

Annual Remuneration Report 2024

INTRODUCTION

This Remuneration Report has been drafted in accordance with the provisions of article 112 of Law 4548/2018 and presents a review of all remunerations paid to the members of the Board of Directors of the Bank, in accordance with the Remuneration Policy of the Members of the Board of Directors of Attica Bank, as approved by the Annual General Meeting of 2024 (16.07.2024) and are in conformity with the said Policy. The Ordinary General Meeting of 16.07.2024 unanimously approved the Remuneration Report for the corporate fiscal year 2023 pursuant to article 112 of Law 4548/2018.

(A) TOTAL REMUNERATION OF THE MEMBERS OF THE BOARD & COMMITTEES

1. NON-EXECUTIVE MEMBERS AND INDEPENDENT NON-EXECUTIVE MEMBERS AND INDEPENDENT PERSONS NON-MEMBERS OF THE BOARD OF DIRECTORS

Each non-Executive Member and each independent non-Executive Member is receives a fixed remuneration by virtue of his/her Membership of the Board of Directors of the Bank and in addition, for any participation in Board Committees, depending on the duties assigned to him/her (for example if he/she serves as Chairman or Member of Committees). The remuneration of members of the committees for their participation in the committees shall be paid on a monthly basis, irrespective of the number of meetings that may be held in the same month.

The remuneration of the non-Executive members of the Board of Directors for their participation in the Board of Directors as well as the committees thereof with respect to the office undertaken (Chairman or committee member) are set out in the following table.

TABLE I

REMUNERATION OF MEMBERS OF THE BOARD OF DIRECTORS – MEMBERS OF COMMITTEES OF THE BOARD OF DIRECTORS	MONTHLY	ANNUAL
REMUNERATION OF MEMBER OF THE BOARD OF DIRECTORS	4,166.67	50,000.04
REMUNERATION OF VICE CHAIRMAN OF THE BOARD OF DIRECTORS	6,000.00	72,000.00
REMUNERATION OF THE CHAIRMAN OF AUDIT COMMITTEE (INDEPENDENT PERSON – NON-MEMBER OF THE BOARD OF DIRECTORS)	4,166.67	50,000.04
REMUNERATION OF MEMBER OF THE AUDIT COMMITTEE	1,500.00	18,000.00

REMUNERATION OF CHAIRMAN OF CORPORATE GOVERNANCE, NOMINATIONS, HUMAN RESOURCES AND REMUNERATION COMMITTEE	1,000.00	12,000.00
REMUNERATION OF THE CORPORATE GOVERNANCE, NOMINATIONS, HUMAN RESOURCES AND REMUNERATIONS COMMITTEE	750.00	9,000.00
REMUNERATION OF THE CHAIRMAN RISK MANAGEMENT COMMITTEE	1,500.00	18,000.00
REMUNERATION OF MEMBER OF THE RISK MANAGEMENT COMMITTEE	1,125.00	13,500.00

In order to avoid any conflict of interest, non-executive members receive only fixed remuneration and there is no provision for the use of incentive mechanisms based on the Bank's performance.

Non-executive members of the Board of Directors are provided with Life and Hospital Insurance through the Bank's Group Staff Insurance Policy, as well as civil and professional liability insurance.

Payments of the above remuneration are subject to statutory deductions.

The total remuneration and benefits of the non-executive independent non-executive members of the Board of Directors and independent persons, non-members of the Board of Directors for 2024 are as set out in the following table.

The official needs of the Chairman of the Board of Directors are covered (also through a company card) in the context of fulfilling his duties and obligations, he is provided with a company mobile phone, travel expenses, company parking, fuel expenses, as well as a company car, which are listed separately in the table below, since they are not considered remuneration according to the current Remuneration Policy for the Members of the Board of Directors.

TABLE IIa

Member	Capacity	Gross remuneration	Remuneration for Meetings of the Board of Directors and of Committees	Total	Other benefits	Facilitation of Service Needs
ZOGRAPHAKIS IOANNIS	Chairman of the Board of Directors	234,720.00		234,720.00	<ul style="list-style-type: none"> • Staff Group Insurance Policy €247.04 • Other benefits according to the SCLA 2023-2025* €770 	<ul style="list-style-type: none"> • Corporate car • Parking space • Fuel expenses • Corporate mobile phone • Corporate card • Corporate travelling expenses card
GLAVANIS CHRISTOS-STERGIOS	Independent person-Non-member of the Board of Directors, Chairman of the Audit Committee who meets the independency criteria of Article 9 of Law 4706 / 2020		50,000.04	50,000.04		
VARDAKARI CHARIKLEIA	Member of the Board of Directors, Member: a) of the Corporate Governance, Nominations, Human Resources and Remuneration Committee and b) of the Risk Management Committee		72,500.04	72,500.04	<ul style="list-style-type: none"> • Staff Group Insurance Policy 	
MOISSIS AVRAAM-MINOS	Non-Executive Member and representative of the Hellenic Financial Stability Fund (HFSF) and Vice Chairman of the Board of Directors, Member: a) of the Corporate Governance, Nominations, Human Resources and Remuneration Committee, b) of the Risk Management Committee and c) of the Audit Committee		112,500.00	112,500.00	<ul style="list-style-type: none"> • Staff Group Insurance Policy 	
YIANNOPOULOS AIMILIOS	Independent Non-Executive Member of the Board of Directors, Chairman of the Corporate Governance, Nominations, Human Resources and Remuneration Committee, Member: a) of the Risk Management Committee and b) of the Audit Committee		93,500.04	93,500.04	<ul style="list-style-type: none"> • Staff Group Insurance Policy 	

POLITOPOULOU MARIA IOANNA	Member of the Board of Directors , Member a) of the Corporate Governance, Nominations, Human Resources and Remuneration Committee and b) Member of the Risk Management Committee		66,425.04	66,425.04	• Staff Group Insurance Policy	
LAMPIRIS RICHARDOS ANTONIOS	Member of the Board of Directors and Member of the Corporate Governance, Nominations, Human Resources and Remuneration Committee until 04.09.2024		39,988.92	39,988.92	• Staff Group Insurance Policy	
ALEXAKIS CHRISTOS	Member of the Board of Directors		50,000.04	50,000.04		• Corporate travelling expenses card
KARAKASIS THEODOROS	Member of the Board of Directors		50,000.04	50,000.04		
ADAMOPOULOS KONSTANTINOS - VASILEIOS	Member of the Board of Directors and Member of the Audit Committee		68,000.04	68,000.04	• Staff Group Insurance Policy	
KYRIAKOPOULOS EFTHYMIOS	Member of the Board of Directors , Member of the Corporate Governance, Nominations, Human Resources and Remuneration Committee, Member of the Audit Committee and Chairman of the Risk Management Committee		95,000.04	95,000.04	• Staff Group Insurance Policy	
DOXAKI DESPOINA	Member of the Board of Directors		6,596.81	64,596.81		
TOTAL		234,720.00	762,511.05	997,231.05		

**SCLA: Sectoral Collective Labour Agreement*

Corporate credit cards of the members of the Board of Directors (foreign residents) and coverage of travelling expenses (non-executive members of the Board of Directors)

As regards the cards used for the coverage of travelling expenses of members of the Board of Directors, the Board of Directors, in its meeting dated 22.09.2023, further to the relevant briefing by the Corporate Governance, Nominations, Human Resources and Remunerations Committee (pursuant to the Minutes No 2/22.9.2023), approved

the amendment of the policy that was previously in effect and the implementation of the following policy as of 06.09.2023:

For 2023 and forth, for the members of the Board of Directors who live abroad and are obligated to travel at regular intervals for the needs and their duties as members of the Board of Directors, corporate credit cards are issued with a credit limit of Euro 15,000. The said cards are granted in order for the members of the Board of Directors to use them exclusively for covering expenses related to travelling, accommodation, sustenance and/or professional meals. The relevant invoices of the expenses that will be covered by the corporate credit cards will be analytically documented in an expenses sheet, which will be produced by the members of the Board to the Financial Management Division of the Bank in accordance with the relevant circulars of the bank. Upon the production of the relevant expenses sheet, the amount paid shall be reimbursed by the Bank. The above policy amends the policy that was previously in effect, as described in the Minutes of the Board of Directors No 1381/08.06.2022.

At the meeting of the Board of Directors held on 30.04.2024, a Travel Expenses Coverage Policy for non-executive Members of the Board of Directors and independent members of the Committees of the Board of Directors of Attica Bank was approved, which was subsequently updated by the resolution of the Board of Directors dated 12.08.2024.

2. EXECUTIVE MEMBERS

The executive members of the Board of Directors receive a fixed annual remuneration in the context of the transactional relationship between them and the Bank. They also occasionally receive certain benefits in kind and monetary value in accordance with the Sectoral Collective Labour Agreement, the Circulars of the Human Resources Division of the Bank and other provisions, as set out in the following table.

The executive members are not entitled to receive any additional remuneration or wages for their participation in the Board of Directors or any Committees. The executive members of the Board of Directors are offered insurance coverage for civil and professional liability.

In total, the remuneration and benefits of the executive members of the Board of Directors for 2024 were fixed and have as set out in the table that follows.

Coverage of service needs of the members of the Board of Directors (corporate mobile phone, corporate car, fuel expenses, parking space, corporate card based on the invoices produced) in the context of fulfilling their duties and obligations, is separately

presented in the following table, given that it is not considered to constitute remuneration, according to the Remuneration Policy of the Members of the Board of Directors.

Payment of the following remuneration is subject to the withholdings provided for by the law.

Table IIB

Member	Capacity	Gross remuneration	Remuneration for Meetings of the Board of Directors and of Committees	Total	Other benefits	Facilitation of Service Needs
VRETTOU ELENI	Managing Director	292,182.24		292,182.24	<ul style="list-style-type: none"> • Participation in Pension Scheme for a percentage of 10% of the annual fixed gross salary • Staff Group Insurance Policy €273,44 • Other benefits based on the SCLA 2023-2025* €770 	<ul style="list-style-type: none"> • Corporate car • Parking space • Fuel expenses • Corporate mobile phone • Corporate card
SKOUBAS VASILIKI	Executive Member of the Board of Directors	171,524.06		171,524.06	<ul style="list-style-type: none"> • Participation in Pension Scheme for a percentage of 10% of the annual fixed gross salary • Staff Group Insurance Policy € 76,28 • Other benefits based on the SCLA 2023-2025* €770 	<ul style="list-style-type: none"> • Corporate car • Parking space • Fuel expenses • Corporate mobile phone • Corporate card
VARTHOLOMAIOS ANTONIOS	Designated Director / Executive of the Board of Directors	522,002.07		522,002.07**	<ul style="list-style-type: none"> • Group Insurance Policy and Additional Insurance Policy €8,358.46 	<ul style="list-style-type: none"> • Corporate card • Fuel expenses • Corporate car • Corporate mobile phone
TOTAL		985,708,37		985,708,37		

*SCLA: Sectoral Collective Labour Agreement

** The amount includes the severance pay for Mr A. Bartholomaios

EXPLANATORY NOTES for each member

VRETTOU ELENI

The remuneration paid to the Managing Director Ms Eleni Vrettou for the fiscal year 2024 was granted by virtue of the Fixed-Term Service Provision Agreement dated 29.09.2022 that she has executed with the Bank.

SKOUBA VASSILIKI

The remuneration paid to the Managing Director Ms Vassiliki Skouba for the fiscal year 2024 was granted by virtue of the Open-Ended Employment Contract Agreement dated 29.12.2022 that she has executed with the Bank, which was concluded in replacement of the employment contract dated 4.4.2022 that she had executed with the Bank.

The above persons have not received any other amounts by the Bank under any different capacity or relationship.

ANTONIOS BARTHOLOMAIOS

The remuneration paid to Mr Bartholomaios for the fiscal year 2024 was granted by virtue of private agreements concluded with the Pancreta Bank and approved by the competent bodies thereof, given that Mr Bartholomaios held the office of the Managing Director of Pancreta Bank until 04.09.2024 (date of merger of Pancreta Bank with Attica Banking Société Anonyme). On 04.09.2024 Attica Bank elected Mr Bartholomaios as member of the Board of Directors and Designated Director thereof, with special executive authorities and on 06.12.2024 Mr Bartholomaios filed his voluntary resignation from the above offices, with resignation effective date 20.12.2024, which was accepted by the Bank. In its meeting dated 06.12.2024 (Minutes No 1468) the Board of Directors of the Bank resolved for the payment of indemnification to Mr Bartholomaios, following his resignation, which was thereafter approved by resolution of the Extraordinary General Meeting of the Bank dated 26.02.2025.

(B) ANNUAL REMUNERATION CHANGE

This section presents the annual change in the remuneration of the Members of the Board of Directors, the performance of the Bank and the change of the average wages of full-time employees of the Bank, except of the officers.

TABLE III

CHANGE OF REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS

Comparative Table for the Remuneration of the Members of the Board of Directors of ATTICA BANK during the past five (5) financial years						
Name	Capacity- Period	Total remuneration (Gross amounts in €)				
		2020	2021	2022	2023	2024
ZOGRAPHAKIS IOANNIS	Member of the Board of Directors from 24.03.2022 to 06.07.2023 Chairman of Board of Directors since 06.07.2023			52,733.87	152,940.07	234,720.00
Annual change					n/a	53%
VRETTOU ELENI	Member of the Board of Directors since 31.08.2022 Managing Director since 16.09.2022			85,219.82	292,182.24	292,182.24
Annual Change					n/a	0%
SKOUBAS VASILIKI	Executive Member of the Board of Directors from 08.02.2023 to 06.07.2023 and then since 20.10.2023				108,965.73	171,524.06
Annual Change						n/a
VARTHOLOMAIOS ANTONIOS	Designated Director of Attica Bank since 04.09.2024. On 12.09.2024 he was elected as executive member of the Board of Directors, keeping in parallel the role of the Designated Director					522,002.07**
Annual Change						
VARDAKARI CHARIKLEIA	Member of the Board of Directors since 15.07.2021		19,937.50	50,964.67	49,959.68	72,500.04
Annual Change				n/a	-2%	45%
MOISSIS AVRAAM-MINOS	Non-Executive Member and representative of the Hellenic Financial Stability Fund Vice Chairman of the Board of Directors since 24.11.2021		3,000.00	103,425.00	112,500.00	112,500.00
Annual Change				n/a	9%	0%
GIANNOPOULOS AIMILIOS	Independent Non-Executive Member of the Board of Directors since 24.03.2022			37,032.26	59,576.60	93,500.04

Annual Change					n/a	57%
POLITOPOULOU MARIA-IOANNA	Member of the Board of Directors since 07.06.2023				23,568.55	66,425.04
Annual Change						n/a
LAMPIRIS RICHARDOS ANTONIOS	Member of the Board of Directors from 07.06.2023 to 04.09.2024				22,100.00	39,988.92
Annual Change						n/a
ALEXAKIS CHRISTOS	Member of the Board of Directors since 06.07.2023				14,596.77	50,000.04
Annual Change						n/a
KARAKASIS THEODOROS	Member of the Board of Directors since 06.07.2023				14,596.77	50,000.04
Annual Change						n/a
ADAMOPOULOS KONSTANTINOS-VASILEIOS	Member of the Board of Directors since 06.07.2023				23,354.83	68,000.04
Annual Change						n/a
KYRIAKOPOULOS EFTHYMIOS	Member of the Board of Directors since 06.07.2023				36,491.92	95,000.04
Annual Change						n/a
DOXAKI DESPOINA	Member of the Board of Directors since 06.07.2023					64,596.81*
Annual Change						
Total			22,937.50	329,375.62	910,833.16	1,932,993.38
Total members of the Board of Directors (includes non-active members)	Number of members of the Board of Directors in 31.12	10	10	11	13	12
	Annual remuneration	1,303,165.71	991,905.47	1,086,272.87	1,180,855.00	1,932,939.38
	Change %		-24%	10%	9%	64%

* The amount relates to the entire remuneration since 06.07.2023 and was paid in 2024

** The amount includes the severance pay for Mr A. Bartholomaios

CHANGE OF THE PERFORMANCE OF THE BANK (in thousands of Euro)

YEAR	Profits before taxes and provisions (PPI)	Change Percentage	Profits before taxes and provisions (PPI) – Not including revenues from securitization	Change Percentage
2020	53	-96.61%	53	-96.61%
2021	-80,535	-	-25.134	-
2022	-38,478	-52.22%	-38.478	53.09%
2023	33,013	185.80%	33.013	185.80%
2024	42,969	30.16%	42.969	30.16%

CHANGE OF AVERAGE REMUNERATION OF EMPLOYEES OF THE BANK EXCEPT OF OFFICERS

The following table shows the average remuneration of the Bank's employees other than the General Manager and Chief Officer positions for the years in which these positions existed. The Average Remuneration is the product of the division corresponding to the fraction with the numerator being the sum of the gross annual remuneration of the personnel who worked at the Bank in 2024, excluding severance payments and the denominator being the number of persons who worked at the Bank in that year and is shown in the column "persons".

ANNUAL WAGES OF BANK EMPLOYEES				
YEAR	PERSONS	PERSONS CHANGE PERCENTAGE	AVERAGE	CHANGE PERCENTAGE
2020	807	9.79%	€29,681.81	-4.29%
2021	779	3.47%	€30,272.11	-1.99%
2022	705	-9.50%	€30,076.64	-0.65%
2023	640	-9.22%	€31,514.05	4.78%
2024	1532	139.38%	€38,750.15	22.96%

(C) REMUNERATION FROM GROUP COMPANIES

This section presents the remuneration of members of the Board of Directors of the Bank originating from Group Companies for 2024. The said remuneration is additional and is not included in the above tables.

Ms Eleni Vrettou received from the company ATTICA GROUP INSURANCE FACTORING S.A. the amount of €60,000.00 as expenses for the attendance of members of the Board of Directors and a corporate credit card has been granted for the facilitation of business needs.

(D) No shares or pre-emption rights have been granted or offered to the members of the Board of Directors and the exercising of any such rights is not pending. No variable wages were granted and consequently, the recovery thereof is of no issue.

(E) There were no deviations from the implementation of the Remuneration Policy of the Members of the Board of Directors that was approved by the Annual Ordinary General Meeting of 2024 (16.07.2024).