for 2026.
- at the Quarterly AC meetings, discussed the key highlights of the Compliance and AML Activity Reports (CAARs), submitted by Group Compliance.
- reviewed and depending on the case, approved or approved and further submitted to the BoD for approval / information the revision of a) the Compliance Policy, b) the Policy governing marketing communications of MiFID II investment products-services c) the Inducements Policy, d) the new European Market Infrastructure Regulation (EMIR) Policy, e) the Policy on Safekeeping of Clients' Financial Instruments and Funds, f) the Appropriateness Assessment Policy, g) the Suitability Assessment Policy, h) the Insider Dealing Guideline, i) the Group Anti-trust Compliance Policy, j) the Client/Investor Categorization Policy, k) the Conflict of Interest Policy, l) the Anti-Bribery and Corruption Policy, m) the Order Execution Policy, n) the Policy for the Prevention and Detection of Market Abuse, o) the Policy for Reporting Illegal or Unethical Conduct or Violations of European Union Law, p) the AML/CFT and Sanctions Policy, q) the Code of Conduct and Ethics, r) the Policy for governance of MiFID II financial products (MiFID II Product Governance).
- In joint session with the BRC and the Board Digital Transformation Committee (BDTCo), approved the Policy regarding the Responsible AI Framework. The objective of this Policy is to set the principles for the implementation of a Responsible AI Framework in the Bank and its Subsidiaries and define the roles and responsibilities for AI Governance.
- in accordance with the relevant legal and regulatory requirements and in the context of the Bank's Policy for Reporting Illegal or Unethical Conduct or Violations of European Union Law, approved and further submitted to the BoD for approval the renewal of terms of the Report Receiving & Monitoring Officer (RRMO) and the assistant RRMO.
- in line with the BoG requirements, approved the Annual Group Compliance Report on AML for 2024 as per BoG Decision 281/2009 and acknowledged the Annual Group Compliance Report as per BoG Act 2577/9.3.2006 (in force that time), including MiFID report, submitted by Group Compliance. The said reports were further submitted to the BoD and subsequently to the BoG in March and June 2025 respectively, whereas their AC's assessment was submitted to the BoD and subsequently to the BoG in June 2025.
- discussed and submitted to the BoD for information the External Auditors' evaluation on safeguarding of client's assets per BoG Executive Act 147/2018.
- acknowledged and submitted to the BoD for information the External Auditors' evaluation of adherence to Dormant Accounts per Law 4151/2013.
- carried out the assessment for 2024, of the Group Chief Compliance Officer / Money Laundering Reporting Officer (MLRO).

- in the presence of NomCo members for consultation, proposed to the BoD for approval the appointment of a new Money Laundering Reporting Officer (MLRO), with effective date February 1st, 2025, pursuant to the provisions of article 38 of L. 4557/2018 and the Decision 281/17.3.2009 of the Banking and Credit Matters Committee of Bank of Greece. Until the effective date of the appointment, the Group Chief Compliance Officer continued to hold the position of MLRO in parallel.
- discussed and further submitted to the BoD for discussion the Ethics Hotline Reports received during 2024 and discussed the Eurobank Ethics Committees' Annual Report for 2024 which covers cases in Greece and international subsidiaries.
- discussed and further submitted to the BoD for discussion the Anti- Bribery and Corruption Annual Report.
- discussed the legal and regulatory framework for EU's Anti-Money Laundering Authority (AMLA) along with the progress of the respective implementation timeline and projects for Eurobank and its banking subsidiaries.
- requested the presentation of deep dives in several Compliance topics and in this context received updates (as separate deliverable and in addition to the quarterly Group Compliance and AML Activity Reports) on various areas, i.e. the results of the Compliance Risk Assessment in the theme of Market Conduct (MiFID and related) as well as a detailed walkthrough of the quarterly reporting pack, compliance matters relating to Eurobank Bulgaria, Eurobank Cyprus and Hellenic Bank, the Financial Crime area, the results of the Business Risk Assessment exercises (AML, CFT, Sanctions) and selected incoming regulations, taking into account their potential impact on the Bank.
- jointly with the BRC, discussed the regulatory fines imposed to the Bank for the period 2019-2023.
- received update on the Group Compliance matters and the meetings of Group Compliance with SSM and other regulatory authorities.
- received regular updates, separately or through the CAARs, on BoG's On-Site Inspection (OSI) on AML issues.
- received regular updates, separately or through the CAARs, on the integration of the Compliance function of the Hellenic Bank and after the merger of Eurobank Ltd.
- Received update on the management review of the Compliance Management System (in the context of ISO 37301) and noted that it fulfils the requirements of ISO 37301 standard.
- In the context of Group Compliance's strengthened oversight of international subsidiaries, discussed various compliance issues of subsidiaries.

Eurobank Holdings

29. The Compliance of HoldCo was a permanent and independent function (the Head of Compliance reported functionally to the AC and for administrative purposes to the CEO of Holdings) adequately organized, had unrestricted access to any pertinent information and operated efficiently and effectively.
30. From the beginning of 2025 until 12 December 2025, the Eurobank Holdings AC:

- reviewed and approved the Compliance Mandate.
- at the Quarterly AC meetings, discussed the key highlights of the Compliance Activity Reports, including the progress of the 2025 Compliance Annual Plan.
- discussed and further submitted to the BoD for discussion the Ethics Hotline Reports received during 2024.
- discussed and further submitted to the BoD for discussion the Anti- Bribery and Corruption Annual Report
- reviewed and depending on the case, ratified, approved or approved and further submitted to the BoD for approval / information the revision of a) the Compliance Policy, b) the Insider Dealing Guideline, c) the Group Anti-trust Compliance Policy, d) Policy for the Prevention and Detection of Market Abuse, e) Policy for Reporting Illegal or Unethical Conduct or Violations of European Union Law, f) Conflict of Interest Policy, g) Anti-Bribery and Corruption Policy.
- In joint session with the BRC, approved the Policy regarding the Responsible AI Framework. The objective of this Policy is to set the principles for the implementation of a Responsible AI Framework in the Bank and its Subsidiaries and define the roles and responsibilities for AI Governance.
- In accordance with the relevant legal and regulatory requirements and in the context of the Policy for Reporting Illegal or Unethical Conduct or Violations of European Union Law, approved and further submitted to the BoD for approval the renewal of terms of the Report Receiving & Monitoring Officer (RRMO) and the assistant RRMO.
- In line with the BoG requirements, received the Annual Group Compliance Report as per BoG Act 2577/9.3.2006 (in force that time), including MiFID report for acknowledgement. The said report along with the AC's assessment was further submitted to the BoD and subsequently to the BoG in June 2025.
- Carried out the assessment of the performance of the Head of Compliance for 2024.

Financial reporting

Eurobank

31. The Bank AC, in accordance with its Terms of Reference, monitors the financial reporting and sustainability reporting process and submits recommendations and proposals to ensure its integrity. In addition, it supervises and assesses whether the internal controls related to financial reporting are adequate and effective and that these controls are adjusted to reflect any major changes in the risk profile of the Bank.

32. During the Bank AC meetings in 2025:

- the AC reviewed and proposed to the BoD for approval the Annual Financial Reports for 2024 (including standalone and consolidated financial statements). In addition, the AC discussed various matters of the External Auditors and reviewed and proposed to the BoD for approval the Consolidated Pillar III report, and
- the AC discussed, mainly through the presentation of the financial statements by Group Finance, various issues such as accounting policies, complex transactions,

critical accounting estimates and significant one off items impacting the financial statements, major variations between periods, important disclosures and significant tax issues.

- Jointly with BRC, reviewed and cleared for submission to the BoD updates and/or new accounting policies introduced within the year.
- The AC discussed various issues regarding the Corporate Sustainability Reporting Directive (CSRD), including the Sustainability reporting process and the Group Internal Audit Report on CSRD, and received update on the status of CSRD outlining key milestones and highlights of the 2025 Sustainability Statement.
- With the assistance of Group Finance, the AC maintained oversight of the merger of Eurobank with Eurobank Holdings (Project Square) and received regular updates on the project's progress. In this context, the AC reviewed the final prospectus for the submission to Hellenic Capital Markets Committee (HCMC) and subsequently each of the BoD members signed the endorsement letter, which was signed following the AC's clearance of the final prospectus.

Eurobank Holdings

33. The HoldCo AC, in accordance with its Terms of Reference, monitored the financial reporting and sustainability reporting process and submitted recommendations and proposals to ensure its integrity. In addition, it supervised and assessed whether the internal controls related to financial reporting were adequate and effective and whether these controls were adjusted to reflect any major changes in the risk profile of Holdings.

34. During the HoldCo AC meetings, from the beginning of 2025 until 12 December 2025:

- the AC, among others, reviewed and approved the quarterly results, semi-annual and annual Accounts and Financial Statements, Annual General Meeting (AGM) matters and matters of the External auditors. In addition, the AC reviewed and proposed to the BoD for approval the Consolidated Pillar III report.
- Group Finance made presentations on issues such as accounting policies, critical accounting estimates, significant one-off items impacting the Financial Statements, major variations between periods, important disclosures, significant issues with tax authorities, as well as Group Control issues.
- Group Legal Services presented the Outstanding Significant Litigations and Provisions.
- Jointly with BRC, the AC reviewed and cleared for submission to the BoD updates and/or new accounting policies introduced within the year.
- The AC discussed various issues regarding the Corporate Sustainability Reporting Directive (CSRD), including the Sustainability reporting process, the Sustainability IT Platform and the Group Internal Audit Report on CSRD, and received update on the status of CSRD outlining key milestones and highlights of the 2025 Sustainability Statement.
- IA performed a high level review of material submitted to the AC for the clearance of the financial results and reported significant items to the AC Chairman for his attention.

- with regards to the monitoring of the Actual vs Budget Report, the AC received quarterly updates by Group Finance which were subsequently submitted to the BoD for discussion.
- The AC discussed Group Finance's planned steps to improve its reporting process (increased international subsidiaries oversight) as requested by the SSM.

External Auditors

Eurobank

35. The AC, in accordance with its Terms of Reference, is responsible for the performance and independence of the External Auditors, KPMG. In addition, the AC reviews the scope of audit work and audit approach and assesses the process for identifying and responding to key audit and internal control risks.

36. During the AC meetings in 2025:

- KPMG presented and discussed with the AC members a summary of audit work done, major findings, including a summary of unadjusted differences, and other issues of importance.
- KPMG presented its 2025 Audit Plan to the AC. The AC has also, in line with its ToR, reviewed the Engagement letter for the 2025 Statutory Audit of the Bank.
- the AC has reviewed the 2024 KPMG Management Letter (ML) and has discussed the issues raised, with KPMG and Management.
- the AC has discussed with Management the annual assessment of the External Auditors for the 2024 audit. In addition, the AC has proposed to the BoD for approval and subsequent recommendation to the Annual General Meeting of shareholders for approval the re-appointment of KPMG as statutory auditors of the standalone and consolidated financial statements of Eurobank for the year 2025.
- the AC approved the External Auditors' Bank Group Audit and Assurance Fees for 2025.
- the AC has received the External Auditors' Independence written confirmation, while it monitored the independence of the External Auditors through the Auditors independence monitoring tool submitted quarterly by Group Finance, depicting the value of non-audit services provided as compared to the limits set by the revised Group External Auditor's Independence Policy, approved by the AC in 4Q 2025. In line with the Group External Auditor's Independence Policy, the AC in 2025 reviewed and approved all non-audit services. Among the non-audit services reviewed and approved, the following services, exceeding €50k, were included: a) the engagement of KPMG for Agreed upon Procedures re Comfort Letter to ERB Bulgaria for Covered Bond Issuance and b) the provision of Advisory Services to Eurobank Limited (Cyprus) re eLearning Platform Services and c) engagement of KPMG for audit assurance related work on the Credit Risk and ESG Disclosures of the Consolidated Pillar 3 Report for the year ending 31.12.2025.
- the AC received updates from Group Finance about the timeline, the process followed for the External Auditor's tendering process for the Group statutory audit of 2027 due to mandatory firm rotation. Following the completion of the tendering

process the AC made a recommendation to the BoD for the selection of the new Group External Auditors for 2027.

- the AC discussed with the external auditor accounting issues relevant to the integration with Hellenic Bank (step up acquisition accounting).
- the AC requested and discussed the provision of limited assurance review by the external auditors for the CSRD reporting.
- The AC reviewed and approved the updated Policy on External Auditors' Independence.
- the AC reviewed the External Auditor's Report and the Additional Report to the AC, as well as the Report on Key Audit Issues and met with the External Auditors (with and without Management's presence) to discuss issues relevant to the audit, in addition to any significant issues related to the External Auditors' audit plan.

Eurobank Holdings

37. The HoldCo AC, in accordance with its Terms of Reference, was responsible for the selection, performance and independence of the External Auditors, KPMG. In addition, the AC reviewed the scope of audit work and audit approach and assessed the process for identifying and responding to key audit and internal control risks.

38. During the HoldCo AC meetings from the beginning of 2025 until 12 December 2025:

- KPMG presented its 2025 Audit Plan to the AC. The AC has also, in line with its ToR, reviewed the Engagement letter for the 2025 Statutory Audit of the Company.
- KPMG presented and discussed with the AC members a summary of audit work done, major findings, including a summary of unadjusted differences, and other issues of importance. The AC has received the 2024 KPMG Management Letter (ML) and has discussed the issues raised with KPMG and Management.
- The annual assessment of the External Auditors for the 2024 audit was discussed by the AC members and Management. At the same AC meeting, the AC decided to propose to the BoD for approval and subsequent recommendation to the Annual General Meeting of shareholders for approval, the reappointment of KPMG as statutory auditors for the separate and consolidated Financial Statements of Eurobank Holdings for the financial year of 2025. The AC has discussed and approved the Global Group Audit and assurance Fees of 2025.
- The AC has received the External Auditors' Independence written confirmation, while it monitored the independence of the External Auditors through the Auditors independence monitoring tool submitted quarterly by Group Finance, depicting the value of non-audit services provided as compared to the limits set by the Group External Auditor's Independence Policy that was also updated during 2025.
- In line with the Group External Auditor's Independence Policy, the AC in 2025 reviewed and approved all non-audit services including the audit assurance related work, ensuring that the independence limits are complied with. Among the non-audit services reviewed and approved, the following services, exceeding €50k, were included: a) engagement of KPMG for Agreed upon Procedures re Comfort Letter to ERB Bulgaria for Covered Bond Issuance, b) engagement of KPMG for audit assurance related work re FFH annual requirement for the reconciliation from IFRS to U.S. GAAP of Eurobank Holdings' consolidated Total Equity and Profit & Loss for

the year ending 31.12.2024, c) provision of Advisory Services to Eurobank Limited (Cyprus) re eLearning Platform Services and d) engagement of KPMG for audit assurance related work on the Credit Risk and ESG Disclosures of the Consolidated Pillar 3 Report for the year ending 31.12.2025.

- The AC reviewed the services (non-audit engagements) assigned to the Big Audit Firms in 2024 vs 2023-2021.
- The AC was informed about a comparison between Eurobank Holdings Group and peers in Greece for Audit and Non-Audit fees, according to the disclosure note included in the published consolidated Financial Statements for the year ending 31.12.2024.
- The AC met with the External Auditors (with and without Management's presence) to discuss issues related to the audit, in addition to any significant issues related to the External Auditors' audit plan.
- The AC reviewed the External Auditor's Report, the Additional Report to the Audit Committee, as well as the Report on Key Audit Issues.
- The AC reviewed and approved the updated Policy on External Auditors' Independence.
- the AC worked with Group Finance to complete the External Auditor's tendering process for the Group statutory audit of 2027 due to mandatory firm rotation. More specifically, the AC after clearing the time-plan and short-listed eligible audit firms, (i) reviewed and approved proposals by the audit firms, as well as their independence statements considering also feedback received from the International Banking Subs Groups ACs, (ii) held meetings with each of the short-listed audit firms with the presence of Senior Management and (iii) concluded on the proposed selection, in accordance with the provisions of the Group's External Auditors Tendering Policy & Procedure. Further to the above, the AC made a recommendation to the BoD for the selection of the new Group External Auditors for 2027.
- The AC discussed with the external auditor accounting issues among others relevant to the integration with Hellenic Bank (step up acquisition accounting).
- The AC requested and discussed the provision of limited assurance review by the external auditors for the CSRD reporting and the Agreed upon Procedures (AUP) report on Credit Risk Disclosures of the Consolidated Pillar III Report as of 31.12.2024.

Bank's Oversight of Subsidiary ACs

39. The AC has communicated effectively during the year with the Audit Committees of the International Subsidiaries and has monitored their memberships, modus operandi and activities, while the AC Chairman received the quarterly Financial Results Review of International Subsidiaries.
40. In addition, in accordance with the Group Governance Policy which, among others, sets out the general governance principles for the group entities, the AC a) approved the appointment of the AC Chairperson for Eurobank Bulgaria and b) discussed with the Chairpersons of Eurobank Bulgaria, Eurobank Luxembourg and the former Eurobank

Cyprus and former Hellenic Bank (now merged into Eurobank Limited) the respective key Audit Committee issues of each entity.

41. The Group AC chair has visited the international subs., attended as a guest the local AC and met the local management, heads of IA and Compliance as well as had one-on-one discussions with the local AC chairs. The local AC chairs performed annual or biannual presentations at the Group AC level.

AC's Performance Evaluation

42. The AC's performance is evaluated annually according to the provisions of Bank's Board and Board Committees Evaluation Policy.
43. The AC's 2025 evaluation by BoD members that are not members of the AC, confirmed the Committee's enhanced ability to support the Board and to communicate its work clearly and effectively. The improvements noted reflect strengthened reporting, clearer articulation of key issues and robust oversight across financial reporting, internal control and audit matters as well as subsidiaries monitoring.
44. Similarly, the AC's 2025 evaluation by its members confirms a very high level of effectiveness. The results reflect a mature, well-functioning Committee with strong leadership, disciplined processes and comprehensive mandate coverage, while also pointing to limited areas where further fine-tuning could enhance effectiveness.
45. In this context, the AC members identified a focused set of priority areas for further enhancement. These priorities largely reflect the growing complexity of the Group, the expansion of international activities, and the increasing regulatory, technological and supervisory demands placed on the Audit Committee.

Other AC Matters

46. The Bank and HoldCo ACs have reviewed and proposed to the BoD for approval their respective Terms of Reference.
47. The Bank and HoldCo ACs have approved and notified the respective Boards for further submission to the Annual General Meeting, their annual Activity Report for 2024.
48. The Bank AC has discussed its annual Plan for 2026.
49. The HoldCo AC received updates from its Chairman on the matters discussed during his annual meeting with the SSM.

Sustainability Overview

50. Eurobank supports the transition towards a sustainable economy and considers sustainability and climate change as an opportunity. A key strategic objective is to adapt its business and operation in a way that addresses climate change challenges, accommodates social needs within its business model and safeguards prudent governance for itself and its counterparties, in accordance with supervisory initiatives, and following international standards/ best practice. Adopting a strategic approach for the management of risks and the identification of opportunities in relation to sustainability and climate change, the Bank follows, and accelerates where possible, a detailed roadmap prioritizing actions for the effective management of sustainability and climate-related & environmental (CR&E) risks in alignment with the supervisory expectations included at the ECB Guide on Climate-Related and Environmental Risks. The IA is informed on the Group's

Climate Risk Roadmap agreed with the supervisor and other developments around sustainability risk. The respective developments are considered in IA risk-based audit approach. In 2025, IA issued two assurance assignments one on sustainability disclosures (CSRD) and one on the Group's Net-Zero Commitments as part of the CR&E Risk Management Framework.

51. The AC for the year 2025, through the monthly joined meetings with the BRC, has been informed (and contributed) by the GSSO and/or the Senior Risk Executive Officer and/or the Head of the Group Sustainability Risk for a significant number of topics as stated below:

- Monitoring of CSRD reporting project progress (3 sessions during 2025)
- Semi-annual update by the responsible BoD member for climate-related and environmental risks
- Progress Update on EBA Guidelines on the Management of ESG Risks
- Omnibus Key Implications for the Bank
- Climate & Environmental Risks Dashboard

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Burkhard Eckes
AC Chairman

Athens, March 2026